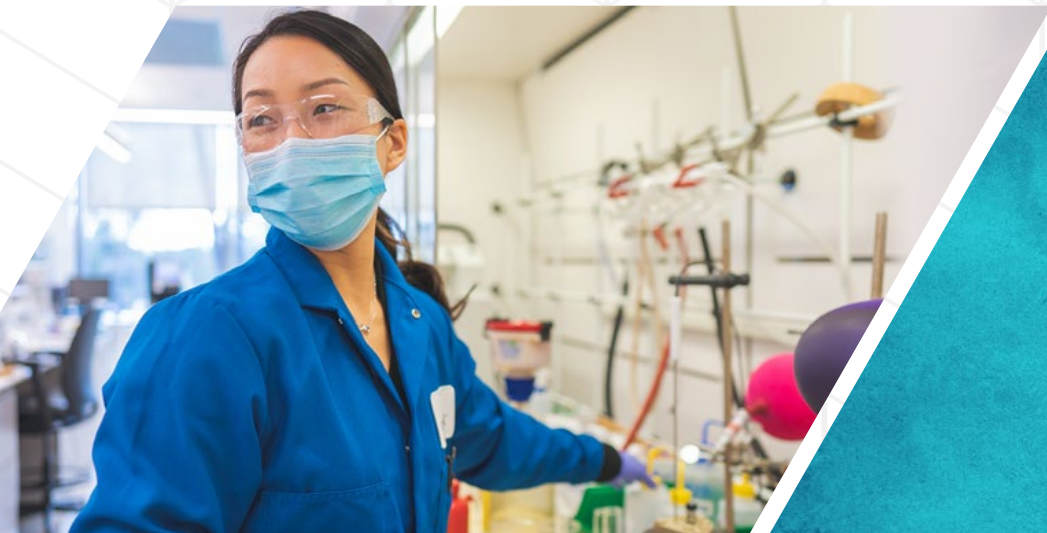
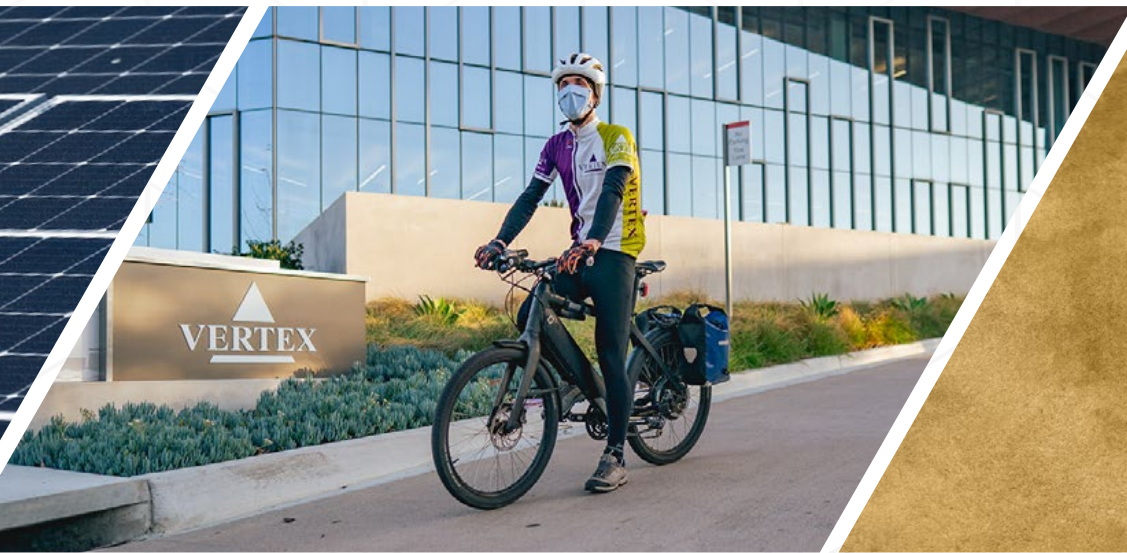


2020 Corporate Responsibility Report



About Vertex

We are a global biotechnology company that invests in scientific innovation to create transformative medicines for people with serious diseases. We have multiple approved medicines that treat the underlying cause of cystic fibrosis (CF) and several ongoing clinical, research and development programs in CF and numerous other serious diseases.

We have a robust pipeline of investigational small molecule medicines in serious diseases where we have deep insight into causal human biology, including pain, alpha-1 antitrypsin deficiency and APOL1-mediated kidney diseases. In addition, Vertex has a rapidly expanding pipeline of cell and genetic therapies for diseases such as sickle cell disease, beta thalassemia, Duchenne muscular dystrophy and type 1 diabetes mellitus.

In addition to developing transformative medicines, we have a strong commitment to operating our business responsibly. This report shares our ongoing corporate responsibility (CR) priorities and progress, with a focus on 2020 programs and updates.

1989 FOUNDED

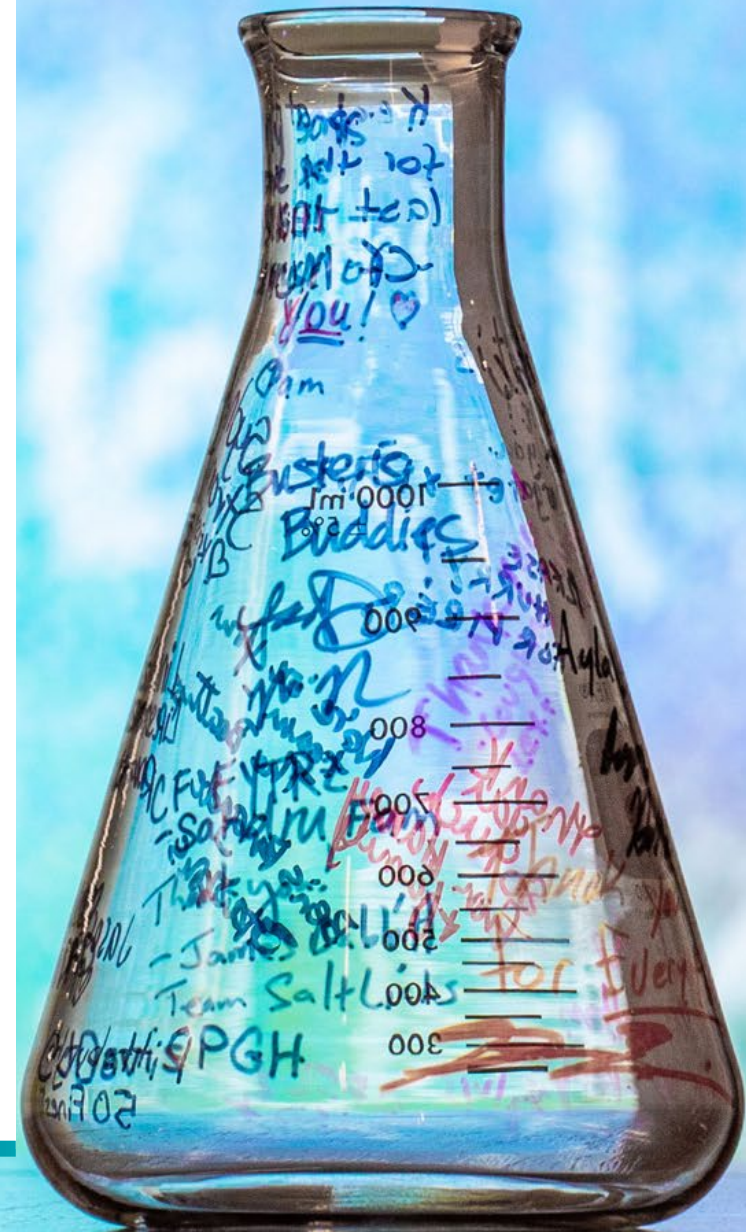
3,500 EMPLOYEES

3/5 WORKFORCE
DEVOTED TO RESEARCH
AND DEVELOPMENT

Boston GLOBAL HQ

London INTERNATIONAL HQ

**Commercial
and R&D Sites** NORTH AMERICA
EUROPE
AUSTRALIA
LATIN AMERICA



Leadership Message

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

2020 was a remarkable year. The COVID-19 pandemic and a heightened focus on social and racial justice brought about unprecedented disruption, change and uncertainty. Yet during such a time, we are proud that Vertex remained steadfast in our mission to innovate and deliver transformative medicines. Our decades-long focus on cystic fibrosis (CF) continues to help more people than ever before, and today we apply the same relentless drive that has enabled our progress in CF to a broader set of serious diseases.

