

2022 Inclusion, Diversity and Equity at Vertex



A Message from Our CEO

Vertex has built a strong foundation of inclusion, diversity and equity (ID&E), and we are poised to make even further progress. 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 believe in this not only because it's the right thing to do, and it is, but also because our business depends on it. We are the most innovative, make the best decisions for patients and build the highest performing teams when these values are embedded throughout our organization.

Our commitment to ID&E is longstanding, and it encompasses our workplaces and workforce, as well as our communities. We want Vertex to be a place that enables everyone to reach their full potential — personally and professionally.

Vertex's ID&E efforts began in 2014 with the opening of our first Learning Lab and our first external commitment to STEAM education in the community. Today, our efforts have expanded to include global Employee Resource Networks (ERNs); learning, resources and forums that activate ID&E in our workplaces; efforts to develop a diverse pipeline of talent from early career through leadership; and investments to fight racism, social injustice and health inequities.

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Vertex is made up of ~4,800 people with a rich diversity of ethnicities, races, genders and gender identities, sexual orientations, backgrounds, experiences and beliefs. Together, we are united by a steadfast commitment to ID&E. We know that when we embrace our unique perspectives and strengths, we are positioned to innovate at our best and solve some of the most difficult challenges in science and medicine.

In addition to sharing the efforts we have underway to continue to make progress in ID&E, we are sharing a more comprehensive view of the gender, racial and ethnic demographics of our workforce. We do so because representation matters. Having a workforce that reflects the diversity of the societies and communities we serve is fundamental. Tracking and disclosing our workforce demographics holds us accountable for having these fundamentals in place.

We have made meaningful progress toward our ID&E priorities and recognize that achieving true excellence in ID&E takes a sustained push. We are committed to doing even more to make Vertex and our communities better every day.



Reshma Kewalramani, M.D.
Chief Executive Officer and President
she/her/hers



Workforce at a Glance

36%
of our Board of Directors are women and
45%
are from underrepresented ethnic and racial groups

33%
of our Executive Committee are women and
22%
are from underrepresented ethnic and racial groups




54%
of our workforce and
39%
of leaders vice president and above are women

40%
of our workforce (U.S.) and
20%
of leaders vice president and above are employees from underrepresented ethnic and racial groups (U.S.)

54%
of new hires are women
51%
of new hires are from underrepresented ethnic and racial groups (U.S.)

Our ID&E Priorities

Vertex is on a journey to build an even more inclusive, diverse and equitable workforce and culture that extends beyond an event or a program and becomes the standard for how we operate day-to-day. We strive for equitable representation and have targeted efforts to increase the diversity of our candidate pools and hires with individuals from communities that are underrepresented. Our three main strategic priorities will enable us to achieve our objectives and embed ID&E throughout our organization.

	 Inclusion	 Diversity	 Equity
Our Definition	Inclusion is fostering a culture where each employee has a strong sense of belonging because they feel, and are, valued for sharing their perspectives and challenging ideas across differences	Diversity is ensuring that our workplaces reflect the rich diversity of our communities, recognizing that each of us is different based on our life experiences, identities, backgrounds and cultures	Equity is promoting balanced representation and fair treatment by providing the opportunities, information and resources needed so each of our employees can grow and thrive
Strategic Priority	Equip all Vertexians with the skills and resources to activate and live ID&E in their day-to-day interactions and decisions	Invest to address gaps in representation in our talent pipeline, with a focus on racial, ethnic and gender equity	Embed inclusive and equitable practices throughout the employee experience



Our aspiration is to foster an inclusive and equitable culture that enables all people to thrive. We are particularly focused on talent whose backgrounds and identities are underrepresented in the biotech sector, and we are committed to strengthening diversity across all levels of our organization. We are taking intentional action to ensure ID&E is more than a moment and becomes a movement — where everyone is involved and ID&E is embedded into everything we do. This takes shared ownership, a clear strategy that guides and prioritizes our efforts and a sustained commitment. It won't happen overnight, but I know Vertexians are capable of incredible things.

Diana Cruz Solash

Vice President, Talent and ID&E
she/her/hers

Engaging Everyone in ID&E

We take a long-term approach to increasing connectivity across Vertex, developing inclusive leadership skills in all employees and fostering a culture in which everyone can bring their best selves to work because they feel, and are, valued for their perspectives and unique differences.

