



# 2022 Corporate Responsibility Report



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## About Vertex

We are a global biotechnology company that invests in scientific innovation to create transformative medicines for people with serious diseases. We have multiple approved medicines that treat the underlying cause of cystic fibrosis (CF) — a rare, life-threatening genetic disease — and several ongoing clinical and research programs in CF. Beyond CF, we have a robust clinical pipeline of investigational small molecule, mRNA, cell and genetic therapies (including gene editing) in other serious diseases where we have deep insight into causal human biology, including sickle cell disease (SCD), beta thalassemia, acute and neuropathic pain, APOL1-mediated kidney disease (AMKD), type 1 diabetes and alpha-1 antitrypsin deficiency (AATD). Our preclinical pipeline, which represents the next wave of innovation, is also broad, diverse and rapidly advancing.

We commit to operating our business responsibly and disclosing our progress to stakeholders on an annual basis. This corporate responsibility report shares our progress with respect to our environmental, social and governance (ESG) efforts, with a focus on 2022 programs and activities.

# Leadership Message

Reshma Kewalramani, M.D., Chief Executive Officer and President



“

Our unique strategy, our values, our talented employees and our culture of innovation and inclusion will continue to fuel our long-term success.

2022 represented a strategic inflection point for Vertex and our core mission of investing in scientific innovation to create transformative medicines for people with serious diseases. Our unique and differentiated strategy, combined with our special culture, has enabled broader access to our CF medicines across the globe, fueled significant advances in multiple diseases across our pipeline and created more ways to positively impact patients, employees and our communities.

Among our progress and achievements in 2022, we:

- ▶ Increased access to our CF medicines for more people around the world, including more than 60 countries where our CF medicines are reimbursed or accessible. In the U.S., more than 99 percent of eligible patients have access through public and private insurance.
- ▶ Advanced our research and development (R&D) portfolio, with eight programs in mid- or late-stage clinical development that each represent an opportunity for a transformative treatment, and the next wave of innovation getting ready to enter the clinic.
- ▶ Engaged with more than 100 national, regional and grassroots patient organizations to increase awareness and highlight the first-hand experiences of patient communities. This included joining the Sickle Cell Disease Partnership that launched in 2022, serving as the lead sponsor of the American Kidney Fund's APOL1 Education Campaign and supporting the American Diabetes Association's State of Diabetes program.
- ▶ Committed to improving health equity with a \$50 million commitment over five years made by Vertex and the Vertex Foundation and grants to support increased clinical trial diversity, access to quality care and education of the health care workforce.

- ▶ Continued to embed inclusion, diversity and equity (ID&E) throughout our business and increased support for programs that create enduring pathways into biotechnology careers for individuals from underrepresented backgrounds.
- ▶ Continued to integrate sustainability best practices in our operations and exceeded our global target of reducing absolute greenhouse gas (GHG) emissions by 20 percent (over a 2018 baseline) one year earlier than planned.
- ▶ Supported education, innovation and health in the communities where we are located through more than \$35 million in charitable giving by Vertex and the Vertex Foundation.

I'm proud to share our 2022 achievements in this report — the result of ~4,800 Vertexians and our communities coming together to deliver remarkable results. Our unique strategy, our values, our talented employees and our culture of innovation and inclusion will continue to fuel our long-term success.

Looking ahead, I am confident that we will continue to put patients at the heart of everything we do as we continue our journey in CF, prepare for near-term commercial launches and accelerate our pipeline forward, all while continuing to operate our business responsibly.

A handwritten signature in black ink, appearing to read 'R. Kewalramani'.

**Reshma Kewalramani, M.D.**  
Chief Executive Officer and President

# 2022 Priorities and Progress



## Improve the Lives of People With Serious Diseases

### Majority

business operating expenses invested in R&D (GAAP)

### 3 out of 5

employees work in R&D roles

### 8

programs in mid- or late-stage clinical development

### 60+

countries where our cystic fibrosis medicines are reimbursed or accessible



## Foster an Ethical Culture That Embraces Innovation, Inclusion, Diversity and Equity

### 51%

of new hires are from underrepresented ethnic and racial groups (U.S.)

### 7 out of 11

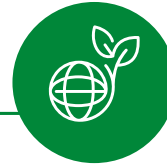
Board directors are women and/or from underrepresented ethnic and racial groups

### 100%

of employees completed annual code of conduct training

### 16

Best Places to Work awards in the U.S.



## Carefully Manage Our Operations and Environmental Footprint

### 21.4%

reduction in absolute GHG emissions since 2018

### 83%

green-certified square footage in our buildings<sup>1</sup>

### 100%

renewable electricity at our London and Oxford facilities

### B score

on 2022 CDP Climate Change survey for addressing environmental impacts of our business and ensuring good environmental management (global average score is C)



## Make a Positive Impact in the Communities Where We Are Located

### \$35+ million

in charitable giving by Vertex and the Vertex Foundation

### 57%

of employees volunteered during annual global Day of Service

### 1,895

nonprofit organizations supported through Employee Matching Gift Program

### ~700

students participated in global early career or STEAM education programs

<sup>1</sup> — Including Leiden Center for Cell and Genetic Therapies, which is expected to receive green certification in 2023.

# Recognition of Our Efforts

## **Boston Business Journal**

Best Places to Work  
Top Charitable Companies

## **Boston Globe**

Top Places to Work

## **BioSpace**

Best Places to Work

## **Forbes**

America's Best Midsize Employers  
Best Employers for Diversity  
World's Best Employers

## **Fortune**

Best Workplaces in Biopharma  
Best Workplaces for Women

## **Great Place to Work**

Best Workplaces for Parents

## **JUST Capital**

Top 100 U.S. Companies Supporting  
Healthy Families and Communities

## **Newsweek**

America's Most Responsible Companies  
America's Most Loved Companies

## **PEOPLE® Magazine**

Top 100 Companies that Care

## **Points of Light**

The Civic 50: One of 50 Most  
Community-Minded Companies  
in the U.S.

## **San Diego Business Journal**

Best Places to Work

## **Science Magazine**

Top Employers

## **Seramount**

100 Best Companies  
100 Best Companies for Dads  
Inclusion Index





# Improve the Lives of People With Serious Diseases

At Vertex, we are relentless in our pursuit to create transformative medicines so people with serious diseases can lead better lives.

We've built our R&D strategy around serial innovation, and we believe that we can create the greatest value for patients, investors and society through continued investment in innovation. This means revenues obtained from bringing one medicine to market are used to drive discovery and development of the next.

Today, we have four approved medicines for the treatment of CF, as well as a broad clinical-stage pipeline that targets additional disease areas where we have deep insight into the causal human biology. In addition to CF, our clinical-stage pipeline includes sickle cell disease (SCD), beta thalassemia, acute and neuropathic pain, APOL1-mediated kidney disease (AMKD), type 1 diabetes and alpha-1 antitrypsin deficiency (AATD). Our preclinical pipeline, which represents the next wave of innovation, is also broad, diverse and rapidly advancing.

# Our Research and Development Focus

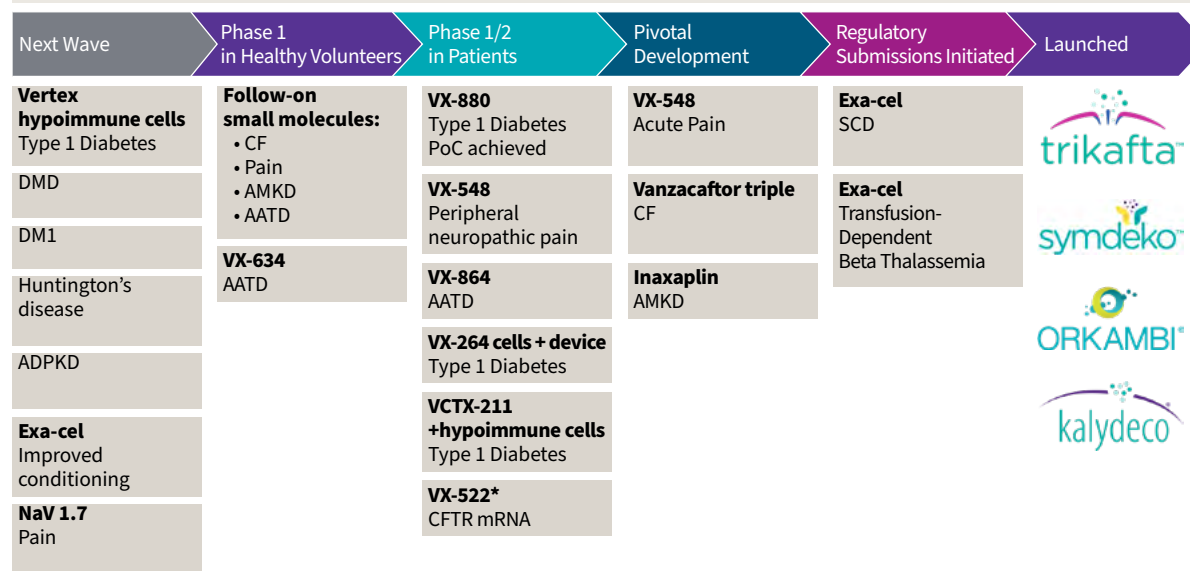
Vertex discovers, develops and commercializes innovative medicines so that people with serious diseases can lead better lives. To do so successfully, we invest in diseases where there is a significant unmet need and we can have a transformative impact for patients, not just an incremental benefit. We work only on diseases where we have a deep understanding of the underlying cause in humans. By focusing on validated targets, creating predictive lab assays and identifying clinical biomarkers, we pursue therapeutic approaches that we believe are most likely to succeed. We are modality agnostic; we will build, acquire or partner to get the tools and technologies we need to treat a disease. Today our pipeline spans multiple modalities, even within the same disease area, and includes small molecules and cell and genetic therapies, including approaches that utilize mRNA and gene editing.