Our continued success can be attributed to many factors, including:

- We have passionate employees who, every day, demonstrate an uncompromising commitment to patients and a fearless pursuit of excellence. There's no doubt that the strength of our culture and the engagement of our employees fuels our ability to discover, develop and commercialize innovative medicines so people with serious diseases can lead better lives.
- Vertex invests heavily in innovation, with three out of five of our employees dedicated to R&D. Our pipeline programs now span multiple modalities, including small molecules and new approaches, such as cell and genetic therapies. We've focused on developing these new technologies and now have one of the industry's broadest and most diverse set of capabilities related to them.
- In response to the COVID-19 pandemic, we made proactive, science-based safety adjustments to our workplace and clinical trials. As a result, we maintained continuous supply of all of our approved medicines to patients who need them and successfully executed on our business strategy.

We remain equally committed to supporting our talented workforce and communities. In 2020 we supported new and existing causes to help where it was needed most. For example, we responded to the pandemic with \$5 million in donations to on-the-ground relief organizations. Building

upon our longstanding commitment to inclusion, diversity and equity (ID&E), we committed \$4 million over three years to fight racism and injustice around the world. Our efforts to support ID&E are holistic, focusing on embracing the strengths and differences of our workforce. Our employees amplified our impact through volunteering and an overwhelming response to our double matching gift campaigns for COVID-19 relief and racial justice organizations.

We also provided funding to existing grantees, including those focused on patient communities and STEAM education, which enabled Vertexians to extend their skills and expertise to those impacted by serious diseases, as well as the next generation of scientists.

Practicing environmental responsibility and adhering to sustainability best practices in our operations also kept us on track to meet our global target to reduce absolute greenhouse gas (GHG) emissions 20% by 2023 (over a 2018 baseline). We installed solar panels at our LEED Gold certified San Diego facility, and our London facility began to source 100% renewable energy, joining our Oxford facility which has done so since 2018.

I'm proud to share our 2020 achievements in this report — the result of many Vertexians coming together with their unique perspectives, fearless pursuit of excellence, collaboration and commitment to patients to fuel our efforts in corporate responsibility.



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



There's no doubt that the strength of our culture and the engagement of our employees fuels our ability to discover, develop and commercialize innovative medicines so people with serious diseases can lead better lives."

Our CR Priorities and 2020 Progress At-A-Glance

The COVID-19 pandemic played a significant role in 2020, and it is reflected throughout the sections of this report. Please note that photos depicting people without masks were taken before 2020.



Improve the Lives of People with Serious Diseases



Foster an Ethical Culture that Embraces Innovation, Inclusion, Diversity and Equity

>70%

BUSINESS OPERATING EXPENSES INVESTED IN R&D (NON-GAAP)

\$1.8B

R&D INVESTMENT (GAAP)

100%

EMPLOYEES COMPLETED OUR ANNUAL CODE OF CONDUCT TRAINING

44%

NEW HIRES ARE RACIAL AND ETHNIC MINORITIES (U.S.)



7 DISEASE AREAS IN THE CLINIC



38%

LEADERS VICE PRESIDENT AND ABOVE ARE WOMEN

25+

COUNTRIES WHERE OUR CF MEDICINES ARE APPROVED AND REIMBURSED

4,274

EMPLOYEE LOGINS TO VIRTUAL INCLUSION, DIVERSITY AND EQUITY WEEK EVENTS

7

BEST PLACES TO WORK AWARDS



Carefully Manage Our Environmental Footprint

58%

REDUCTION IN NONHAZARDOUS WASTE IN 2020

100%

RENEWABLE ENERGY AT OUR LONDON AND OXFORD, U.K. FACILITIES



Make a Positive Impact in the Communities Where We Are Based

\$4M

COMMITTED TO RACIAL AND SOCIAL JUSTICE ORGANIZATIONS

1,132

EMPLOYEES VOLUNTEERED DURING ANNUAL DAY OF SERVICE EVENTS

1,597

NONPROFIT ORGANIZATIONS SUPPORTED THROUGH EMPLOYEE MATCHING GIFT PROGRAM



1,273

STUDENTS REACHED THROUGH OUR VIRTUAL AND IN-PERSON STEAM PROGRAMS

\$5M+

DONATIONS MADE TO COVID-19 RELIEF EFFORTS

Recognition Received for Our Efforts

Fast Company
50 Most Innovative Companies

Forbes
Best Employers for Diversity

Human Rights Campaign
100% on the Corporate Equality Index

Investor's Business Daily
Best ESG Companies

Newsweek
America's Most Responsible Companies

Points of Light The Civic 50 —
One of 50 Most Community-Minded
Companies in the U.S.

Science Magazine
Top Employers

Boston Business Journal
Most Charitable Companies
in Massachusetts

Boston Business Journal
LGBT Corporate Ally Award

Women Engineer Magazine's
Top 50 Employers

STEM Workforce Diversity Magazine's
Top 50 Employers

Improve the Lives of People with Serious Diseases

We discover, develop and commercialize innovative medicines so that people with serious diseases can lead better lives. In relentless pursuit of this mission, we have a broad research and development pipeline in cystic fibrosis (CF) and numerous additional disease areas.

Vertex invests in scientific innovation to create transformative medicines for people with serious diseases, with a focus on specialty markets. We have a unique approach to building drug discovery programs to maximize our chances of creating therapies that may dramatically improve patients' lives. We focus on serious diseases where we can have a transformative impact for patients, not just an incremental benefit, and we work only on projects where we have a deep understanding of the underlying cause of the disease in humans. Then, we research and develop therapeutic approaches that are most likely to succeed. Rather than looking for problems that can be solved with only the tools we've used before, we work in reverse to determine the problems that need to be solved for the diseases we're targeting, and then invent the tools needed to solve them.

Vertex is one of only a handful of companies that has internally discovered, developed and commercialized at least five novel medicines*. We invest heavily in research and development and focus on reinvesting our capital back into internal and external innovation.

>70%

OF BUSINESS OPERATING EXPENSES INVESTED IN R&D (NON-GAAP)

*Among companies founded since 1976

APPLYING LESSONS FROM CF TO DRIVE OUR R&D PROGRAMS

IDENTIFY THE RIGHT OPPORTUNITIES

Disciplined strategy to understand and address causal human biology



CRACK THE BIOLOGY

Create predictive assays
Get meaningful early clinical readouts as a gate to late-stage investments



POUR ON THE CHEMISTRY (THERAPEUTICS)

Multiple assets and approaches to maximize the potential for early development success



PORTFOLIO APPROACH TO DEVELOPMENT

Advance multiple assets to mitigate compound-specific risk and select the best for pivotal development





7

DISEASE AREAS
IN THE CLINIC

Through our research strategy we:

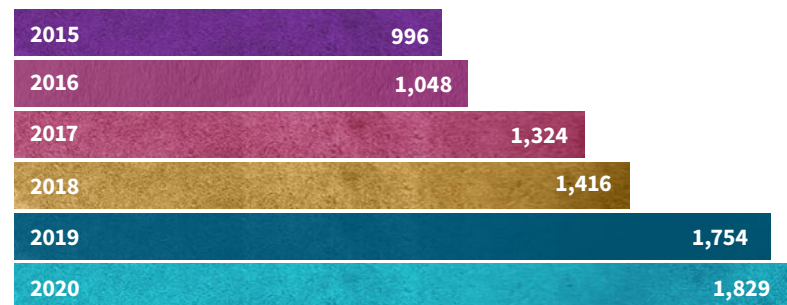
- Combine transformative advances in the understanding of human disease and in the science of therapeutics to dramatically advance human health
- Focus on validated targets that address causal human biology
- Create predictive lab assays and clinical biomarkers
- Identify rapid pathways to registration and approval
- Discover and develop medicines that offer transformative benefit, regardless of modality

Our Research and Development Focus

After more than 20 years of research and development in CF, Vertex has four approved medicines; the latest of which has the potential to treat the underlying cause of the disease for up to 90% of patients. Nearly 50% of the eligible patients with CF in the U.S., Canada, Europe and Australia are currently treated with a Vertex medicine, and we’re working hard to get it to other eligible patients. In addition, we have several research and development programs to continue to advance potential treatments for all patients with this disease including the last 10%.

