VERTEX

2024 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 and conditions. We have approved therapies for cystic fibrosis, sickle cell disease, transfusion-dependent beta thalassemia and acute pain, and continue to advance clinical and research programs in these areas. We also have a robust clinical pipeline of investigational therapies across a range of modalities in other serious diseases where we have deep insight into causal human biology, including neuropathic pain, APOL1-mediated kidney disease, IgA nephropathy, autosomal dominant polycystic kidney disease, type 1 diabetes and myotonic dystrophy type 1.

We are committed to operating our business responsibly and disclosing our progress to stakeholders on an annual basis. This report shares our progress with respect to our environmental, social and governance efforts, with a focus on 2024 programs, activities and metrics.

Leadership Message

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

2024 marked a year of tremendous growth and continued diversification for Vertex. Across all aspects of our business, we made notable progress toward our primary aim of creating and delivering transformative therapies for people with serious diseases, which we believe will significantly benefit patients for many years to come. Through our differentiated corporate and research and development (R&D) strategy, investment in scientific innovation, and commitment to our culture and values, we extended our leadership in cystic fibrosis (CF); diversified our commercial footprint; advanced our R&D pipeline; and created positive impact for patients, employees and our communities. We are proud of these advancements, as well as our continued efforts to operate our business responsibly and be a good corporate citizen.

As we reflect on the past year, I am pleased to share our 2024 progress and achievements in this report. Among our accomplishments, we:

- Secured multiple approvals globally for therapies for CF, sickle cell disease (SCD), transfusion-dependent beta thalassemia (TDT) and moderate-to-severe acute pain, advancing our portfolio of marketed therapies to include seven products across three disease areas.
- Expanded access to our medicines, including access to our CF medicines for people in more than 60 countries, launched Alyftrek for CF, activated more than 50 Authorized Treatment Centers across the globe that can administer CASGEVY® for people with SCD and TDT, and launched JOURNAVX™, a non-opioid and the first new class of pain medicines in two decades.
- Advanced our R&D portfolio, with a robust clinical and preclinical pipeline. As of 2024, our clinical-stage pipeline included potential therapies for more than 10 disease areas with each representing a first-in-class or best-in-class opportunity. Notably, in 2024 we acquired Alpine Immune Sciences and its lead asset, povetacicept.
- Deepened our engagement with patient organizations across our therapeutic areas to learn, increase awareness and shine a light on the first-hand experiences of patient communities.
- Fostered our special culture and values; focused on recruiting, retaining and developing the best talent; and supported our employees with a competitive and comprehensive total rewards package.
- Carefully managed our operations and environmental footprint as our business has grown. We are focused on operating responsibly, including reducing greenhouse gas (GHG) emissions, conserving water, minimizing waste and prioritizing employee safety.
- Continued to support our local communities through charitable giving and volunteerism. In 2024, Vertex and the Vertex Foundation awarded nearly $53 million in charitable giving, and 70% of employees volunteered during our annual Global Week of Service.

In this new and exciting period, Vertexians across the globe continue to work tirelessly to deliver on the promise to make a difference in lives of patients with serious diseases. We remain committed to doing this work thoughtfully, responsibly and focused on our mission, so that we can continue discovering and developing transformative medicines for the people who need them.

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

2024 Corporate Responsibility Priorities and Progress

Improve the Lives of People With Serious Diseases

3 out of 5
employees work in R&D roles

10+
programs in clinical development

60+
countries where our CF medicines are reimbursed or accessible

Majority
business operating expenses invested in R&D (GAAP)

Foster a Culture of Innovation, Integrity and Belonging

6,100+
employees in 20 countries around the world

100%
of employees completed annual code of conduct training

5
global employee resource networks designed to increase connection and belonging

18
Best Places to Work awards in the U.S.

Carefully Manage Our Operations and Environmental Footprint

51%
reduction in absolute GHG emissions since 2014

1.3+ million
green-certified square feet occupied in Boston's Seaport district

~98%
renewable energy at our International Headquarters and research facility in the UK

0.18
TRIR[1], a 45% decrease from 2023

Make a Positive Impact in Our Communities

~$53 million
in charitable giving by Vertex and the Vertex Foundation

70%
of employees volunteered during annual Global Week of Service

2,592
nonprofit organizations supported through Employee Matching Gift Program

4,200+
students participated in our STEAM education programs

[1] Total recordable incident rate.

Our Approach to Corporate Responsibility

Everyone at Vertex is driven to make a difference in the lives of people with serious diseases. The same values that drive our search for new and transformative medicines — innovation, collaboration, fearlessness and a commitment to patients — also fuel our efforts to operate responsibly and be a good corporate citizen.

We believe that the greatest impact we can have as a business is to deliver on our mission to create transformative medicines for people with serious diseases. Consequently, our approach with respect to environmental, social and governance (ESG) issues and risks is to prioritize those that are most important to achieving our mission.

Our Board oversees an enterprise-wide approach to risk management to improve our long-term, operational performance. Understanding, mitigating and monitoring the risks that we face, including those related to ESG, is fundamental to these efforts. As detailed in our Corporate Governance Principles, the Board receives and considers updates regarding key ESG matters. Our Corporate Governance & Nominating Committee is responsible for overseeing our ESG strategy, including identifying current and emerging trends that are expected to have a significant impact on our ability to deliver sustained growth.

At the management level, our Executive Committee maintains oversight of our ESG strategy, with individual members accountable for topics related to their functions. Our Chief Legal and Risk Officers oversee the team accountable for advancing Vertex's ESG efforts, which works in close collaboration with stakeholders across the organization. This governance structure enables cross-functional engagement throughout the organization and allows us to effectively monitor our priority areas and take action where needed.

We regularly assess the importance of this work and, in so doing, consider feedback from key stakeholders such as patients, the medical community, regulators, investors, employees and suppliers.

Key Recognitions

Boston Business Journal
Best Places to Work
Top Charitable Contributors in Massachusetts

Boston Globe
Top Places to Work

Fast Company
World's 50 Most Innovative Companies

Forbes
America's Best Companies
Best Employers for Diversity
Best Employers for Women
Most Trusted Companies

Fortune
100 Best Companies to Work For
America's Most Innovative Companies

Great Place to Work®

Human Rights Campaign
Corporate Equality Index
Equality 100 Award

Humankind 100

MassBIO
Scientific Impact of the Year Award

Newsweek
America's Greatest Workplaces for Diversity
America's Greenest Companies
America's Most Responsible Companies

NORD
Rare Impact Industry Innovator Award

Points of Light
The Civic 50: One of the most community-minded companies in the U.S.

San Diego Business Journal
Best Places to Work

Science Magazine
Top Employers

STEM Workforce Diversity
Top 50 Employers

The Women's Edge
Top 100 Women-Led Businesses in Massachusetts

TIME
TIME100 Most Influential Companies
Best Inventions 2024

USA Today
America's Climate Leaders

Improve the Lives of People With Serious Diseases

We discover, develop and manufacture innovative medicines so that people with serious diseases can live better lives.

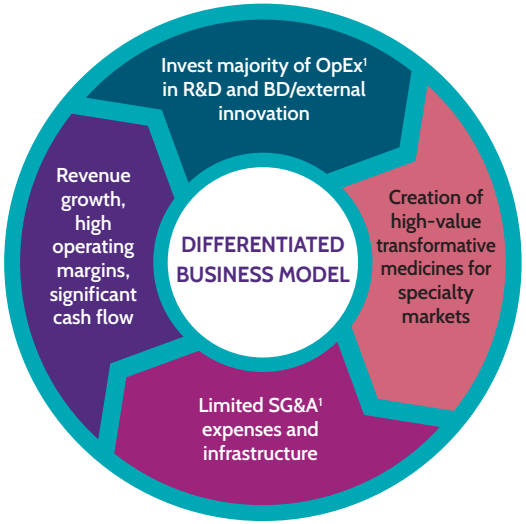
At Vertex, we strike at the core of serious diseases. We now have approved medicines for cystic fibrosis (CF), severe sickle cell disease (SCD), transfusion-dependent beta thalassemia (TDT) and acute pain.

Our broad clinical-stage pipeline includes potential first-in-class and best-in-class medicines for multiple additional disease areas where we have a deep understanding of the causal human biology including neuropathic pain, APOL1-mediated kidney disease (AMKD), IgA nephropathy (IgAN), autosomal dominant polycystic kidney disease, type 1 diabetes (T1D) and myotonic dystrophy type 1 (DM1).

Our Research and Development Focus

At Vertex, we invest in treatments for diseases where there is a significant unmet need and we can have a transformative impact for patients. 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 and will build, acquire or partner to get the tools and technologies we need to treat a disease.

We invest significantly in research and development (R&D), with the majority of our operating expenses and three out of five Vertex employees dedicated to that purpose. We have built our R&D strategy to enable 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. Our R&D strategy has yielded approvals for five medicines that treat the underlying cause of CF, the first CRISPR-based gene-edited therapy to treat SCD and TDT, and the development of the first new class of acute pain medicines in decades. Our unique approach is further validated by our successful demonstration of clinical proof-of-concept in four additional disease areas: diabetic peripheral neuropathy (DPN), AMKD, T1D and IgAN.



We conduct scientific research in accordance with the ethical principles outlined in Vertex's Commitment to the Ethical Conduct of Scientific Research.

Expanding and Diversifying Our Business

Our latest triple combination therapy and fifth medicine for CF, ALYFTREK™ (vanzacaftor, tezacaftor and deutivacaftor), was approved by the U.S. Food and Drug Administration (FDA) in December. ALYFTREK™ is a once-daily medicine approved for CF patients 6 years and older with at least one responsive mutation, including 31 additional mutations not responsive to other cystic fibrosis transmembrane conductance regulator (CFTR) modulator therapies. We also received U.S. Food and Drug Administration (FDA) approval in December for the expanded use of TRIKAFTA® for 94 additional mutations, and we continued to advance trials for an mRNA therapy for those who cannot benefit from our CFTR modulators.