We have developed a differentiated strategy to serially innovate. We invest the majority of our operating expenses in R&D to discover new medicines. Our unique approach to building drug discovery programs is intended to maximize our chances of creating therapies that may dramatically improve patients' lives.

Our more than 20 year history in CF has informed our R&D strategy and exemplifies its principles. We have four approved medicines to treat CF, the latest of which has the potential to treat the underlying cause of the disease in approximately 90 percent of people with CF. However, we have set a high bar for ourselves and have not stopped our efforts to discover and test additional medicines and combination therapies. In 2022, we advanced our next-generation triple combination therapy by completing enrollment for our 12+ Phase 3 clinical trials and initiated a clinical trial for an investigational mRNA therapy to treat the underlying cause of CF for the more than 5,000 people with CF who cannot benefit from cystic fibrosis transmembrane conductance regulator (CFTR) modulators.



## We are Advancing a Broad and Deep Pipeline Across Multiple Modalities



*DMD: Duchenne Muscular Dystrophy; DM1: Myotonic Dystrophy Type 1; ADPKD: Autosomal Dominant Polycystic Kidney Disease; PoC: Proof of Concept  
\*Phase 1, single ascending dose study in patients with CF*



### Research Ethics

We conduct scientific research in accordance with the ethical principles outlined in [Vertex's Commitment to the Ethical Conduct of Scientific Research](#): Respect, Excellence and Integrity.

## Accelerating Our R&D Pipeline

Our continued growth is fueled by a uniquely strong and durable CF franchise, a broad and deep R&D pipeline with multiple potential near-term commercial opportunities, and a strong financial profile providing the capacity to invest in both internal and external innovation and attract and retain highly talented people.

Each of our clinical stage programs — CF, SCD and beta thalassemia, acute and neuropathic pain, AMKD, type 1 diabetes and AATD — follows a first-in-class or best-in-class approach that holds the promise to transform the disease. For example, we believe exa-cel has curative potential for thousands of patients with SCD and transfusion-dependent beta thalassemia.



[Learn more about our innovation strategy](#)





# Access to Medicines

It is our overall aim to make our CF medicines available to as many people with CF as possible around the world, and our teams are working every day to expand access. We are focused on expanding access to our medicines geographically, as well as to younger and broader populations. Today, of the estimated 88,000 people living with CF in North America, Europe, Australia and New Zealand, more than two-thirds are on a Vertex treatment.

Achieving sustainable access is highly complex and requires many stakeholders to work together. Therefore, we continue to work creatively and flexibly with government agencies, policymakers, patient advocacy organizations and health insurers to achieve regulatory approvals and national reimbursement agreements to create a path for sustainable access for patients.

At the end of 2022, our CF medicines were reimbursed or accessible in more than 60 countries, including many Eastern European countries, as well as Brazil. We have made substantial progress with our regulatory submissions and access agreements. Most of the signed reimbursement and access agreements for our newest CF medicine have been signed more quickly than industry averages.<sup>1</sup>

In countries where there is a path for sustainable access, we've offered compassionate use programs for our CF medicines to help those who are critically ill and can't wait until formal reimbursement agreements are in place.

In the U.S., our CF medicines are broadly reimbursed, with more than 99 percent of eligible patients having access through public and private insurance. Our assistance program, Vertex GPS™: Guidance & Patient Support, is available to eligible patients who need additional help and provides free medicine to patients who do not have insurance and meet certain criteria. We understand health care costs are a concern for every family, especially those who are managing a chronic condition like CF. Vertex is committed to broad patient access, and, as part of that, we offer a co-pay assistance program to help commercially insured patients cover the costs of their Vertex medicines.

1 — In EU and EEA countries alone, the average delay between market authorization and sustainable access via reimbursement for Orphan medicines is between 3.7 months to 2.8 years (average delay in Slovenia, for example, is 568 days or approximately 19 months).

We recognize that there are people with CF who could benefit from our medicines but who live in countries where access challenges are significant due to economic constraints or inadequate health care infrastructure. In such countries, we are actively evaluating options that may facilitate access to our medicines. As an example, we have initiated a pilot program to provide our medicines at no cost to people with CF in lower-income countries on four continents.

While we've made significant progress, we know there is more to do. Our teams are working every day to expand access and to make our medicines accessible to more people with CF around the world.

**60+**

**countries where our cystic fibrosis medicines are reimbursed or accessible**



**Learn more about our [view on drug pricing and our work to increase global access.](#)**

# Engaging Patient Communities

Our core values drive our work and our patient-centric mentality. Our *Uncompromising Commitment to Patients* value reinforces the importance of going beyond R&D to engage in advocacy, awareness and community support. It's why we're committed to engaging with patient organizations around the globe — to ensure our work is always centered on addressing the lived experiences of people with serious diseases, their caregivers and families.

We know that understanding the first-hand experiences of patient communities helps move science forward. We maintain an open dialogue with patients to develop insights that inform our mission. These interactions enable us to learn from patients and represent their voice within our work.

We continue to support CF programs and initiatives in the countries where we operate to educate health care professionals, strengthen R&D, raise disease awareness and provide support to nonprofit organizations and patients. For example, our Research Innovation Awards and Vertex Innovation Awards support innovative and collaborative clinical research aimed toward improving the care of people with CF. Last year, we awarded 10 grants in support of new and established researchers through this program.



[Learn more about our grants and giving.](#)

For the disease areas in our pipeline, we are deeply committed to understanding the challenges and unmet needs of patients and recognize the importance of partnering with, elevating and empowering patient communities. In 2022, we

engaged with more than 100 national, regional and grassroots organizations from the SCD and thalassemia communities in the U.S. through walks, conferences, presentations and program support. For example, Vertex is proud to be part of the SCD Partnership that launched in 2022 and works with coalition partners on federal policies to improve identified gaps in research, care and treatment programs for people living with SCD. In France, we sponsored the SOS Globi campaign to raise awareness about the importance of universal newborn screening for SCD. These efforts, among others, resulted in a recommendation to implement newborn screening by the National Health Authority that was supported by the government at the end of 2022.

We are the lead sponsor of the American Kidney Fund's APOL1 Education Campaign, which includes the first comprehensive, patient-facing website that makes education and resources available to those interested in learning more about AMKD. We have also been working with community influencers from the U.K., France, Belgium, Spain, Portugal and Brazil to better understand the dynamics and barriers to participating in clinical trials for Black and Hispanic/Latinx communities.



[Read more about the SCD Partnership.](#)



## Our Patient Commitment

- ▶ Put patients first and at the center of everything we do
- ▶ Communicate clearly, accurately, honestly and transparently
- ▶ Listen and learn from patients and caregivers about their experience living with a serious disease and apply these insights to our work
- ▶ Respect the unique, independent voice of patient organizations and the individuals they represent
- ▶ Support initiatives that help patients to live a full and engaged lifestyle
- ▶ Encourage and provide opportunities for Vertex employees to engage with patient communities

# Clinical Trial Safety, Ethics and Oversight

Clinical trials are a critical part of developing transformative medicines for people with serious diseases. We are committed to conducting clinical trials with the highest respect for patient safety, well-being and privacy. We invest in tools and technologies to seek a better understanding of the patient experience and use those insights to inform the design of all trials.