Today, we apply the same relentless drive that enables us to make progress in CF to a broader set of serious diseases. We have a robust pipeline of investigational small molecule medicines in other serious diseases including pain, alpha-1 antitrypsin deficiency and APOL-mediated kidney diseases. In addition, we have a rapidly expanding pipeline of cell and genetic therapies for diseases such as sickle cell disease, beta thalassemia, type 1 diabetes and Duchenne muscular dystrophy. This work resulted in the first proof-of-concept results from a CRISPR/Cas9 therapy in people with a genetic disease and was named a runner up for Science Magazine’s 2020 Breakthrough of the Year award.

R&D INVESTMENT (GAAP), 2015-2020 (IN USD MILLIONS)



Committed to Patients

As part of the Vertex Patient Commitment, we strive to:

- Put patients first and at the center of everything we do
- Listen and learn from patients and caregivers about their experience living with a serious disease and apply these insights to our work
- Communicate clearly, accurately, honestly and transparently
- Help patients access information and resources while respecting the relationship they have with their health care team
- Encourage and provide opportunities for Vertex employees to engage with patient communities



Supporting Patient Organizations During the Pandemic

We extended and expanded our charitable giving to patient organizations to assist them in navigating the pandemic. In 2020, we funded more than two dozen COVID-related requests. This included grants in support of education, personal protective equipment to patients and general support.

Supporting the Patient Community

We are dedicated to developing innovative medicines for serious diseases. Our aim is for our medicines to be accessible to as many patients as possible around the world. We work with government agencies, regulators, policymakers, payors, patient advocacy organizations and health insurers on identifying and securing pathways to access.

Through Vertex GPS™: Guidance & Patient Support, we help eligible patients in the U.S. gain access to our medicines and support them to stay on track with their treatment. We also offer co-payment assistance to U.S. patients who meet eligibility criteria. Outside the U.S., we work in partnership with governments and payors to provide broad access to all eligible patients in a country, usually through a national reimbursement agreement.

We've established compassionate use programs for our CF medicines in countries where there is a path for sustainable access to help those who are critically ill and serve as a bridge to approval and reimbursement. In 2020, Vertex provided medicines at no cost to more than 3,000 patients globally through this program.

We know that there is more work to be done. Access barriers are complex, and partnerships and collaborations are critical to this work. We remain committed to working in partnership with all relevant stakeholders to make our medicines accessible to more patients around the world.



3,000+

PATIENTS IN 24 COUNTRIES RECEIVED
MEDICINES AT NO COST IN 2020

Foster an Ethical Culture that Embraces Innovation, Inclusion, Diversity and Equity

Our commitment to inclusion, diversity and equity is longstanding. We believe that the ability to create transformative medicines for people with serious diseases relies on both the diversity of our people and an inclusive and equitable workplace that enables all employees to thrive.

Inclusion, diversity and equity (ID&E) are not new to Vertex. We know that each employee brings unique perspectives and strengths, and by embracing these strengths and valuing differences, we innovate at our best. This also enables us to be better attuned to the needs and experiences of diverse patient populations globally. Vertex's ID&E efforts have always had an internal and external focus because we recognize that outside events and societal influences impact employees when they come to work, and that these also affect the patients we serve, our talent pipelines and ultimately our ability to solve some of the most difficult challenges in medicine.



We are committed to balanced representation in our workforce and in our leadership teams. Four of our 10 (40%) Board Directors are from racial and ethnic minority groups, and four of 10 (40%) are women, both above our industry average. Our Executive Committee comprises 44% women and 33% ethnic and racial minorities. Throughout our global organization, more than half of our workforce and 38% of leaders vice president and above are women. In the U.S., over one-third of our workforce and 18% of leaders vice president and above are from racial and ethnic minority groups.

We've built a strong ID&E foundation yet acknowledge that there is always more we can and should do. 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 remain focused on three priorities:

- Equip all Vertexians with the skills and resources to activate ID&E in their day-to-day interactions and decisions
- Embed ID&E throughout the employee experience and ensure equitable access
- Invest with a focus on racial, ethnic/cultural and gender equity



Workplace Recognitions

- Human Rights Campaign
2020 Corporate Equality Index
- Forbes
Best Employers for Diversity
- Boston Business Journal
2020 LGBT Corporate Ally Award
- Women Engineer Magazine
Top 50 Employers for Women Engineers
- STEM Workforce Diversity Magazine
Top 50 Employers for Workforce Diversity

Creating Employee Connections

We have four Employee Resource Networks (ERNs) that amplify the voices of our colleagues, foster connectivity and collaboration across all levels, and provide opportunities for skill building and mentoring:

- **BRAVE** — Recognizes the veteran and first responder community and promotes the unique talents of these employees
- **IWILL (Inspiring Women in Leadership and Learning)** — Seeks to strengthen Vertex's efforts in attracting, retaining, developing and enhancing the career satisfaction of women and contributing to their professional advancement
- **VIBE (Vertex Includes Boundless Ethnicities)** — Supports the empowerment and growth of our racially and ethnically diverse employees as leaders, building a diverse community based on trust and respect
- **Vertex PRIDE** — Supports, provides visibility of and celebrates our LGBTQ+ employees and allies

Since 2017 we have hosted a global ID&E Week to provide an opportunity for Vertexians to connect and explore the important role ID&E plays in our business, culture and communities. While we recognize that ID&E must be activated and sustained every day throughout the year, this week provides a chance for Vertexians to step back from our daily routines, reflect on recent world events and take a holistic look at how we work together and the ways in which we can improve.

Our 2020 ID&E Week events — all virtual — featured engaging speakers and topics including:

- How to Be an Antiracist with author and activist Dr. Ibram X. Kendi
- How to Promote Racial Equity in the Workplace with Dr. Robert Livingston of the Harvard Kennedy School
- Law and Legacy: A Conversation with Former Clerks of Justice Ruth Bader Ginsburg



Building PRIDE at Vertex

We've put our innovative spin on mentoring as a way to continue fostering a more diverse, inclusive culture. In 2020 our PRIDE ERN developed a Reverse Mentoring Program to pair senior leaders with LGBTQ+ employees for coaching and training around LGBTQ+ diversity issues in the workplace.

The mentoring program was an opportunity to discuss these important issues in an informal, confidential setting and to cultivate lasting partnerships between employees from a wide array of backgrounds. After a successful pilot in 2020, the program will expand to include additional leaders in 2021.

Increasing the Diversity of Our Talent Pipeline

Our early career programs are critical to developing a diverse pipeline of talent. We collaborate with many organizations to build enduring pathways into biotechnology for individuals from underrepresented backgrounds.

- We have a multiyear partnership with Year Up, whose mission is to close the opportunity gap. Together, we're developing the first ever biotechnology curriculum to prepare young adults for future careers in research, development and medicine and will welcome our first cohort of 10 students as interns in the summer of 2021.
- We are expanding and strengthening our relationships with Historically Black Colleges and Universities (HBCUs), such as Howard University, Morehouse College, Spelman College and Florida A&M University, as well as organizations like the Thurgood Marshall College Fund, Hack.Diversity, The Consortium, Reaching Out MBA and FourBlock. Through these relationships we recruit co-ops and interns for our early career programs.
- We partner with the Early Medical School Selection Program (EMSSP) at Boston University School of Medicine to help provide an effective transition to medical school for underrepresented minority students from 13 undergraduate institutions, including 10 HBCUs.
- Our partnership with the Biomedical Science Careers Program (BSCP) helps increase representation of underrepresented minority individuals in all areas of science and medicine. Our employees and senior leaders connect with BSCP students to provide mentorship, career support and internship opportunities.
- We support the Posse Foundation and Bottom Line to ensure that talented students from underrepresented backgrounds can succeed in college and have access to internship and career opportunities.

44%

OF NEW U.S. HIRES IN 2020 WERE RACIAL AND ETHNIC MINORITIES

Vertex and the Vertex Foundation committed \$4 million over three years to fight racism and injustice around the world.