2024 also marked the first full year of availability of CASGEVY® (exagamglogene autotemcel), a CRISPR-based, gene-edited medicine to treat severe SCD and TDT. This one-time, transformative therapy is approved for patients in the U.S., European Union (EU), UK, Saudi Arabia, Bahrain, United Arab Emirates, Canada and Switzerland. We estimate that approximately 60,000 people with severe SCD or TDT could benefit from this therapy in approved markets.

Our work in acute pain achieved a landmark milestone, with JOURNAVX™ (suzetrigine) receiving FDA approval for the treatment of moderate-to-severe acute pain in January 2025. This pain signal inhibitor is the first in a new class of non-opioid analgesic therapies for acute pain. Because JOURNAVX™ blocks pain signals only found in the periphery, not in the brain, it provides effective relief of pain without the limitations of currently available therapies, including the addictive potential of opioids.

Enhancing Our Portfolio

As part of our commitment to reach more patients with serious diseases, we pursue partnerships and acquisitions that align with our research strategy and provide access to new assets and technologies. In 2024, we acquired Alpine Immune Sciences and its lead asset, povetacicept. Povetacicept offers an innovative and potentially best-in-class approach to treat IgAN, a serious, progressive, autoimmune kidney disease that can lead to end-stage renal disease. There is currently no approved treatment that targets the underlying cause of IgAN. Due to its mechanism of action, povetacicept holds the promise to be a "pipeline-in-a-product" and has the potential to be a transformative medicine in IgAN and a number of other B cell-mediated diseases.

[1] Abbreviations: OpEx: operating expenses; SG&A: selling, general and administrative expenses

Advancing Our Pipeline

Our R&D pipeline continues to make remarkable progress. At the end of 2024, our clinical-stage pipeline included potential therapies for more than 10 disease areas with each representing a first-in-class or best-in-class opportunity that holds the promise to transform the lives of patients. Our broad and diverse research and preclinical stage pipeline is also rapidly advancing.

In 2024, we advanced four programs into pivotal Phase 3 development: inaxaplin for AMKD; suzetrigine for DPN; zimislecel, our allogeneic stem cell-derived, fully differentiated, insulin-producing islet cell therapy for T1D; and our newest asset, povetacicept, for IgAN. With multiple programs in pivotal development, we remain on track to meet, if not exceed, our goal set in 2023 to launch medicines in five diseases areas in five years.

Learn more about our innovative strategy.

Advancing a Broad and Deep Pipeline Across Multiple Modalities

Select, Next Wave Research-stage Programs	Phase 1 in Healthy Volunteers	Phase 1/2 in Patients	Pivotal Development	Regulatory Submissions Completed or Underway	Approved
Improved conditioning CASGEVY — SCD & TDT	**Follow-on molecules:** • CF • Pain • AMKD	**Suzetrigine** LSR	**Inaxaplin** AMKD	**Exa-cel additional geographies** SCD & TDT	JOURNAVX (suzetrigine)
NaV1.7 inhibitor Pain	**VX-407** ADPKD	**VX-993** Acute pain	**Suzetrigine** DPN	**Vanzacaftor triple additional geographies** Cystic Fibrosis	alyftrek (vanzacaftor/tezacaftor/deutivacaftor)
Islet cells + alt. IS **Islet cells + device** **Hypoimmune islet cells** Type 1 diabetes	**VX-993** Pain — Intravenous	**VX-993** PNP — DPN	**Povetacicept** IgA nephropathy		casgevy (exagamglogene autotemcel)
Small molecule Huntington's disease		**VX-552** CFTR mRNA	**Zimislecel** Type 1 diabetes[1]		trikafta
		VX-670 DM1			symdeko
		Povetacicept, RUBY-3 pMN, LN, AAV			ORKAMBI
		Povetacicept, RUBY-4 ITP, AIHA, CAD			kalydeco

[1] Reached agreement with regulators to advance into pivotal development by converting Phase 1/2 study into Phase 1/2/3 study.
Abbreviations: AAV: ANCA-associated vasculitides; ADPKD: autosomal dominant polycystic kidney disease; AIHA: warm autoimmune hemolytic anemia; CAD: cold agglutinin disease; ITP: idiopathic thrombocytopenic purpura; LN: lupus nephritis; LSR: painful lumbosacral radiculopathy; pMN: primary membranous nephropathy; PNP: peripheral neuropathic pain.

Access to Our Medicines

We aim to make our medicines available to as many patients as possible around the world. Securing timely and sustainable access to transformative medicines is highly complex and requires many stakeholders working together. Our teams work flexibly with government agencies, policymakers, patient advocacy organizations and health insurers, among others, to obtain, maintain and expand access to our approved products around the world. Central to this work is understanding that different approaches may be needed for different products or countries and working tirelessly to identify solutions that will make our medicines available to more patients.

Our CF Medicines

Our CF medicines are collectively being used by nearly three quarters of the approximately 94,000 people with CF in the U.S., Europe, Australia and Canada. Additionally, we continue to secure formal reimbursement in multiple additional countries that collectively comprise approximately 15,000 people with CF. Approximately 10,000 of those additional people with CF are eligible for treatment with CFTR modulators.

We remain focused on expanding access to our CF medicines across geographies, age groups and genotypes. At the end of 2024, our medicines were accessible to patients in more than 60 countries across six continents, including access for our triple combination medicine in all countries within the EU.

We continue to make notable progress with our regulatory submissions and access agreements. Most of the reimbursement and access agreements for TRIKAFTA® were completed more quickly than industry averages, and several include innovative portfolio agreements to cover future medicines and indications that are yet to be approved.[1] Recognizing that critically ill patients cannot wait until formal agreements are in place, we consider compassionate use requests for our CF medicines as a bridge to sustainable access.

In the U.S., our CF medicines are broadly reimbursed, with more than 99 percent of eligible patients accessing them through public or private insurance. Our patient assistance program, Vertex GPS™: Guidance & Patient Support, helps patients navigate insurance coverage and available forms of financial assistance and provides free medicine to patients who do not have insurance and meet certain criteria. Vertex GPS™ currently supports more than 23,000 U.S. patients.

We recognize that there are people with CF who could benefit from our medicines who live in lower-income countries where access challenges are significant due to economic constraints or inadequate health care infrastructure. In these countries, we are actively evaluating options that may facilitate access to our medicines. As an example, we have established a pilot donation program in collaboration with Direct Relief to provide TRIKAFTA® to eligible people with CF in select lower-income countries. The program currently includes 14 countries across four continents.[2] Our efforts in these countries are at different stages of evaluation and implementation. To date, hundreds of patients in multiple countries have received donated medicine through the program. We continue to closely monitor progress to ensure patient safety and other key program outcomes and will use our learnings to inform next steps for the program.

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

Learn more about CF and how our transformative medicines are reaching patients around the world.

[1] In EU and European Economic Area 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.
[2] Eligible countries included in donation program as of April 2025: Egypt, El Salvador, Honduras, India, Ivory Coast, Kenya, Lebanon, Nepal, Pakistan, Sri Lanka, Tanzania, Tunisia, Uganda and Ukraine.

Our SCD and TDT Therapy

In the geographies where CASGEVY® is approved, we are actively working with key commercial and government payers and policymakers with the goal of securing rapid and equitable access for eligible patients with severe SCD and TDT. To date, we've activated more than 50 Authorized Treatment Centers to administer the treatment and are advancing approvals for CASGEVY® in new regions and broadening access where approvals already exist. For example, in December 2024, we secured an industry-first agreement in the U.S. with the Centers for Medicare & Medicaid Services for a single outcomes-based arrangement available to all state Medicaid programs to ensure broad access to CASGEVY®.

Beyond CASGEVY®, we continue to research small molecule therapies for SCD and TDT, which, if successful, could provide more accessible treatment options for people with SCD and TDT.

Our Acute Pain Medicine

A key focus in 2025 is securing broad access for JOURNAVX™ in the U.S. and investing to ensure a seamless experience for patients and physicians. This includes securing national retail distribution and creating assistance programs for patients. We also continue to engage with policymakers on initiatives and legislation to ensure that patients have equal access to non-opioid options in Medicaid and state-regulated plans.

Learn more about our work to increase global access.

Engaging Patient Communities

We are relentless in our pursuit to create transformative medicines for people with serious diseases and, in doing so, recognize the importance of patient engagement, disease awareness and community support. We use the tenets outlined in Our Patient Commitment to guide our engagement, meeting each community where they are. In 2024, we engaged with patient organizations and communities as follows.

Cystic Fibrosis

We continued to support CF programs and initiatives to educate health care professionals, raise disease awareness and provide support to nonprofit organizations and patients. In the U.S. we sponsored The Bonnell Foundation's "Living with CF" podcast series as well as several support group initiatives offered by the Cystic Fibrosis Research Institute.

Outside of the U.S., we co-created a CF awareness campaign and art installation in central Rome with the Italian Cystic Fibrosis League and the Italian Society for Cystic Fibrosis Studies. The installation highlighted patient experiences and gave a face to the often-invisible symptoms they experience. We also supported two events in Eastern Europe focused on strengthening cooperation between countries and exchanging best practices on CF care and management. The events gathered more than 200 attendees from the Eastern European CF community.

Sickle Cell Disease and Beta Thalassemia

We continued to engage with sickle cell organizations globally to raise awareness and understanding of SCD. In the U.S., we sponsored a range of national and local community-based organizations, including the Sickle Cell Consortium, Sick Cells, Sickle Cell 101 and the Sickle Cell Disease Association of America. Our teams have participated in over 200 SCD community events and supported several dozen state and federal legislative efforts to support individuals with SCD.

Outside of the U.S. we partnered on disease awareness campaigns created for patients, with patients, in seven different countries. We also introduced opportunities for patient groups to learn from each other's experiences and insights in France, Italy and Spain. In addition, we sponsored a documentary from Drepacare, a French patient organization, to amplify patient voices and educate the public about the impacts of SCD on patients' everyday lives.