Our trials integrate ethical and safety procedures in accordance with global standards, including the International Conference on Harmonisation Good Clinical Practice (GCP) guidelines. Each trial is approved by an Institutional Review Board (IRB) or Ethics Committee (EC), including medical, scientific and nonscientific members, whose responsibility is to protect the rights, welfare, safety and well-being of clinical trial participants. Once approved, a specific IRB or EC is responsible for conducting ongoing reviews and safety monitoring of participants. Our clinical trials comply with regulatory and legal standards in all countries where we run trials.



Learn more about our [U.S. clinical trials](#).



All clinical trial participants must give informed consent before they begin a trial. Subjects receive an Informed Consent Form that explains the details of the trial, including its purpose, length of time, required procedures, alternative care options, personal data protections, key contacts and possible risks and benefits. Participation in a clinical trial is always voluntary, and participants may withdraw at any time and for any reason. The principal investigator informs clinical trial participants of any new developments that may affect or influence their decision to participate. The IRB/EC plays a role in overseeing clinical trials to make sure this occurs.

Vertex's audit program, which includes site visits by our quality assurance and auditing team, covers clinical trials conducted around the world. Our GCP program audits service providers and clinical investigators to confirm they meet our quality and safety standards and are compliant with applicable regulatory requirements and, where necessary, to identify meaningful corrective and preventive actions. We use a formal escalation pathway to manage any issues related to contracted services or GCP standards.

We are committed to clinical trial transparency and comply with laws requiring registration and disclosure of clinical trial outcomes on public registries such as ClinicalTrials.gov and the EU Clinical Trials Register and release clinical documents in accordance with health authority regulations. Results are also published in peer-reviewed medical and scientific journals.

24

countries where we conducted  
clinical trials in 2022



## Increasing Access to Clinical Trials

Vertex aims to sponsor inclusive clinical trials that represent the diversity of people living with the disease. We recognize that individuals may respond differently to a given treatment based on their age, biological sex, race, ethnicity, weight, geography and a number of other factors. Ensuring appropriate diversity in participant characteristics helps us to develop and deliver innovative medicines that can make a meaningful difference in the lives of all people living with that disease. Clinical trials that include people from diverse backgrounds and locations can show if our treatments are safe and effective across patient populations.

We work to ensure equitable access to clinical trials by breaking down participation barriers for patient populations, including historically underrepresented people. Our approach is based on strong engagement with stakeholders — patient communities, advocacy groups and physicians — which is key to embedding a meaningful and effective approach that meets patients where they are.

Beyond clinical trial recruitment, we apply patient-centric design to developing protocols, identifying and selecting sites, engaging communities and ensuring that the enrolled population is reflective of the patients who will receive the treatment if and when it is approved. We continue to demonstrate our long-term commitment to increasing access to our trials by partnering with patient advocacy groups to expand our knowledge, incorporating the patient voice into our planning and improving how we increase disease awareness and share clinical trial information within local communities.

For diseases like SCD and AMKD, which largely impact communities of color, we work with patient advocacy groups to inform the way we engage with patients and develop clinical trial education and awareness materials that resonate with each unique patient community. In disease areas with broader prevalence, such as pain and diabetes, we seek insights from patients who come from varied demographic backgrounds, engage with partners to select trial sites in strategic areas and offer recruitment materials in a variety of languages to provide an inclusive space for patients from historically underrepresented groups.

Where appropriate, we leverage technology to decrease patient burden. By bringing together the digital experience for patients and trial sites, we aim to make trials less burdensome and create a seamless approach to support trial participation from anywhere. Our goal is to make it easier for patients from all backgrounds to participate. Patients are no longer excluded due to where they live, what hours they must work or other responsibilities that may preclude participation.

# Advancing Health Equity

We are committed to helping close gaps in health care research and workforce, access, quality and patient outcomes for underrepresented communities.

In 2022, Vertex and the Vertex Foundation committed \$50 million over five years to improve health equity through increased clinical trial diversity, access to quality care and education of our health care workforce and announced grants to three organizations:

- ▶ **JDRF**, the leading global type 1 diabetes research and advocacy organization, to support efforts to improve clinical trial diversity in type 1 diabetes, which will help champion advanced care through clinical trial education, awareness and recruitment efforts
- ▶ **Massachusetts General Hospital Comprehensive Sickle Cell Disease Treatment Center**, which provides integrated, multidisciplinary care for SCD, which primarily affects Black, Hispanic/Latinx and other ethnicities, to advance the Center's ability to provide holistic support to improve patient care for these groups
- ▶ **Year Up**, a workforce development nonprofit that develops career pathways in health care services for underrepresented communities in Massachusetts

**\$50 million**

committed over five years to improve health equity



We also partner with patients and community organizations to elevate the perspectives of communities of color. For example, in 2022 Vertex began convening a Community Advocacy Advisory Board on Health Equity, bringing together community leaders from Black, Hispanic/Latinx and faith-based organizations. The purpose of the Advisory Board is to learn about the experiences of advocates and communities they serve and understand opportunities to improve health care for communities of color.

We also support programs focused on improving conditions for patients. In 2022, we supported the American Diabetes Association's State of Diabetes program in several markets to raise the level of awareness regarding health equity for the millions of Americans with diabetes and those at risk for developing the disease.



Learn how we advance health equity by supporting ID&E in our communities in our [ID&E Factsheet](#).



# Foster an Ethical Culture That Embraces Innovation, Inclusion, Diversity and Equity

Our culture of high ethical standards and ongoing commitment to ID&E are core to Vertex's ability to create and deliver transformative medicines for people with serious diseases.

Our commitment to ID&E is longstanding, and it encompasses our workplaces and workforce, as well as our communities. We believe in ID&E not only because it's the right thing to do, but also because our business depends on it. We want Vertex to be a place that enables all of our people to reach their full potential — personally and professionally. In our pursuit of scientific breakthroughs, we believe that good ideas come from people of all backgrounds.

# Workforce Diversity

Our ability to create transformative medicines for people with serious diseases relies on both the diversity of our people and an inclusive and equitable culture that enables all people to thrive. We are committed to strengthening diversity across all our sites and functions globally. Tracking and disclosing our workforce demographics holds us accountable to this commitment. To provide greater data transparency, we publish our U.S. Federal Employer Information Report, known as EEO-1.

 Learn more in our [ID&E Factsheet](#), which includes our EEO-1 data.

## New Hires in 2022

**1,100+**  
employees hired

**54%**  
are women

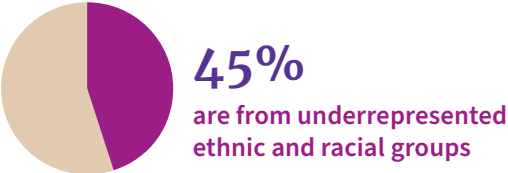
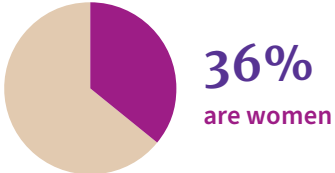
**51%**  
are from underrepresented ethnic and racial groups (U.S.)

**+31%**  
year-over-year increase in employees at Director level and above who identify as Black/African American and/or Hispanic/Latinx (U.S.)

## Global Workforce | Global Workplace



## Board of Directors



### ID&E Strategic Priorities

- ▶ Equip all Vertexians with the skills and resources to activate and live ID&E in their daily interactions and decisions
- ▶ Invest to address gaps in representation in our talent pipeline, with a focus on racial, ethnic, cultural and gender equity
- ▶ Embed inclusive and equitable practices throughout the employee experience
- ▶ Make an impact in our external communities



## Increasing the Diversity of Our Talent Pipeline

When hiring for new roles, we use a skills-based approach and remove academic degree requirements where appropriate, making jobs accessible to anyone with the relevant skill sets. As a result, approximately 450 of our jobs no longer require a four-year degree.

We partner with numerous organizations to design and provide early career programs that help us nurture a diverse pipeline of talent and expand our outreach to communities that have been traditionally underrepresented in biotechnology careers. Key partners for this work include Bottom Line, the Boston Private Industry Council, Biomedical Science Careers Program, The Consortium, FourBlock, Hack.Diversity, the Thurgood Marshall College Fund, the 10,000 Black Interns Foundation in the U.K. and Year Up.

In collaboration with Boston-based Year Up, we offer a first-of-its-kind biotechnology curriculum that helps young people from low-income and diverse backgrounds and who have not obtained a bachelor's degree prepare for future careers in research, development and medicine. In July 2021, 10 students from the program joined Vertex for a six-month internship where they had the opportunity to use the skills they learned as part of the curriculum with on-the-job training. In January 2022, eight of these interns were offered full-time opportunities at Vertex. Later in the year, Vertex and Year Up expanded the biotech curriculum to include training for cell and gene therapy roles and doubled our number of interns to 20.



Learn more about [our partnership with Year Up](#).

