

This gender pay gap report was developed by Vertex in response to an initiative by the UK government that requires companies employing over 250 people to publish annual gender pay gap data. The gender pay gap is the difference between the mean (average) and median (middle point) hourly earnings of men and women across all jobs at all levels within one organisation. The figures show our mean and median gender pay gap based on hourly pay rates as of April 2021 using payroll data as the source. The mean and median bonus gaps, including cash bonuses and equity payments, are calculated using payroll data for the 12-month period prior to April 2021. The disclosure includes all UK staff in our London offices and the Oxford Research Site, as well as UK field-based employees.

Vertex's Equal Pay Commitment

It is important to remember that the **gender pay gap is not the same as equal pay**. Equal pay is the right of an individual to be paid equally for the same or similar work, regardless of gender. We can confirm that **men and women at Vertex in the same employment, performing equal work, receive equal rewards**.

Vertex has built a strong foundation of inclusion, diversity, and equity (ID&E), and we are poised to make even further progress. Our ability to create transformative medicines for people with serious diseases relies on both the diversity of our people and an inclusive and equitable culture that enables all people to thrive. We believe in this not only because it's the right thing to do, and it is, but because our business depends on it. We are most innovative, make the best decisions for patients and build the highest performing teams

when these values are embedded throughout our organisation.

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

Having a workforce that reflects the diversity of the societies and communities we serve is fundamental. Tracking and disclosing our workforce demographics holds us accountable to having these fundamentals in place.

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



Women at Vertex make up **53%** of employees globally



Four of our ten Board of Directors are women



39% of our global leadership are women (Vice President and above)



45% of our leadership in the UK are women (Vice President and above)



Women accounted for **55.55%** of all promotions in the UK during the pay gap reporting period

As part of equality legislation in the UK, companies are expected to report specific metrics:



Mean & Median Pay Gap

The difference in hourly earnings of male and female full-pay employees



Mean & Median Bonus Gap

The difference in the average bonus paid to male and female employees



Bonus Proportion

The proportion of male and female employees who received a bonus



Quartile Pay Bands

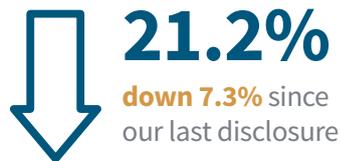
The proportion of male and female full-pay employees by quartile

Vertex's UK Operations Gender Pay Gap

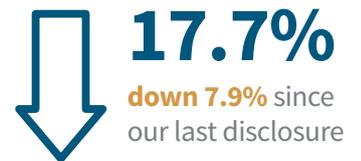
Gender pay gap figures reflect the April 2021 payroll for our UK operations. The figures show our mean and median gender pay gap based on hourly pay rates, using payroll data from April 2021.

Mean and median bonus gaps, including cash bonuses and equity payments, are calculated using relevant payments made through payroll from April 2020 to March 2021.