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

Kidney Disease

We continued to partner with a variety of organizations and individuals to increase awareness and diagnosis of kidney disease. For example, Alonzo Mourning brought our Power Forward campaign to NBA Hall of Famer Shaquille O'Neal's "The Big Podcast" where the two former teammates discussed kidney health and raised awareness of AMKD. We continued to work with Black Greek-letter organizations, Black Health Matters and the National Minority Quality Forum to provide education and increase awareness about the burden of chronic kidney disease. And, we partnered with the American Kidney Fund, sponsoring its APOL1 Education Campaign and launching the first-ever AMKD Awareness Day in the U.S. to increase disease awareness for both the general public and at-risk populations. AMKD Awareness Day will be recognized annually on the last Tuesday in April.

With the acquisition and integration of Alpine Immune Sciences, we also developed a new partnership with the IgA Nephropathy Foundation to engage with the IgAN patient community.

Type 1 Diabetes

Within the T1D patient community, we are focused on addressing gaps in diabetes research, treatment and management. We continued our support for Breakthrough T1D's Clinical Trials Connection program and sponsored the annual Friends for Life T1D conference which brings together people of all ages living with T1D and their caregivers and families. The conference fosters a sense of support and community for those living with T1D, as well as providing education on numerous topics, including cell therapy. We also collaborated with Black Health Matters on an event to highlight the experience of living with T1D for Black men and women who may have been previously misdiagnosed with Type 2 diabetes. And, we supported Beyond Type 1's Beyond Barriers program which brings resources, education and programs to underserved communities impacted by T1D.

Acute Pain

Alongside our work to advance new treatments for pain, we sought to better understand the challenges and concerns patients in the U.S., in particular, experience. This included conducting a survey of patients treated for acute pain and health care providers who had treated the condition.

The results formed The State of Pain in America, painting a clear picture of day-to-day disruptions, concerns about current treatment options, and challenges in addressing acute pain. Patients surveyed reported significant impacts to their daily lives; however, they are hesitant to treat pain with opioids and want different options if they experience acute pain again. Health care providers and orthopedic surgeons reported similar concerns with a majority of providers and surgeons agreeing that there is a high need for a new class of non-opioid acute pain medication.

In addition to The State of Pain in America, we also highlighted the importance of access to non-opioids in pain management with national patient advocacy groups, including the U.S. Pain Foundation and the American Chronic Pain Association. We celebrated National Family Caregivers Month by supporting three videos from the Caregiver Action Network spotlighting stories of caring for individuals with pain. Together with Shatterproof, a nonprofit dedicated to transforming addiction treatment, ending stigma and supporting communities, we participated in a listening session where we heard from individuals about overcoming addiction and hopes for the future of treatment.

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 for 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.

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 Information System and release clinical documents in accordance with health authority regulations. Results are also published in peer-reviewed medical and scientific journals.

35

countries where we conducted clinical trials in 2024

Increasing Access to Clinical Trials

Vertex aims to sponsor clinical trials that represent the full spectrum 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 broad participation in our clinical trials helps us to develop and deliver innovative medicines that can make a meaningful difference in the lives of all people living with that disease.

To increase access to our clinical trials, we seek to break down participation barriers for different patient populations. To do this, we work with patient communities, advocacy groups and physicians, to identify and engage clinical trial participants and embed a meaningful and effective approach that meets patients where they are. This includes working to better understand the patient experience and developing clinical trial education and awareness materials that resonate with different communities. We also seek insights from patients who come from varied backgrounds, engage with partners to select trial sites in different and strategic areas, and offer recruitment materials in a variety of languages.

Where appropriate, we also 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 in a way that respects patients' circumstances and preferences. Our goal is to make it easier for patients from all backgrounds to participate.

Beyond clinical trial recruitment, we apply patient-centric design to developing protocols, identifying and selecting sites, engaging communities and helping to ensure that the enrolled population is reflective of the patients who will receive the treatment, if and when it is approved. In 2024, this included implementing clinical trial simulations to better understand how to optimize protocol design and the patient experience. We continue our long-term commitment to increasing access to our trials by working 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.

Learn more about our clinical trials in the U.S.

Foster a Culture of Innovation, Integrity and Belonging

Our unique Vertex culture, which celebrates innovation, elevates ethics and integrity, and ensures a sense of belonging for our talented team has been foundational to our success.

Every day, Vertexians work to change people's lives and to make the impossible possible. We value hard work, a sense of urgency, debating, learning and doing the right thing — all with an uncompromising commitment to patients.

Living Our Values

Our values are our bedrock and, combined with our culture, have enabled us to deliver on our mission of creating transformative medicines for serious diseases. Every Vertexian is a steward of our values and is dedicated to patients, excellence and one another. We encourage regular discussions about our culture and recognize colleagues' contributions through awards and recognition.

Uncompromising Commitment to Patients

"We have a sense of urgency — patients needed this yesterday so let's work on that timeline."

— Varsha,
Molecular & Cell Biology
Research Scientist

Fearless Pursuit of Excellence

"We're willing to try and take on issues that other people would have stopped trying to solve by now."

— Matt,
Vendor & Business Management
Senior Specialist

Innovation Is Our Lifeblood

"It's not only our lifeblood; it's the life force. It's our joy, and it's our disappointment. And it's our resilience."

— James,
Supervisor, Manufacturing
Operations

"We" Wins

"The 'We Wins' is just the collective brilliance of all of the functions, specialties, subject matter expertise coming together to say that we can only win together."

— Jordan,
Associate Director,
Human Resources

Hear more about our core values from the Vertexians who live them.

Bringing Our Culture and Values to Life

Vertex Ambassadors exemplify our culture at its very best. Each Ambassador fosters an understanding of who we are as Vertexians, bringing the power of our culture to life every day by amplifying our unique events and initiatives. Among their activities, Ambassadors 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. In 2024, approximately 200 global Vertex Ambassadors took on initiatives to embed our culture across the organization, including serving as guest speakers at new hire orientations and hosting Vertex culture discussions for feedback and ideas from their teams.

Embedding Innovation

At Vertex, innovation is the foundation of everything we do, and it is driven by a single purpose: to transform lives. Advancing science and medicine demands innovative thinking across every function of our organization. As such, we empower all employees to engage in our culture of continuous learning and innovation.

We invest significantly in research and development (R&D), with the majority of our operating expenses and three out of five employees dedicated to that purpose. Yet Vertex's innovative muscle is not limited to R&D; it extends to every part of our business. For example, we have innovated when approaching key business activities such as the reimbursement of our medicines. In countries outside the U.S., we have established a forward-looking approach to reimbursement for our CF medicines, thereby enabling quicker access for patients. We also are working proactively with a broad range of stakeholders to ensure our newly approved therapies are available to patients as quickly as possible.

As Vertex grows into new disease areas, new modalities and new geographies, it is critical that we preserve our culture of life-long learning and fearless pursuit of excellence. In 2022, we started an initiative to build a corporate university with the aim to become the best place to learn in the biotech industry. Today, Vertex University has grown to cover all mandatory, skill-building and enrichment training for employees globally. Our leaders serve as faculty and teach courses such as the history of Vertex, the journey of developing a medicine, and the operation of our organization.

Vertex University also offers Vertexians a chance to learn from experts at the forefront of innovation. For the past six years, our Science and Medicine Seminar series has connected employees to scientists and medical thought leaders from both inside and outside of Vertex. And, in 2024, we launched Tech Talks, a new speaker series that discusses concepts, capabilities and challenges enabled by advances in data technology and data science.

We continue to be recognized for our innovation efforts. For instance, we earned the #11 spot on Fast Company's 2024 World's 50 Most Innovative Companies list. TIME Magazine also recognized Vertex's innovative accomplishments, naming CASGEVY® one of the Best Inventions of 2024.

Fostering Integrity

Each Vertexian is responsible for upholding and demonstrating ethics and integrity in our work every day. Our culture of integrity is essential to our success, as patients, caregivers, health care providers and the communities we serve all rely on Vertex to maintain the highest ethical standards.

Our Code of Conduct defines our expectations and governs our behavior in numerous areas. It is our pledge to one another, to our company and, most importantly, to patients that we will adhere to the highest standards of ethics and accountability. By doing so, we will maintain the trust patients place in us to discover and develop transformative medicines.

We expect employees to comply with our Code of Conduct and all associated policies, procedures, guidelines and trainings. We take all employee concerns seriously and encourage the reporting of issues and concerns using a confidential and anonymous reporting alert line, hosted by a third-party provider. We do not tolerate 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. If we become aware of violations, we investigate the matter and, where appropriate, take disciplinary action and implement corrective measures to prevent future violations.

To underscore our commitment, we conducted a year-long "Do Good, Right" campaign in 2024, reinforcing our Vertex Values and the importance of speaking up when we have concerns. We capped this campaign with our annual Integrity and Ethics Week, discussing key compliance and risk management topics through a series of events and activities focused on our commitment to doing things the right way.

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 take steps to continuously improve, based on regular reviews and assessments of the regulatory and business landscape.

Promoting a Culture of Belonging

Our ability to develop transformative medicines for people with serious diseases requires a culture that enables all Vertexians to feel a sense of belonging and commitment to each other and our mission.

This involves recruiting, retaining and developing talented employees from all backgrounds, and investing to make sure they feel supported, valued and free to bring their unique perspectives to the table. Cultivating such an environment supports our efforts to challenge conventional thinking, enhance creativity and problem-solving, identify innovative solutions, and address the complex, multifaceted problems we face in discovering and developing transformative medicines. Our culture is rooted in the premise that if our employees feel included and committed, they will do their best work for Vertex and for patients.

We expect all Vertexians to help foster our culture and be respectful of each other. To support this work, we engage in activities and programming, including dedicated trainings, resources and forums, that promote our culture and values.

