



2023

CORPORATE RESPONSIBILITY
REPORT



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About Vertex

We are a global biotechnology company that invests in scientific innovation to create transformative medicines for people with serious diseases. We have approved medicines that treat the underlying causes of multiple chronic, life-shortening genetic diseases — cystic fibrosis, severe sickle cell disease and transfusion-dependent beta thalassemia — and continue to advance clinical and research programs in these diseases. We also have a robust clinical pipeline of investigational therapies across a range of modalities in other serious diseases where we have deep insight into causal human biology. At the end of 2023, this included acute and neuropathic pain, APOL1-mediated kidney disease, type 1 diabetes, myotonic dystrophy type 1 and alpha-1 antitrypsin deficiency. Our preclinical pipeline, which represents the next wave of innovation, is also broad, diverse and rapidly advancing.

We are committed to operating our business responsibly and disclosing our progress to stakeholders on an annual basis. This report shares our progress with respect to our environmental, social and governance efforts, with a focus on 2023 programs, activities and metrics.



Leadership Message

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

2023 was a transformative year for Vertex. We made significant advances toward delivering on our core mission of creating transformative medicines for people with serious diseases and ushering in a new era of diversification. Our differentiated strategy, investment in scientific innovation, and unique culture have enabled us to extend our leadership in cystic fibrosis (CF), expand into new disease areas with the regulatory approvals of CASGEVY™ (exagamglogene autotemcel), rapidly advance our robust research and development (R&D) pipeline, and drive positive impact for patients, employees and our communities. We are proud of these advancements, as well as our continued efforts to operate responsibly and be a good corporate citizen.

I am pleased to share our 2023 progress and accomplishments in this report. Among our achievements, we:

- ▶ Secured multiple approvals globally for the first CRISPR-based gene-edited therapy, CASGEVY™, a first-in-class treatment that offers the potential of a one-time transformative therapy for eligible patients with severe sickle cell disease and transfusion-dependent beta thalassemia.
- ▶ Expanded access to our CF medicines for more people around the world, with more than 60 countries where our CF medicines are reimbursed or accessible.
- ▶ Advanced our R&D portfolio, with a robust clinical-stage and preclinical pipeline. As of 2023, nine disease areas were in clinical development, with each clinical-stage program a first-in-class or best-in-class therapeutic that holds the promise to transform the disease.
- ▶ Strengthened our engagement with patient organizations to continue to learn, increase awareness and highlight the first-hand experiences of patient communities.

- ▶ Continued our focus on recruiting, retaining and developing highly talented employees from a diverse range of backgrounds, promoting our employees' continued well-being and professional development, and nurturing our unique culture.
- ▶ Managed our operations and environmental footprint, including establishing an ambitious new target for reducing greenhouse gas (GHG) emissions.
- ▶ Supported our local communities through charitable giving and volunteerism. Vertex and the Vertex Foundation awarded more than \$42 million in charitable giving in 2023 with a focus on education, innovation and health. We also celebrated our 15th annual Global Day of Service, with participation by 60% of employees contributing nearly 8,300 hours of volunteer work.

As we continue to reach more people living with CF, bring CASGEVY™ to eligible patients, and advance our pipeline, I know everyone at Vertex is driven to make a difference — for patients and families impacted by serious diseases, for our communities and for each other. Our differentiated strategy and unique culture, along with this drive and dedication, will fuel our ability to deliver results and continue to operate our business responsibly.

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





2023 Priorities and Progress



Improve the Lives of People With Serious Diseases

3 out of 5

employees work in R&D roles

9

programs in clinical development

60+

countries where our CF medicines are reimbursed or accessible

Majority

business operating expenses invested in R&D (GAAP)



Foster a Culture of Innovation, Integrity and Inclusion

14

Best Places to Work awards in the U.S.

45%

of new hires are from underrepresented ethnic and racial groups (U.S.)

6 out of 11

Board directors are women and/or from underrepresented ethnic and racial groups

100%

of employees completed annual code of conduct training



Carefully Manage Our Operations and Environmental Footprint

53%

reduction in absolute greenhouse gas (GHG) emissions since 2014

82%

green-certified square footage in our buildings

100%

renewable energy at our International Headquarters and R&D facility in the U.K.

A-

score on 2023 Climate Change survey for demonstrating environmental leadership



Make a Positive Impact in the Communities Where We Are Located

\$42+ million

in charitable giving by Vertex and the Vertex Foundation

60%

of employees volunteered during annual Global Day of Service

2,183

nonprofit organizations supported through Employee Matching Gift Program

~3,000

students participated in our STEAM education programs



Our Approach to Corporate Responsibility

Everyone at Vertex is committed to making a difference in the lives of people with serious diseases. The same principles that guide and drive our innovation — fearlessness, diversity, collaboration and commitment to patients — fuel our efforts to operate responsibly and be a good corporate citizen.

We believe that the greatest impact we can have on society is to deliver on our mission to create transformative medicines for people with serious diseases. Consequently, our approach with respect to environmental, social and governance (ESG) issues and risks is to prioritize those that are most important to achieving our mission.

Our Board oversees an enterprisewide approach to risk management to improve our long-term, operational performance. Fundamental to risk management is understanding, mitigating and monitoring the risks that we face, including those related to ESG issues. As detailed in our [Corporate Governance Principles](#), the Board receives and considers updates regarding key matters.

At the management level, our Executive Committee maintains oversight of our ESG strategy, with individual members accountable for issues and risks related to their functions. Our Chief Legal and Risk Officers oversee the team accountable for advancing Vertex’s ESG efforts. This governance structure enables cross-functional engagement throughout the organization and allows us to effectively monitor our priority areas and take action where needed.

We regularly assess the importance of ESG topics and risks and, in so doing, consider feedback from key stakeholders such as patients, the medical community, regulators, investors, employees and suppliers. Our most recent stakeholder assessment was conducted in 2022. We commit to reporting our priorities and progress annually in this report and through other public disclosures and engagements.

Recognition of Our Efforts

Boston Business Journal

Best Places to Work

Top Charitable Contributors in Massachusetts

Boston Globe

Top Places to Work

Forbes

Best Employers for Diversity

Fortune

100 Best Companies to Work For®

Great Place to Work®

Human Rights Campaign Corporate Equality Index

Equality 100 Award

PEOPLE® Magazine

Top 100 Companies that Care

Points of Light

The Civic 50: One of the Most Community-Minded Companies in the U.S.

San Diego Business Journal

Best Places to Work

Science Magazine

Top Employers

Seramount

100 Best Companies

STEM Workforce Diversity

Top 50 Employers

The Women’s Edge

Top 100 Women-Led Businesses in Massachusetts



Improve the Lives of People With Serious Diseases

We focus on discovering, developing and manufacturing innovative medicines so that people with serious diseases can lead better lives.

At Vertex, we strike at the core of serious diseases. We have approved medicines that treat the underlying cause of cystic fibrosis (CF), severe sickle cell disease (SCD) and transfusion-dependent beta thalassemia (TDT), as well as a broad clinical-stage pipeline that targets additional disease areas where we have deep insight into causal human biology. Our continued growth is fueled by our recent approvals, including the first-ever approved CRISPR-based gene-edited therapy, a uniquely strong CF franchise, and a broad and deep research and development (R&D) pipeline with multiple potential near-term commercial opportunities. Our strong financial profile provides the capacity to invest in both internal and external innovation and attract and retain highly talented people.