In the U.K., we provided opportunities to interns across 11 functional areas through the 10,000 Black Interns program, which provides meaningful, paid internship opportunities to young Black students and graduates. We were pleased to have some of the graduating interns join us in permanent roles and are working to expand the program in 2023.



# Creating an Inclusive Culture

We are the most innovative, make the best decisions for patients and attract the highest caliber of talent when we have an inclusive, diverse and equitable workforce and culture. We focus on increasing belonging and connection across Vertex, developing inclusive leadership skills in all our people and fostering a culture in which everyone can do their best work because they are valued for their perspectives and unique differences. Some of our ongoing workplace ID&E efforts include:

## Employee Resource Networks

Our global Employee Resource Networks (ERNs) amplify the voices, insights and experiences of our colleagues from traditionally underrepresented groups. There are four global ERNs that strengthen community and belonging within Vertex and build awareness of the barriers underrepresented groups face. For more information on ERN activities, visit our [ID&E Factsheet](#).

- BRAVE**  
Recognizes the veteran and first responder community and promotes the unique talents of these employees
- Inspiring Women in Leadership and Learning (IWILL)**  
Seeks to strengthen Vertex's efforts in attracting, retaining, developing and enhancing the career satisfaction of women, contributing to their professional advancement
- Vertex Includes Boundless Ethnicities (VIBE)**  
Supports the empowerment and growth of our racially and ethnically diverse employees as leaders, building a diverse community based on trust and respect
- Vertex PRIDE**  
Supports, provides visibility of, and celebrates our LGBTQ+ employees and allies



## LIVE ID&E Learning Portfolio

Achieving our ID&E aspiration — fostering an inclusive and equitable culture that enables all people to thrive — takes collective action and shared ownership. That's why all Vertexians complete ID&E training focused on three learning outcomes: establishing awareness and shared language; building empathy and strengthening belonging; and equitably developing talent. These include:

- ▶ **Inclusion at Work: Managing Unconscious Bias at the Office** — Helps employees understand and manage hidden biases
- ▶ **Insider and Outsider Dynamics** — Helps Vertexians identify behaviors that can foster or prevent us from creating an inclusive environment and provides a framework for intervening when we observe behaviors that may get in the way of inclusion
- ▶ **Inclusive Hiring** — Teaches participants how to create an equitable application, interview, selection and offer process for candidates from a diverse range of backgrounds

## ID&E Week

Since 2017 we have provided the time and space for everyone in the company to focus on ID&E. Our annual ID&E Week provides time for all Vertexians to pause and reflect, learn something new and connect with colleagues on the important role ID&E plays in our business, culture and communities. In 2022, our sixth annual ID&E Week focused on the theme of 'Catalysts for Change' — a call to action for employees to advance ID&E, be inclusive team members and leaders, and accelerate their own growth.



[Read more about our ID&E Week.](#)

# Supporting Employee Well-Being

Our vision is to create a culture where employee health and well-being sits at the center of the employee experience.

In 2022, we continued to embrace new ways of working through our flexible working approach, Flex@Vertex, emphasizing flexibility while enabling teams to thrive so that they can focus on what matters most — delivering for the patients we serve.

We recognize that prioritizing mental health has never been more important, especially as we move to new ways of working. In 2022, we continued to train employees as mental health “first aiders” to raise awareness, tackle stigmas and encourage more open conversations about mental health — bringing the total to 35 across 10 Vertex locations. We also hosted our second annual Mental Health Awareness Week with events and activities designed to keep mental health top of mind and make employees aware of all the mental health resources we offer.

**Our employee satisfaction score of 80 is seven points higher than our industry benchmark**

To promote our employees’ continued well-being and development, we offer a variety of inclusive benefits and opportunities. In 2022, we further increased our support for employees starting a family, adding coverage for fertility-related expenses, and added a personal finance tool in Canada, U.K. and our International region.

Other benefits include:

- ▶ An equity compensation program for all regular, full-time employees in every country where we operate
- ▶ An employee stock purchase program
- ▶ A competitive 401(k) plan for U.S. employees
- ▶ Up to 12 weeks of 100 percent paid Bonding Leave for all new parents in the U.S., regardless of caregiver status
- ▶ A minimum of 18–20 weeks of 100 percent paid leave for U.S. employees who give birth
- ▶ A doula reimbursement of up to \$2,000
- ▶ A surrogacy and adoption reimbursement of \$25,000 per child
- ▶ Up to 12 weeks of 100 percent paid leave for U.S. employees to care for a family member with a serious health condition
- ▶ A tuition reimbursement program providing up to \$10,500 per year
- ▶ Student loan repayments, matching employee student loan payments up to a lifetime maximum of \$10,500



## In 2022, Vertex received the New England Employee Benefits Council Best Practices Award for excellence in well-being and mental health.

- ▶ Numerous mind, body and well-being resources to manage stress and anxiety, work and productivity levels, sleep and overall physical health
- ▶ Financial counseling in the U.S. via a digital platform and one-on-one sessions
- ▶ Two companywide shutdowns, one week in August and one week in December, in addition to annual paid vacation time
- ▶ Recognition and competitive rewards, including our annual cash incentive program and an employee-nominated awards program to recognize colleagues demonstrating our core values and making a positive impact on the Vertex culture

Twice annually, we administer companywide surveys to seek feedback directly from Vertexians and measure engagement and satisfaction. We continue to outperform industry benchmarks on our surveys with an employee satisfaction score of 80, seven points higher than our industry benchmark.

# Career Growth and Development

Our approach to career development is employee-led, manager-facilitated and company-enabled. Through a wide array of career development programs and initiatives, employees can develop new skills, explore career possibilities, gain real-world experience with gigs, job rotations and cross-functional assignments, and make mentoring connections. Our MyVertex and Career Hub portals provide employees with clear paths to advance within the organization by connecting them to experiences, learning resources and subject matter experts.

Since its launch in the fall of 2020, our Global Mentoring program has connected more than 2,100 Vertexians and helped participants with everything from strengthening critical skills to gaining a trusted sounding board. Both mentors and mentees have access to resources to make the structured mentorship experience productive and useful.

We encourage all Vertexians to adopt a growth mindset, and we offer opportunities to people at all levels. This includes Vertex University, a newly imagined learning experience designed to meet the learning goals and needs of each employee, and our Skill Builders series for employees to build nontechnical competencies including communication skills, radical candor, situational leadership and business acumen.

In 2022, we launched a new Ambassador program with more than 80 global Vertex Ambassadors, a community of Vertexians who serve as an influential voice across our organization to bring the power of our culture to life every day. Ambassadors foster an understanding of who we are as Vertexians and how we do what we do in alignment with our values, behaviors and norms. They also engage with prospective and new employees, share important event and program information with their respective teams, and recognize fellow Vertexians for living our values and behaviors.

**2,100+**

Vertexians connected through our Global Mentoring program since 2020



# An Ethical Culture for Employees and Suppliers

We are committed to operating a responsible business and expect all managers, employees, contractors and agents to be accountable for our culture of inclusion, transparency and integrity. Our [Code of Conduct](#) provides guidance on how to live these values in areas such as human rights, protection of personal data, financial integrity, commitment to communities and environmental sustainability.

We expect employees to comply with our Code of Conduct and all associated policies, procedures, guidelines and trainings. We offer a confidential and anonymous reporting alert line where employees can report an issue or speak up about a concern. If we become aware of violations of law or Vertex policy, we investigate the matter and, where appropriate, take disciplinary action and implement corrective measures to prevent future violations. We prohibit retaliation against anyone who speaks up, in good faith, with concerns about a potential violation of the Code of Conduct, company policy or the law. All employees are required to complete an annual Code of Conduct training to reaffirm our mutual commitment, and we host an internal global Integrity and Ethics Week annually to highlight and raise awareness of key compliance topics.

We recognize that an effective compliance program must evolve and respond to the changing circumstances of the company and its environment. To this end, we are committed to continuous improvement based on regular reviews and assessments of the regulatory and business landscape.



Learn more about our [Code of Conduct](#).

# Sustainable Sourcing

We are committed to sourcing responsibly to ensure Vertex's suppliers represent our values and commitment to high ethical standards, embrace diversity, act with integrity, practice open communication and collaboration, and operate in a socially and environmentally responsible manner.

We recognize that, to create impact at scale, we must be clear about our expectations and help our suppliers incorporate sustainable practices. In 2022, we established a cross-functional Sustainable Sourcing Council and developed a new roadmap to guide our work. The Council oversees sustainable sourcing programs, fosters cross-functional collaboration and external partnerships, and oversees the development of sustainable sourcing goals.

