

Vertex Pharmaceuticals Key Performance Indicators



Metric	2021	2020	2019
Business and Ethics			
R&D Investment (GAAP, in USD thousands)	3,051,147	1,829,537	1,754,540
R&D Investment as a Percentage of Business Operating Expenses (GAAP)	78%	70%	73%
% of Employees Who Completed Their Annual Code of Conduct Training	100%	100%	100%
% Spend on Small Businesses ¹	19.5%	14.5%	N/A
Workplace			
% of Workforce Who Are Women	54%	53%	53%
% of Leadership (VP & above) Who Are Women	41%	38%	42%
% of Workforce Who Are Racial and Ethnic Minorities (U.S.)	36%	34%	32%
% of Leadership (VP & above) Who Are Racial and Ethnic Minorities (U.S.)	19%	18%	13%
% of New Hires Who Are Racial and Ethnic Minorities (U.S.)	43%	44%	36%
% of Board of Directors Who Are Women	40%	40%	30%
% of Board of Directors Who Are Racial and Ethnic Minorities	40%	40%	40%
Voluntary Turnover Rate (Global, Trailing 12 Months Metric)	11.6%	6.3%	9.2%
Community			
Nonprofits Supported Through Matching Gift Program	1,971	1,597	1,538
Hours Volunteered by Employees During Work Time	5,006	3,257	6,688
% of Employees Who Volunteered Through Vertex Volunteers	40%	38%	49%

¹ For the 2021 U.S. gov. fiscal year (Oct. 1, 2020-Sep. 30, 2021).

Metric	2021	2020	2019
Environment, Health, Safety and Sustainability			
Total Recordable Incident Rate (per 200,000 hours worked) ¹	0.21	0.23	0.49
Days Away, Restricted or Transferred (per 200,000 hours worked) ²	0.05	0.13	0.09
% of Employees Using Public Transportation to Commute (U.S.- and U.K.-based employees)	N/A	N/A	44%
% Square Feet of Buildings Operated That Are Green Certified	84%	N/A	N/A
Total GHG Emissions Scope 1 & Scope 2 Market-Based (metric tons CO2e)	13,287	13,449	13,826
GHG Scope 1 (metric tons CO2e)	6,128	5,642	5,834
GHG Scope 2 (metric tons CO2e)	7,159	7,807	7,992
CDP Climate Change Survey Score	B	B	N/A
Nonhazardous Waste (metric tons)	784.8	522.6	1,233.7
Nonhazardous Waste Diverted From Landfill (metric tons)	346.1	272.5	635.4
% Nonhazardous Waste Recycled or Composted	44%	52%	51%
Hazardous Waste (metric tons)	353.9	245.6	N/A
Laboratory and Manufacturing Waste Recycled (metric tons)	41.9	32.5	N/A
% Total Waste Diverted From Landfill³	61%	N/A	N/A
Total Water Consumed (megaliters)	102.5	101.0	N/A

1 In 2021, Vertex began reporting safety Total Recordable Incident Rate (TRIR) per 200,000 hours worked. Our 2020 and 2019 data has been adjusted from a percentage to the rate per 200,000 hours worked for consistency.

2 In 2021, Vertex began reporting Days Away, Restricted or Transferred (DART) per 200,000 hours worked. In 2020 and 2019, we reported Lost Time Incident Rate (LTIR) as days lost per 200,000 hours worked. Our 2020 and 2019 data has been adjusted from LTIR to DART for consistency.

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