Our Research and Development Focus

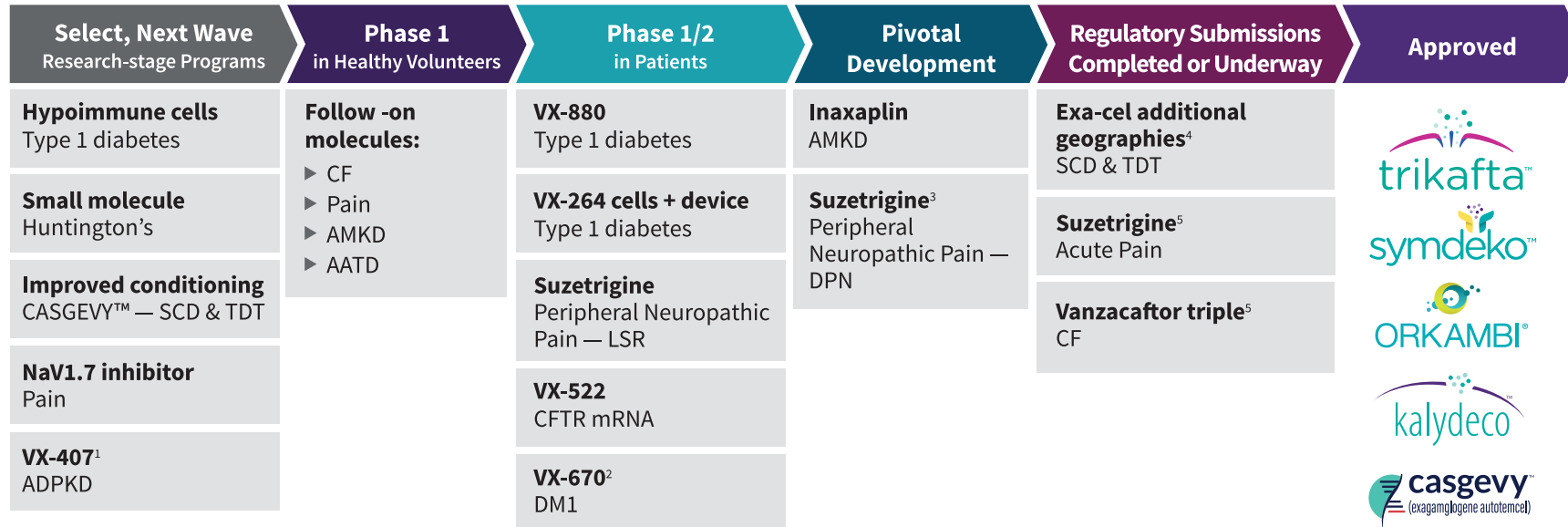
We invest in treatments for diseases where there is a significant unmet need and we can have a transformative impact for patients. We work only on diseases where we have a deep understanding of the underlying cause in humans. By focusing on validated targets, creating predictive lab assays and identifying clinical biomarkers, we pursue therapeutic approaches that we believe are most likely to succeed. We are modality agnostic and will build, acquire or partner to get the tools and technologies we need to treat a disease.

We invest significantly in R&D, with the majority of operating expenses and three out of five employees dedicated to that purpose. We've built our R&D strategy around serial innovation, and we believe that we can create the greatest value for patients, investors and society through continued investment in innovation. This means revenues obtained from bringing one medicine to market are used to drive discovery and development of the next. Our unique approach to building drug discovery programs is intended to maximize our chances of creating therapies that may dramatically improve patients' lives.

We continue to expand our leadership in CF and our efforts to discover and test additional medicines and combination therapies. Through more than 20 years of R&D, we have developed four approved medicines to treat CF, the latest of which has the potential to treat the underlying cause of the disease in approximately 90 percent of people with CF. We continue to develop our medicines for younger patients, develop new medicines with improved efficacy, and discover and develop medicines for patients who do not have a treatment today that addresses the underlying cause of their CF.

Outside of CF, our newest therapy, CASGEVY™ (exagamglogene autotemcel), has received multiple approvals globally and is the first CRISPR-based gene-edited therapy ever to be approved. It is a first-in-class treatment that offers the potential of a one-time transformative therapy for eligible patients with severe SCD and TDT and marks a new era for Vertex with diversification in approvals and commercialization outside of CF. We estimate that there are approximately 35,000 people with severe SCD and TDT that could be eligible for CASGEVY™ in the U.S. and Europe, with additional eligible people in Saudi Arabia and Bahrain.

We Advanced a Broad and Deep Pipeline Across Multiple Modalities in 2023



ADPKD: autosomal dominant polycystic kidney disease; AMKD: APOL1-mediated kidney disease; AATD: alpha-1 antitrypsin deficiency; CFTR: cystic fibrosis transmembrane conductance regulator; DM1: myotonic dystrophy type 1; DPN: diabetic peripheral neuropathy; LSR: painful lumbosacral radiculopathy.

¹ Anticipate first-in-human clinical trial to initiate H1:24.

² CTAs cleared in Canada and U.K. Trial initiated and enrolling in Canada. On clinical hold in the U.S.

³ Anticipated to begin in 2024.

⁴ Under regulatory review for SCD and TDT in EU, Switzerland.

⁵ Regulatory submissions planned for mid-2024.



Our Innovative Pipeline

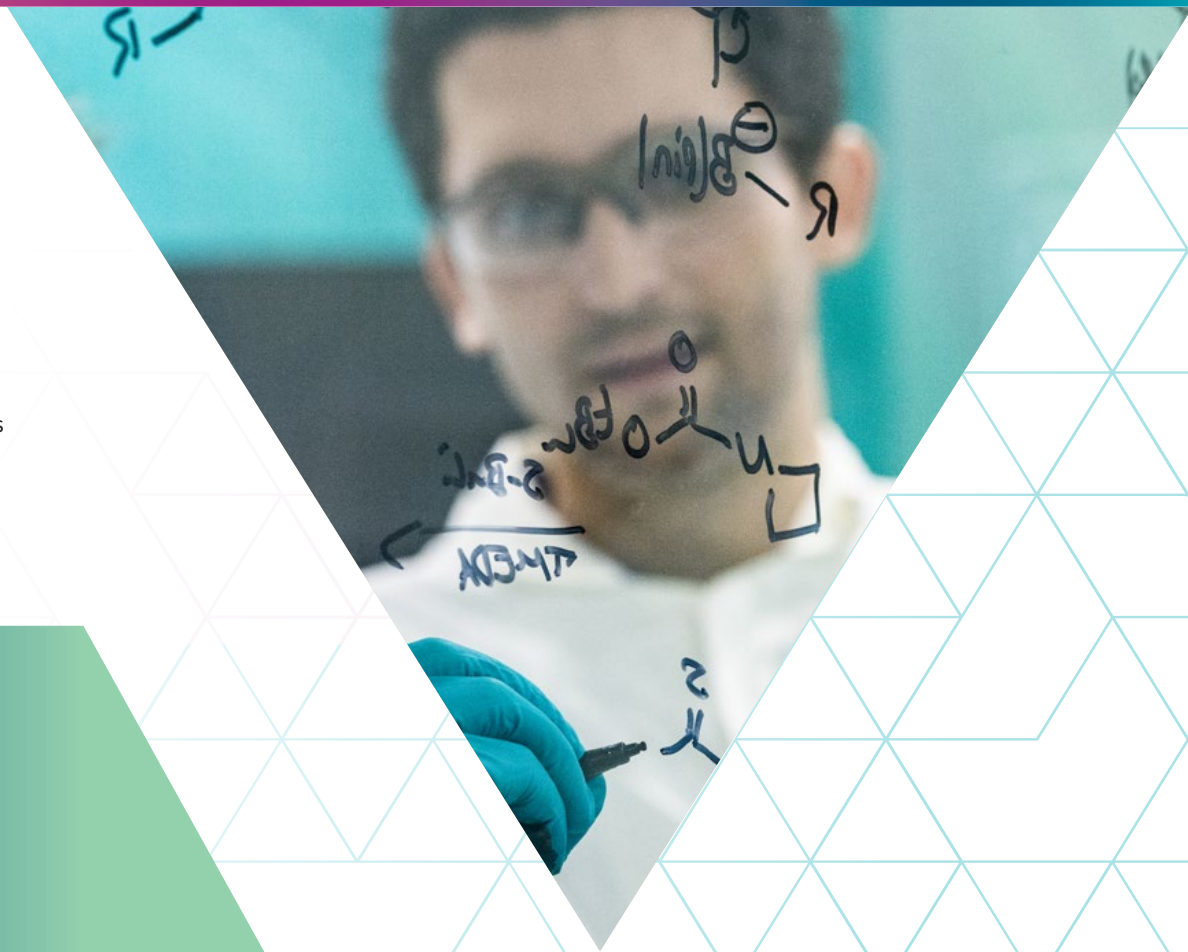
Our R&D pipeline continues to make remarkable progress. In addition to CF, severe SCD and TDT, our 2023 clinical-stage pipeline included potential therapies for acute and neuropathic pain, APOL1-mediated kidney disease (AMKD), type 1 diabetes (T1D), myotonic dystrophy type 1 (DM1) and alpha-1 antitrypsin deficiency (AATD). Each of our clinical-stage programs is a first-in-class or best-in-class approach that holds the promise to transform the disease. Our broad and diverse preclinical pipeline, which represents the next wave of innovation, is also rapidly advancing.

In 2023, we completed Phase 3 pivotal trials for our next generation triple combination therapy for CF and advanced a clinical trial for an investigational mRNA therapy for the estimated 5,000 people who cannot benefit from cystic fibrosis transmembrane conductance regulator (CFTR) modulators. We also completed Phase 3 pivotal trials for our potential non-opioid medicine for acute pain which, if approved, would represent the first new class of medicines for acute pain in over 20 years. And, in AMKD, we completed enrollment of the Phase 2 portion of our Phase 2/3 study.