Our Supplier Code of Conduct outlines expectations that suppliers share our commitment to high ethical standards. We are an associate member of the Pharmaceutical Supply Chain Initiative (PSCI), a group of pharmaceutical and health care companies that share a vision of better social, health, safety and environmental outcomes in the communities where we buy. We support the PSCI Principles for Responsible Supply Chain Management that set the standard for human rights, ethics, labor, health and safety, environment and related management systems.



**18.6%**  
of impactable spend was with  
small businesses in the U.S.<sup>2</sup>

## Increasing Supplier Diversity

Vertex is proactively increasing relationships with small and diverse suppliers, including businesses owned by minorities, women, LGBTQ+ individuals, veterans, including service-disabled veterans, and others. These small and diverse businesses strengthen and drive stability in communities and provide us with a more resilient, competitive and innovative supply chain. Vertex set a diverse supplier spend<sup>1</sup> goal in the U.S. to increase spend by 10 percent in 2022, using our 2021 spend as our baseline. We spent \$88.3 million with diverse businesses in 2022, exceeding our goal by 22 percent when compared to 2021. In addition, in 2022, 18.6 percent of our impactable spend<sup>2</sup> in the U.S. was directed to small businesses, exceeding our goal of 16 percent.

Vertex also participated in Diversity Alliance for Science's Elevate Black Mentor Program, where volunteers met with Black business owners to guide them on best practices when presenting to corporations, and the Massachusetts Competitive Partnership's first supplier diversity benchmarking project.

Other programs and platforms we participate in to support small and diverse suppliers in our communities include:

- ▶ HELIX Supplier Diversity Forum (extension of Diversity Alliance for Science)
- ▶ Pacesetters
- ▶ Massachusetts LGBT Chamber of Commerce
- ▶ Subscribing to a robust search platform that helps us identify small and diverse suppliers for upcoming projects

1 – Diverse spend is defined as MBE (Minority-Owned), WBE (Women-Owned), LGBT-Owned or VET-Owned.  
2 – For the 2022 U.S. gov. fiscal year (Oct. 1, 2021-Sept. 30, 2022)

## Protecting Our Supply Chain

Our medicines meet the highest safety, ethical and environmental standards. Vertex's Secure Supply Chain Council is a cross-functional team that leads our work to prevent, detect and respond to instances of product diversion, tampering and counterfeiting, and maintain the quality of our products for the patients who rely on them. Some of the ways we do this include:

- ▶ Monitoring markets and incorporating controls continually to protect our supply chain, starting with materials sourcing and continuing through manufacturing and distribution
- ▶ Integrating security measures into the packaging of our medicines to help authenticate genuine Vertex product
- ▶ Incorporating serialization, which is the process of adding a unique identifier to the final packaging that can be tracked through the supply chain
- ▶ Continuously expanding our global product track and trace capability throughout the supply chain from manufacturer to wholesaler or specialty pharmacy
- ▶ Investigating instances of potential counterfeiting/falsification, theft and diversion, and partnering with law enforcement when warranted
- ▶ Using a defined defect notification process to alert health authorities, patients and business partners of potential risks associated with potentially counterfeit/falsified products
- ▶ Educating our employees on the process for identifying and reporting product complaints through an annual training as outlined in our [Code of Conduct](#)
- ▶ Evolving our practices to proactively and appropriately address issues related to new modalities including cell and gene therapies
- ▶ Engaging with external trade groups, alliances, organizations and agencies including:
  - Pharmaceutical Security Institute (PSI)
  - Transported Asset Protection Association (TAPA)
  - Pharmaceutical Cargo Security Coalition (PCSC)
  - Healthcare Distribution Alliance (HDA)



## Safeguarding Data and Privacy

Protecting business, employee and patient information is a top priority. We have implemented a zero-trust model and take actions to continually enhance our global security measures. To keep data safe and help Vertex continue to grow, we improved remote access capabilities and enhanced protections for personal information and intellectual property.

We regularly update our websites and business systems to meet new and emerging privacy and cybersecurity regulations, and all employees take annual cybersecurity training and are subject to randomized phish testing. We engage with government and industry groups to learn about and share vital physical and cyber threat intelligence and best practices and maintain a robust third-party cybersecurity risk management program.

We have also established an internal Privacy Champions network that includes 73 privacy champions representing over 30 functional areas across 12 countries. Since 2017, this network of employees has served as the Privacy Office's eyes and ears on the ground, fostering privacy as a core guiding principle for the organization and assisting with privacy questions and risk assessments. Each champion completes a five-course training certification and has privacy-related responsibilities recognized as part of their job performance. In 2022, the program offered expanded communications and trainings and hosted an inaugural Data Privacy Week in January in recognition of Global Data Privacy Day.



# Carefully Manage Our Operations and Environmental Footprint

We believe in practicing environmental responsibility and considering climate risks in our operations, while providing a safe and healthy workplace for employees.

Our business is growing, and we continue to take actions across our operations to minimize our environmental footprint and ensure the highest standard of workplace health and safety. Our Environmental, Health and Safety team, along with an internal, cross-functional Sustainability Committee, oversees and implements these efforts in accordance with [Vertex's commitment to sustainability, health and safety](#).



# Accelerating Climate Action

We are committed to doing our part to mitigate climate change by managing our GHG emissions: setting ambitious targets, closely tracking our emissions, achieving reductions and reporting progress.

Our global target was to reduce absolute GHG emissions by 20 percent by the end of 2023, over a 2018 baseline. In 2022, we reduced absolute Scope 1 and 2 GHG emissions by two percent and exceeded this target. In total, Vertex reduced GHG emissions by 21.4 percent as of December 31, 2022, over a 2018 baseline. In 2023, we intend to establish our next global emissions targets.

Using GHG Protocol guidance, we determined that our total 2022 Scope 3 emissions were 249,816 MTCO<sub>2</sub>e. This calculation includes emissions categories that we consider most relevant to our business, including purchased goods and services, capital goods, fuel- and energy-related activities, upstream transportation and distribution, waste generated in operations, business travel, employee commuting and upstream leased assets. We intend to continue tracking and managing our Scope 3 emissions. In 2022, Vertex joined the PSCI Scope 3 Topic Team to help set standards for measuring, managing and reducing supply chain GHG emissions.

## Assessing Climate Risk

Every two years, we conduct a climate risk assessment to identify, assess and quantify our climate-related risks and opportunities over the short, medium and long term. Our latest assessment was completed in

## 21.4%

reduction in absolute Scope 1 and 2 GHG emissions since 2018

January 2023. Our approach is aligned with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations and uses shared socioeconomic pathways to develop potential scenarios that could impact our activities by 2030.

The 2022 analysis indicated that Vertex is relatively unexposed to risks to our business associated with the transition from fossil fuels to a lower-carbon economy. Our greatest climate risks are physical risks including the potential impacts of heatwaves and drought on our locations in California and coastal flooding near our key facilities in Boston's Seaport District. However, we believe that our business continuity strategies and existing mitigation processes, including flood barriers, waterproofing, watertight doors and storm-resistant glass, are sufficient to reduce the risk of a catastrophic event.

We communicate our climate change risks and associated opportunities through the CDP Climate Change survey, which is aligned with the recommendations of the TCFD. In 2022, we received a B score (the global average score is a C), which demonstrates that we have addressed environmental impacts of our business and ensured good environmental management.



**Global Scope 1 + 2 Emissions (market-based)<sup>1</sup>**  
GHG Footprint (MTCO<sub>2</sub>e)



<sup>1</sup> — ERM CVS provided limited assurance of Scope 1 GHG emissions, Scope 2 (location- and market-based) GHG emissions and total emissions (Scope 1 and Scope 2 location- and market-based) data for 2020-2022. Assurance information for 2020-2022 can be found in the associated CR reports. The 2022 ERM CVS Assurance Statement can be viewed at [www.vrtx.com/responsibility/policies-positions-and-reports](http://www.vrtx.com/responsibility/policies-positions-and-reports).

# Sustainable Buildings

Embedding environmental sustainability in our operations and facilities management presents the best opportunity for us to reduce our environmental footprint. When we build or retrofit buildings, we do so with a long-term view, using green construction practices and incorporating state-of-the-art efficiencies. Many of our facilities around the world have achieved LEED, SKA and/or Fitwel certification, which support sustainability and employee health and well-being throughout a building's design, construction and use.

Our Jeffrey Leiden Center for Cell and Genetic Therapies in Boston was designed to maximize energy efficiency and received the 2022 Award of Merit for Interior/Tenant Improvement from Engineering News-Record New England for the innovative methods and sustainable practices used to construct the state-of-the-art research and manufacturing site. The Leiden Center is on track to be LEED Platinum certified for Interior Design and Construction, V4, making it one of the first biotech manufacturing sites to achieve this certification in Massachusetts.