Global Workplace

6,100+ employees

113 nationalities

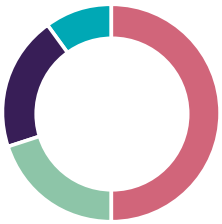
27 languages spoken

20 countries

1,000+ new hires in 2024

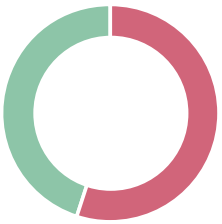
Global Workforce

Years of Service



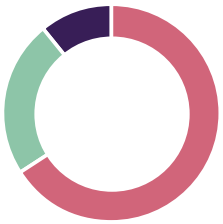
- 50% <3
- 20% 3–5
- 20% 5–10
- 10% 10+

Gender



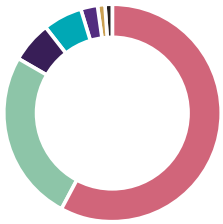
- 55% women
- 45% men

Age



- 66% 30–50
- 23.3% over 50
- 10.7% under 30

Race/Ethnicity (U.S.)[1]



- 60% White
- 26% Asian
- 6% Hispanic
- 6% Black/ African American
- 2% Two+ Races
- <1% American Indian or Alaska Native
- <1% Native Hawaiian or Other Pacific Islander

[1] Reflects workforce demographic data categories designated under Form EEO-1.

Fostering Employee Connections

Our Employee Resource Networks (ERNs) are voluntary, employee-initiated and employee-led networks made up of individuals who come together based on common backgrounds or life experiences. Our five ERNs are open to all Vertex employees globally, and everyone is welcome to join as a member of any network. In 2024, we established ENABLE, a new ERN that empowers employees and caregivers of those with diverse abilities. By thoughtfully curating programs across the globe, ERNs create unique opportunities for connection and strengthen belonging for colleagues within Vertex.

Our Employee Resource Networks

- **BRAVE:** emphasis on veterans and first responders
- **ENABLE:** emphasis on those with diverse abilities and their caregivers
- **IWILL:** emphasis on women in the workplace
- **PRIDE:** emphasis on LGBTQ+ employees
- **VIBE:** emphasis on racially and ethnically diverse employees

Strengthening Our Talent Pipeline

Hiring highly talented people fuels our ability to bring transformative medicines to people with serious diseases. We place tremendous value on building a strong talent pipeline and investing in early talent development to support Vertex and the biotech industry as a whole. We hire and promote the most qualified candidates for our roles and seek to find this talent from a wide range of sources, including online platforms, professional societies, networking and recruiting events, career fairs, and colleges and universities.

We offer many unique programs to help individuals early in their careers develop new skills, explore career possibilities, and make mentoring connections.

High School Summer Internships

The Vertex Summer High School Summer Internship Program offers high school students from Boston, San Diego and Oxford, UK, the opportunity to learn about the pharmaceutical industry through hands-on experience as well as mentoring and coaching from Vertex managers. In 2024, we hosted 59 students at our sites so they could build lab skills and learn about the business of biotech. Since 2012, we have hired more than 500 high school interns, many who have gone on to pursue college and careers in STEM fields.

University Internships, Co-ops and Industrial Placements

Our internship, co-op and industrial placement programs for undergraduate and graduate students provide immersive, rewarding and challenging assignments across a broad range of focus areas. Interns and co-ops work directly alongside Vertex teams, participating in professional development workshops and networking events to gain real-world experience and insights into the industry. For university students in the UK, our Industrial Placement program offers a unique opportunity to work alongside some of the brightest minds in the industry at our international headquarters in London or our research site in Oxford, UK.

MBA Summer Associates

MBA interns at Vertex take ownership of business-critical projects in collaboration with leaders throughout the company. The MBA Internship program is designed to provide hands-on experience while working through complex financial, strategic and management issues focused on discovering, developing and manufacturing new medicines for serious diseases.

Fellowship Programs

We offer unique fellowship programs for early-career scientists and PharmD graduates. The Vertex Fellows program is a one-year opportunity that allows outstanding early-career scientists to collaborate directly with Vertex project teams, make real-world contributions to serious diseases with high unmet need, and prepare for the next phase of their careers. The two-year PharmD Fellows program, in partnership with Northeastern University's School of Pharmacy, provides recent graduates with a Doctor of Pharmacy degree with in-depth, hands-on experiences in the biopharmaceutical field.

Physician Investigators

The Vertex Physician Investigator program is specifically designed for exceptional early-career physician scientists who would like to embark on a career in the biotech industry. This two-year, rotation-based program offers the opportunity to learn about and contribute to the drug development process, receive mentorship from leaders at Vertex, and accelerate career growth.

Community Partnerships

We also partner with organizations to spark curiosity and empower growth among all students. For example, in 2024, we continued to collaborate with the Biomedical Science Careers Program and Year Up to help young adults gain the skills and experiences required to succeed in biotechnology.

"I was drawn to the program because it allows me to rotate through various functions, giving me a deep understanding of what it means to work in drug development from the very early stages in research to the later phases in clinical development and beyond."

— Tiffany, M.D., 2024 Vertex Physician Investigator

Providing Competitive and Comprehensive Total Rewards

In the same way we invest in developing transformative treatments for patients, we invest in our employees through highly competitive Total Rewards. Our Total Rewards package is designed to inspire exceptional performance, recognize great work, promote employee well-being, facilitate opportunity for growth, and support our highly talented workforce. We support the unique needs of our workforce with personalized solutions that align with global priorities while taking into consideration local differences.

Total Rewards at Vertex consists of four key elements: compensation, benefits, well-being and recognition. Our programs are regularly reviewed against local practices to help ensure that they remain highly competitive.

Core to our Total Rewards offering is our approach to compensation, which recognizes the value of each employee's contributions, rewards them for performance, motivates them to perform well in the future, and provides them the opportunity to earn greater payouts for superior performance. Our fair and competitive pay packages are comprised of base pay, bonus and equity.

Our Commitment to Pay Equity

At Vertex, we are committed to ensuring all employees across the globe are compensated appropriately for their work, regardless of their gender, race, ethnicity or other protected characteristics. We also take meaningful action to educate our employees on our approach to pay to help ensure that everyone understands how they are rewarded for their contributions and performance.

In 2024, we deepened our commitment to pay equity by pledging to disclose the results of an adjusted pay gap analysis of our workforce with respect to gender and race. Our 2024 analysis reflects that the adjusted differences in pay between men and women (globally) and between white and non-white employees (in the U.S.) are less than 1%.

In addition to disclosing the results of our pay gap analysis, we've committed to disclosing pay ranges ahead of the implementation of Massachusetts' new pay transparency legislation. We now disclose pay ranges for all U.S.-based job listings and will provide employees with the pay range for their role upon request.

Our Comprehensive Well-Being Program

At Vertex, the well-being of our employees remains a key priority. Our global benefits approach is centered around offering programs that are globally consistent in terms of overall competitiveness and locally relevant, reflecting location-specific practices and regulations. We offer market-leading, comprehensive benefits that that go beyond the basics to support employees wherever they are in their lives and careers.

Through our comprehensive "Thrive" well-being program, our aim is to create a culture where well-being sits at the center of the employee experience so that Vertexians can focus on our mission of discovering and developing transformative medicines for patients who are waiting.

The program consists of four pillars:

Mind: Delivering a wide range of programs to support employee mental health and well-being.

- Onsite wellness rooms
- Mindfulness and mental well-being support
- Global well-being week and mental health awareness events
- Employee assistance programs

Body: Offering benefits to help employees achieve and maintain their physical health.

- Comprehensive medical/health benefits
- Fitness reimbursements across the globe, onsite gyms and game rooms
- Ergonomic assessments and set-ups for all employees

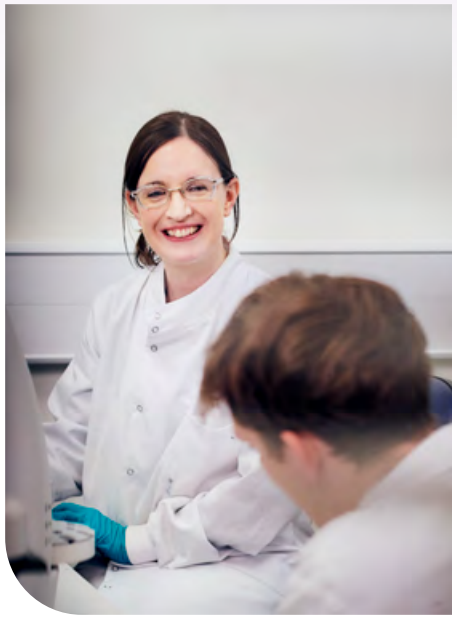
Balance: Providing Vertexians with work/life benefits so that they can thrive.

- A new program focusing on women's health and family forming
- Elder and childcare resources in the U.S., UK, Canada and Ireland
- A special needs program to support dependents with attention-deficit/hyperactivity disorder and autism in the U.S.
- Dependent Care Flexible Spending Account with an employer match in the U.S.
- Generous vacation time and two weeks of companywide shutdowns (August and December)
- Several paid leave programs, including medical, bonding, family caregiving and military

Financial: Empowering employees to achieve sustainable financial security and build wealth.

- Competitive pay with the opportunity for above-market rewards for superior individual and company performance
- Free global financial well-being services
- Student loan repayment in the U.S.
- Retirement/savings plans

We listen, learn and evolve our Total Rewards offerings through regular Pulse surveys and focus groups. Twice annually, we administer companywide surveys to seek feedback directly from Vertexians and measure overall engagement and satisfaction.



We continue to outperform on our biannual employee Pulse surveys with an 89 percent participation rate and an employee satisfaction score that exceeds our industry benchmark.

Career Growth and Development

We invest in our people so they can accelerate their own careers. We take a comprehensive approach to career development — one that's employee-led, manager-facilitated and company-enabled. At Vertex, employees have the opportunity to grow their skills by learning on the job. They can build skills, receive mentoring and participate in gigs and job rotations that help build connections and advance careers.

We offer both live and digital learning platforms tailored to our employees' learning goals. This includes Vertex University, our holistic learning hub, that provides new employees and experienced learners the opportunity to learn, grow and develop, and our Skill Builders series, a curated library of on-demand resources for building Vertex core competencies and behaviors.