Research Ethics

We conduct scientific research in accordance with the ethical principles outlined in [Vertex's Commitment to the Ethical Conduct of Scientific Research: Respect, Excellence and Integrity](#)

In our relentless commitment to reach more patients, we pursue partnerships and acquisitions that further our research capabilities and technologies. In 2023, we completed 10 business development transactions aimed at enabling the next level of innovation for our clinical-stage assets, supplementing the pipeline with additional assets and thoughtfully managing our portfolio of existing collaborations. We also entered into a strategic manufacturing collaboration to build a dedicated manufacturing facility for T1D cell therapies. The facility in Portsmouth, New Hampshire, will support commercial production of Vertex's investigational T1D cell therapy portfolio and is expected to create approximately 300 new jobs at peak capacity.



[Learn more about our innovation strategy](#)



Access to Our Medicines

Our goal is to make our medicines available to as many patients as possible around the world. Achieving sustainable access to transformative medicines for serious diseases is highly complex and requires many stakeholders to work together. Our teams work creatively and flexibly with government agencies, policymakers, patient advocacy organizations and health insurers to obtain, maintain and expand access to our approved products.

Our CF Medicines

Our CF medicines are collectively being used by nearly three quarters of the approximately 92,000 people living with CF in North America, Europe and Australia.

We remain focused on expanding access to our CF medicines geographically, as well as to younger and broader populations. At the end of 2023, our medicines were reimbursed or accessible to patients in more than 60 countries.

We continue to make notable progress with our regulatory submissions and access agreements. Most of the signed reimbursement and access agreements for our newest CF medicine have been signed more quickly than industry

averages.¹ Recognizing that critically ill patients can't wait until formal agreements are in place, we offer compassionate use programs for our CF medicines as a bridge to sustainable access.

In the U.S., our CF medicines are broadly reimbursed, and more than 99 percent of eligible patients have access to our newest medicine through public and private insurance. Our patient assistance program, Vertex GPS™: Guidance & Patient Support, is available to eligible patients who need help navigating insurance coverage and available forms of financial assistance, and it provides free medicine to patients who do not have insurance or are underinsured and who meet certain additional criteria.

We recognize that there are people with CF who could benefit from our medicines who live in low-income countries where access challenges are significant due to economic constraints or inadequate health care infrastructure. In these countries, we are actively evaluating options that may facilitate access to our medicines. As an example, we initiated a pilot program to provide our latest triple combination therapy at no cost to eligible people with CF. At the end of 2023, the pilot included 12 countries on four continents. Our efforts in these

countries are at different stages of evaluation and implementation. In 2023, a number of patients began receiving donated medicine through the pilot program.

While we've made significant progress, we know there is more to do. Our teams are working every day to expand access and to make our medicines accessible to more people with CF around the world.

Our SCD and TDT Therapy

In the geographies where CASGEVY™ is approved, we are actively working with key commercial and government payers and policymakers with the goal of securing rapid and equitable access for eligible patients with severe SCD and TDT. We currently have authorized treatment centers (ATCs) activated in the U.S., Europe and Saudi Arabia and are working to expand the number of ATCs that can administer CASGEVY™.

Learn more about our work
to increase global access

¹ In EU and EEA countries alone, the average delay between market authorization and sustainable access via reimbursement for Orphan medicines is between 3.7 months to 2.8 years.



Engaging Patient Communities

We are relentless in our pursuit to create transformative medicines for people with serious diseases and, in so doing, recognize the importance of patient advocacy, awareness and community support. In 2023, we engaged with patient organizations and communities as follows.

Cystic Fibrosis

We continued to support CF programs and initiatives in the countries where we operate to educate health care professionals, raise disease awareness and provide support to nonprofit organizations and patients. We sponsored educational initiatives for the CF community, including the Cystic Fibrosis Research Institute's National CF Education Conference and the Rock CF Foundation's Boltcast program, which focuses on the importance of physical well-being and mental health for those living with CF and their caregivers. We also supported a variety of initiatives for patients outside of the U.S., including a partnership to provide mental health workshops for parents and caregivers of people with CF in Kraków and Warsaw, Poland, and a program in Italy to facilitate the employment of people with disabilities, including people with CF.

Sickle Cell Disease and Beta Thalessemia

We engaged with sickle cell organizations across the world to [raise awareness and understanding](#) of SCD and work toward a brighter future for those living with SCD. In the U.S., we continued to sponsor the Sickle Cell Community Consortium's Warriors Convention and its Caregiver Summit and the Sickle Cell Disease Partnership, a coalition aimed at helping individuals with SCD live life to the fullest with access to high-quality, equitable and coordinated care and treatment. We also supported numerous initiatives in partnership with Sick Cells, working to assess and address barriers impacting access to high-quality, evidence-based comprehensive care.

Outside the U.S., we continued to support people living with beta thalassemia and SCD across Europe, Asia and the Middle East. We sponsored the Thalassemia International Federation Conference and collaborated with the European Sickle Cell Federation on their 'Sickle Has No Colour' campaign, reaching people from across Europe. Our teams continued to walk with the SCD community to help raise awareness for SCD during World Sickle Cell Day, Sickle Cell Awareness Month and throughout the year.

APOL1-Mediated Kidney Disease

For the second consecutive year, we were the lead sponsor of the American Kidney Fund's APOL1 Education Campaign, which includes a comprehensive, patient-facing website that makes education and resources available to those interested in learning more about AMKD. We also collaborated with partners on topics such as disease education and awareness. For example, we partnered with Alonzo Mourning on an education initiative aimed at raising awareness of AMKD, including developing a toolkit of actionable content for people who may be at risk for the disease. Additionally, through sponsorships of the American Kidney Fund's Unknown Cause of Kidney Disease campaign, we supported more precise kidney disease diagnoses for patients across the U.S. and APOL1 education and screening efforts with NephCure.

Type 1 Diabetes

We supported initiatives aimed to educate and improve outcomes for individuals living with T1D, such as the T1D Exchange's Quality Improvement Learning Session, which brings together adult and pediatric diabetes centers to share best practices, programs and processes implemented to improve quality of care and clinical outcomes for people with T1D and, ultimately, to reduce health disparities.

Integrating the Patient Perspective

We learn about patient experiences through our ongoing interactions with patients and patient advocacy groups which allow us to integrate those learnings into our work. We also generate our own data and findings to further support patient communities. For example, in 2023, our team conducted a multinational study with more than 375 individuals living with SCD or TDT to better understand and quantify the humanistic burden of SCD and TDT. Our aim is to utilize these outcomes to help improve standards of care by informing the health care community about the experiences of SCD and TDT and to shine a light on the need for transformative options that could significantly alter the burden of disease for patients and their families.

Our Patient Commitment

- ▶ Put patients first and at the center of everything we do
- ▶ Communicate clearly, accurately, honestly and transparently
- ▶ Listen and learn from patients and caregivers about their experience living with a serious disease and apply these insights to our work
- ▶ Respect the unique, independent voice of patient organizations and the individuals they represent
- ▶ Support initiatives that help patients to live a full and engaged lifestyle
- ▶ Encourage and provide opportunities for Vertex employees to engage with patient communities



Clinical Trial Safety, Ethics and Oversight

Clinical trials are a critical part of developing transformative medicines for people with serious diseases. We are committed to conducting clinical trials with the highest respect for patient safety, well-being and privacy. We invest in tools and technologies to seek a better understanding of the patient experience and use those insights to inform the design of all trials.

Our trials integrate ethical and safety procedures in accordance with global standards, including the International Conference for Harmonisation Good Clinical Practice (GCP) guidelines. Each trial is approved by an Institutional Review Board (IRB) or Ethics Committee (EC), including medical, scientific and nonscientific members whose responsibility is to protect the rights, welfare, safety and well-being of clinical trial participants. Once approved,

a specific IRB or EC is responsible for conducting ongoing reviews and safety monitoring of participants. Our clinical trials comply with regulatory and legal standards in all countries where we run trials.

