

Vertex Pharmaceuticals

Key Performance Indicators



Metric	2022	2021	2020
Business and Ethics			
R&D Investment (GAAP, in USD thousands)	2,655,800	3,051,147 ¹	1,829,537
R&D Investment as a Percentage of Business Operating Expenses (GAAP)	74%	78%	70%
% of Employees Who Completed Their Annual Code of Conduct Training	100%	100%	100%
% Spend on Small Businesses ²	18.6%	19.5%	14.5%
Workplace			
% of Workforce Who Are Women	54%	54%	53%
% of Leadership (VP & above) Who Are Women	39%	41%	38%
% of Workforce Who Are Underrepresented Ethnic Minorities (U.S.)	40%	36%	34%
% of Leadership (VP & above) Who Are from Underrepresented Ethnic and Racial Groups (U.S.)	20%	19%	18%
% of New Hires Who Are from Underrepresented Ethnic and Racial Groups (U.S.)	51%	43%	44%
% of Board of Directors Who Are Women	36%	40%	40%
% of Board of Directors Who Are from Underrepresented Ethnic and Racial Groups	45%	40%	40%
Voluntary Turnover Rate (Global, Trailing 12 Months Metric)	8.7%	11.6%	6.3%
Community			
Nonprofits Supported Through Matching Gift Program	1,895	1,971	1,597
Hours Volunteered by Employees During Work Time	7,845	5,006	3,257
% of Employees Who Volunteered on Annual Day of Service	57%	42%	34%

¹ — 2021 R&D Investment included a one-time \$900M payment to CRISPR Therapeutics as announced in our [amended collaboration agreement](#).

² — For the 2022 U.S. gov. fiscal year (Oct. 1, 2021-Sept. 30, 2022).

Metric	2022	2021	2020
Environment, Health, Safety and Sustainability			
Total Recordable Incident Rate (per 200,000 hours worked) ³	0.24	0.21	0.23
Days Away, Restricted or Transferred (per 200,000 hours worked) ⁴	0.15	0.05	0.13
% of Employees Using Public Transportation to Commute (U.S.- and U.K.-based employees)	29%	N/A	N/A
% Square Feet of Buildings Operated That Are Green Certified	83% ⁵	73%	N/A
Total GHG Emissions Scope 1 & Scope 2 Market-Based (metric tons CO₂e)⁶	13,009	13,287	13,449
GHG Scope 1 (metric tons CO ₂ e)	8,723	6,128	5,642
GHG Scope 2 (metric tons CO ₂ e) ⁶	4,285	7,159	7,807
GHG Scope 3 (metric tons CO ₂ e)	249,816	N/A	N/A
CDP Climate Change Survey Score	B	B	B
Total Waste (metric tons)⁷	1,308.1	1,111.8	768.2
Nonhazardous Waste (metric tons)⁷	879.2	724.1	522.6
Nonhazardous Waste Diverted From Landfill (metric tons) ⁷	372.3	301.2	272.5
% Nonhazardous Waste Recycled or Composted ⁷	42%	42%	52%
Hazardous Waste (metric tons)	428.9	387.7	245.6
Laboratory and Manufacturing Waste Recycled (metric tons)	89.3	41.9	32.5
% Total Waste Diverted From Landfill^{7,8}	60%	62%	N/A
Total Water Consumed (megaliters)	160.6	102.5	101
% Vertex-Operated Facilities With Water Stewardship Assessments Completed	64%	N/A	N/A

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

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

5 — Including Leiden Center, which is expected to receive green certification in 2023.

6 — Location-based Scope 2 emissions were 14,256 MTCO₂e.

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.