Investing in ID&E in Our Communities

Our efforts in inclusion, diversity and equity (ID&E) go beyond the workplace. In 2020, Vertex and the Vertex Foundation committed \$4 million over three years to fight racism and injustice around the world. This commitment includes:

- \$1.5 million commitment from the Vertex Foundation to help establish the Boston University Center for Antiracist Research. The Center will study and develop new ways to understand, explain and solve seemingly intractable problems of racial inequity and injustice.
- The Vertex Foundation was one of the first funders of the New Commonwealth Racial Equity and Social Justice Fund, a groundbreaking fund created by Black and Brown corporate executives in Massachusetts to eliminate systemic racism throughout the state.
- Vertex expanded support to long-time partners, including the Boston Private Industry Council, Bottom Line and the BSCP, while the Vertex Foundation increased its commitments to City Year and Equal Justice Works.

Supplier Diversity

Vertex has a proactive focus on increasing relationships with small and diverse suppliers, including minority, women, LGBTQ+, veteran and service-disabled-veteran-owned businesses, as well as small businesses and those owned by people with disabilities. These diverse businesses drive economic growth and stability in communities, and their partnerships provide us with a more competitive, sustainable and flexible supply base.

In 2020, more than 14% of our impactable spend in the U.S. was directed to small businesses, exceeding our 13% goal. Since 2013, the Supplier Diversity program has grown its small business spend by more than 300% through various grassroots sourcing efforts.

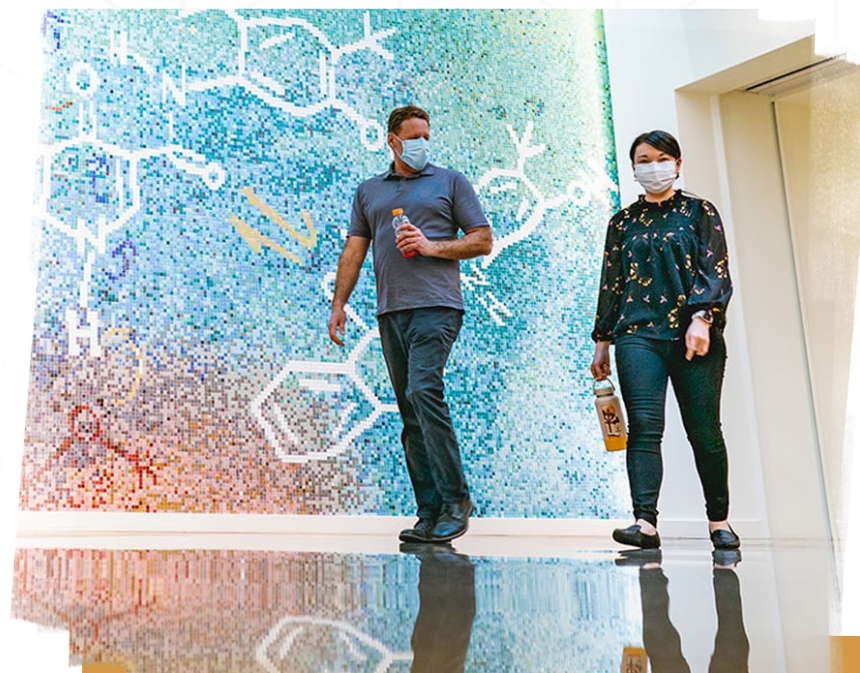
We also participate in programs and invest in platforms that support small and diverse suppliers in our communities, such as:

- Supplier Diversity Pharma Forum, an initiative that guides the advancement of a small and diverse supply chain with pharma-specific practices
- Pacesetters, an initiative of the Greater Boston Chamber of Commerce that creates opportunities at scale for local, ethnic minority-owned businesses
- Diversity Alliance for Science (DA4S), a platform to identify, attract and develop small and/or diverse businesses within the life sciences and health care industries
- Massachusetts LGBT Chamber of Commerce, a program whose goal is to cultivate inclusive relationships to drive economic impact
- Subscribing to a robust search platform that helps companies identify small and diverse businesses for upcoming projects

MORE THAN

14%

OF IMPACTABLE SPEND IN
THE U.S. WENT TO SMALL
BUSINESSES IN 2020



Supplier Spotlight

In 2020, Vertex began a relationship with WestNet, a small, minority-owned business that provides lab consumables to our Boston facility. Previously, for certain supplies, we would either buy in excess to ensure supply or face delays. Now, WestNet can store critical supplies in their local, Boston-area warehouse in order to ensure availability to Vertex. The partnership with WestNet has proved such a success that we plan to increase our spending with them in 2021.

Being a Vertexian

The fearless pursuit of excellence and passion of Vertex employees are what makes our work possible. We provide employees with competitive benefits, development opportunities and a culture that fosters professional and personal growth and well-being.

We invest in tools and resources that nurture bright minds, promote innovation and support employees' physical and psychological well-being. These investments help us promote and retain the best talent. In 2020, amid a pandemic and an amplified focus on racial injustice, the well-being of all Vertexians remained paramount. We added new benefits to help employees take care of themselves, their loved ones and each other, and, because we were able to continue our work safely, we maintained our workforce with no employee or vendor layoffs.

Support During COVID-19

All of our employees are essential, and together we have important work to do. In response to the COVID-19 pandemic, we took proactive measures to adapt to the evolving outbreak. Employees who could work remotely did so, and we worked to create a safe work environment for those employees who needed to be at our facilities for their work.

As the majority of our employees continue to work from home, we've provided additional flexibility through our COVID-19 Temporary Flexible Work Arrangements (FWAs). FWA options are broad and can take many forms unique to an individual's circumstances. One common arrangement is flex time, where an employee shifts their work hours outside of the standard core hours.

Vertex Values

- Uncompromising commitment to patients
- Innovation is our lifeblood
- Fearless pursuit of excellence
- "We" wins



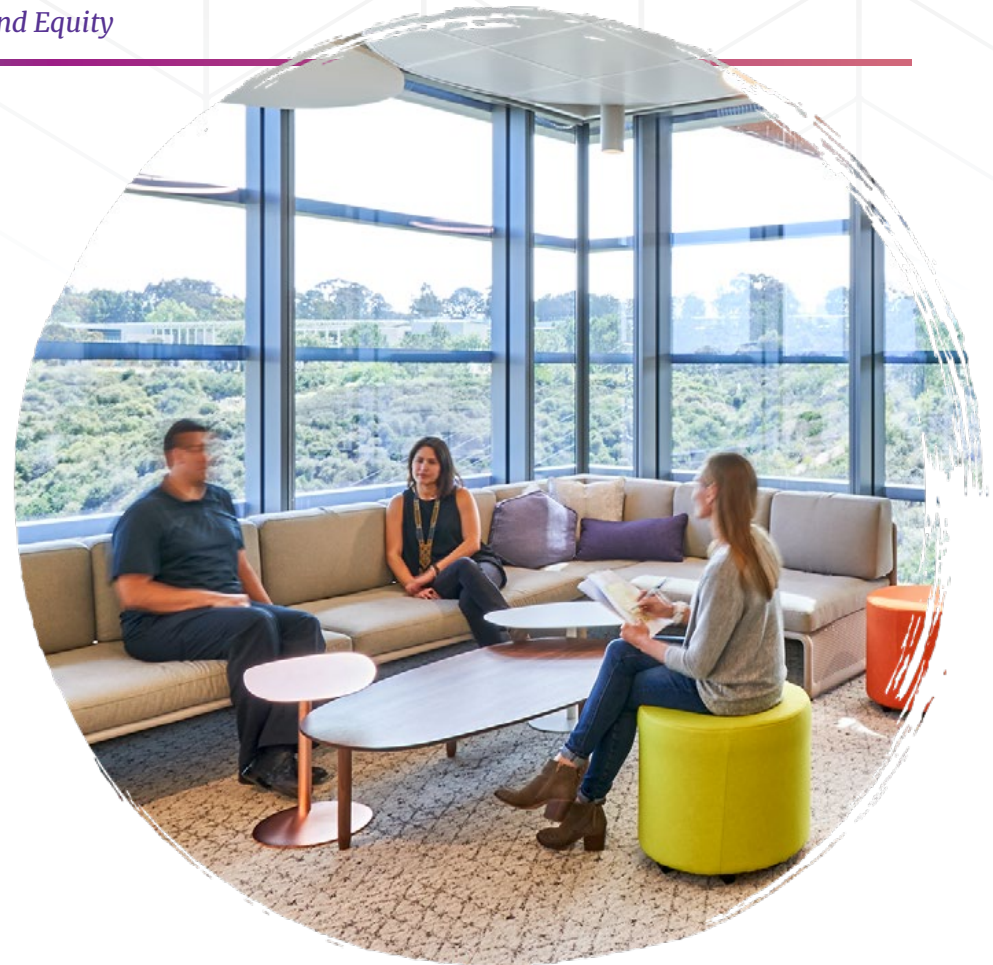
Foster an Ethical Culture that Embraces Innovation, Inclusion, Diversity and Equity