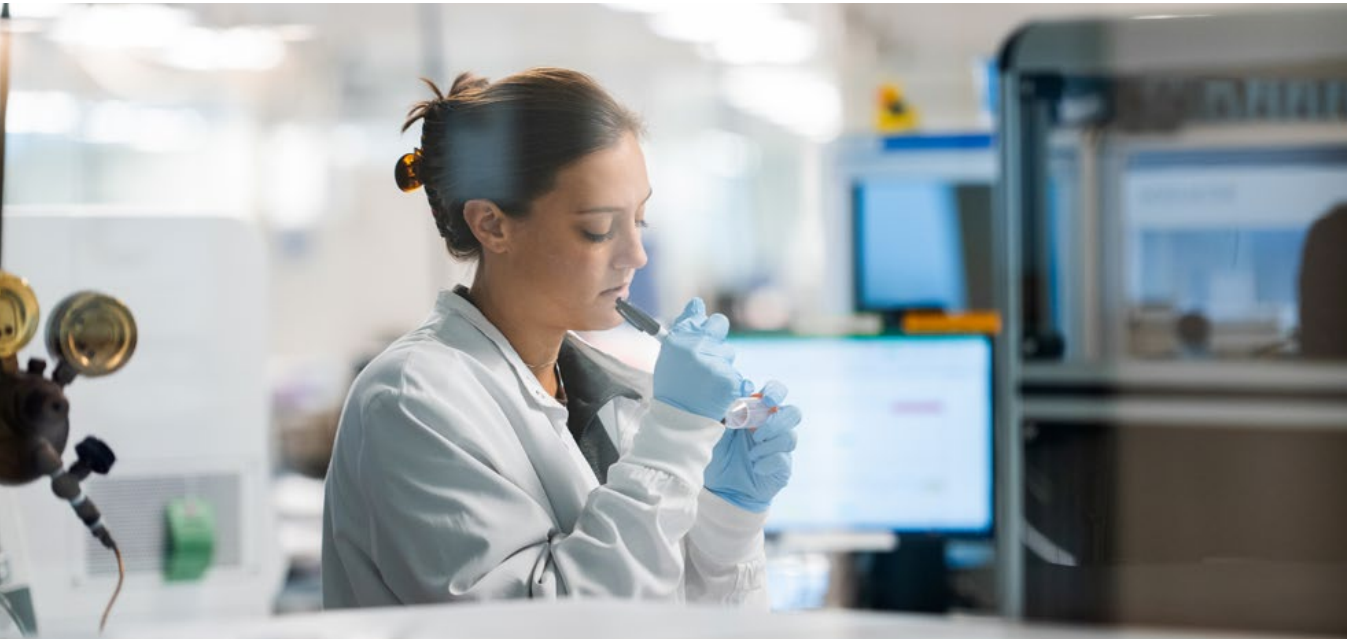
All clinical trial participants must give informed consent before they begin a trial. Subjects receive an Informed Consent Form that explains the details of the trial, including its purpose, length of time, required procedures, alternative care options, personal data protections, key contacts and possible risks and benefits. Participation in a clinical trial is always voluntary, and participants may withdraw at any time and for any reason. The principal investigator informs clinical trial participants of any new developments that may affect or influence their decision to participate. The IRB/EC plays a role in overseeing clinical trials to make sure this occurs.

26

countries where we conducted clinical trials in 2023

Vertex's audit program, which includes site visits by our quality assurance and auditing team, covers clinical trials conducted around the world. Our GCP program audits service providers and clinical investigators to confirm they meet our quality and safety standards and are compliant with applicable regulatory requirements and, where necessary, to identify meaningful corrective and preventive actions. We use a formal escalation pathway to manage any issues related to contracted services or GCP standards.

We are committed to clinical trial transparency and comply with laws requiring registration and disclosure of clinical trial outcomes on public registries such as [ClinicalTrials.gov](https://www.clinicaltrials.gov) and the EU Clinical Trials Register and release clinical documents in accordance with health authority regulations. Results are also published in peer-reviewed medical and scientific journals.





Increasing Access to Clinical Trials

Vertex aims to sponsor inclusive clinical trials that represent the diversity of people living with the disease. We recognize that individuals may respond differently to a given treatment based on their age, biological sex, race, ethnicity, weight, geography and a number of other factors. Ensuring appropriate diversity in participant characteristics helps us to develop and deliver innovative medicines that can make a meaningful difference in the lives of all people living with that disease.

We are focused on breaking down participation barriers for patient populations. To do this, we leverage our relationships with key stakeholders, including patient communities, advocacy groups and physicians, which is key to identifying clinical trial participants and embedding a meaningful and effective approach that meets patients where they are.

Where appropriate, we also leverage technology to decrease patient burden. By bringing together the digital experience for patients and trial sites, we aim to make trials less burdensome and create a seamless approach to support trial participation from anywhere. Our goal is to make it easier for patients from all backgrounds to participate. Patients are not excluded due to where they live, what hours they must work or other responsibilities that may preclude participation.

Beyond clinical trial recruitment, we apply patient-centric design to developing protocols, identifying and selecting sites, engaging communities and ensuring that the enrolled population is reflective of the patients who will receive the treatment, if and when it is approved. We continue to demonstrate our long-term commitment to increasing access to our trials by working with patient advocacy groups to expand our knowledge, incorporating the patient voice into our planning and improving how we increase disease awareness and share clinical trial information within local communities.

For diseases like SCD, TDT and AMKD, which largely impact communities of color, we work with patient advocacy groups to inform the way we engage with patients and develop clinical trial education and awareness materials that resonate with unique patient communities. In disease areas with broader prevalence, such as pain and T1D, we seek insights from patients who come from varied demographic backgrounds, engage with partners to select trial sites in strategic areas, and offer recruitment materials in a variety of languages to provide an inclusive space for patients from historically underrepresented groups.



[Learn more about our clinical trials in the U.S.](#)



Advancing Health Equity for Patient Communities

We are committed to improving health outcomes for patients, not only by developing transformative medicines, but also by addressing systemic barriers faced by patients on or eligible for our medicines.

Alongside increasing [access to medicines](#), increasing access to our [clinical trials](#), engaging with [patient communities](#), addressing gaps in the [health care workforce](#), and improving opportunities through [philanthropy](#) and other collaborations, we work with communities to understand and help address issues that may be adversely impacting their health care.

In support of our work in SCD, TDT and AMKD, we:

- ▶ Support organizations such as the National Medical Association in its efforts to address and reduce health disparities in African American communities. This organization is the largest and oldest national organization of African American physicians and their patients in the U.S.
- ▶ Partner with minority health groups such as Black Health Matters on collective efforts to raise awareness about the disproportionate burden of some diseases on African Americans and bring such information to the public and patient communities.
- ▶ Collaborate with Balm in Gilead on numerous initiatives, including its annual Healthy Churches Conference and Roadmap Tour, which raises awareness about chronic diseases disproportionately impacting the African American community.

- ▶ Strengthened our collaborations with historically Black Greek Letter organizations to improve and address historical and contemporary challenges and disparities within the Black community. In 2023, Vertex sponsorships included the Kappa Alpha Psi Fraternity's 86th Grand Chapter Meeting (Conclave), Delta Sigma Theta Sorority's 56th National Convention and Alpha Phi Alpha Fraternity's 97th General Convention.
- ▶ Partner with the National Hispanic Medical Association (NHMA), which represents the interests of 50,000 licensed Hispanic physicians in the U.S. and is dedicated to helping eliminate health disparities and improve the health of the Hispanic community. We are a member of the NHMA Corporate Roundtable, which promotes health equity and enhancing Hispanic representation in health care, and sponsored the 2023 NHMA Annual Meeting.

Partnerships with patient and community organizations are critical to better understanding and elevating the perspectives of communities of color. To that end, we convene a Community Advocacy Advisory Board on Health Equity, a group of community leaders and advocates, to better understand the unmet health needs and challenges of minority populations.



Foster a Culture of Innovation, Integrity and Inclusion

We believe that our unique culture and our values enable us to deliver on our mission of creating transformative medicines for serious diseases.

Developing transformative medicines for people with serious diseases requires a remarkable team. Every day, Vertexians work to make the impossible possible. We value hard work, a sense of urgency, inclusion, debate and doing the right thing — all with an uncompromising commitment to patients. Our unique Vertex culture has been foundational to our success.





Our Core Values

Our unique culture promotes innovation, encourages employees to do the right thing, and enables us to build the highest performing teams. Our core values enable us to deliver on our mission of creating transformative medicines for people with serious diseases. Every Vertexian is a steward of our values and is dedicated to patients, excellence and one another. We encourage regular discussions regarding our culture and recognize colleagues' contributions through awards and recognition.

[Learn more about our culture](#)

Uncompromising Commitment to Patients



Patients are at the center of all that we do. Every decision we make is driven by the patients we serve.

Innovation Is Our Lifeblood



At Vertex, we challenge the status quo. We ask what's possible and find new paths to solve difficult and important problems.

Fearless Pursuit of Excellence



We chase excellence — we take calculated risks, learn from both success and failure and continuously improve — all at the highest level of personal integrity and ethics.