Our ongoing efforts to embed ID&E across Vertex include:

LIVE ID&E Learning Portfolio

We recognize that in order to embed ID&E throughout our organization, employees need the space and resources to listen, learn and advance their fundamental understanding of what it means to **LIVE** ID&E at Vertex. Through our learning portfolio, employees **Learn** key concepts, are provided with tools to **Implement** the concepts in their daily interactions, **Validate** what works and **Embed** ID&E in our systems and processes. Our core ID&E trainings include:

- ▶ **Inclusion at Work: Managing Unconscious Bias at the Office** — Provides Vertexians with the tools to understand and manage hidden biases
- ▶ **Inclusive Hiring** — Teaches Vertexians how to create an equitable application, interview, selection and offer process for candidates from a diverse range of backgrounds
- ▶ **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
- ▶ **Understanding Patient Communities** — Examines historical actions, attitudes and systems of the scientific and medical communities that have disproportionately impacted Black/African American, Indigenous, Hispanic/Latinx and other peoples of color

ID&E Week

ID&E is part of our culture at Vertex. And while there's not just one week in which we talk about these concepts, our global ID&E Week is special because it provides time for everyone in the company to focus on ID&E — to pause and reflect, to learn something new and to connect with colleagues on the important role ID&E plays in our business, culture and communities.

In 2022, our sixth annual ID&E week — themed “Catalysts for Change” — was a call to action for all Vertexians to be inclusive team members and leaders, inspire change and accelerate our ID&E ambition by sharing stories from internal leaders and external speakers who have thrived by taking risks.

Executive Mentoring Circles

The inaugural cohort of Executive Mentoring Circles (EMC) was piloted in 2021, providing an opportunity for Directors and above, who have self-identified as Black/African American and Hispanic/Latinx to develop meaningful relationships with an Executive Committee (EC) member and each other. We focused first on these groups in recognition of the need to ensure this community has equitable access to executive mentoring. Given the positive feedback and results, we have continued the program with a second cohort.

19

ID&E Week events
hosted in 2022



Awards and Recognitions

Vertex is proud to be recognized for our ID&E efforts, including:

- ▶ **Forbes** Best Employers for Diversity in 2019, 2020 and 2022
- ▶ **Fortune** Best Workplaces for Women in 2022
- ▶ **Human Rights Campaign** Corporate Equality Index 95 Score in 2022
- ▶ **Seramount** 100 Best Companies and Best Companies for Dads in 2021 and 2022; named to Inclusion Index in 2022
- ▶ **Women Engineer Magazine** Top 50 Employers for Women Engineers in 2021 and 2022

Increasing the Diversity of Our Talent Pipeline

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 intentionally increasing diversity throughout our global organization, so that our workforce and leadership teams are reflective of the diversity in our local areas and the patient communities we aim to serve.

We know we can't do this work alone, so we partner with organizations that help us to drive equity across the entire educational and career journeys of students and expand our outreach to communities that have been traditionally underrepresented in biotech careers.

In collaboration with Year Up, we offer a one-of-its-kind biotechnology program that helps young people — especially people of color — 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 apply the skills they learned as part of the curriculum through on-the-job training. In January 2022, eight of these interns accepted full-time opportunities at Vertex. In 2022, Vertex and Year Up expanded the biotech curriculum to include training for cell and genetic therapy roles and doubled our number of interns to 20.

During the summer of 2022, Vertex provided opportunities to 13 interns across 11 functional areas through the 10,000 Black Interns program in the U.K., which provides meaningful, paid internship

“ I had the opportunity to start my career as an intern at Vertex as part of a Hack.Diversity cohort, and now I'm a full-time employee in the HR Rotation program. I'm grateful that Vertex has resources for new, early-career individuals like me — they are preparing us to become future leaders.

Kehinde Adelabu
Employee Services Specialist
he/him/his

opportunities to young Black students and graduates. We're looking forward to expanding the program in 2023.

Other Vertex programs that build enduring pathways into biotechnology for individuals from underrepresented backgrounds include co-op and industrial placements and several flagship initiatives such as the Vertex Fellows, Physician Investigators, PharmD Fellowship, STEAM education programs and MBA Summer Associate programs.

In addition to these programs and our strategic partnerships, we are challenging ourselves to think differently about our job qualifications. We now use a skills-based approach when hiring for new roles, removing preferred qualifications where appropriate. As a result, approximately 450 of our jobs no longer require a four-year degree.

 [Learn more about these programs](#)

Our Partner Organizations



Supporting Employee-Led Action

Our global ERNs amplify the voices, insights and experiences of our colleagues from traditionally underrepresented groups. These employee-led groups strengthen community and belonging within Vertex across functions and levels, provide employees with access to peer and executive mentors and professional development, and enable us to shape policies and programs that impact all Vertexians.

Over the years, ERNs have played an integral role in making Vertex a more inclusive, diverse and equitable workplace by helping us enhance military leave benefits, expand gender-affirming services and engage in various partnerships with diversity-focused organizations.