We've also taken steps that have allowed us to maintain our business and provide additional support for our employees, including:

- Limited the population density at our sites and facilities
- Increased our safety measures for on-site employees by implementing temperature checks and a daily safety questionnaire, weekly on-site assurance testing, providing masks and enhancing our cleaning and sanitation protocols
- Added additional company-wide time off, because we recognize these unprecedented times and the challenges of balancing work, family and home responsibilities. We also encouraged everyone to take paid time off as they typically would.
- Launched several mental health and wellness initiatives, including a free subscription to the Headspace meditation app for all employees and a dedicated "Healthy Mind" intranet site to provide tools and resources for managing grief and dealing with stress and anxiety
- Provided resources to set up work-from-home capabilities for those employees who are working remotely

Taking Care of Each Other

We provide comprehensive benefits and resources that ensure Vertex is a company where the best talent does their best work. We offer numerous career development programs to encourage growth and advancement. In 2020, we launched a new Global Mentoring Program to build meaningful cross-functional relationships and empower employees to play a proactive role in their careers. More than 1,000 Vertex employees enrolled as mentors or mentees since launch, representing nearly 30% of employees globally. In 2021, participants will complete a four-week training course with an external mentoring trainer to make the relationships even more impactful.



We held virtual culture and engagement events around the company in 2020, including ID&E Week, Day of Service, Earth Day and VOICE programs. Our VOICE (Vertex Opportunities for Intrapreneurship & Corporate Evolution) program is an internal, global innovation tournament that empowers all employees to develop ideas in response to "game-changing" science and business challenges. Employees who have their ideas selected go on to build cross-functional teams, develop refined proposals and execute their business plans. We shifted the program to a virtual format in 2020, and employees across the globe submitted more than 160 creative ideas focused on the theme of "transforming through disruption."

In 2020 we also adjusted our work-life benefits and added new ones to be more inclusive of all Vertexians, including:

- Providing up to 12 weeks of 100% paid Bonding Leave to all new parents in the U.S., regardless of caregiver status
- Expanding 100% paid leave to a minimum of 18-20 weeks for U.S. employees who give birth
- Adding new Military Leave benefits that provide U.S. employees up to 26 weeks of paid leave to care for a family member who is injured in the line of duty and up to 52 weeks of differential pay for employees on leave performing uniformed service duties
- Updating the list of eligible family members for all U.S. Family Leave benefits to include an employee's spouse, domestic partner, children, parents, parents-in-law, grandchildren, grandparents or siblings

To support a culture of belonging where employees approach their jobs with a long-term commitment and perspective, we also offer:

- An equity compensation program for all regular, full-time employees in every country where we operate
- An employee stock purchase program
- A competitive 401(k) plan for U.S. employees
- A tuition reimbursement program
- Student loan repayments, matching employee student loan repayments up to \$10,500
- Financial counseling via a digital platform and one-on-one sessions
- Recognition and competitive rewards, including our annual cash incentive program, long-term equity incentives and an employee-nominated awards program to recognize colleagues demonstrating our core values and making a positive impact on the Vertex culture

Additionally, we conduct twice-yearly, companywide pulse surveys to measure employee engagement and satisfaction. In June, our employee satisfaction score was 16 points higher than our industry benchmark.

An Ethical Culture for Employees and Suppliers

A strong culture of ethics permeates our employee base. Our Code of Conduct reflects the company's core values and offers guidance in areas such as human rights, protection of personal data, financial integrity, commitment to communities and environmental sustainability.

As a member of the Pharmaceutical Supply Chain Initiative (PSCI), we support the PSCI Principles and work with our peers to achieve a vision of better social, health, safety and environmental outcomes. Our Supplier Code of Conduct outlines expectations that suppliers share our commitment to high ethical standards and behavior and defines the expectations they should have of us. We have distributed it to nearly 2,000 suppliers.

We invest in tools and resources that nurture bright minds, promote innovation and support employees' physical and psychological well-being.



Carefully Manage Our Environmental Footprint

We're committed to producing transformative medicines for patients while practicing environmental responsibility and adhering to sustainability best practices in our operations.

As a biotechnology company, our environmental footprint is relatively small in comparison to many other industries. Yet we strive to minimize our footprint as much as possible. Vertex has strong global and local programs that have reduced our environmental impact for many years. Our global environmental, health, safety and sustainability team, along with an internal, cross-functional Sustainability Committee, oversees and implements these programs. In 2020, we developed a new statement on sustainability, health and safety at Vertex and received the Associated Industries of Massachusetts (AIM) Sustainability Award in recognition of our environmental responsibility efforts.

Reducing Emissions

We recognize the need to set ambitious targets to reduce greenhouse gas (GHG) emissions, then continuously identify and implement opportunities to achieve them. We disclose data and actions to the CDP Climate Change Disclosure (TCFD) recommendations. In 2020 we received a B score (the global average score is a C) demonstrating management and coordinated action on climate issues.



Employees lead grassroots initiatives through local “green teams” to help promote sustainable practices.

Vertex currently has a global target to reduce absolute GHG emissions by 20% by the end of 2023 over a 2018 baseline, which we consider aligned with the science-based targets initiative. This target builds upon our previous achievement of reducing our absolute GHG emissions by 39% from 2015 to 2019. Currently, we are on track to meet our goal.

100%

RENEWABLE ENERGY IN OUR LONDON AND OXFORD, U.K. FACILITIES

When possible, we source renewable energy, which includes purchases from renewable sources or installing alternative energy sources. In 2020 our international headquarters in London began to source 100% renewable energy, joining our Oxford, U.K. facility which has done so since 2018. At our LEED Gold certified San Diego facility, we installed solar panels, which we anticipate will supply up to 20% of the building's energy needs by 2023. We achieve additional emissions reductions at our facilities through a range of energy efficiency measures, including optimizing air flow in laboratories and installing energy-efficient lighting.

Assessing Climate Risk

In 2020 Vertex conducted a climate risk assessment to identify, assess and quantify our climate-related risks and opportunities. This assessment helped us understand how climate change may impact our strategy and operations.

ON TRACK TO MEET OUR GOAL:

20%

REDUCTION IN GLOBAL ABSOLUTE GHG EMISSIONS BY 2023 OVER A 2018 BASELINE

GLOBAL GHG EMISSIONS¹



¹ERM CVS provided limited assurance of Scope 1 GHG emissions, Scope 2 (market-based) GHG emissions and total emissions (Scope 1 and Scope 2 market-based) data for 2018-2020. Assurance information for 2018 and 2019 can be found in the associated CR reports. The 2020 ERM CVS Assurance Statement can be viewed at www.vrtx.com/responsibility/policies-positions-and-reports.

Minimizing Waste

Efficient and lean manufacturing processes keep our waste generation to a minimum. For example, we replaced 20,000 single-use boxes with reusable, thermal boxes for patient deliveries in some of our international region and eliminated the equivalent of 78,000 kg of waste. Other examples at facilities around the world include:

- Enabling patients to combine orders for combined treatment, thus reducing packaging and transport miles for our deliveries
- Recycling takebacks with key suppliers for certain materials and equipment
- Using an innovative chemical solvent distribution system in Boston and San Diego to reduce the waste associated with transporting and storing solvents in multiple laboratories
- Composting and increasing the use of compostable products in our cafeterias

58%

REDUCTION IN
NONHAZARDOUS
WASTE IN 2020*



We replaced **20,000 single-use boxes** with reusable, thermal boxes for patient deliveries in some of our international region and eliminated the equivalent of **78,000 kg of waste**.

*Reduction due in part to employees working remotely during the COVID-19 pandemic.

Constructing Sustainably

Managing our facilities responsibly presents the best opportunity for us to reduce our environmental impact; so, when we build or retrofit buildings, we do it with a long-term view, utilizing green construction practices and incorporating state-of-the-art efficiencies. Our Boston headquarters and San Diego facility are U.S. Green Business Council LEED Gold certified, and the new Vertex Cell and Genetic Therapies building in Boston, slated to open in 2021, will incorporate sustainability in all aspects of its construction and design.