“We” Wins



We believe inclusion, diversity and equity (ID&E) are essential to maintaining our strong culture. We want the best and brightest minds from all backgrounds around the table working together to solve tough problems.

Bringing Our Culture to Life

While every single Vertexian is a steward of our culture, Vertex Ambassadors play a unique role in bringing the power of our culture to life.

In 2023, more than 150 global Vertex Ambassadors took on initiatives to embed our culture across our global sites and foster an understanding of who we are as Vertexians. Among their activities, Ambassadors engaged with prospective and new employees, shared important event and program information with their respective teams, and recognized fellow Vertexians for living our values and behaviors.



Embedding Innovation

To be successful for the patients we serve, we must push the boundaries of what's possible and continue to be at the forefront of innovation.

Vertex invests in scientific innovation to create transformative medicines for people with serious diseases. This unique business strategy enables serial innovation. We invest significantly in research and development (R&D) — with the majority of our operating expenses and three out of five employees dedicated to that purpose. Yet Vertex's innovative muscle is not limited to R&D. For example, we innovate when approaching business activities such as the reimbursement of medicines. Typically, outside the U.S., the reimbursement process initiates after securing regulatory approval. In several countries we have established a path to reimbursement in advance of future regulatory approval for our cystic fibrosis (CF) medicines, thereby enabling quicker patient access.

The Vertex Innovation and Educational Research (MIER) team develops both internal programs and external partnerships to sustain and grow the culture of innovation at Vertex. We've launched nearly a dozen programs with the simple goal of making Vertex a phenomenal place to innovate. For example, one of our core innovation programs is a [one-year fellowship program](#) for outstanding early career scientists and physicians to collaborate directly with Vertex project teams and make real-world contributions to drug discovery programs.

We have been recognized externally for our innovation efforts. In addition to numerous workplace awards, Vertex has been named to *Fast Company's* World's 50 Most Innovative Companies list. Additionally, three Vertexians have been awarded the [Breakthrough Prize in Life Sciences](#) for their R&D efforts in CF, spanning 20 years. The Breakthrough Prize, a preeminent scientific award, is presented annually to recognize the research achievements of the world's top scientists.

Fostering Integrity

Our culture of high ethical standards and integrity is essential to our success, and each Vertexian is responsible for upholding and demonstrating ethics and integrity in our work every day. In 2023, we once again hosted our annual Integrity and Ethics Week to highlight and raise awareness regarding key compliance topics through a series of events and activities focused on our commitment to doing things in the right way.

Our [Code of Conduct](#) defines our expectations and governs our behavior in numerous areas. It is our pledge to one another, to our company and, most importantly, to patients that we will adhere to the highest standards of ethics and accountability. By doing so, we will maintain the trust patients place in us to discover and develop transformative medicines.

We expect employees to comply with our Code of Conduct and all associated policies, procedures, guidelines and trainings. We take all employee concerns seriously and encourage people to speak up if they think something might be wrong. To do so, we offer a [confidential and anonymous reporting alert line](#), hosted by a third-party provider, where employees can report an issue or raise a concern. We do not tolerate retaliation against anyone who speaks up in good faith with concerns about a potential violation of the Code of Conduct, company policy or the law. If we become aware of violations, we investigate the matter and, where appropriate, take disciplinary action and implement corrective measures to prevent future violations.

All employees are required to complete an annual Code of Conduct training to reaffirm our mutual commitment to doing things the right way.

We recognize that an effective compliance program must evolve and respond to the changing circumstances of the company and its environment. To this end, we take steps to continuously improve based on regular reviews and assessments of the regulatory and business landscape.





Creating an Inclusive and Equitable Culture

We are the most innovative, make the best decisions for patients, and build the highest-performing teams when our employees feel supported and valued. Our aspiration is to foster an inclusive and equitable culture that enables all people at Vertex to thrive. ID&E is embedded in our organization to create a workplace where everyone can do their best work because they feel, and are, valued for their unique perspectives.

LIVE ID&E Learning Portfolio

We recognize that achieving our aspiration requires all Vertexians to take personal responsibility for leading inclusively. We build our ID&E trainings to make an impact and deliver tangible outcomes. Trainings focus on establishing awareness and shared language; building empathy and strengthening belonging; and equitably developing talent. These trainings include insider/outsider dynamics and inclusive hiring.

ID&E Strategic Priorities

- ▶ Equip all Vertexians with the skills and resources to activate and live ID&E in their daily interactions and decisions
- ▶ Invest to address gaps in representation in our talent pipeline
- ▶ Embed inclusive and equitable practices throughout the employee experience
- ▶ Make an impact in our external communities

Nurturing Employee Connections

Employee Resource Networks

Our Employee Resource Networks (ERNs) are voluntary, employee-led groups that amplify the voices, insights and experiences of our colleagues from traditionally underrepresented groups. All employees are welcome to join any and all of our ERNs. By thoughtfully curating programs across the globe that are grounded in career, culture and community, ERNs create unique opportunities for connection and strengthen belonging within Vertex.

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

ID&E Week

We hosted our seventh annual ID&E Week in 2023, a dedicated time for all Vertexians to reflect, learn and connect with colleagues on the important role ID&E plays in our business, culture and communities. This year, ID&E Week focused on the theme of 'Game Changers' — showcasing game-changing leaders both within and outside of Vertex who are enabling significant progress in ID&E. Nearly 4,800 employees across the globe were invited to hear stories of how research, policymaking, advocacy and practices have transformed workplaces and communities to create spaces where people from all backgrounds can thrive.



Cultivating Workforce Diversity

In our pursuit of scientific breakthroughs, we believe that good ideas come from people of all backgrounds. We view diversity through a broad lens that encompasses culture, backgrounds, experiences and worldview to foster creativity and innovation. We value ID&E not only because it's the right thing to do, but also because it drives our business success.

New Hires in 2023

1,000+

employees hired

57%

are women

45%

are from underrepresented ethnic and racial groups (U.S.)

Global Workplace

22

countries

Global Workforce

55%

are women

41%

are from underrepresented ethnic and racial groups (U.S.)

Board of Directors

36%

are women

36%

are from underrepresented ethnic and racial groups

Increasing Our Talent Pipeline

Partnerships have proven to be one of the most effective means of creating an expanded pipeline to continue to build a more talented, productive and innovative workplace. This includes partnering with numerous organizations to design and provide early career programs that spark curiosity and empower growth among students in communities that have been traditionally underrepresented in biotechnology careers. Through these partnerships, Vertex has hosted nearly 170 internships and hired more than 40 full-time employees since 2014.

For five years, our work with the Biomedical Science Careers Program (BSCP) has provided students who are underrepresented in all facets of science and medicine with financial support, mentoring, skills workshops and networking opportunities. In 2023, we introduced the Vertex Biomedical Science Career Scholarship for students enrolled in high school, college, medical, graduate or professional school and active in BSCP programs.

Vertex collaborates with Boston-based Year Up to help close the opportunity divide by ensuring that young adults gain the skills, experiences and support that will empower them to reach their potential. Since 2021, Vertex and Year Up have offered a biotechnology curriculum to prepare young people for future careers in R&D and medicine. In 2023, 20 students joined Vertex for a six-month internship where they had the opportunity to use the skills they learned through the curriculum. At the end of the internship, Vertex offered 14 interns full-time roles. Since our partnership with Year Up began, we have hired 23 interns as full-time employees and have expanded the biotech curriculum to include training for cell and gene therapy roles.

To further attract talent from all backgrounds and open more doors to careers in biotech, we make jobs at Vertex accessible to anyone with the relevant skill sets. When hiring for new roles, we use a skills-based approach and remove academic degree requirements where appropriate. As a result, approximately 9 percent of our jobs do not require a four-year degree.

Examples of Key Partners

- ▶ Biomedical Science Careers Program
- ▶ Bottom Line
- ▶ FourBlock
- ▶ Hack.Diversity
- ▶ Life Sciences Veteran Action Network
- ▶ Posse
- ▶ Reaching Out MBA
- ▶ The 10,000 Black Interns Foundation (U.K.)
- ▶ The Boston Private Industry Council
- ▶ The Consortium
- ▶ The Thurgood Marshall College Fund
- ▶ United Negro College Fund (UNCF)
- ▶ Year Up

Vertex partners with organizations to expand access to career opportunities in life sciences and biotech for a diverse pool of talent, including veterans, people with diverse abilities, women, individuals from underrepresented racial and ethnic groups, members of the LGBTQ+ community, and those with diverse educational backgrounds.

Learn more about [ID&E at Vertex](#)



Supporting Employee Well-Being

To achieve our best work and deliver on our promise to patients, we need to be our best selves. That's why we offer a variety of industry-leading, inclusive benefits and opportunities to support our employees and their loved ones.