## Energy Management

We address our carbon footprint through energy management and the procurement of renewable energy. Energy use is a primary driver of our emissions, so energy management in our buildings, where the majority of our emissions are generated, is a key aspect of our reduction strategy.

Vertex joined the U.S. EPA's Energy Star program in 2022, which provides resources and tools to support our commitment to measure, track and improve our energy performance, as well as a framework for completing energy studies at our buildings. We are currently working to audit our laboratories and operational buildings to develop site-specific action plans to manage and reduce our energy use.

In addition, we have energy efficiency assessments and projects underway across our global facilities to help us further reduce our energy use and carbon emissions to meet our emissions goals. As an example, in 2022 we completed a safety and air study at Fan Pier, our largest research facility, to optimize lab ventilation rates. Lab by lab, we determined a risk control band and ventilation rating for each space. Some spaces require more ventilation for safety purposes, while others can be set lower to minimize energy use. We are working to implement adjustments and will conduct similar studies at other sites in 2023.



### Green Buildings Around the World

- ▶ **Boston Fan Pier headquarters**  
LEED Gold certified
- ▶ **Boston Leiden Center**  
Targeting LEED Platinum certification
- ▶ **Dublin**  
SKA accreditation
- ▶ **Oxford and London facilities**  
100 percent renewable electricity
- ▶ **Paris**  
SKA accreditation  
Fitwel 3 Star rating
- ▶ **Rome**  
Fitwel 2 Star rating
- ▶ **San Diego research facility**  
LEED Gold certified
- ▶ **Sydney**  
Fitwel 2 Star rating



# Managing Water and Minimizing Waste

Through lean and efficient manufacturing processes, we focus on reducing water use and waste year over year. In 2022, we completed water stewardship assessments at 76 percent of our real estate by square footage — to detail the volume and sources of water consumption in our laboratory and manufacturing operations. These assessments help us identify areas where we can take action to reuse or recycle water and further reduce our water usage. In 2023, we plan to conduct assessments at our other laboratory research buildings in Boston, San Diego and Oxford, U.K.

As part of our efforts to continually reduce our waste, Vertex is pursuing a program to minimize the amount of waste that is sent to the landfill in research and manufacturing by 2023. The Leiden Center is expected to repurpose at least 80 percent of its medical biowaste annually, and we have continued to expand vendor takeback programs and improve product distribution processes to reduce waste across the organization.



## Green Chemistry

Vertex is committed to reducing the environmental impact of drug discovery through green chemistry. Our green chemistry initiatives include efforts to understand, reduce and minimize the environmental impact of Vertex therapies. We hosted a global Green Energy Challenge in 2022 with Vertex's Medicinal Chemistry and Process Chemistry departments to crowdsource ideas to implement green chemistry at Vertex. The challenge was to highlight in-house projects that adhered to the principles of green chemistry or to propose future projects that would adhere to green chemistry principles. A total of 35 chemists participated, and 24 proposals were submitted.

At our Boston and Oxford research sites, we piloted the My Green Lab program, which helps scientists implement sustainable practices and behavior changes across 14 topics, including energy, waste and water. We completed baseline assessments in select labs at our Fan Pier and Oxford research sites and are implementing changes before submitting for our first My Green Lab certifications in 2023.

Vertex is a member of the American Chemical Society's Green Chemical Initiative Pharmaceutical Roundtable. We promote the use of the holistic 12 principles of green chemistry, which include the efficient use of renewable raw materials, elimination of waste and avoidance of toxic and hazardous materials.

# Engaging Employees in Environmental Sustainability

Our global Green Teams invite employees to collectively enact sustainable change inside and outside of Vertex. These teams:

- ▶ Act as sustainability champions within teams, countries and regions
- ▶ Bring their unique perspectives and ideas
- ▶ Help determine and set sustainability priorities and drive progress
- ▶ Increase employee awareness and engagement in environmental sustainability initiatives

Our Green Teams organized a variety of virtual events to celebrate Earth Day 2022, encouraging employees globally to participate in a variety of actions to support the environment.

The Oxford, U.K., and International region Green Teams led initiatives in 2022 to reduce energy usage with standby settings for office TVs, and to reduce paper by promoting the use of DocuSign technology in our international offices. In just six months, these initiatives had a measurable impact — saving electricity, 2.5 tons of waste and 14 tons of wood. Recognizing that each employee plays a role in helping Vertex operate sustainably, the International Green Team also created three how-to guides covering the topics of sustainable travel, waste minimization and sustainable purchasing.

We have several programs in place that help employees reduce their impact when commuting. Our London, Oxford and Rome facilities provide green allowances for hybrid or on-site employees who commute

via public transportation. In San Diego, we were recognized by iCommute/SANDAG as a Diamond Award recipient for the fifth year in a row. The iCommute Diamond Awards recognize employers in the region who have made strides to promote alternative commuting choices in the workplace as a means to reduce traffic and GHG emissions.



# Our Safety Culture

Vertex's proactive safety culture focuses on accident prevention through diligence, shared accountability and thoughtful reflection. We strive to offer our employees, contractors and visitors a healthy and safe work environment and continually seek ways to improve these standards and incorporate industry best practices. In 2022, our total recordable incident rate (TRIR) was 0.24, and days away, restricted or transferred (DART) was 0.15, which are extremely low compared with industry benchmarks of 0.7 and 0.4, respectively.<sup>1,2</sup>

Vertex invests in education, awareness, monitoring and prevention programs to help recognize and mitigate safety hazards. In 2022, we launched a new ergonomic program designed for today's hybrid workforce. Through an online tool, employees receive expert advice on ergonomics based on their personal situation. We also hosted an active pharmaceutical ingredient training to increase knowledge among our scientists on how to handle very potent pharmaceutical ingredients.

In 2022, we conducted accessibility audits to determine how well our buildings meet the needs of people with physical disabilities. Audits were completed at our Oxford, U.K., research site, international headquarters in London and our commercial office in Munich. A range of actions were taken to improve accessibility, from rearranging furniture to allow for easier wheelchair access to adding new accessibility features to our restrooms and kitchen facilities.

**0.24**

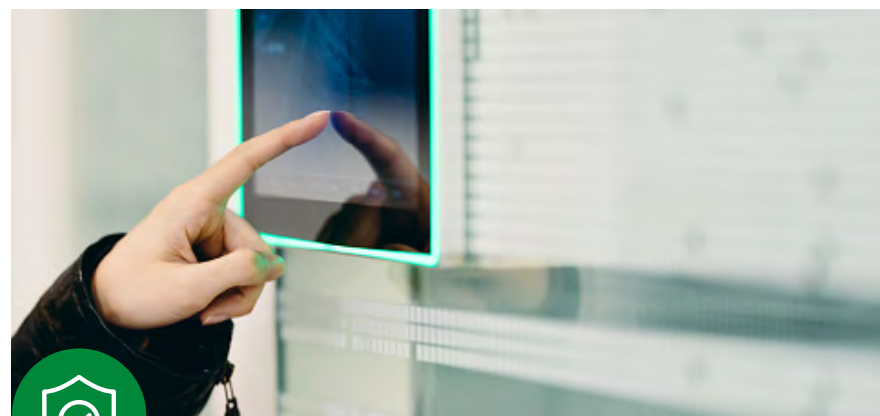
**Total Recordable Incident Rate (TRIR)<sup>1,2</sup>**

**0.15**

**Days Away, Restricted or Transferred (DART)<sup>1,2</sup>**

<sup>1</sup> — Per 200,000 hours worked.

<sup>2</sup> — ERM CVS provided limited assurance of safety data for 2020-2022. Assurance information for 2020-2022 can be found in the associated CR reports. The 2022 ERM CVS Assurance Statement can be viewed at [www.vrtx.com/responsibility/policies-positions-and-reports](http://www.vrtx.com/responsibility/policies-positions-and-reports).



## Highlights of Our Safety Program

### ▶ **Near-Miss Reporting**

We recently transitioned to a new global reporting tool that allows all sites to report near misses and other incidents to help raise potential safety concerns before they turn into problems.

### ▶ **Engineering Controls**

We incorporate engineering controls into the design of our laboratories and manufacturing centers, wherever possible, to protect our employees from hazards. As an example, our Leiden Center features error proofing for all compressed gases.

### ▶ **Ergonomics**

Occupational health professionals recommend practices that prevent injuries to scientists who spend long periods on their feet or work at multitiered stations. We provide comprehensive training and assessment tools to support employees who work at desks.

### ▶ **Continuous Manufacturing**

Our uninterrupted production line increases worker safety by reducing steps and material transfers. Vertex was the first company to obtain FDA approval for a fully continuous tableting drug manufacturing process.



