

## DATA SUMMARY

We monitor and report metrics in areas that align with our corporate responsibility priorities. The table below discloses our three-year progress on select indicators.

METRIC	2024	2023	2022
<b>Business and Ethics</b>			
R&D Investment (GAAP, in USD thousands)	8,258,700 <sup>1</sup>	3,690,000	2,655,800
R&D Investment as a Percentage of Business Operating Expenses (GAAP)	85%	77%	74%
% of Employees Who Completed Their Annual Code of Conduct Training	100%	100%	100%
% Spend on Small Businesses <sup>2</sup>	17.3%	18.1%	18.6%
<b>Workplace</b>			
Total Employees Globally (approximate)	6,100	5,100	4,800
New Hires Globally (approximate)	1,100	1,100	1,000
Voluntary Turnover Rate (Global, Trailing 12 Months Metric)	4.4%	4.7%	8.7%
<b>Community</b>			
Nonprofits Supported Through Matching Gift Program	2,592	2,183	1,895
Hours Volunteered by Employees During Work Time	12,715	10,013	7,845
% of Employees Who Volunteered on Global Day of Service	70%	60%	57%
<b>Environment, Health, Safety and Sustainability</b>			
TRIR (per 200,000 hours worked) <sup>3</sup>	0.18	0.33	0.24
DART (per 200,000 hours worked) <sup>3</sup>	0.16	0.15	0.15

<sup>1</sup> 2024 R&D Investment included a one-time acquired in-process research and development expense of \$4.4 billion resulting from our acquisition of Alpine Immune Sciences, Inc.

<sup>2</sup> For the 2024 U.S. gov. fiscal year (Oct. 1, 2023–Sept. 30, 2024).

<sup>3</sup> ERM CVS provided limited assurance of safety rates (TRIR, DART) for 2020–2024. Assurance information for 2020–2023 can be found in the associated corporate responsibility (CR) reports. The 2024 ERM CVS Assurance Report and Basis of Reporting can be viewed at [www.vrtx.com/responsibility/policies-positions-and-reports](http://www.vrtx.com/responsibility/policies-positions-and-reports).

METRIC	2024	2023	2022
% Square Feet of Buildings Operated That Are Green Certified	79% <sup>4</sup>	82% <sup>4</sup>	83%
<b>Total GHG Emissions Scope 1 &amp; Scope 2 Market-Based (metric tons CO<sub>2</sub>e)<sup>5,6</sup></b>	12,906	13,198	13,620
GHG Scope 1 (metric tons CO <sub>2</sub> e) <sup>5</sup>	8,976	8,311	9,334
GHG Scope 2 (metric tons CO <sub>2</sub> e) <sup>5,6</sup>	3,930	4,888	4,285
GHG Scope 3 (metric tons CO <sub>2</sub> e)	551,647	474,129	249,816
CDP Climate Change Survey Score	B	A-	B
<b>% Energy From Renewable Sources</b>	50%	49%	N/A
<b>Total Waste (metric tons)<sup>5,7</sup></b>	1,982	1,689	1,308
<b>Nonhazardous Waste (metric tons)<sup>5,7</sup></b>	1,467	1,212	879
Nonhazardous Waste Diverted From Landfill (metric tons) <sup>5,7</sup>	596.7	403.1	372.3
% Nonhazardous Waste Recycled or Composted <sup>5,7</sup>	41%	33%	42%
<b>Hazardous Waste (metric tons)<sup>5,7</sup></b>	514.7	476.9	428.9
Laboratory and Manufacturing Waste Recycled (metric tons) <sup>5</sup>	130.0	119.6	89.3
<b>% Total Waste Diverted From Landfill<sup>5,7,8</sup></b>	57%	52%	60%
<b>Total Water Withdrawn (megaliters)<sup>9</sup></b>	137.8	169.3	160.6

<sup>4</sup> Percentage decreased due to an increase in our global footprint.

<sup>5</sup> 2022 and 2023 GHG Scope 1 emissions were updated in April 2025 to include emissions at our Vertex Manufacturing Center that were previously attributed to a tenant. ERM CVS provided limited assurance of total GHG Emissions Scope 1 & Scope 2 Location- and Market-Based (metric tons CO<sub>2</sub>e), and waste data for 2020–2024. ERM CVS also provided reasonable assurance of Fan Pier Scope 1 (3,178 MT CO<sub>2</sub>e), Scope 2 Location-Based (6,961 MT CO<sub>2</sub>e), and Scope 2 Market-Based (766 MTCO<sub>2</sub>e) for 2024. Assurance information for 2020–2023 can be found in the associated corporate responsibility (CR) reports. The 2024 ERM CVS Assurance Report and Basis of Reporting can be viewed at [www.vrtx.com/responsibility/policies-positions-and-reports](http://www.vrtx.com/responsibility/policies-positions-and-reports).

<sup>6</sup> Location-based Scope 2 emissions were 16,117 MT CO<sub>2</sub>e. For Scope 2 market-based emissions, international locations apply location-based IEA factors when residual emission factors set are not available.

<sup>7</sup> Waste figures represent waste associated with Vertex operations. This includes small-scale internal renovations but excludes expansions and new building construction.

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

<sup>9</sup> Changed from "Total Water Consumed (megaliters)" to align with CDP Water Security definitions.