Our Total Rewards philosophy is to be competitive, inspire exceptional performance, recognize great work, promote employee well-being, facilitate opportunities for growth, and support a diverse and inclusive workforce with equitable rewards. We differentiate the employee experience through personalized solutions that are globally consistent and locally relevant.

We listen, learn and evolve our benefits through regular pulse surveys and focus groups. Twice annually, we administer companywide surveys to seek feedback directly from Vertexians and measure overall engagement and satisfaction. We continue to outperform industry benchmarks on our surveys with an 85 percent participation rate and an employee satisfaction score of 80, seven points higher than our industry benchmark. Our employees are also excited about Vertex's future, giving the company a prospect score of 91, which is 16 points higher than the industry benchmark.

Our inclusive benefits

- ▶ 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
- ▶ Up to 12 weeks of 100 percent paid Bonding Leave for all new parents in the U.S., regardless of caregiver status
- ▶ A minimum of 18–20 weeks of 100 percent paid leave for U.S. employees who give birth (inclusive of Medical Leave and Bonding Leave)
- ▶ A doula reimbursement of up to \$2,000 per birth
- ▶ A surrogacy and adoption reimbursement of \$25,000 per child
- ▶ Reciprocal IVF, donor sperm and egg, and egg cryopreservation coverage for U.S. employees
- ▶ Access to back-up child and adult care, senior planning and day care tuition discounts for U.S. employees
- ▶ A 25 percent match on employee contributions to Dependent Care Flexible Spending Accounts up to \$1,000 per year
- ▶ Gender affirming health care including a wide variety of procedures, services and prescription drug coverage
- ▶ Up to 12 weeks of 100 percent paid leave for U.S. employees to care for a family member with a serious health condition
- ▶ A tuition reimbursement program providing up to \$10,500 per year
- ▶ Student loan repayments, matching employee student loan payments up to a lifetime maximum of \$10,500
- ▶ Financial counseling via a digital platform and one-on-one sessions
- ▶ Company-paid access to Bright Horizons' Special Needs program, helping with a child's most pressing needs, and College Coach to assist students with the college application process
- ▶ Two companywide shutdowns, one week in August and one week in December, in addition to generous annual paid vacation time
- ▶ Workplace flexibility through Flex@Vertex
- ▶ Recognition and competitive rewards, including our annual cash incentive program and an employee-nominated awards program to recognize colleagues demonstrating our core values and making a positive impact on the Vertex culture



Career Growth and Development

We take a comprehensive approach to career development — one that’s employee-led, manager-facilitated and company-enabled. Employees have the opportunity to develop new skills, explore career possibilities, gain real-world experience with gigs, job rotations and cross-functional assignments, and make mentoring connections.

Growth and development trainings and tools include:

- ▶ **Vertex University** — a holistic learning hub that hosts Vertex trainings, each designed to meet rigorous standards of excellence based on adult learning best practices to meet each employee’s learning goals
- ▶ **Skill Builders series** — a growing, curated library of bite-sized, on-demand learning resources focused on building Vertex core competencies and behaviors
- ▶ **Manager Excellence Training** — cohort-based programs blending social, self-directed and applied learning to build people management capabilities and develop manager excellence at every level
- ▶ **MyVertex and Career Hub** — connects employees to experiences, development resources and subject matter experts through online portals that are available 24/7

Our Global Mentoring Program is open to all employees and facilitates matches based on mentee development goals and mentor strengths. Since its launch in 2020, the program has facilitated more than 2,300 mentoring matches and helped participants with everything from strengthening critical skills to gaining a trusted sounding board.

At Vertex, the world’s most talented and passionate people come together to advance science and transform lives. In return, we invest in them so they can grow and advance their own careers.



mentorcliQ

Join Our Global Mentoring Program

Benefits for mentees

- Working with a mentor is a fantastic way for the mentee to build a relationship, learn new skills and further their career.
- The partnership enhances understanding of the business, culture, and leadership competencies, while expanding their professional relationships and network.

“ My mentor has helped restore my confidence in presentations and delivery in meetings. ”

Benefits for mentors

- Mentoring focuses on supporting the growth and development of the mentee.
- Mentee relationship promotes...

“ I appreciate how my mentor has openly shared his opinion, personal experiences and suggestions. ”

How to sign up



Building Resilience Through Responsible Sourcing

Strong business partnerships are critical to our business success and ability to deliver for patients. We partner with suppliers that share our commitment to high ethical standards, who embrace diversity, exhibit a passion and sense of urgency to the patients we serve, strive for innovation, and operate in a socially and environmentally responsible manner.

We have policies and systems in place to help make sure our suppliers meet our high ethical standards. Our [Supplier Code of Conduct](#) outlines our expectations on a number of topics, including honesty and integrity, transparency, confidentiality, data privacy, insider trading and social and environmental responsibility.

In 2023, we also launched a new third-party risk management approach to more efficiently and effectively identify, mitigate and manage ongoing risk with third parties. This included the creation of a dedicated Third-Party Risk Management Office responsible for providing oversight for all third-party risk management policies, procedures and processes, and the launch of a global technology solution to scale and standardize our processes.

Employees also play a role in promoting sustainable sourcing at Vertex. In 2023, we launched our global Sustainable Sourcing Champion program to give employees an opportunity to drive awareness and engagement for sustainable sourcing activities and goals within their departments. Champions identify opportunities to do business with small/diverse suppliers, answer questions about supplier diversity, and keep their teams updated on the latest sourcing topics.

Increasing Supplier Diversity

Small and diverse businesses, which include businesses owned by minorities, women, LGBTQ+ individuals, veterans (including service-disabled veterans) and companies that meet U.S. Small Business Administration criteria, play an important role in strengthening and driving stability in communities. We're committed to fostering relationships with these businesses to further support economic inclusion and development.

In 2023, 18.1 percent of our impactable spend in the U.S. was directed to small businesses. We also met and exceeded our U.S. supplier diversity goals by 10 percent in 2023 and launched a new supplier diversity program in the U.K.

18.1%

of impactable spend was with small businesses in the U.S.¹

To encourage small and diverse businesses' success, we participate in the following:

- ▶ Diversity Alliance for Science's Elevate Black Mentor Program
- ▶ HELIX Supplier Diversity Forum (extension of Diversity Alliance for Science)
- ▶ Pacesetters
- ▶ Procurement Leaders
- ▶ Minority Supplier Development U.K.
- ▶ National Minority Supplier Development Council
- ▶ WEConnect International
- ▶ Women's Business Enterprise National Council
- ▶ Subscribing to a robust search platform that helps us identify small and diverse suppliers for upcoming projects

We are a member of the Pharmaceutical Supply Chain Initiative (PSCI), a group of pharmaceutical and health care companies that share a vision of better social, health, safety and environmental outcomes in the communities where we buy. We support the PSCI Principles for Responsible Supply Chain Management that set the standard for human rights, ethics, labor, health and safety, environment and related management systems.

¹ For the 2023 U.S. gov. fiscal year (Oct. 1, 2022–Sept. 30, 2023)



Carefully Manage Our Operations and Environmental Footprint

We are committed to limiting our environmental impact and to operating our business in a sustainable manner.

We implement a global approach that focuses on reducing our greenhouse gas (GHG) emissions, conserving water, minimizing waste, adopting green chemistry practices and promoting workplace safety. Our Environmental, Health and Safety team, along with an internal, cross-functional Sustainability Committee, oversees and implements these efforts in accordance with Vertex's commitment to the environment, health, safety and sustainability.



Sustainable Buildings

When we build or retrofit our facilities, we use green construction practices to prioritize healthy, highly efficient and cost-saving green buildings. Highly efficient, sustainable buildings help us mitigate our environmental footprint by reducing our GHG emissions, optimizing energy and water use, reducing waste and preserving natural resources. Many of our facilities around the world have achieved LEED (Leading Energy and Environmental Design), BREEAM (Building Research Establishment Environmental Assessment Method), SKA and/or Fitwel certification, which support sustainability and employee health and well-being throughout a building’s design, construction and use.

Our Jeffrey Leiden Center for Cell and Genetic Therapies in Boston was built to the highest standards of sustainable design. In 2023, it was certified LEED Platinum, the highest-level LEED certification for Interior Design and Construction, V4.1, and the first life sciences building to achieve this level of certification in Massachusetts. The Leiden Center also received the Award of

Merit for Interior/Tenant Improvement from Engineering News-Record New England for the innovative methods and sustainable practices used to construct the state-of-the-art research and manufacturing site.