Conducting Research in a Sustainable Manner

We look at every aspect of our operations to identify opportunities to reduce our environmental impact. This includes finding ways to “green” the chemistry research process. For example, we developed a way for our scientists’ electronic notebooks to track sustainable chemical reactions and a booklet to educate medicinal chemists on sustainable chemistry principles. We promote the use of the holistic 12 principles of green chemistry, which includes the efficient use renewable raw materials, elimination of waste, and avoidance of toxic and hazardous materials. Additionally, Vertex is a member of the American Chemical Society’s Green Chemical Initiative Pharmaceutical Roundtable.



Promoting Health and Safety in Our Workplace

We strive to offer our employees, contractors and visitors a healthy and safe work environment and continually seek ways to improve these standards and incorporate industry best practices.

Protecting employees, patients and communities while ensuring that our medicines get to patients who need them remains a top priority during the COVID-19 pandemic. Vertex's established safety culture set the foundation for a quick and effective response to the pandemic. We've maintained continuous supply of all of our approved medicines to patients who need them and successfully executed on our business strategy.

Our COVID-19 safety measures and actions have been, and will continue to be, driven by science, data and thoughtful policy approaches, as well as by empathy and compassion for those who are at particular risk from the virus.

While some Vertexians continue to work on-site, the pandemic meant a transition to remote work for most employees. We have a global team dedicated to monitoring and evaluating the external conditions and ensuring the safety of our employees in our facilities with procedures including temperature checks, assurance testing and cleaning and sanitation protocols.

In 2020 employees who continued to come on-site to work included our research scientists, manufacturing employees and operations teams. All persons entering our facilities during the pandemic are required to follow safety measures, including health screening, temperature checks, mask wearing and adhering to physical distancing. We have also implemented enhanced cleaning protocols, limited visitor access at our facilities and offered free COVID-19 assurance testing for all U.S.



employees working on-site. Additionally, all on-site Vertex employees globally completed internal training to ensure awareness and compliance with these new procedures, and free at-home COVID-19 testing kits were available to all employees and their immediate families.

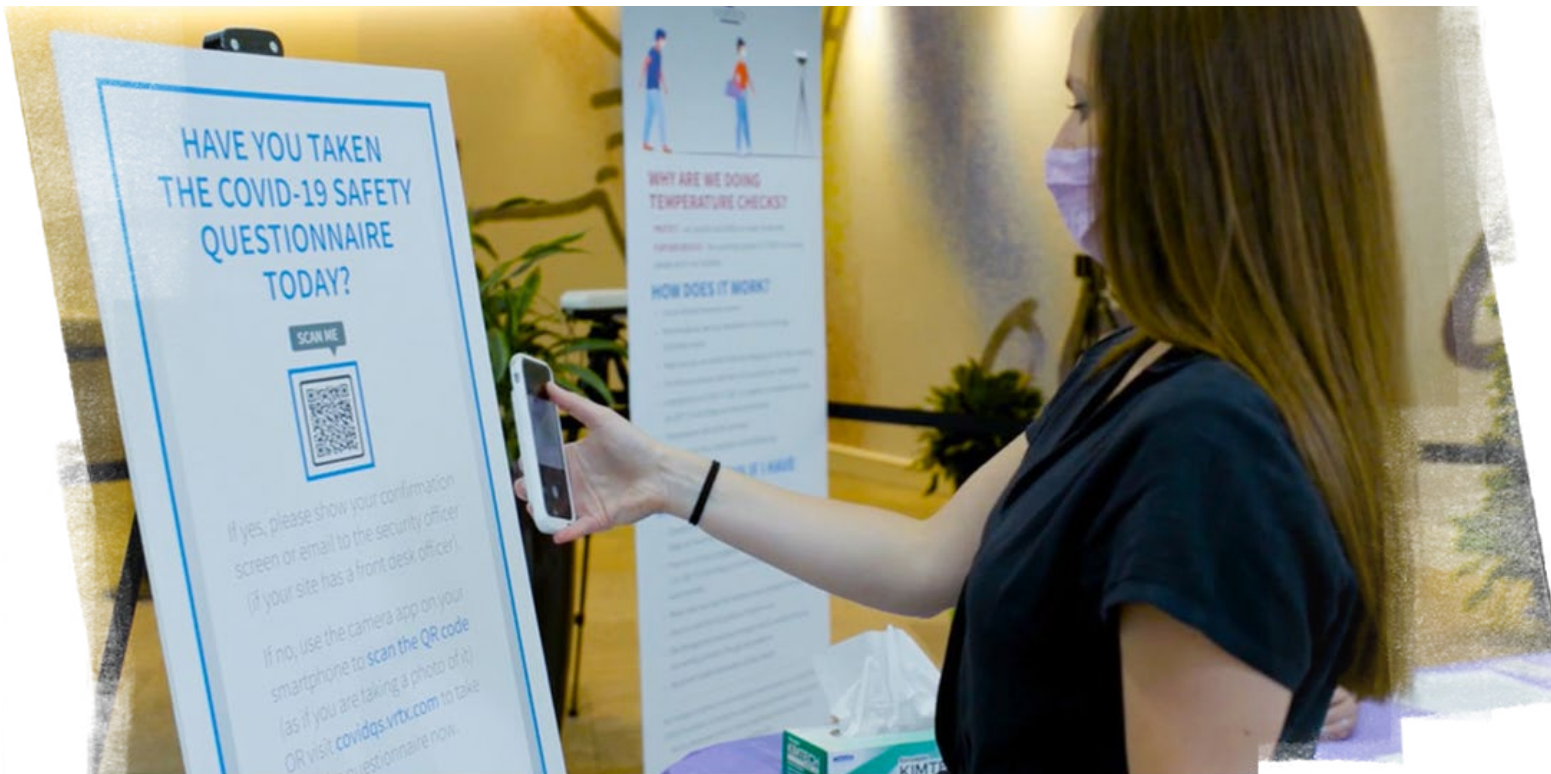
Recognizing that the COVID-19 pandemic impacts the safety of each person differently, we created a COVID-19 Temporary Flexible Work Arrangements policy. This allows any employee who falls into a high-risk category, or who lives with or is the caretaker for someone who falls into a high-risk category, to work remotely, no matter what their job function may be. See pages 13 and 14 for more on COVID-19-related employee benefits.

Ongoing Workplace Safety

Across Vertex, we continuously look for ways to promote behaviors that lead to smarter and safer work practices. Our proactive safety culture focuses on accident prevention through diligence, shared accountability and thoughtful reflection. In 2020, our recordable and lost time incident rates remained extremely low compared with industry benchmarks.

0.21%
RECORDABLE INCIDENT RATE

0.12%
LOST TIME INCIDENT RATE



EXAMPLES OF OUR SAFETY PROGRAM

NEAR-MISS REPORTING

To shift employee focus from reactive incident reporting to proactive prevention, employees report near misses and raise any potential safety concerns before they turn into problems.

In our U.K. facilities, an app on tablet computers placed around the facility enables employees to report near misses and concerns quickly.



ERGONOMICS

Lab work is by nature repetitive and presents ergonomic challenges to scientists who spend long periods on their feet or work at multitiered stations. Occupational health nurses are available to recommend practices that prevent injuries.

Desk work also presents challenges, and we have comprehensive training and assessment tools to support employees. This also includes guidance and reimbursements for ergonomic office equipment to support employees working from home during the pandemic.



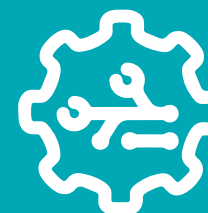
LIVE EXPERIMENT VIEWER

At our Oxford facility, a live experiment viewer in all chemistry labs allows scientists and emergency teams to view live interactive safety information drawn from scientists' electronic notebooks, including an assessment of the risks in the laboratory.



CONTINUOUS MANUFACTURING

We produce medicines end-to-end on a single, uninterrupted production line. Not only does this system increase safety when compared to batch-production systems, it also improves product quality and safety by keeping production within compliance and reducing variability between batches. Vertex was the first company to obtain FDA approval for a fully continuous tableting drug manufacturing process.



Clinical Trial Safety

Clinical trials are a critical part of our efforts to develop transformative medicines for patients with serious diseases. Individuals who choose to participate in our clinical trials generously volunteer to share their time and experience. We are deeply committed to maintaining the highest standards of conduct and incorporating the patient voice into the design of all of our clinical trials.