Manager Excellence Ecosystem

At Vertex, people managers fuel our culture and drive our success. We are committed to supporting managers at every stage of their leadership journey and have built an ecosystem to support their work across the following domains:

- **Know Your Role:** Equipping employees to be people managers with clear expectations with programs such as "Managing at Vertex" and "Employee Relations"
- **Perform in Your Role:** Offering support for quarterly talent processes and tools to strengthen their teams through quarterly People Manager Forums
- **Grow in Your Role:** Providing concentrated skill building through multimonth leadership development programs and topical workshops

Global Mentoring Program

Our Global Mentoring Program is open to all employees and facilitates matches based on mentee development goals and mentor strengths. In 2024, the program facilitated more than 630 new mentoring matches and helped participants with everything from strengthening critical skills to gaining a trusted sounding board.

Advancing Talent

2024 marked our second year of partnering with Babson College to offer the Corporate Certificate in Advanced Management program, a 10-month learning experience that offers formal, accredited education through five MBA courses at Babson College. Through the certificate program, Vertexians join a cohort of cross-functional colleagues, building new skills together, applying learnings to their work and earning credits toward an MBA. Our second group of 27 Vertexians will complete the program in 2025, receiving a Certificate in Advanced Management and completing one-third of the required courses for an MBA from Babson.

Carefully Manage Our Operations and Environmental Footprint

We are committed to limiting our environmental impact and operating our business sustainably.

As our business grows, we remain focused on operating responsibly, including reducing greenhouse gas (GHG) emissions, conserving water and minimizing waste. We continue to prioritize employee safety and adopt green chemistry practices where possible. Our Environmental, Health, Safety & Sustainability team, along with an internal, cross-functional Sustainability Committee, oversees and implements these efforts in accordance with Our Commitment to the Environment, Health, Safety and Sustainability.

Reducing Our Emissions

We are committed to managing our GHG emissions. We set ambitious targets, closely track our emissions, achieve reductions and report annually on our progress. Our current goal is to reduce Scope 1 and 2 GHG emissions by 42 percent by 2032 (using 2022 as our baseline), which aligns with the Science Based Targets initiative.

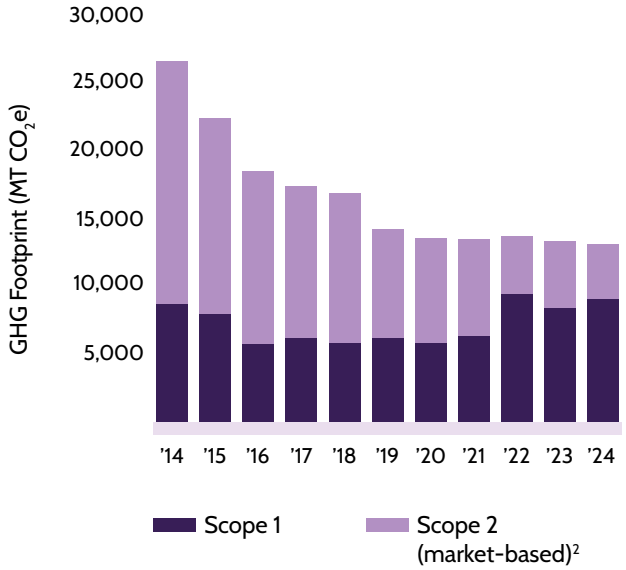
To achieve our GHG reduction goal, we focus on:

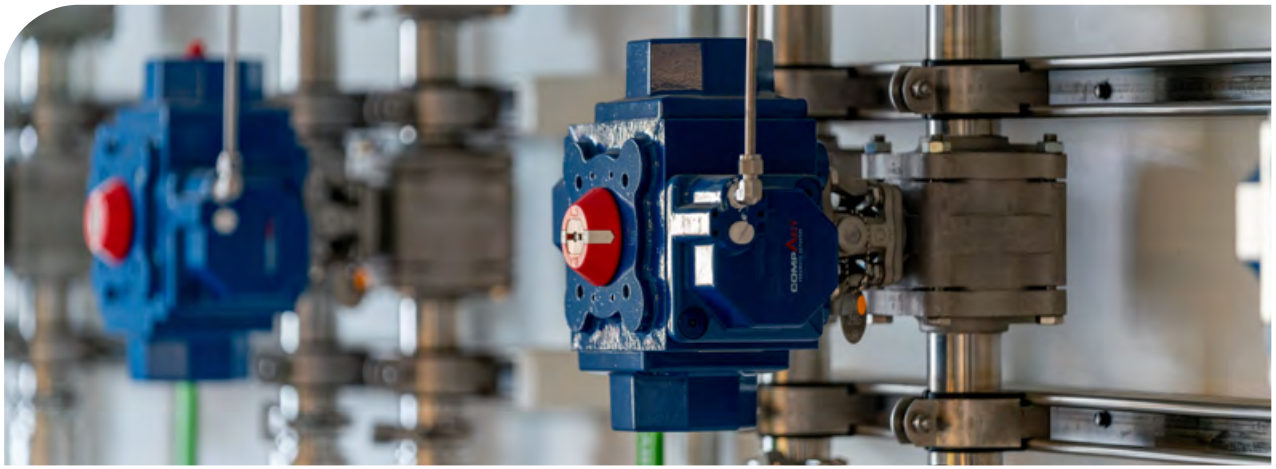
- **Building sustainably** to minimize growth in emissions
- **Managing energy use** to reduce emissions at existing facilities
- **Investing in green energy** to increase electrification and ensure long-term emissions reductions

In 2024, we completed a comprehensive energy efficiency audit at our Oxford, UK, research site and international headquarters in London to develop a long-term plan to reduce energy consumption and improve energy efficiency to meet statutory requirements. Through this process, we identified opportunities to save nearly 94,000 kilowatt-hours (kWh) of energy annually.

We also introduced a new platform for Vertex facilities to identify and monitor the impacts of site-specific emissions and energy initiatives at our six largest research and development (R&D) and manufacturing sites. This platform shows GHG emissions reduction potential and financial implications of energy efficiency projects, energy optimization programs and renewable energy procurement, helping our facilities managers make decisions and remain on track to meet our goals.

Global Scope 1 and Scope 2 Emissions (market-based)[1]





51%

reduction in absolute GHG emissions since 2014[1]

[1] 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 Scope 1 GHG emissions, Scope 2 (location- and market-based) GHG emissions and total emissions (Scope 1 and Scope 2 market-based) data for 2018–2024. Assurance information for 2018–2023 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.

[2] For Scope 2 market-based emissions, international locations apply location-based IEA factors when residual emission factors set are not available.

Scope 3 and Supplier Engagement

We also recognize the importance of addressing emissions across our value chain, as Scope 3 emissions account for a significant portion of our carbon footprint. In 2024, our total Scope 3 GHG emissions were 551,647 metric tons of carbon dioxide equivalent (MT CO_2e). This marks an increase from 2023, with construction and activities relating to our rapidly expanding business driving this change.

The Scope 3 categories that we consider most relevant to our business are:

- Purchased goods and services
- Capital goods
- Fuel- and energy-related activities
- Upstream transportation and distribution
- Waste generated in operations
- Business travel
- Employee commuting
- Downstream leased assets
- Downstream transportation and distribution
- End of life treatment

To more accurately capture our overall Scope 3 GHG emissions, we initiated a program in 2024 to better understand our suppliers' environmental goals and efforts. This includes collecting emissions data directly from select suppliers to ensure accurate, transparent and comprehensive reporting. In 2024, we set a target to gather Scope 3 data from suppliers comprising approximately 30 percent of our total spend. We have successfully kicked off the program and will be incorporating the data into our 2025 reporting.

Assessing Climate Risk and Opportunities

To maintain a sustainable and resilient business, we regularly seek to understand our evolving climate risks and opportunities. Vertex conducts a climate risk assessment every two years to determine, assess and quantify our climate-related risks and opportunities over the short, medium and long term. Our approach is aligned with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations and used a variety of climate models, such as Shared Socio-economic Pathways (SSPs), to develop potential scenarios.

We completed our most recent assessment in January 2025. The analysis indicated that Vertex faces minimal risks associated with the transition from fossil fuels to a lower-carbon economy. Our greatest climate risks are physical risks, such as extreme heat and drought in Europe and the Middle East, and hurricane risk with the potential to impact key facilities in Boston's Seaport District. However, we believe that our business continuity strategies and existing mitigation processes, including use of flood barriers, waterproofing, watertight doors and storm-resistant glass, reduce the risk of a catastrophic event.

We disclose our climate-related risks and opportunities annually in our response to the CDP Climate Change survey. In 2024, we received a B score for continuing to actively manage our environmental impacts.

As a member of the Pharmaceutical Supply Chain Initiative's (PSCI) Scope 3 Decarbonization Team, we engage with industry peers to help set sectorwide standards for managing and reducing supply chain GHG emissions.

Sustainable Buildings

When we build or retrofit our facilities, we use green construction practices to prioritize healthy, highly efficient and cost-saving green buildings. Sustainable buildings help us mitigate our environmental footprint by reducing our GHG emissions, optimizing energy and water use, reducing waste and preserving natural resources. Many of our facilities around the world have achieved LEED (Leadership in Energy and Environmental Design), BREEAM (Building Research Establishment Environmental Assessment Method), SKA and/or Fitwel certification, which support sustainability and employee health and well-being throughout a building's design, construction and use.

In 2024, we broke ground on an expansion of our Jeffrey Leiden Center for Biologics, Cell and Genetic Therapies in Boston. This new facility, known as Leiden II, will add 344,000 square feet of R&D space to the Leiden Center and can accommodate an additional 500 employees. Sustainable design principles are informing the construction of this expansion, which we expect to finish in 2026. We are aiming to achieve LEED Platinum certification and a Fitwel 2 Star for this facility. Energy efficiency will be essential to how Leiden II operates, and we are working to reach >90 percent electrification in the building's heating and cooling systems. This target will help us further reduce GHG emissions associated with energy use as we progress toward our companywide goal.