We also ensure that our buildings are thoughtfully designed and prioritize accessibility to create an inclusive workplace that caters to the needs of all. For example, at our U.K. sites and office in Munich, we’ve taken a range of actions to improve accessibility — from adding new accessibility features to our restrooms and kitchen facilities to rearranging furniture to allow for easier wheelchair access. We also completed access audits at our facilities in Italy and France to determine how well these buildings meet the needs of people with physical disabilities, and accessibility features have been incorporated in the design phase for our new Brussels office that will open in 2024.

Driving Energy Efficiencies

Energy use is the primary driver of our emissions and therefore our greatest opportunity for reduction. This makes energy management in our buildings, where the majority of emissions are generated, a key aspect of our reduction strategy. In 2023, we entered into a power purchase agreement to provide renewable electricity to the Leiden Center, enabling us to source 53 percent renewable energy for the building. In the U.K., Vertex sources 100 percent renewable energy at our International Headquarters in London and our R&D facility in Oxford.



Green Buildings Around the World

Boston Fan Pier headquarters
LEED Gold certified

Boston Leiden Center
LEED Platinum certified

Dublin
SKA accreditation

London
BREEAM Excellent and
Fitwel 3 Star rating

Oxford and London facilities
100 percent renewable energy

Paris
SKA accreditation and
Fitwel 3 Star rating

Rome
Fitwel 2 Star rating

San Diego
LEED Gold certified

Sydney
Fitwel 2 Star rating

Warsaw
BREEAM Excellent rating

Protecting Local Biodiversity

Vertex’s commitment to the environment is inherent in the protection and preservation of local ecosystems. At our San Diego facility, we developed the surrounding outdoor space with biodiversity protection and conservation in mind. The space features innovative stormwater design with bioretention ponds and native vegetation that captures rain and water run-off. The water-efficient landscaping prevents canyon erosion and complements the natural beauty of the Torrey Pines Preserve. Attention was also given to maintaining the natural habitats of native species of wildlife including deer, coyotes, red-tailed hawks and other avian species, bobcats, reptiles and pollinators. The outdoor “backyard” space provides staff with a direct connection to the natural environment with walking paths encircling the backyard and adjacent to the Preserve.

Vertex is a member of the U.S. EPA’s ENERGY STAR® program, which supports our commitment to measure, track and improve our energy performance.



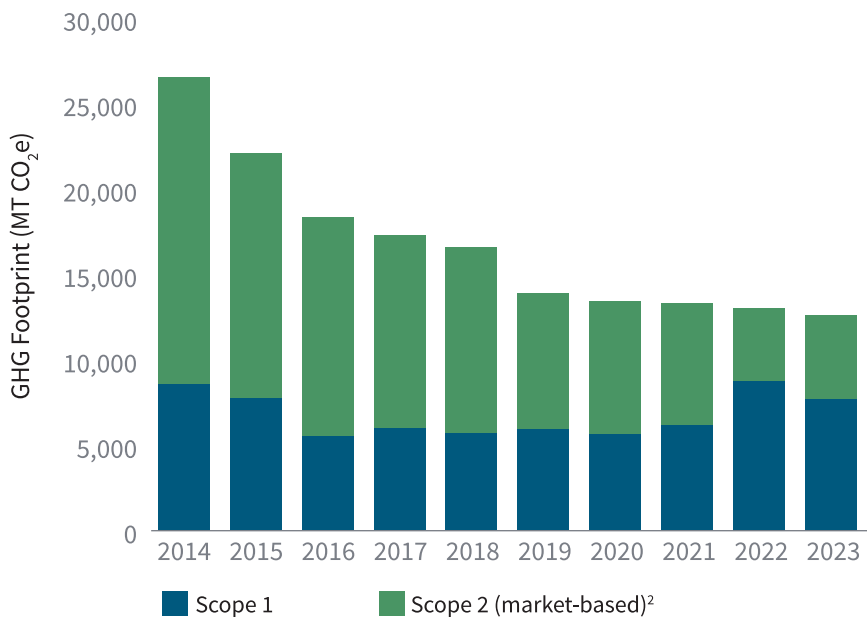


Reducing Our Emissions

We are committed to doing our part to mitigate climate change by managing our GHG emissions: setting ambitious targets, closely tracking our emissions, achieving reductions and reporting progress. From 2018 to 2022 we reduced our Scope 1 and 2 GHG emissions by 21.4 percent, meeting and exceeding our five-year reduction goal of 20 percent one year ahead of schedule. In 2023, we set a new target to reduce Scope 1 and 2 GHG emissions by 42 percent by 2032 using 2022 as our baseline, which aligns with the Science Based Targets initiative. Our first reporting year for the new target resulted in an absolute GHG emissions reduction of 3.5 percent during a time of substantial growth for the company.

In 2023, we completed a decarbonization study at three of our largest research and manufacturing locations. The goal of the study was to identify opportunities to electrify these facilities and reduce our global GHG footprint. The study will help inform our sustainability efforts over the next 10 years.

Global Scope 1 + 2 Emissions (market-based)¹



¹ ERM CVS provided limited assurance of Scope 1 GHG emissions, Scope 2 (location- and market-based) GHG emissions and total emissions (Scope 1 and Scope 2 market-based) data for 2018–2023. Assurance information for 2018–2022 can be found in the associated CR reports. The 2023 ERM CVS Assurance Report and Basis of Reporting can be viewed at www.vrtx.com/responsibility/policies-positions-and-reports.

² For Scope 2 market-based emissions, international locations apply location-based IEA factors instead of residual mix factors.

To reach our new GHG reduction goal, we will focus on:



Building sustainably to minimize growth in emissions



Managing energy use to reduce emissions at existing facilities



Investing in green energy to increase electrification and ensure long-term emissions reductions

Since 2014, we've reduced absolute GHG emissions by

53%

We also recognize the importance of addressing emissions across our value chain. In 2023, we implemented a new carbon accounting software tool to more accurately track our global emissions across our value chain. Our total 2023 Scope 3 emissions were 474,129 metric tons of carbon dioxide equivalent (MT CO₂e). This calculation utilized a variety of emission factors and methods aligned with the Greenhouse Gas Protocol and the Partnership for Carbon Accounting Financials. The Scope 3 categories that we consider most relevant to our business are:

- ▶ Purchased goods and services
- ▶ Capital goods
- ▶ Fuel- and energy-related activities
- ▶ Upstream transportation and distribution
- ▶ Waste generated in operations
- ▶ Business travel
- ▶ Employee commuting
- ▶ Downstream leased assets
- ▶ Downstream transportation and distribution
- ▶ End of life treatment

We are a member of the PSCI Scope 3 Topic Team, which helps to set standards for measuring, managing and reducing supply chain GHG emissions, and continue to partner with our suppliers on Scope 3 reduction opportunities.



A-

score on 2023 CDP Climate Change survey for demonstrating environmental leadership (global average score is C)

Assessing Climate Risk and Opportunities

Comprehending climate risks and opportunities is an important part of our corporate governance and helps us to identify priorities and make informed decisions.

We conduct a climate risk assessment every two years to identify, assess and quantify our climate-related risks and opportunities over the short, medium and long term. Our latest assessment was completed in January 2023, and part of the analysis focused on the risks of increased cost for raw materials and scarcity of natural resources. Our approach is aligned with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations and uses shared socioeconomic pathways to develop potential scenarios that could impact our activities by 2030.

The analysis indicated that Vertex faces minimal risks to its business associated with the transition from fossil fuels to a lower-carbon economy. Our greatest climate risks are physical risks, including the potential impacts of drought on our locations in California and coastal flooding near our key facilities in Boston's Seaport District. However, we believe that our business continuity strategies and existing mitigation processes, including use of flood barriers, waterproofing, watertight doors and storm-resistant glass, reduce the risk of a catastrophic event.





Conserving Water and Minimizing Waste

We make strides in water conservation and waste reduction year over year by continually looking for new ways to make our processes leaner and more efficient. In 2023, we conducted a water stewardship assessment at our laboratory research building in Oxford, U.K. Such assessments detail the volume and sources of water consumption in our laboratory and manufacturing operations and help us identify areas where we can further improve water efficiency. To date, we have completed assessments at 64 percent of our real estate by square footage.

We prioritize waste reduction in research and manufacturing, which is our largest source of waste generation. Our Leiden Center facility currently repurposes more than 80 percent of its medical biowaste annually, and we have continued to expand vendor takeback programs and improve product distribution processes to reduce waste across the organization.