We conduct clinical trials in accordance with the highest standards including the International Conference on Harmonisation (ICH) Good Clinical Practice guidelines. We comply with all applicable laws and regulations as determined by the regulatory authority in each country where we conduct clinical trials.

Our trials are approved by an Institutional Review Board (IRB) or Ethics Committee (EC) that includes medical, scientific and nonscientific members, whose responsibility is to protect the rights, welfare, safety and well-being of clinical trial participants. Once approved, each clinical trial location is monitored by a specific IRB or EC that is responsible for conducting ongoing reviews.

We also are committed to transparency. We comply with laws requiring registration and disclosure of the outcomes of our clinical trials on public registries such as ClinicalTrials.gov and the EU Clinical Trials Register. We also publish results in peer-reviewed medical and scientific journals.

During the COVID-19 pandemic, the health and safety of patients enrolled in clinical trials remains a top priority. In order to ensure both patient safety and study continuity, we made proactive changes to some of our



ongoing and planned clinical trials. For example, we worked with many stakeholders to enable virtual clinic visits and home delivery of study medicines. We also temporarily paused some aspects of other studies to reduce the burden on the health care system at a time of critical need.

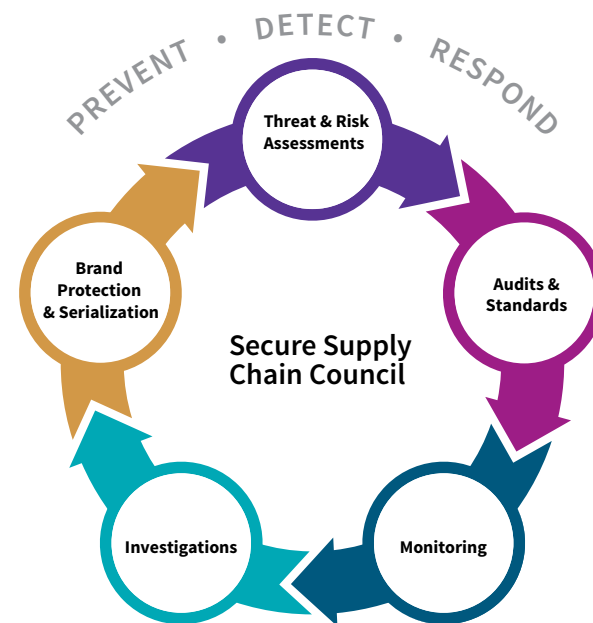
Protecting Our Supply Chain

Counterfeit, falsified or diverted medicines pose a threat to the health and safety of patients around the world. We are committed to providing safe and effective medicines to patients and meeting the requirements of all our stakeholders, including global regulatory agencies and local governments.

We have processes in place to prevent and investigate instances of counterfeit, falsified or diverted medicines. This work is supported by our Secure Supply Chain Council, a cross-functional team responsible for preventing, detecting and responding to instances of product diversion and counterfeiting and maintaining the quality of our commercial products. We do this by:

- Continuously monitoring markets and incorporating controls to protect our supply chain, starting with materials sourcing and continuing through manufacturing and distribution
- Integrating security measures into the packaging of our medicines to help authenticate genuine Vertex product and minimize the risk of product tampering and counterfeiting
- Incorporating serialization, which is the process of adding a unique identifier to the final packaging that can be tracked through the supply chain
- Tracking and tracing our products throughout the supply chain in the U.S., from manufacturer to wholesaler or specialty pharmacy
- Investigating instances of potential counterfeiting/falsification, theft and diversion, and partnering with law enforcement when warranted
- Utilizing a defined defect notification process to alert health authorities, patients and business partners of potential risks associated with potentially counterfeit/falsified products

VERTEX SUPPLY CHAIN SECURITY MODEL



- Educating our employees on the process for identifying and reporting product complaints through an annual training as outlined in our Code of Conduct
- 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)

Make a Positive Impact in the Communities Where We Are Based

In 2020, we responded to the COVID-19 pandemic and placed an amplified focus on social and racial justice through our charitable giving. We also continued to provide support to existing nonprofit partners, including those focused on patient communities and STEAM education.

2020 COMMUNITY SUPPORT BY-THE-NUMBERS

Giving

\$36.7M 

IN GRANTS AND DONATIONS BY VERTEX AND THE VERTEX FOUNDATION

\$5M+

DEDICATED TO COVID-19 RELIEF



\$4M

COMMITTED TO RACIAL AND SOCIAL JUSTICE

Matching Gifts

1,597 NONPROFITS SUPPORTED GLOBALLY

40%

INCREASE IN TOTAL GIVING

1,192

EMPLOYEES DONATED



\$3.3M

DONATED BY EMPLOYEES AND THE VERTEX FOUNDATION



Day of Service



62

PARTNER ORGANIZATIONS

1,100+

EMPLOYEE VOLUNTEERS

100%

OF GLOBAL OFFICES PARTICIPATED

14

COUNTRIES



Helping Communities During COVID-19

At the outset of the COVID-19 pandemic, Vertex mobilized our collective efforts to support patients and the communities in which we operate. The Vertex Foundation committed \$5 million to on-the-ground response efforts that addressed food insecurity, provided essential health care supplies and supported health care workers and vulnerable populations. This included a \$1 million donation to the international humanitarian organization Direct Relief and a \$1 million donation to help establish the Boston Resiliency Fund, as well as donations to other relief organizations in Canada, Brazil, France, Germany, Italy, Spain, U.K. and U.S. Vertex also supported 26 COVID-related requests from patient organizations.

Engaging Employees in Community Support

Our employees continued to contribute to their communities through several engagement programs. We adapted and expanded our programs to enable employees to give back during the pandemic and help address the unprecedented need in communities around the world. More than 50% of all part-time and full-time employees globally participated in a community support program in 2020.

One way we support employees in community engagement is through the Vertex Foundation Matching Gift Program, which matches employee donations 1:1 up to 5,000 USD, or local currency, annually to eligible nonprofit organizations. Total giving by employees and the Vertex Foundation increased by 40% in 2020 with the introduction of two special 2:1 match campaigns for COVID-19 relief and to support the work of select racial and social justice organizations.

Another program, our annual global Day of Service, gives employees the chance to lend their time and expertise to nonprofit organizations during a paid day of volunteering. In 2020 we shifted to a new format where employees participated through virtual or COVID-19-compliant outdoor volunteer opportunities, or by completing a series of individual actions in their local communities. More than 1,100 employees from all 20 Vertex offices participated and 95% of participants were satisfied with their volunteering experience.

We also support Vertex employees who currently serve on the boards of nonprofits through a virtual nonprofit board service training, ongoing virtual resources and a donation from the Vertex Foundation to the nonprofit to support the employee's service.

Providing Pro Bono Support to the Community

Another way we give back is through the pro bono work and community service provided by our Legal and Office of Business Integrity & Ethics teams, which focuses on providing free legal resources to individuals in need through partnerships with the Political Asylum/Immigration Representation (PAIR) Project, Project Citizenship, Transgender ID Project and others.

Between 2018 and 2020, Vertex's legal team dedicated more than 300 hours to a successful LGBTQ asylum case, an impressive accomplishment, as 70% of asylum cases are denied. The Vertex Foundation amplified these efforts by supporting its first Equal Justice Works Fellow in Boston in 2020. Equal Justice Works facilitates opportunities for law students and lawyers to engage in public service and bring lasting change to underserved communities across the country. Two additional Fellows will be supported by the Foundation starting in 2021.

Ongoing Focus on STEAM

As in previous years, we remain fully committed to inspiring and equipping underresourced students to become the next generation of scientific leaders. Our STEAM education programs are designed to show young people in our local communities just how fun and exciting a career in biotechnology can be, while enabling Vertexians to extend their skills and expertise. Our strategy is to:

- Inspire students to love science and appreciate its positive influence on society
- Support young women and underresourced students to pursue and succeed in STEAM fields
- Maximize community impact by partnering with local leaders, educators and institutions
- Provide Vertex employees opportunities to serve as mentors and teachers, sharing their passion and experience

Our strategy comes to life through a series of core initiatives centered on creating space for learning, supporting STEAM in the community and developing careers. Each year Vertex offers paid summer internships to 40 Boston high school students through our partnership with the Private Industry Council and the Mayor's Summer Jobs Program.