Green Buildings Around the World

Conserving Water and Minimizing Waste

We continue to identify and implement new ways to conserve water and reduce waste. In 2024, we undertook a water risk screening for nine critical Vertex sites and identified our San Diego, California, research site as our most at-risk facility due to water scarcity in the region. We then conducted a deeper water analysis to characterize and prioritize risks, opportunities, impacts and dependencies at both the site and catchment level for this location. From this assessment, we have identified several opportunities to more effectively manage our water use and improve water efficiency at the site. We are also working with one of our contract manufacturers to better understand water-related risks and opportunities at their most at-risk manufacturing location. Our disclosure on our approach to water earned us a B- score on the 2024 CDP Water Security survey.

We are committed to minimizing waste, particularly for research and manufacturing centers, which produce the largest volume of waste across our business. We continually examine our product development, manufacturing and distribution processes for opportunities to divert waste from landfills, whether through repurposing waste or implementing recycling or takeback programs. In 2024, for the second year in a row, Leiden I repurposed more than 80 percent of its medical biowaste. We also continue to repurpose surplus lab supplies and offer equipment to community partners through in-kind donations. In 2024, we provided more than 1,400 items from our Oxford, UK, site to eight charities and schools in the local community.

At our largest sites, we work with suppliers and waste vendors to develop product takeback and recycling initiatives. Examples of our takeback programs include Tyvek gowning; gloves and hairnets from manufacturing; and Styrofoam packaging, antibody racks and nonhazardous plastic material from laboratories. In 2024, we partnered with waste vendors to walk through our three Boston R&D and manufacturing facilities to evaluate where we could implement additional recycling and/or takeback programs. As a result, we identified new opportunities for recycling significant volumes of plastic film that is commonly used in shipping. Together, these new and existing initiatives helped divert 130 metric tons of laboratory and manufacturing waste from landfill in 2024.

Giving New Life to Unused Supplies

When a clinical trial has concluded, there is often a surplus of medical supplies and other equipment that can end up in landfills. That's why Vertex joined the MedSurplus Alliance and The Task Force for Global Public Health's Kits4Life initiative in 2024. Kits4Life collects excess clinical trial supplies, lab kits and equipment to distribute to health care-focused humanitarian aid organizations. Alongside contributing unused supplies, Vertex joined Kits4Life's Advisory Council to help shape the future of the program, which has impacted 1.6 million people in 49 countries since launching in 2018.

Packaging Sustainability

Vertex aims to deliver safe and effective therapies to patients while minimizing our impact on the planet.

From the start of the design process, we incorporate sustainable options wherever possible. Components are right-sized to avoid excess material, and, where possible, recyclable materials such as paperboard cartons and corrugated shipping containers are used. For example, when we developed our JOURNAVX™ packaging system, we intentionally designed out an intermediary paperboard carton, significantly reducing the final packaging.

We also identified an opportunity to increase the capacity of the protective, temperature-controlled shipper used to transport CASGEVY®, our gene-edited therapy for severe sickle cell disease and transfusion-dependent beta thalassemia. Patients often require multiple batches of the manufactured product, but our initial packaging and shipping design allowed only one batch per shipping container. In 2024, we identified an opportunity to include multiple batches per shipper, which was successfully qualified and validated through testing. As a result, we are now able to include up to four manufactured product batches per shipper, increasing materials efficiency and potentially reducing the overall number of shipments to treatment centers.

We continue to assess and implement more sustainable packaging solutions for all of our medicines, while maintaining the highest standards of quality for patients.

Innovating With Green Chemistry

We are 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. Our labs promote the use of the 12 principles of green chemistry, which include efficient use of renewable raw materials, elimination of waste and avoidance of toxic and hazardous materials.

In 2024, four of our laboratories, one in Boston and three in Oxford, UK, received My Green Lab certifications. The certification is considered to be the gold standard for lab sustainability best practices and evaluates lab performance across 14 different topics, including green chemistry. Across our laboratories, a total of seven have achieved My Green Lab certification in the past two years.

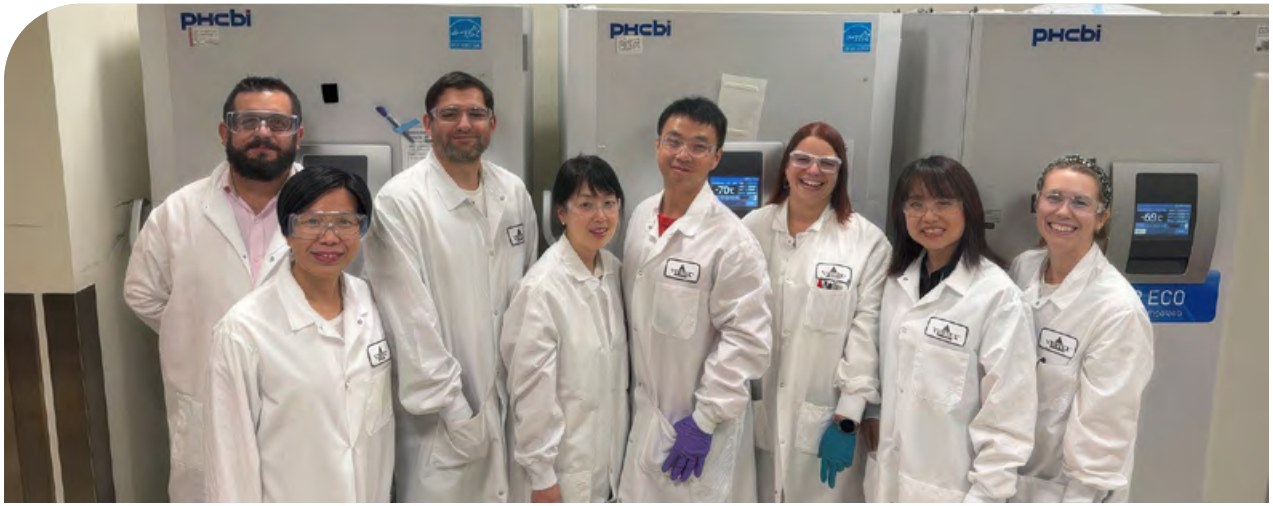
In 2024, our Boston Research Green Team participated in The Freezer Challenge, an initiative organized by My Green Lab and the International Institute for Sustainable Laboratories. This competition incentivizes labs to incorporate sustainability into their cold storage unit operations, including through boosting energy efficiency while maintaining sample accessibility and integrity. Through freezer maintenance and cleanup, as well as climate control and efficiency upgrades, these labs saved 438 kWh of energy per day. This achievement earned Vertex the Top Large Lab Award — in the Biotech & Pharmaceutical Sector.

Green Teams also helped lead internal events and volunteer opportunities for Vertexians. Our Boston, San Diego and Oxford Green Teams organized activities during Earth Week that highlighted 2024's Earth Day theme of Planet vs. Plastics. This included a plastic-free lunch at the cafeteria at our global headquarters in Boston, a beach cleanup in San Diego, California, and a sustainability fair featuring waste contractors and suppliers in Oxford, UK.

For the sixth time in seven years, iCommute/SANDAG recognized Vertex as a platinum tier recipient of its Diamond Award for promoting alternative commuting choices.

Engaging Employees in Sustainability

We actively invite Vertex employees to contribute to our sustainability work through our network of global Green Teams. These groups help engage employees and raise awareness of our environmental sustainability goals and initiatives. Vertexians on Green Teams act as sustainability champions within their functions and regions, recommend sustainability initiatives and make progress against existing ones.



Prioritizing Health and Safety

Vertex has built a strong, proactive safety culture that prioritizes 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 our processes and incorporate industry best practices.

Each of our research and manufacturing sites has a Safety Committee, a forum where safety representatives, safety officers and Environmental, Health, Safety and Sustainability (EHSS) personnel meet regularly to discuss health and safety at the site and recommend preventive and corrective actions.

In 2024, our total recordable incident rate (TRIR) was 0.18[1,2] and days away, restricted or transferred (DART) was 0.16.[1,2] We continually improve our performance by investing in safety programs and incorporating industry best practices to help ensure that employees, contractors and visitors experience a healthy and safe work environment.

We believe well-being is vital to our company's continued success. We support our employees through our "Thrive Well-being Program" and toolkit that provides employees with a summary of all of our programs and links to helpful resources for mental, social, physical and financial well-being.

We also continued to host voluntary vaccine clinics for employees in the U.S. and the UK in 2024, administering 2,200 flu and COVID-19 vaccines free of charge and reimbursing the cost of these vaccines for employees in other countries.

0.18
TRIR[1,2]

0.16
DART[1,2]

Highlights of Our Safety Program

Active Pharmaceutical Ingredient Training
These trainings help prepare our scientists to handle very potent, active pharmaceutical ingredients, building essential safety knowledge in the drug development process.

Continuous Manufacturing
We use an end-to-end, single, uninterrupted production line to manufacture some of our medicines. This reduces steps and material transfers, increasing worker safety and improving product quality and safety. Vertex was the first company to obtain U.S Food and Drug Administration approval for a fully continuous tableting process for drug manufacturing.

Engineering Controls
Our laboratory and manufacturing center designs include engineering controls wherever possible to help keep employees safe from hazards. As an example, Leiden I features error proofing for all compressed gases, ensuring that certain pieces of equipment can only connect to certain gas lines.

Ergonomics
We follow practices and processes that help reduce physical stress and prevent injuries in scientists who spend long hours on their feet or who work at multitiered stations. We also provide comprehensive training and tools to support the health of employees who work at desks. At the end of 2024, nearly 85 percent of UK and International employees completed an ergonomic training and assessment.

Incident and Near Miss Reporting
Our global reporting tool allows all sites to report near misses and other incidents, which helps us identify safety concerns before they turn into problems and track our safety performance in real time.

[1] Per 200,000 hours worked.
[2] 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.

