

2022 UK Gender Pay Gap Report



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 2022 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 2022. The disclosure includes all UK staff in our London offices and the Oxford Research Site, as well as field-based UK 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. Vertex is committed to equal pay and ensuring our pay practices are free from bias.

Fostering Our Inclusive Workplace

Vertex has built a strong foundation of inclusion, diversity, and equity (ID&E), and we are committed 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 the 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 inclusion, diversity and equity (ID&E) is longstanding. We value the unique perspectives and strengths that each employee brings, and we know that we innovate at our best when we have an inclusive, diverse and equitable workforce and culture.

We have made progress and recognise that achieving true excellence in ID&E takes a sustained push. We're committed to doing even more to promote gender equity, address gaps in representation and advance ID&E within our leadership team. Fostering a culture in which everyone can bring their best selves because they feel — and are — valued for sharing their perspectives and challenging ideas enables us to continue to serially innovate and be better attuned to the needs and experiences of our diverse patient populations globally.

We have made meaningful progress toward our ID&E priorities and recognise that achieving true excellence in ID&E takes a sustained push.

Below are a few key results which demonstrate our progress:



Women at Vertex make up **54%** of employees globally



45% of the Board of Directors are from underrepresented racial and ethnic groups, of which...
36% are women
These diverse perspectives combined with decades of experience will be an important source of guidance.



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



46% of our leadership in the UK are women (Vice President and above)



Women accounted for **61%** of all promotions in the UK during the pay gap reporting period



As part of the 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 2022 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 2022.

Mean and median bonus gaps, including cash bonuses and equity payments, are calculated using relevant payments made through payroll from April 2021 to March 2022.

Median Pay Gap



19.96%
down 1.24% since
our last disclosure

Mean Pay Gap



15.38%
down 2.32% since
our last disclosure

Median Bonus Pay Gap



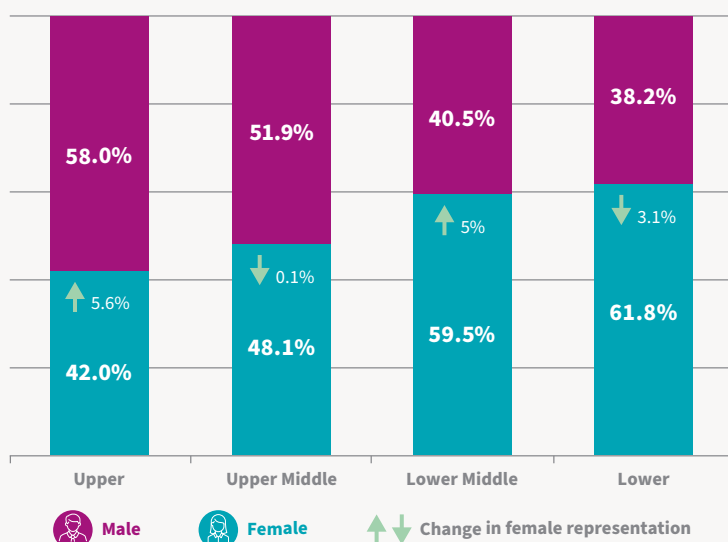
26.24%
down 5.66% since
our last disclosure

Mean Bonus Pay Gap



24.12%
down 11.58% since
our last disclosure

Vertex Pay Quartiles



We have seen a
5.6% increase
in female representation
in upper quartile since
our last disclosure.

Proportion Between Bonuses for Men and Women



92%
received a bonus



96%
received a bonus

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 are seeing this gap close as women's tenure with the organisation increases, their long-term incentives crystallise and as more women advance to senior levels in the organisation.

All employees are eligible for a bonus. Employees who join during the fourth quarter don't receive bonuses for that bonus year. Fourth quarter hires are the primary driver for those who did not receive a bonus.

This demonstrates that our policies are making a real difference for 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 are reflected.

How Are We Closing the Gender Pay Gap?

We have several initiatives which support our commitment to gender equity:

- Our global ERNs amplify the voices, insights and experiences of our colleagues from traditionally underrepresented groups. These employee-led groups strengthen community and belonging within Vertex across functions and levels, provide employees with access to peer and executive mentors and professional development, and enable us to shape inclusive policies and programs.
- Job descriptions are reviewed prior to posting to ensure that hiring language is inclusive.
- Recruitment agencies are contractually required to provide a diverse pool of candidates for positions and our recruitment goal is to have gender equity for each position.
- Our goal is to have at least one woman-candidate in the interview slate and one woman-interviewer for each role.
- Unconscious bias training has been rolled out to all staff.
- Insider outsider dynamics and inclusive hiring training has been rolled out to all staff, as part of the ID&E curriculum. In 2022 we also launched LEAD – a manager excellence programme – for first time managers, increasing knowledge on ID&E matters.
- The International Leadership Team (ILT) 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.

"At Vertex we have intentionally evolved our policies and approach to further reduce the gap that exists. We are enormously proud of the inclusive, diverse and equitable culture that exists to enable our employees to thrive."



**Anne-Soline
Thorndike**

Vice President Human
Resources International

A handwritten signature in black ink, appearing to read "AS Thorndike".

"I am proud to lead an organisation that embraces equity and together with the leadership team we continue to prioritise initiatives which will further reduce the gender pay gap. While this report shows that we are moving in the right direction, we must go the extra mile to provide a fully inclusive, diverse and equitable workplace."



Ludovic Fenaux

Senior Vice President
International Commercial
Operations, Global
Marketing and GIACO

A handwritten signature in black ink, appearing to read "LF".

"While we have more to do, I am pleased with the positive progress Vertex has made in closing the gender pay gap since our first report. I firmly believe scientific innovation thrives when we have a diverse and equitable workforce collaborating on our mission to deliver life changing therapies for patients."



Dr. David Price

Vice President and
Site Head for Oxford
Research

A handwritten signature in black ink, appearing to read "David A Price".