We were determined to continue our summer internship program in 2020 and developed a lab curriculum that delivered the same meaningful experience and opportunity to students in a virtual environment. With supplies sent directly to students' homes, they recreated the lab experience and worked virtually with lab partners. To create connections with our scientists, we designed a custom innovation challenge that enabled interns to work with full-time Vertexians on real projects across various business functions.



Through our Learning Labs in Boston, San Diego and Oxford, we bring classroom concepts to life and give students access to resources and technologies that aren't available in school.

Through our Learning Labs in Boston, San Diego and Oxford, we bring classroom concepts to life and give students access to resources and technologies that aren't available in school. In 2020, this included offering in-person experiences in our Boston Learning Lab in January and February, before shifting to remote and virtual programming.



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SCHOLARSHIPS AWARDED
IN 2020 BY VERTEX AND
THE VERTEX FOUNDATION
IN THE U.S. AND CANADA

Supporting Teachers and Students

We also partner with local educators and organizations to help expand our reach to more students. In partnership with STEM Learning's Project ENTHUSE, the Vertex Foundation supports residential and remote continuing professional development for 260 science teachers across the U.K., reaching approximately 26,000 students. The Foundation also supports Massachusetts General Hospital's Youth Scholars Program, which provides a comprehensive experience for underserved high school students from the Boston area by sparking college aspirations and providing career development opportunities in health and science. This four-year intensive program welcomes an average of 30 new scholars each year, who are selected as ninth graders through a competitive process.

Finally, we offer scholarships to help equip students with the tools they need to succeed. Through the Vertex Science Leaders Scholarship, we provide four-year scholarships to students pursuing a STEAM degree at any University of Massachusetts campus. In addition, these students receive access to college internships and mentoring from Vertex scientists and our partners at Bottom Line, which helps low-income and first-generation college students succeed.

Promoting Social Innovation

Innovation is at the core of Vertex, and we extend that to supporting initiatives that enable innovative solutions to community challenges. Among our Vertex Foundation partners is City Year, an international education nonprofit dedicated to helping students and systemically underresourced schools succeed. During our 2020 Day of Service, Vertex volunteers in Boston, San Diego, Oxford and London worked with City Year to create school supply pouches for underserved students in their local areas. The Foundation also sponsors City Year teams at schools in Boston and London; an innovative teacher pathway career program; and diversity, belonging, inclusion and equity (DBIE) efforts across the U.S. and U.K.

With City Year U.K., we support the Bridge Builder mentoring program, which is designed to create an opportunity for City Year school volunteers in the U.K. to benefit from career development input from an experienced Vertex professional. We supported the program for the first time in 2020 with six Vertex mentors and have 15 employees participating for the 2020-2021 school year.

Supporting Healthy Families

We know that a child living with a serious illness impacts the whole family. That's why we focus on promoting healthy families, specifically to support quality of life for families with children living with serious diseases.

The Vertex Foundation Scholarship helps people with CF and their families pursue two-year, four-year or graduate degrees by offsetting some of the cost of attending college or graduate school. In 2020, 87 students in the U.S. and Canada were awarded scholarships through this program.



In 2020 we provided funding to Ronald McDonald House Charities for the construction of new facilities in Dublin, Ireland and San Diego, California. We also continue to support three camps that provide holistic support for children with serious illnesses and their family members: Barretstown in Ireland, The Painted Turtle in California and Camp Sunshine in Maine. In 2020 these camps went virtual, bringing the camp experience directly to children's homes, allowing even more children and families to participate.

Key Performance Indicators

| Metric | 2020 | 2019 | 2018 |
|--|---------------------|-----------------------|-----------|
| BUSINESS AND ETHICS | | | |
| R&D Investment (GAAP, in USD thousands) | 1,829,537 | 1,754,540 | 1,416,476 |
| R&D Investment as a Percentage of Business Operating Expenses (non-GAAP) | 70% | 73% | 72% |
| % of Employees Who Completed Their Annual Code of Conduct Training | 100% | 100% | 99.9% |
| % Spend on Small Businesses (U.S.) ¹ | 14.5% | N/A | N/A |
| WORKPLACE | | | |
| % of Workforce Who Are Women | 53% | 53% | 51% |
| % of Leadership (VP & above) Who Are Women | 38% | 42% | 38% |
| % of Workforce Who Are Racial and Ethnic Minorities (U.S.) | 34% | 32% | 30% |
| % of Leadership (VP & above) Who Are Racial and Ethnic Minorities (U.S.) | 18% | 13% | 20% |
| % of New Hires Who Are Racial and Ethnic Minorities (U.S.) | 44% | 36% | 39% |
| % of the Board of Directors Who are Women | 40% | 30% | 33% |
| % of Board of Directors Who Are Racial and Ethnic Minorities | 40% | 40% | 22% |
| Voluntary Turnover Rate | 6.3% | 9.2% | 9.3% |
| COMMUNITY | | | |
| Nonprofits Supported Through Matching Gift Program | 1,597 | 1,538 | 1,087 |
| Hours Volunteered by Employees During Work Time | 3,257 | 6,688 | 5,148 |
| % of Employees Who Volunteered Through Vertex Volunteers | 38% | 49% | 36% |
| ENVIRONMENT, HEALTH, SAFETY AND SUSTAINABILITY | | | |
| Recordable Incident Rate | 0.21% | 0.49% | 0.30% |
| Lost Time Incident Rate | 0.12% | 0.08% | 0.04% |
| % of Employees Using Public Transportation to Commute (U.S.- and U.K.-based employees) | N/A | 44% | 40% |
| Total GHG Emissions Scope 1 & Scope 2 Market-Based (metric tons CO ₂ e) | 13,449 ³ | 13,826 | 16,551 |
| GHG Scope 1 (metric tons CO ₂ e) | 5,642 ³ | 5,834 | 5,664 |
| GHG Scope 2 (metric tons CO ₂ e) | 7,807 ³ | 7,992 | 10,887 |
| Nonhazardous Waste (metric tons) | 522.65 ² | 1,233.77 ² | N/A |
| Nonhazardous Waste Diverted From Landfill (metric tons) | 272.56 ² | 635.48 ² | N/A |
| % Nonhazardous Waste Sent for Recycling or Composting | 52% | 51% | N/A |
| Hazardous Waste (metric tons) | 265.84 | N/A | N/A |
| Laboratory and Manufacturing Waste Recycled (metric tons) | 32.51 | N/A | N/A |
| Total Water Consumed (megaliters) | 101.05 | N/A | N/A |
| CDP Climate Change Survey Score | B | N/A | N/A |

¹ Impactable spend for the 2020 U.S. government fiscal year, Oct. 1, 2019 – Sep. 30, 2020.

² In 2020, Vertex began measuring waste data in metric tons. Our 2019 waste data has been adjusted from tons to metric tons for consistency.

³ 2020 values updated in July 2021 to reflect ERM CVS limited assurance of GHG data as reported to CDP

Reporting Index

We are tracking key corporate responsibility metrics across the business. The table below tracks 10 metrics in alignment with the Sustainability Accounting Standards Board (SASB). These are important metrics that we have discussed in this 2020 Corporate Responsibility Report, and our Code of Conduct, Annual Report (Form 10-K) and corporate website.

ACCOUNTING METRICS

| Topic | Accounting Metric | Code | Disclosure Location |
|---|---|--------------|--|
| Safety of Clinical Trial Participants | Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials | HC-BP-210a.1 | Clinical Trial Safety, page 23 |
| 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 | Supporting the Patient Community, page 7 Our Position on Global Access |
| | 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. |
| 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 24 |
| | Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products | HC-BP-260a.2 | Protecting Our Supply Chain, page 24 |
| Ethical Marketing | Description of code of ethics governing promotion of off-label use of products | HC-BP-270a.2 | Vertex Code of Conduct , page 26 Annual Report on Form 10-K , page 39 |
| Employee Recruitment, Development & Retention | Discussion of talent recruitment and retention efforts for scientists and research and development personnel | HC-BP-330a.1 | Increasing the Diversity of Our Talent Pipeline, page 11 Being a Vertexian, pages 13-15 |
| | (1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) midlevel managers, (c) professionals and (d) all others | HC-BP-330a.2 | Key Performance Indicators, page 30 |

ACTIVITY METRICS

| Activity Metric | Code | Disclosure Location |
|---|-------------|---|
| Number of patients treated | HC-BP-000.A | Our Research and Development Focus, page 5 |
| Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3) | HC-BP-000.A | Our Approved Medicines Our Research and Pipeline |



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