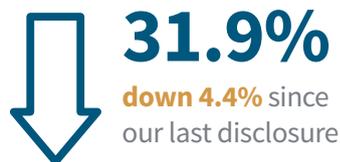
Median Pay Gap



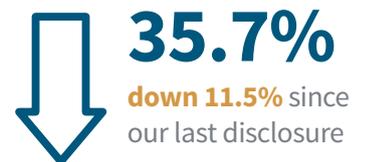
Mean Pay Gap



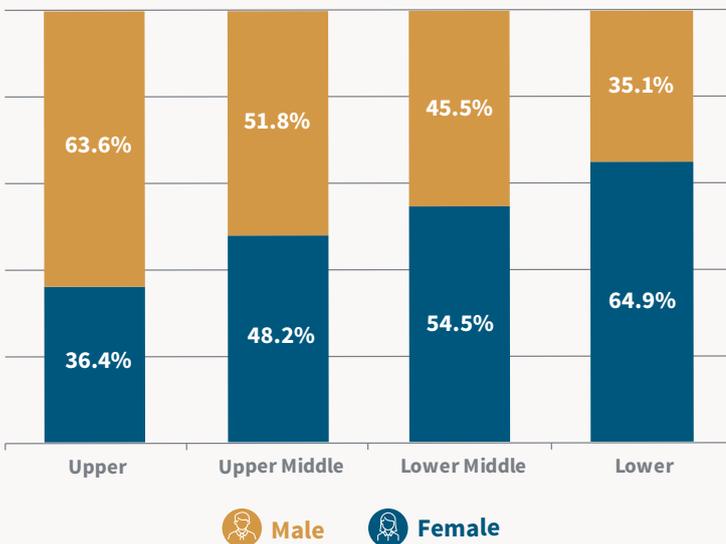
Median Bonus Pay Gap



Mean Bonus Pay Gap



Vertex Pay Quartiles



Proportion Between Bonuses for Men and Women



Historically, we have had more men than women in senior roles, and therefore we have a larger gap in bonus payments than in hourly pay. However, we expect this gap to close as women's tenure with the organisation increases, their long-term incentives crystallise, and more women advance to senior levels in the organisation.

This demonstrates that our policies are making a real difference for the representation of women in senior roles, and subsequently narrowing the gender pay gap. However, we also recognise that more needs to be done to close the mean and median pay gap that still exists. We anticipate the full effect of our efforts will be demonstrated over several years when the impact of long-term incentive payments and greater advancement of women are reflected.

How are we closing the Gender Pay Gap?

We recognise that gender is one aspect of ID&E. We have several initiatives and Employee Resource Networks (ERNs) available to our global workforce to represent our diverse employee base and ensure their voices are heard and represented across the organisation. In relation to gender, some of our key initiatives include:

Job descriptions

- Job descriptions are gender-neutral and gender-inclusive. Recruitment agencies are contractually required to provide a diverse pool of talent for positions. Our expectation and goal is to have a diverse candidate pool for all opportunities.

Selecting applicants

- We are committed to assessing and selecting candidates to ensure broad representation.
- We conduct market research of talent to ensure that we capture a large pool of prospective candidates.
- Our goal is to have gender equity for each role.

Job interviews

- Steps have been taken to ensure we have gender equity on interview panels, and we provide training for hiring managers and interviewers on unconscious bias.

Unconscious bias training

- We have provided unconscious bias training to all Vertex employees, with manager-level and above receiving additional mandatory training.

Women in leadership positions

- The International Leadership Team regularly measures the number of women in Director-level positions and above across our International region, including the UK. We have targets that are reviewed monthly to track progress. We are progressing on this metric and will continue to ensure that our policies enable us to meet our targets.

We remain committed to continually reviewing our workplace activities and opportunities to ensure that these remain fit for purpose and that equity of opportunity is available for all employees. In relation to gender, some key metrics include:



Women accounted for
55.55%
of all promotions in the UK during
the pay gap reporting period



Globally,
59.92%
of our promotions were
for women



45.5%
of our Director-level and above
hires in the UK were women
during the reporting period



52.72%
of global promotions
at Director-level and
above were for women

“At Vertex we continually assess changes we can make to help close our gender pay gap. We pride ourselves in creating an inclusive, diverse and equitable environment in which all employees can thrive. I confirm the gender pay information and data reported for Vertex in the UK are accurate and have been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017”



Anne-Soline Thorndike
Vice President,
Human Resources
Business Partner

“Our leadership team has been focused on gender equity and I’m pleased to see we are achieving our goals to increase the number of women in senior leadership at Vertex.”



Ludovic Fenaux
Senior Vice President,
International Commercial
Operations

“Vertex has made great progress in closing the gender pay gap. Scientific innovation relies on a diverse workforce that can collaborate in an inclusive environment to discover life-changing therapies for patients. I am proud of our progress and committed to doing even more”



Dr. David Price
Vice President and
Site Head for Oxford
Research