Our ERNs include:

- 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

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I was excited to be paired with a senior leader in VIBE International's reverse mentoring program. This is a rare and valuable opportunity to share my ideas and observations in this safe space, particularly as a British Black African woman, creating opportunities for others who will come after me.

Reverse mentoring has pushed me to be innovative in how I helped my mentee to truly understand a different perspective.

Rehema Kabalan

Associate Director, R&D Quality
she/her/hers

Amplifying Voices

Throughout the year, we ensure that a wide range of voices and perspectives are amplified and heard throughout our organization. Our ERNs organize programs and learning sessions that engage employees within Vertex and beyond. These types of events provide the opportunity for a variety of both internal and external speakers to impart their unique points of view and knowledge to Vertexians. By prioritizing such engagement, we help nurture a culture that values inclusion and diversity.

Reverse Mentoring

Our PRIDE and VIBE ERNs have Reverse Mentoring Programs which pair senior leaders with members of each ERN for coaching and training around diversity in the workplace. The goal of these programs is to create a forum for these discussions in a safe and confidential space — while cultivating relationships between employees of all backgrounds with senior management.



Promoting ID&E in Our Communities

In support of its mission, the Vertex Foundation, a 501(c)(3) nonprofit organization and long-term source of charitable giving for Vertex, funds projects and organizations with a strong commitment to ID&E and seeks to promote these values through all of their programs.

Through Vertex and the Vertex Foundation, our support of ID&E in the community includes:

- ▶ Helping to establish [Boston University Center for Antiracist Research](#). The Center represents a collaborative, multidisciplinary research and education effort in pursuit of social justice and equity.
- ▶ Supporting the [New Commonwealth Racial Equity and Social Justice Fund](#) — a coalition of Black and Brown executives in Massachusetts who have come together to leverage their individual and collective power to eliminate systemic racism and racial inequity throughout the state.
- ▶ Enhancing existing partnerships with organizations working to advance ID&E, including [City Year](#) and [Equal Justice Works](#).
- ▶ Continuing to fund partners that provide STEAM education in underresourced and predominantly communities of color, including the [Boston Private Industry Council](#), [Bottom Line](#) and the [Biomedical Science Careers Program](#).



Increasing Health Equity

In 2022, Vertex and the Vertex Foundation committed \$50M over five years to improve health equity through increased clinical trial diversity, access to quality care and education of our health care workforce. Learn more in our [2022 Corporate Responsibility Report](#).

ERNs Engage in 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. During our 14th annual [Global Day of Service](#), ERNs organized events across our communities, including:

- ▶ **BRAVE (Boston)**
BRAVE partnered with the New England Center and Home for Veterans to pack Essentials Kits for homeless veterans.
- ▶ **IWILL (Boston)**
Members from IWILL helped package hygiene products for low-income and homeless women in the Boston area in partnership with Dignity Matters, Inc.
- ▶ **Vertex PRIDE (International)**
PRIDE teamed up with City Year, creating individual personalized student pencil pouches to give to the students of a City Year U.K. partner school for their use during the next school calendar year.
- ▶ **VIBE (International)**
VIBE partnered with the Spring Community Hub, which works alongside people to help them escape food poverty, build confidence and find community. VIBE members sorted food and clothing donations and prepared food parcels for those in need, including refugees, asylum seekers and others who recently arrived in the United Kingdom.



A Snapshot of Where We Are

Vertex is committed to strengthening diversity in our workforce and leadership teams, reflective of the diversity in the communities in which we live and work. In 2022, we achieved greater racial and ethnic diversity in our U.S. workforce and increased representation of women globally at the Vice President level and above. We know there is more to do, and we continue to work toward increasing diversity throughout our global organization.

Tracking and disclosing our workforce demographics holds us accountable for this commitment. To provide greater data transparency, we publish our U.S. Federal Employer Information Report, known as EEO-1. These data are based on a U.S. federal government requirement that categorizes roles into 10 job categories, each with seven race/ethnicity categories and two gender categories. While this is important data to collect and share, it does not fully reflect all job levels and titles at Vertex and is not inclusive of all races, ethnicities and genders. The following graphs represent a snapshot of the composition of our workforce using EEO-1 race/ethnicity and gender categories that are presented by Vertex's job categories.



Our commitment to an inclusive, diverse and equitable culture continues to be our top priority, and we are dedicated to doing the work that is needed to advance in our ID&E journey. We continue to learn from one another, but it's been remarkable to be part of this evolution — to see how engaged our employees and ERNs are in creating a more inclusive environment and to helping ensure ID&E is embedded in every aspect of our business.

