

Vertex Pharmaceuticals

Key Performance Indicators



Metric	2023	2022	2021
Business and Ethics			
R&D Investment (GAAP, in USD thousands)	3,690,000	2,655,800	3,051,147 ¹
R&D Investment as a Percentage of Business Operating Expenses (GAAP)	77%	74%	78%
% of Employees Who Completed Their Annual Code of Conduct Training	100%	100%	100%
% Spend on Small Businesses ²	18.1%	18.6%	19.5%
Workplace			
% of Workforce Who Are Women	55%	54%	54%
% of Leadership (VP & above) Who Are Women	40%	39%	41%
% of Workforce Who Are From Underrepresented Ethnic and Racial Groups (U.S.)	41%	40%	36%
% of Leadership (VP & above) Who Are From Underrepresented Ethnic and Racial Groups (U.S.)	21%	20%	19%
% of New Hires Who Are From Underrepresented Ethnic and Racial Groups (U.S.)	45%	51%	43%
% of Board of Directors Who Are Women	36%	36%	40%
% of Board of Directors Who Are From Underrepresented Ethnic and Racial Groups	36%	45%	40%
Voluntary Turnover Rate (Global, Trailing 12 Months Metric)	4.7%	8.7%	11.6%
Community			
Nonprofits Supported Through Matching Gift Program	2,183	1,895	1,971
Hours Volunteered by Employees During Work Time	10,013	7,845	5,006
% of Employees Who Volunteered on Global Day of Service	60%	57%	42%

¹ 2021 R&D Investment included a one-time \$900 million payment to CRISPR Therapeutics as announced in our amended collaboration agreement.

² For the 2023 U.S. gov. fiscal year (Oct. 1, 2022–Sept. 30, 2023).

Metric	2023	2022	2021
Environment, Health, Safety and Sustainability			
TRIR (per 200,000 hours worked) ³	0.33	0.24	0.21
DART (per 200,000 hours worked) ³	0.15	0.15	0.05
% Square Feet of Buildings Operated That Are Green Certified	82% ⁴	83%	73%
Total GHG Emissions Scope 1 & Scope 2 Market-Based (metric tons CO₂e)^{3,5}	12,558	13,009	13,287
GHG Scope 1 (metric tons CO ₂ e) ³	7,670	8,723	6,128
GHG Scope 2 (metric tons CO ₂ e) ^{3,5}	4,888	4,285	7,159
GHG Scope 3 (metric tons CO ₂ e)	474,129	249,816	N/A
CDP Climate Change Survey Score	A-	B	B
% Energy From Renewable Sources	49%	N/A	N/A
Total Waste (metric tons)^{3,6}	1,689	1,308.1	1,111.8
Nonhazardous Waste (metric tons)^{3,6}	1,212	879.2	724.1
Nonhazardous Waste Diverted From Landfill (metric tons) ^{3,6}	403.1	372.3	301.2
% Nonhazardous Waste Recycled or Composted ^{3,6}	33%	42%	42%
Hazardous Waste (metric tons)^{3,6}	476.9	428.9	387.7
Laboratory and Manufacturing Waste Recycled (metric tons) ³	119.6	89.3	41.9
% Total Waste Diverted From Landfill^{3,6,7}	52%	60%	62%
Total Water Consumed (megaliters)	169.3	160.6	102.5
% Vertex-Operated Facilities With Water Stewardship Assessments Completed	64%⁸	64%	N/A

³ ERM CVS provided limited assurance of safety rates (TRIR, DART), total GHG Emissions Scope 1 & Scope 2 Location- and Market-Based (metric tons CO₂e), and waste data for 2020–2023. Assurance information for 2020–2022 can be found in the associated CR reports.

The 2023 ERM CVS Assurance Report and Basis of Reporting can be viewed at www.vrtx.com/responsibility/policies-positions-and-reports.

⁴ Percentage decreased due to an increase in our global footprint.

⁵ Location-based Scope 2 emissions were 14,405 MT CO₂e. For Scope 2 market-based emissions, international locations apply location-based IEA factors instead of residual mix factors.

⁶ Waste figures represent waste associated with Vertex operations. This includes small-scale internal renovations but excludes expansions and new building construction.

⁷ Includes hazardous and nonhazardous waste diverted from landfill via recycling, composting, fuel blending and incineration for repurposing or energy recovery.

⁸ Additional assessments were completed in 2023, however, percentage did not change due to an increase in our global footprint.