Building Resilience Through Responsible Sourcing

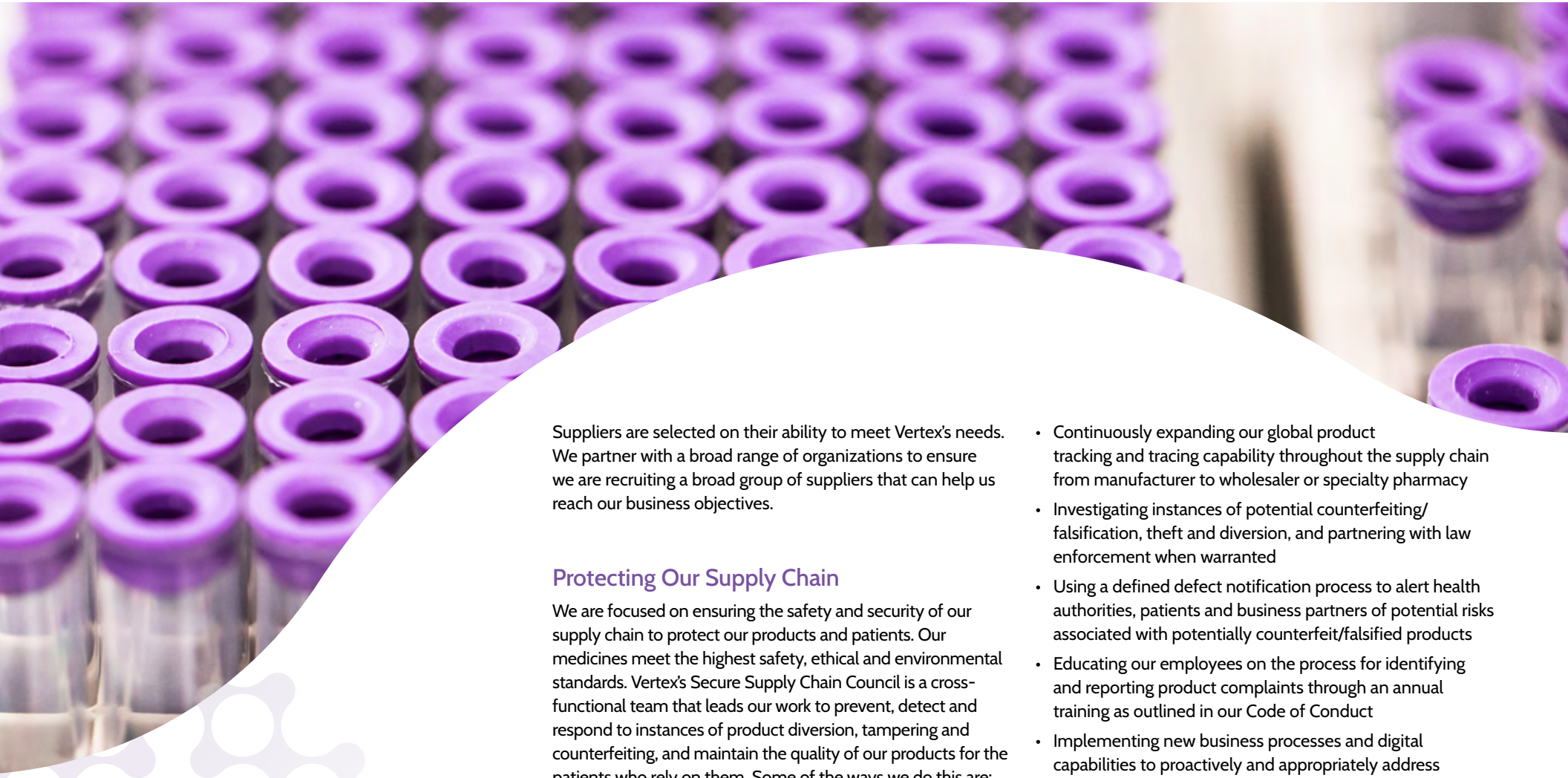
To develop and deliver transformative medicines for people with serious diseases, we have developed a strong network of suppliers. We select supplier partners that share our commitment to high ethical standards to ensure the best outcomes for patients.

Our Supplier Code of Conduct details how we expect suppliers to address topics including ethics, data privacy, human rights and EHS responsibilities. We refreshed the Code in January 2025, sharing the updated version with all suppliers to make our expectations clear. This updated Code also helps us account for expansions in our supply chain as a result of progress in our pipeline and new product launches.

We continued to identify, mitigate and manage risk throughout our supply chain using our enhanced third-party risk management approach that was launched in 2023. In addition, we are introducing environmental, social and governance (ESG) site audits for suppliers in 2025, with an initial focus on our top suppliers by spend in select, high-risk countries. Following PSCI guidelines, these audits will evaluate suppliers' performance in areas including ethics, human rights, health and safety, environment, governance and management systems.

Supplier Engagement

We are committed to fostering and maintaining relationships with a broad range of outstanding suppliers, including small businesses that meet criteria set forth by the U.S. Small Business Administration. In 2024, 17.3 percent of our impactable spend in the U.S. was directed to small businesses.



Suppliers are selected on their ability to meet Vertex's needs. We partner with a broad range of organizations to ensure we are recruiting a broad group of suppliers that can help us reach our business objectives.

Protecting Our Supply Chain

We are focused on ensuring the safety and security of our supply chain to protect our products and patients. 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 are:

- Continually monitoring markets and incorporating controls to protect our supply chain, starting with materials sourcing and continuing through manufacturing and distribution
- Integrating security measures into medicine packaging 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 tracking and tracing 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
- Implementing new business processes and digital capabilities to proactively and appropriately address requirements unique 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

Vertex respects the privacy of all individuals, including patients, employees and business partners. To keep data secure and privacy intact, we act to continually enhance our global security measures. This includes:

- Implementing a zero-trust model
- Maintaining a robust third-party cybersecurity risk management program
- Regularly updating our websites and business systems to meet new and emerging privacy and cybersecurity regulations
- Requiring all Vertexians to participate in an annual cybersecurity training
- Administering randomized phishing testing for all Vertexians
- Conducting weekly cyber threat hunting and vulnerability management activities
- Engaging with government and industry groups to share vital physical and cyber threat intelligence and best practices

We also have a dedicated Privacy Office and an internal Privacy Champions Network with more than 100 privacy champions representing more than 60 functional areas and 12 countries. Since 2017, this network of employees serves as an extension of the Privacy Office, 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 2024, Privacy Champions supported employee-facing events and communications around Global Privacy Day, conducted biennial reviews of Privacy Assessments, and hosted members of the Privacy Office at team meetings to increase awareness of data privacy across the organization.

Make a Positive Impact in Our Communities

We aim to make a positive impact in our communities by inspiring the next generation of innovators, supporting patients and their families, enabling solutions to community challenges and empowering employees to give back.

In 2024, Vertex and the Vertex Foundation awarded nearly $53 million in charitable giving. The Vertex Foundation aims to improve the lives of people with serious diseases and contribute to the communities where we are located through education, innovation and health. The Foundation also offers opportunities for employees to contribute their time, talent and resources to eligible nonprofit organizations.

Our Longstanding Commitment to STEAM

Our global STEAM education programs are designed to provide opportunity and show young people in our local communities how impactful, rewarding and exciting a career in biotechnology can be, while enabling Vertexians to share their skills and expertise. Our innovative projects and programs include:

School Partnerships

Through our Learning Labs in Boston, San Diego and Oxford, UK, we provide students and schools with access to hands-on STEAM education experiences and exposure to STEAM industries. We continued to host hands-on STEAM learning experiences, engaging with more than 3,500 high school students through nearly 200 class visits. Our engagement with schools and students in the UK grew in 2024 with a 70 percent increase in class visits and 45 percent increase in unique student visitors as compared to 2023. The Oxford Learning Lab connected with five new local schools in addition to its existing partners.

In collaboration with our employee resource networks and Boston Public Schools, we dedicated class visits and hosted reading circles for students to recognize and celebrate heritage months, including Black History, Women's History and Hispanic Heritage. In San Diego and Oxford, UK, we facilitated additional engagement opportunities for community partners and employees, including scientist spotlights and career panels.

Our Oxford Impact

In 2024, 15 Oxford-based high school interns had opportunities to connect with employees at our international headquarters in London, spending a full day at our London office and later returning to share key highlights from their work experience. This Oxford-London connection also offered a new way for our London colleagues to volunteer and share their lived experiences with local students.

Youth Engagement in Local Communities

We develop and leverage strategic partnerships to maximize impact in our communities. One example is the Vertex Foundation's six-year partnership with STEM Learning in the UK. The organization, which celebrated 20 years of operations in 2024, is the largest provider of STEM education and career support to schools, colleges and community groups across the UK. Since our partnership began, the Foundation has doubled its financial support of STEM Learning's programs, which include professional development programs for teachers, student research placements and STEM vacation camps. The Foundation also funded summer internship placements for STEM Learning in 2024.

> "We're so grateful for the Vertex Foundation's continued support. The funding will transform the prospects of students, inspiring them to pursue STEM education and careers in the future."
>
> — Mayaz Rahman, Head of Fundraising at STEM Learning

Globally, we engaged with

4,200+

students in our local communities through STEAM education programs in 2024.

Investing in the Next Generation of Science Leaders

2024 marked a decade of the Vertex Science Leaders Scholarship. We awarded four scholarships to talented high school seniors in Boston and San Diego who plan to pursue an undergraduate degree in a STEM-related field. The 2024 Vertex Science Leaders Scholars include:

Sumeya, Nursing

Brandon, Electrical Engineering

Daniela, Nursing

Sharmarke, Biology/Pre-Med

Learn more about why our scholarship recipients are pursuing careers in the sciences.

Collaborating to Solve Community Challenges

Innovation is not only core to our mission to improve the lives of people with serious diseases; it also extends to supporting initiatives that enable effective solutions to community challenges. Since 2018, the Vertex Foundation has partnered with organizations to address difficult problems using innovative solutions.

For example, in 2024, we continued to support RIZE Massachusetts in its mission to end opioid use disorder in the Commonwealth. A highlight of their 2024 programming was the launch of the "Linkages to Care" grant program, which set ambitious goals to support individuals using substances and those seeking treatment, and to reduce overdose deaths through enhanced safety, wellness and recovery efforts. This program received the highest number of applications in RIZE's history and led to the largest cohort of grant awardees, marking a significant milestone for the organization.