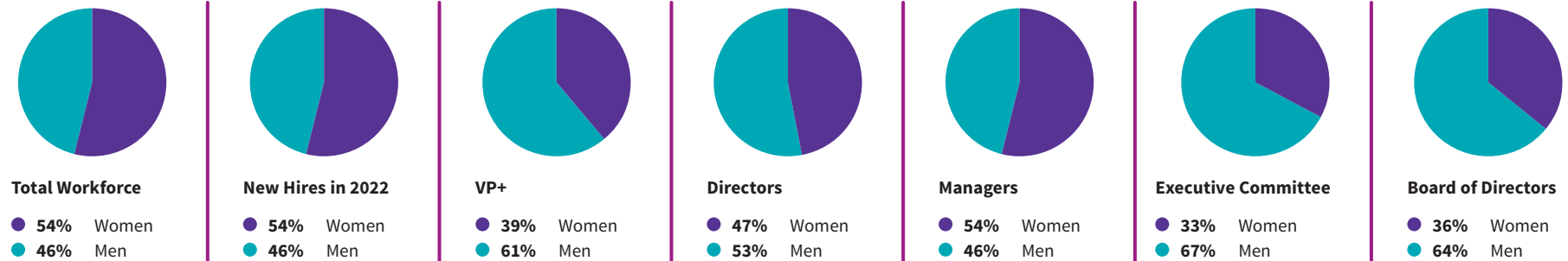
Stephanie Franklin

Senior Vice President and Chief Human Resources Officer
she/her/hers

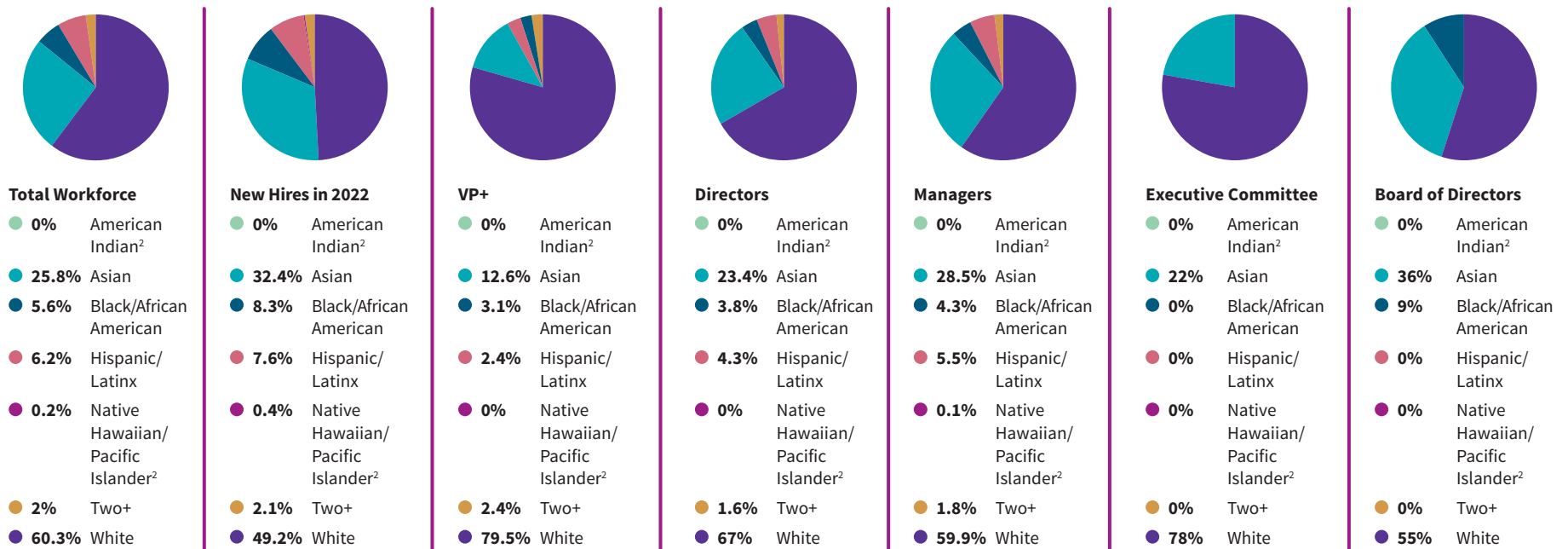


A Snapshot of Where We Are (Continued)

Global Gender Diversity



Racial & Ethnic Diversity¹



(All data as of 12/31/22 except where noted. Charts may not total to 100 percent because of rounding.)

¹ — U.S. workforce only
² — American Indian and Native Hawaiian/Pacific Islander < 1%



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