

## Vertex's Commitment to Health, Safety and Sustainability

### Environmental Sustainability at Vertex

Vertex is committed to having a positive and sustainable impact in the communities where we work and live. We believe practicing environmental responsibility and considering climate change risks in our operations help to positively contribute to healthy communities and economies. We are committed to limiting our environmental impacts and to operating our business in a sustainable manner.

Vertex has strong global and local programs that have been reducing our environmental impact for many years:

- In 2015 we established a goal to reduce our greenhouse gas (GHG) emissions by 35% by 2020 (on an absolute basis). We met and exceeded that target early, reducing our absolute GHG emissions by 39% globally in 2019.
- Building on this success, Vertex set a new target to further reduce our global GHG emissions by an additional 20% by 2023 (on an absolute basis). This target is in line with science-based emission reduction targets, or the scale of reductions needed to limit global temperature increases to below two degrees Celsius.
- We strive to source renewable energy for our offices and labs, which includes purchasing energy from renewable sources or installing alternative energy sources when possible. Our Oxford and London, U.K. facilities have sourced 100% renewable energy since 2018 and 2020, respectively.
- Vertex measures and reports our environmental data and progress towards these targets in a transparent manner. Since 2019 we have disclosed to the CDP Climate Change survey, which is fully aligned with the Task Force on Climate-related Financial Disclosure (TCFD) recommendations.
- We will continue to consciously manage our water, waste and carbon footprints to ensure compliance and alignment with industry standards.
- We will continue to produce innovative, transformative and safe medicines for patients while being conscious of the environmental impacts of our operations.

We are dedicated to identifying and implementing opportunities to further strengthen our environmental sustainability programs. Vertex will collaborate with industry leaders to determine best practices for meeting local and global needs.

- An internal Sustainability Committee oversees and implements Vertex's global environmental programs. It includes leaders from Operations; Environment, Health and Safety; Corporate Responsibility; Research and Development; and Finance.
- Our employees are our ambassadors in this effort, leading grassroot initiatives, such as local "green teams," Earth Day events and nature-based volunteering activities.
- Vertex scientists are encouraged to follow the 12 principles of green chemistry, electronically track sustainable chemical reactions, and utilize provided educational resources on sustainable chemistry.
- We have set expectations with our suppliers to integrate environmental sustainability practices into their business activities. We aim to select and engage with suppliers that operate their business in a proactive, environmentally responsible manner.

### **Health and Safety at Vertex**

Vertex is committed to operating our business in a responsible manner. Fostering a safe and healthy workplace while producing innovative and transformative medicines is a top priority at Vertex sites across the globe. 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.

At Vertex, health and safety at work is a global effort and a shared responsibility. Senior leadership reinforces these objectives across their teams; additionally, we expect all managers, employees, contractors and visitors to take joint accountability for contributing to our health, safety and well-being objectives.

Vertex will conduct operations in a responsible manner and in compliance with local, state and national regulations by:

- Providing a management and organizational structure that ensures effective communication on health and safety topics and fosters a workplace environment in which all people can feel safe and supported
- Collaborating with our employees on procedures, programs and training to reduce health and safety risks
- Conducting regular reviews of our compliance with health and safety regulations and our performance against health and safety goals
- Continually monitoring, maintaining and upgrading, when appropriate, the equipment, tools, procedures and programs to proactively minimize health and safety risks
- Utilizing engineering controls, pre-task planning and, where possible, substituting safer chemicals to mitigate hazards in the workplace
- Fostering a culture that promotes employee physical and mental well-being by providing comprehensive work-life benefits and resources such as employee assistance programs (EAP), employee and manager trainings on well-being, workplace ergonomics and mental health resources including on-demand support

Ultimately, this reflects Vertex's commitment to offer our employees, contractors and visitors the highest quality of health, safety and well-being practices in the workplace.