# Make a Positive Impact in the Communities Where We Are Located

Giving back is part of our culture, so much so that we say it's in our DNA.

We focus community efforts on the next generation of innovators, supporting patients and their families and enabling solutions to community challenges to create a more inclusive and equitable society. The [Vertex Foundation](#) is instrumental to our efforts. Established in 2017, it aims to improve the lives of people with serious diseases and contribute to the communities where Vertex is located through education, innovation and health. In 2022, Vertex and the Vertex Foundation awarded more than \$35 million in charitable giving. We support projects and organizations with a strong commitment to ID&E and seek to advance these values through all our programs.

# Our Longstanding Commitment to STEAM

Our global science, technology, engineering, arts and mathematics (STEAM) education programs are designed to provide opportunity and show young people in our local communities just how impactful, rewarding and exciting a career in biotechnology can be, while enabling Vertexians to share their skills and expertise. We are intentional about creating opportunities for young women and students of color who have been traditionally underrepresented in biotech. A key differentiator of Vertex's programs is that high school students are compensated for their participation in internship and mentorship programs, helping to address educational inequities and enabling underresourced students to participate.

Our innovative projects and programs include:

## School Partnerships

- ▶ Through our Learning Labs in Boston, San Diego and Oxford, U.K., we provide students and schools with access to hands-on STEAM education experiences and exposure to STEM industries.
- ▶ We hosted global career panels and reading circles in 2022 with students across high schools and elementary schools in Boston, San Diego and Oxford, U.K. These events coincided with heritage months, including Black History, Women's History, Asian Pacific American Heritage and Pride, and enabled collaboration with our global ERNs.

## STEM Scholarships

- ▶ Through the Vertex Science Leaders Scholarship Program, we award Boston Public Schools high school seniors with fully funded four-year scholarships to pursue a STEM degree at any University of Massachusetts campus. Going beyond covering the cost of school, scholarship recipients have access to college internships and mentoring from Vertex scientists and our partners at Bottom Line, a nonprofit organization that helps low-income and first-generation college students succeed. We have awarded 17 scholarships since the program began in 2014, including two in 2022.
- ▶ In 2022, we began a partnership with the Chancellor's Associates Scholars program at the University of California, San Diego, to support students from the San Diego Unified School District. This program provides funding to supplement state aid and offers recipients support through mentoring, coaching and summer intern placement. Two students from Crawford High School were selected as our first Chancellor's Associates Scholars.

## Youth Engagement in Local Communities

- ▶ We develop and leverage strategic partnerships to maximize impact in our communities. One example is the Vertex Foundation's ongoing partnership with STEM Learning in the U.K. since 2018. The Vertex Foundation has provided support to STEM Learning to provide bursaries to teachers across the U.K. to engage in intensive professional development courses, impacting more than 21,000 students.

## Talent and Workforce Development

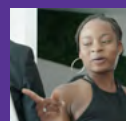
- ▶ We provide hands-on career experiences to local high school students through paid internship programs. We created and facilitated six paid internship programs in 2022, expanding our summer program to the U.K. and creating a new Year 12 half-term experience.
- ▶ We create connections between students and Vertex employees in partnership with our four global ERNs. In 2022, 90 percent of our summer internship program employee mentors belonged to one of the ERNs.



## Summer High School Internships

In 2022, we launched our first in-person paid summer high school internships at our Oxford, U.K., and San Diego research sites.

### Meet our Interns:



#### Praise, Oxford

Praise attends UTC Oxfordshire and will graduate in 2023. She

plans to attend university and study medicine to become a doctor.



#### Bryan, San Diego

Bryan graduated from Lincoln High School in 2022. He's currently

attending the University of California, San Diego, studying biochemistry. Bryan is returning to Vertex in summer 2023 as a college intern.



## Promoting Social Innovation

Innovation is core to our ambition to improve the lives of people with serious diseases. But our innovation is not limited to our scientific strategy — it extends to supporting initiatives that enable effective solutions to community challenges. By partnering with organizations using innovative approaches, the Vertex Foundation aims to develop solutions that are more efficient, sustainable or equitable than the status quo.

For example, since 2019 the Foundation has supported City Year's Teacher Pathways Program to address the need to develop a diverse and culturally competent teacher workforce. The program is an innovative partnership among Boston Public Schools, the University of Massachusetts Boston and City Year that expands opportunities for AmeriCorps members and recent graduates who have an interest in pursuing teaching as a full-time career.

## Supporting Healthy Families

A child living with a serious illness impacts the whole family, so we have several initiatives in place to support quality of life for families of children living with serious diseases.

The Vertex Foundation Scholarship helps people with CF and their families pursue higher education degrees through a competitive scholarship program. In 2022, we awarded scholarships to 88 students in the U.S. and Canada through this initiative.

**4,300+**  
free overnight stays  
for families staying  
with Ronald  
McDonald House  
Charities® in  
nine countries

Our partnership with Ronald McDonald House Charities® (RMHC®) — which now extends to Australia, France, Germany, Ireland, Italy, Spain, Sweden, Poland, Portugal, the U.K. and the U.S. — supports programs that directly improve the health and well-being of children and their families. Examples of Vertex Foundation support for RMHC® projects in 2022 included:

- ▶ Providing a grant to support Ukrainian families at RMHC® programs across Europe. This included housing, meals, clothing, school needs, mobile phones in new countries, translation and connections to local legal services.
- ▶ Providing 7,500 meals and more than 300 overnight stays in San Diego for families to rest, take care of themselves and find emotional support, just steps from their child's hospital bedside.
- ▶ Supporting a new Ronald McDonald Family Room® program in Amadora, Portugal, at a regional hospital in a suburban area of Lisbon. The Chapter serves more than 400 families annually, including families of immigrants from Africa who are traveling to receive hospital care.

The Vertex Foundation also continues to fund camps that provide holistic support for children with serious illnesses and their family members. We partner with the SeriousFun Children's Network camps, including Barretstown in Ireland, L'ENVOL in France and The Painted Turtle in California.

# Harnessing the Passion of Vertexians

Vertexians contribute their time and talents through our two signature employee engagement programs: the Vertex Foundation Matching Gift Program and our employee volunteer program, Vertex Volunteers. When our employees take on an approved service or pro bono commitment, it's fully supported and treated as any other work-related task. For example, Vertex employees who currently serve on nonprofit boards receive nonprofit board service training, ongoing virtual resources and an annual donation from the Vertex Foundation to support the nonprofit. Through these programs, nearly 60 percent of all Vertexians gave back to their communities in 2022.

## The Vertex Foundation Matching Gift Program

The Vertex Foundation Matching Gift Program matches employee donations 1:1 to eligible nonprofit organizations and offers opportunities to receive 2:1 matching multiple times a year, including Giving Tuesday. The program continues to grow each year, and in 2022, employees and the Vertex Foundation contributed more than \$4.5 million to 1,895 nonprofits across the globe.

## Global Day of Service

Our annual Global Day of Service gives employees the chance to lend their time and expertise to nonprofit organizations during a paid day of volunteering. Our 14th Global Day of Service was bigger and better than ever: 57 percent of eligible employees participated, far surpassing the average corporate volunteer program participation rate of 17 percent (2022)<sup>1</sup>.

### 2022 Global Day of Service

Nearly **2,200** Vertex Volunteers from 26 Vertex offices in 20 countries

**6,300** volunteer hours across 90+ opportunities with 78 nonprofits

**51% more** employees participated in 2022 compared to 2021

1 — Chief Executives for Corporate Purpose, [Giving in Numbers 2022 Report](#).

Nearly **11,000** donations made by **1,882** employees in **19** countries through the Matching Gift program



# Appendix

## Key Performance Indicators

Metric	2022	2021	2020
<b>Business and Ethics</b>			
R&D Investment (GAAP, in USD thousands)	<b>2,655,800</b>	3,051,147 <sup>1</sup>	1,829,537
R&D Investment as a Percentage of Business Operating Expenses (GAAP)	<b>74%</b>	78%	70%
% of Employees Who Completed Their Annual Code of Conduct Training	<b>100%</b>	100%	100%
% Spend on Small Businesses <sup>2</sup>	<b>18.6%</b>	19.5%	14.5%
<b>Workplace</b>			
% of Workforce Who Are Women	<b>54%</b>	54%	53%
% of Leadership (VP & above) Who Are Women	<b>39%</b>	41%	38%
% of Workforce Who Are Underrepresented Ethnic Minorities (U.S.)	<b>40%</b>	36%	34%
% of Leadership (VP & above) Who Are from Underrepresented Ethnic and Racial Groups (U.S.)	<b>20%</b>	19%	18%
% of New Hires Who Are from Underrepresented Ethnic and Racial Groups (U.S.)	<b>51%</b>	43%	44%
% of Board of Directors Who Are Women	<b>36%</b>	40%	40%
% of Board of Directors Who Are from Underrepresented Ethnic and Racial Groups	<b>45%</b>	40%	40%
Voluntary Turnover Rate (Global, Trailing 12 Months Metric)	<b>8.7%</b>	11.6%	6.3%
<b>Community</b>			
Nonprofits Supported Through Matching Gift Program	<b>1,895</b>	1,971	1,597
Hours Volunteered by Employees During Work Time	<b>7,845</b>	5,006	3,257
% of Employees Who Volunteered on Annual Day of Service	<b>57%</b>	42%	34%

<sup>1</sup> — 2021 R&D Investment included a one-time \$900M payment to CRISPR Therapeutics as announced in our [amended collaboration agreement](#).