We also helped advance quality of care for patients with sickle cell disease (SCD) across the greater Boston area through our continued support of the Massachusetts General Hospital Comprehensive Sickle Cell Disease Treatment Center. The center continues to advance the standard of care for patients living with SCD through a comprehensive medical home model. The center currently serves 400 children and adults with SCD, providing financial support to cover living expenses, exercise and nutrition plans, and palliative care for patients.

Supporting Healthy Families

We have several initiatives in place to support quality of life for families of those living with serious diseases. For example, the Vertex Foundation Scholarship helps people with cystic fibrosis and their families pursue degrees in higher education through a competitive scholarship program. In 2024, we awarded scholarships to 88 recipients across 31 U.S. states and four Canadian Provinces. This cohort includes individuals at all stages of their education journeys — from those who recently graduated high school to those pursuing advanced degrees. The Vertex Foundation has awarded more than $3 million in scholarships since introducing this initiative in 2017.

We also continued our six-year-long partnership with Ronald McDonald House Charities® (RMHC®), offering essential support for families with children who are ill or injured. In 2024, the Vertex Foundation funded 5,500 overnight stays for families in Australia, Czech Republic, France, Germany, Italy, Poland, Portugal, Spain, Sweden, the UK and the U.S., and provided 12,000 meals for families at the San Diego Ronald McDonald House. This support is crucial for families who need to be close to their children receiving medical treatment, ensuring they receive essential emotional and physical support to focus solely on caring for their child. Vertexians around the world also volunteered with RMHC® throughout the year, contributing more than 430 hours through more than a dozen activities in multiple countries, including preparing meals, assembling care kits and beautifying spaces. Since 2019, the Vertex Foundation has provided nearly $3.8 million to support RMHC® initiatives globally.

88

Vertex Foundation Scholarships awarded in 2024

Empowering Employees to Give Back

Through our two signature employee engagement programs — the Vertex Foundation Matching Gift Program and the Vertex Volunteers program — Vertexians can contribute their time, talent and resources to the causes they care about most.

Matching Gift Program

The Vertex Foundation Matching Gift Program matches employee donations 1:1 to eligible nonprofit organizations year-round with a special 2:1 match during our Global Giving Days in November.[1] The Matching Gift Program continues to grow each year, and in 2024, employees and the Vertex Foundation contributed $5.7 million to 2,592 nonprofits across the globe.

12,200+
donations

2,000+
employees

21
countries

[1] Eligible employee donations are matched up to 5,000 USD or local currency annually.

Global Week of Service

Our annual Week of Service provides Vertexians around the world the opportunity to lend their time and expertise to various nonprofit organizations. The Vertex Foundation organizes in-person and virtual volunteer opportunities to allow employees to give back in a way that best works with their interests and schedule.

2024 marked the 16th year of our annual volunteer event, which we officially expanded to a full week. What started as a day of service years ago has expanded into a global tradition of giving back to our communities alongside our colleagues with volunteer events spread out over a week for greater participation and impact. This expanded format helped us achieve our highest rate of participation yet, with 70 percent of employees around the world taking part. We also introduced a new team of Community Champions — a group of Vertexians who helped lead Week of Service activities and engage employees in volunteering throughout the year. More than 140 employees served as Community Champions who helped coordinate volunteer opportunities and encourage their teams and sites to give back.

One of our core volunteer partners during Week of Service and throughout the year was Boston Health Care for the Homeless Program, an organization whose mission is to ensure access to the highest-quality health care for all individuals and families experiencing homelessness in the Boston community. During Week of Service, we organized a sock drive to distribute new white socks to the more than 10,000 people experiencing homelessness in the Boston area, providing a gift of comfort and hope to those who need it the most.

Learn more at www.vertexfoundation.org.

70%
employee volunteer rate globally

Nearly
11,000
volunteer hours across 178 opportunities

41,000+
individuals served

Appendix

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
Business and Ethics			
R&D Investment (GAAP, in USD thousands)	8,258,700[1]	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[2]	17.3%	18.1%	18.6%
Workplace			
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%
Community			
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%
Environment, Health, Safety and Sustainability			
TRIR (per 200,000 hours worked)[3]	0.18	0.33	0.24
DART (per 200,000 hours worked)[3]	0.16	0.15	0.15

[1] 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.
[2] For the 2024 U.S. gov. fiscal year (Oct. 1, 2023–Sept. 30, 2024).
[3] 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.

METRIC	2024	2023	2022
% Square Feet of Buildings Operated That Are Green Certified	79%[4]	82%[4]	83%
Total GHG Emissions Scope 1 & Scope 2 Market-Based (metric tons CO_2e)[5,6]	12,906	13,198	13,620
GHG Scope 1 (metric tons CO_2e)[5]	8,976	8,311	9,334
GHG Scope 2 (metric tons CO_2e)[5,6]	3,930	4,888	4,285
GHG Scope 3 (metric tons CO_2e)	551,647	474,129	249,816
CDP Climate Change Survey Score	B	A-	B
% Energy From Renewable Sources	50%	49%	N/A
Total Waste (metric tons)[5,7]	1,982	1,689	1,308
Nonhazardous Waste (metric tons)[5,7]	1,467	1,212	879
Nonhazardous Waste Diverted From Landfill (metric tons)[5,7]	596.7	403.1	372.3
% Nonhazardous Waste Recycled or Composted[5,7]	41%	33%	42%
Hazardous Waste (metric tons)[5,7]	514.7	476.9	428.9
Laboratory and Manufacturing Waste Recycled (metric tons)[5]	130.0	119.6	89.3
% Total Waste Diverted From Landfill[5,7,8]	57%	52%	60%
Total Water Withdrawn (megaliters)[9]	137.8	169.3	160.6

[4] Percentage decreased due to an increase in our global footprint.
[5] 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_2e), and waste data for 2020–2024. ERM CVS also provided reasonable assurance of Fan Pier Scope 1 (3,178 MT CO_2e), Scope 2 Location-Based (6,961 MT CO_2e), and Scope 2 Market-Based (766 MTCO_2e) 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.
[6] Location-based Scope 2 emissions were 16,117 MT CO_2e. For Scope 2 market-based emissions, international locations apply location-based IEA factors when residual emission factors set are not available.
[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.
[9] Changed from "Total Water Consumed (megaliters)" to align with CDP Water Security definitions.

Additional Resources

2024 10-K Report
Code of Conduct
Commitment to the Environment, Health, Safety and Sustainability
Commitment to the Ethical Conduct of Scientific Research
Compliance Program
Federal Employer Information Report (EEO-1 data)
Political Engagement Principles
Position on Global Access
Supplier Code of Conduct
Supplier Engagement Program
View on Drug Pricing

SASB INDEX

The table below tracks 22 metrics in alignment with the Sustainability Accounting Standards Board (SASB) Biotechnology and Pharmaceuticals industry reporting framework. These include metrics discussed in this 2024 Corporate Responsibility Report, our Code of Conduct, Annual Report (Form 10-K) and corporate website.

Accounting Metric

TOPIC	ACCOUNTING METRIC	CODE	DISCLOSURE LOCATION
Safety of Clinical Trial Participants	Discussion, by region, of management process for ensuring quality and patient safety during clinical trials	HC-BP-210a.1	Clinical Trial Safety, Ethics and Oversight, page 12 Find a Clinical Trial website (U.S.)
	Number of inspections related to clinical trial management and pharmacovigilance that resulted in: (1) entity voluntary remediation or (2) regulatory or administrative actions taken against the entity	HC-BP-210a.2	U.S. FDA Inspection Classification Database
	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 Annual Report on Form 10-K, Vertex is not currently subject to any material legal proceedings associated with clinical trials in developing countries.
Access to Medicines	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 Our 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.
Drug Safety	Products listed in public medical product safety or adverse event alert databases	HC-BP-250a.1	FDA MedWatch Safety Alerts for Human Medical Products Database
	Number of fatalities associated with products	HC-BP-250a.2	FDA Adverse Event Reporting System
	(1) Number of recalls issued, (2) total units recalled	HC-BP-250a.3	Vertex had no recalls in 2024.
	Total amount of product accepted for takeback, reuse, or disposal	HC-BP-250a.4	None
	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	HC-BP-250a.5	In 2024, there were no GMP FDA enforcement actions involving Vertex. FDA Compliance Actions can be found at FDA Data Dashboard.
Counterfeit Drugs	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 32
	Discussion of process for alerting customers and business partners to potential or known risks associated with counterfeit products	HC-BP-260a.2	Protecting Our Supply Chain, page 32
	Number of actions that led to raids, seizure, arrests, or filing of criminal charges related to counterfeit products	HC-BP-260a.3	None

Accounting Metric

TOPIC	ACCOUNTING METRIC	CODE	DISCLOSURE LOCATION
Ethical Marketing	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	HC-BP-270a.1	As reported in our Annual Report on Form 10-K, 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	Vertex Code of Conduct, page 20 Annual Report on Form 10-K, pages 23, 43–44
Employee Recruitment, Development & Retention	Discussion of talent recruitment and retention efforts for scientists and research and development staff	HC-BP-330a.1	Providing Competitive and Comprehensive Total Rewards, page 21
	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid-level managers, (c) professionals, and (d) all others	HC-BP-330a.2	Data Summary, page 40
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	HC-BP-510a.1	As reported in our Annual Report on Form 10-K, 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	Vertex Code of Conduct, page 20
Supply Chain Management	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit programme or equivalent third-party audit programmes for integrity of supply chain and ingredients	HC-BP-430a.1	Building Resilience Through Responsible Sourcing, page 31

Activity Metrics

TOPIC	CODE	DISCLOSURE LOCATION
Number of patients treated	HC-BP-000.A	Access to Our Medicines, page 7
Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	HC-BP-000.B	Our Approved Medicines Research and Development Pipeline

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 and on the SEC's website at 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.

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