<sup>2</sup> — For the 2022 U.S. gov. fiscal year (Oct. 1, 2021-Sept. 30, 2022).



Metric	2022	2021	2020
<b>Environment, Health, Safety and Sustainability</b>			
Total Recordable Incident Rate (per 200,000 hours worked) <sup>3</sup>	<b>0.24</b>	0.21	0.23
Days Away, Restricted or Transferred (per 200,000 hours worked) <sup>4</sup>	<b>0.15</b>	0.05	0.13
% of Employees Using Public Transportation to Commute (U.S.- and U.K.-based employees)	<b>29%</b>	N/A	N/A
% Square Feet of Buildings Operated That Are Green Certified	<b>83%</b> <sup>5</sup>	73%	N/A
<b>Total GHG Emissions Scope 1 &amp; Scope 2 Market-Based (metric tons CO<sub>2</sub>e)<sup>6</sup></b>	<b>13,009</b>	13,287	13,449
GHG Scope 1 (metric tons CO <sub>2</sub> e)	<b>8,723</b>	6,128	5,642
GHG Scope 2 (metric tons CO <sub>2</sub> e) <sup>6</sup>	<b>4,285</b>	7,159	7,807
GHG Scope 3 (metric tons CO <sub>2</sub> e)	<b>249,816</b>	N/A	N/A
CDP Climate Change Survey Score	<b>B</b>	B	B
<b>Total Waste (metric tons)<sup>7</sup></b>	<b>1,308.1</b>	1,111.8	768.2
<b>Nonhazardous Waste (metric tons)<sup>7</sup></b>	<b>879.2</b>	724.1	522.6
Nonhazardous Waste Diverted From Landfill (metric tons) <sup>7</sup>	<b>372.3</b>	301.2	272.5
% Nonhazardous Waste Recycled or Composted <sup>7</sup>	<b>42%</b>	42%	52%
<b>Hazardous Waste (metric tons)</b>	<b>428.9</b>	387.7	245.6
Laboratory and Manufacturing Waste Recycled (metric tons)	<b>89.3</b>	41.9	32.5
<b>% Total Waste Diverted From Landfill<sup>7,8</sup></b>	<b>60%</b>	62%	N/A
<b>Total Water Consumed (megaliters)</b>	<b>160.6</b>	102.5	101
% Vertex-Operated Facilities With Water Stewardship Assessments Completed	<b>64%</b>	N/A	N/A

3 — In 2021, Vertex began reporting safety Total Recordable Incident Rate (TRIR) per 200,000 hours worked. Our 2020 data has been adjusted from a percentage to the rate per 200,000 hours worked for consistency.

4 — In 2021, Vertex began reporting Days Away, Restricted or Transferred (DART) per 200,000 hours worked. In 2020, we reported Lost Time Incident Rate (LTIR) as days lost per 200,000 hours worked. Our 2020 data has been adjusted from LTIR to DART for consistency.

5 — Including Leiden Center, which is expected to receive green certification in 2023.

6 — Location-based Scope 2 emissions were 14,256 MTCO<sub>2</sub>e.

7 — Waste figures represent waste associated with Vertex operations. This includes small scale internal renovations but excludes expansions and new building construction.

8 — Includes hazardous and nonhazardous waste diverted from landfill via recycling, composting, fuel blending and incineration for repurposing or energy recovery.

# SASB Index

We monitor key corporate responsibility metrics across the business. The table below tracks 20 metrics in alignment with the Sustainability Accounting Standards Board (SASB) reporting framework. These include metrics discussed in this 2022 Corporate Responsibility Report, our [Code of Conduct](#), [Annual Report \(Form 10-K\)](#) and [corporate website](#).

## Accounting Metrics

Topic	Accounting Metric	Code	Disclosure Location
<b>Safety of Clinical Trial Participants</b>	Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	HC-BP-210a.1	Clinical Trial Safety, Ethics and Oversight, pages 9–10 <a href="#">Find a Clinical Trial website</a>
	Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI) and (2) Official Action Indicated (OAI)	HC-BP-210a.2	<a href="#">U.S. FDA Inspection Classification Database</a>
	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	HC-BP-210a.3	As reported in our <a href="#">Annual Report on Form 10-K</a> , Vertex is not currently subject to any material legal proceedings associated with clinical trials in developing countries.
<b>Access to Medicines</b>	Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	HC-BP-240a.1	Access to Medicines, page 7
	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	HC-BP-240a.2	Vertex has no products on the WHO List of Prequalified Medicinal Products.
<b>Drug Safety</b>	List of products listed in the FDA MedWatch Safety Alerts for Human Medical Products database	HC-BP-250a.1	<a href="#">FDA MedWatch Safety Alerts for Human Medical Products Database</a>
	Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System	HC-BP-250a.2	<a href="#">FDA Adverse Event Reporting System</a>
	Number of recalls issued, total units recalled	HC-BP-250a.3	Vertex conducted one recall in the Australia/ New Zealand market in 2022.
<b>Counterfeit Drugs</b>	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	HC-BP-260a.1	Protecting Our Supply Chain, page 19
	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	HC-BP-260a.2	Protecting Our Supply Chain, page 19
	Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	HC-BP-260a.3	None

## Accounting Metrics

Topic	Accounting Metric	Code	Disclosure Location
<b>Ethical Marketing</b>	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	HC-BP-270a.1	As reported in our <a href="#">Annual Report on Form 10-K</a> , Vertex is not currently subject to any material legal proceedings associated with false marketing claims
	Description of code of ethics governing promotion of off-label use of products	HC-BP-270a.2	<a href="#">Vertex Code of Conduct</a> , page 26 <a href="#">Annual Report on Form 10-K</a> , pages 20 and 42
<b>Employee Recruitment, Development and Retention</b>	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	HC-BP-330a.1	Workforce Diversity, pages 13–14 Supporting Employee Well-Being, page 16
	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) midlevel managers, (c) professionals and (d) all others	HC-BP-330a.2	Key Performance Indicators, page 30
<b>Business Ethics</b>	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	HC-BP-510a.1	As reported in our <a href="#">Annual Report on Form 10-K</a> , Vertex is not currently subject to any material legal proceedings associated with corruption and bribery
	Description of code of ethics governing interactions with health care professionals	HC-BP-510a.2	<a href="#">Vertex Code of Conduct</a> , page 52

## Activity Metrics

Topic	Code	Disclosure Location
<b>Number of Patients Treated</b>	HC-BP-000.A	Access to Medicines, page 7
<b>Number of Drugs (1) in Portfolio and (2) in Research and Development (Phases 1-3)</b>	HC-BP-000.B	<a href="#">Our Approved Medicines</a> <a href="#">Research and Development Pipeline</a>

## Resources

[2022 10-K Report](#)

[2022 Climate Change Disclosure \(CDP\)](#)

[Code of Conduct](#)

[Commitment to Health, Safety and Sustainability](#)

[Commitment to the Ethical Conduct of Scientific Research](#)

[Compliance Program](#)

[Environmental Assurance Statements](#)

[Global Access Progress](#)

[ID&E Factsheet](#)

[Political Engagement Principles](#)

[Position on Global Access](#)

[Supplier Code of Conduct](#)

[View on Drug Pricing](#)



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**Special Note Regarding Forward-Looking Statements**

*This Corporate Responsibility Report includes forward-looking statements about, among other things, our performance on environmental, social and governance topics, including goals and targets, company strategies and growth potential, that are subject to substantial risks and uncertainties that could cause actual results to differ materially from those expressed or implied by such statements. Those risks and uncertainties include those listed under the heading “Risk Factors” in Vertex’s annual report filed with the Securities and Exchange Commission (SEC) and available through the company’s website at [www.vrtx.com](http://www.vrtx.com) and on the SEC’s website at [www.sec.gov](http://www.sec.gov). You should not place undue reliance on these statements. Vertex disclaims any obligation to update the information contained in this report as new information becomes available.*