In 2023, we launched a more environmentally friendly process to treat biological waste at our Fan Pier facility. Traditional treatments of biological waste range from

simple incineration to steam decontamination and disinfection using hazardous chemicals. With our new method of disposal, ozone decontaminates biological waste using a fraction of the energy of other technologies. When the treatment is complete, the ozone reverts back to oxygen, and the treated waste is made into recyclable plastic beads which can then be used to make a variety of plastic products. For Vertex, this technology represents a substantial reduction in environmental impact compared to standard treatments.

We are committed to diverting waste from landfills, where feasible, to reduce our environmental impact. We have partnered with several key suppliers to implement takeback and recycling programs at our research and manufacturing sites. Examples of our takeback programs include Tyvek gowning, gloves and hairnets from manufacturing, and Styrofoam packaging, antibody racks and nonhazardous plastic

Water assessments completed at

64%

of our real estate by square footage

material from laboratories. In 2023, these initiatives diverted more than 30 metric tons of laboratory and manufacturing waste from landfill.

We also find ways to repurpose our surplus laboratory and office equipment to further reduce waste. In 2023, we donated more than 400 pieces of decommissioned laboratory equipment to five universities and three charities in the U.K. and provided more than 32,000 pounds of furniture, supplies and technology equipment to local schools and nonprofits in Boston.





Packaging Sustainability

Vertex is committed to using sustainable packaging for our products. Our goal is to deliver safe and effective medicine to patients, which includes using packaging materials that protect our medicines and comply with global packaging standards.

From the start of the design process, we incorporate sustainable options wherever possible. Components are right-sized to avoid excess material, and, where possible, recyclable materials such as paperboard cartons and corrugated shipping containers are used. Additionally, printed Patient Information Leaflets are utilized only where necessary. We continue to assess and implement more sustainable packaging solutions for all of our medicines, while maintaining the highest standards of quality for patients.

Innovating With Green Chemistry

Vertex is committed to reducing the environmental impact of drug discovery through green chemistry. Our green chemistry initiatives include efforts to understand, reduce and minimize the environmental impact of Vertex therapies. Our labs promote the use of the 12 principles of green chemistry, which include efficient use of renewable raw materials, elimination of waste and avoidance of toxic and hazardous materials.

In 2023, several of our labs achieved My Green Lab certifications, which help scientists implement sustainable practices and behavior changes across 14 topics, including energy, waste and water. Our Oxford, U.K., research chemistry lab was awarded the highest level of certification (Green) by My Green Lab. Two biology labs in Boston also received My Green Lab certification — one at the Gold Level and one at the Platinum level.





Engaging Employees in Sustainability

Another component of our sustainability approach invites employees to collectively enact change at Vertex and at home through our global Green Teams. These teams act as sustainability champions within their functional areas, countries and regions by helping to raise awareness of environmental sustainability, developing new programs and driving progress. In 2023, our Green Teams progressed a number of initiatives resulting in:

- ▶ Energy savings of 305.6 kWh per day — the equivalent of 10 households' worth of energy — by initiating a freezer cleanup and defrosting effort focused on four biology labs in Boston
- ▶ Increasing electric vehicle charging capacity by 133 percent by installing more charging points in Oxford, U.K.

In San Diego, we were recognized by iCommute/SANDAG as a Diamond Award recipient for the sixth year in a row for our efforts to promote alternative commuting choices.

We have several programs that help employees reduce their impact when they're not in the office. Our U.K., France, Italy and Netherlands offices provide green allowances for employees who commute via public transportation. We provide €250 eco-vouchers to all employees in Belgium to use toward the purchase of ecological goods and services. In addition, we have a flexible work program that allows certain categories of employees to work from home for two or more days per week, which reduces the environmental impact of their commutes.





Prioritizing Health and Safety

Over the years, Vertex has built a strong, proactive safety culture that prioritizes accident prevention through diligence, shared accountability and thoughtful reflection. 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. For example, each of our research and manufacturing sites has a Safety Committee, a forum where safety representatives, safety officers and Environmental, Health and Safety personnel meet regularly to discuss health and safety at the site and recommend preventive and corrective actions. In 2023, our total recordable incident rate (TRIR) was 0.33.^{1,2} Days away, restricted or transferred (DART) was 0.15.^{1,2} Both are extremely low compared with industry benchmarks of 0.9 and 0.5, respectively. We continually improve our performance by investing in safety programs and incorporating industry best practices to ensure that employees, contractors and visitors experience a healthy and safe work environment.

0.33

Total Recordable Incident Rate (TRIR)^{1,2}

0.15

Days Away, Restricted or Transferred (DART)^{1,2}

¹ Per 200,000 hours worked.

² ERM CVS provided limited assurance of safety data for 2020–2023. Assurance information for 2020–2022 can be found in the associated CR reports. The 2023 ERM CVS Assurance Report and Basis of Reporting can be viewed at www.vrx.com/responsibility/policies-positions-and-reports.





In 2023, our international regions implemented the Healthy Working Plus ergonomic program, which helps employees identify areas for ergonomic improvement of their workstations and working habits through e-learning, virtual assessments and equipment requests. To date, 78 percent of Vertex's international employees have completed the ergonomic trainings and risk assessments.

We work hard to prioritize the health of our employees and contractors. We hosted 27 vaccine clinics for employees in the U.S. and the U.K. in 2023, administering nearly 2,000 flu and COVID vaccines. We also created internal resources to bring awareness to workplace reproductive health hazards and streamlined and simplified the process to provide reproductive hazard assessments for employees.

Highlights of Our Safety Program



Engineering Controls

We incorporate engineering controls into the design of laboratories and manufacturing centers, wherever possible. This protects employees from hazards. As an example, our Leiden Center features error proofing for all compressed gases.



Ergonomics

These practices help prevent injuries to scientists who spend long periods on their feet or who work at multitiered stations. We provide comprehensive training and assessment tools to support employees who work at desks.



Continuous Manufacturing

Some of our medicines are manufactured on an end-to-end, single, uninterrupted production line. This increases worker safety by reducing steps and material transfers and 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.



Incident and Near Miss Reporting

This global reporting tool allows all sites to report near misses and other incidents in order to help raise potential safety concerns before they turn into problems.



Active Pharmaceutical Ingredient Training

These trainings increase knowledge among our scientists on how to handle very potent, active pharmaceutical ingredients.



Protecting Our Supply Chain

We are focused on ensuring the safety and security of our supply chain to protect our products and patients. Our medicines meet the highest safety, ethical and environmental standards. Vertex's Secure Supply Chain Council is a cross-functional team that leads our work to prevent, detect and respond to instances of product diversion, tampering and counterfeiting, and maintain the quality of our products for the patients who rely on them. Some of the ways we do this are:

- ▶ Monitoring markets and incorporating controls continually 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
- ▶ Incorporating serialization, which is the process of adding a unique identifier to the final packaging that can be tracked through the supply chain
- ▶ Continuously expanding our global product track and trace capability throughout the supply chain from manufacturer to wholesaler or specialty pharmacy
- ▶ Investigating instances of potential counterfeiting/falsification, theft and diversion, and partnering with law enforcement when warranted
- ▶ Using a defined defect notification process to alert health authorities, patients and business partners of potential risks associated with potentially counterfeit/falsified products
- ▶ Educating our employees on the process for identifying and reporting product complaints through an annual training as outlined in our [Code of Conduct](#)
- ▶ Implementing new business processes and digital capabilities to proactively and appropriately address requirements unique to new modalities including cell and gene therapies
- ▶ 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)

Safeguarding Data and Privacy

Vertex respects the privacy of all individuals, including our patients and our employees and business partners. To keep data and privacy secure, we act to continually enhance our global security measures. This includes:

- ▶ Implementing a zero-trust model
- ▶ Maintaining a robust third-party cybersecurity risk management program
- ▶ Regularly updating our websites and business systems to meet new and emerging privacy and cybersecurity regulations
- ▶ Requiring all Vertexians to participate in an annual cybersecurity training
- ▶ Administering randomized phishing testing for all Vertexians
- ▶ Conducting weekly cyber threat hunting and vulnerability management activities
- ▶ Engaging with government and industry groups to share vital physical and cyber threat intelligence and best practices

We regularly conduct risk assessments of our largest suppliers and share results with them so that they can improve their own cybersecurity practices. We also have a dedicated Privacy Office and an internal Privacy Champions Network that includes more than 80 privacy champions representing more than 60 functional areas and 13 countries. Since 2017, this network of employees has served as the Privacy Office's eyes and ears on the ground, fostering privacy as a core guiding principle for the organization and assisting with privacy questions and risk assessments. Each champion completes a five-course training certification and has privacy-related responsibilities recognized as part of their job performance.



Make a Positive Impact in the Communities Where We Are Located

We aim to make a positive impact in communities where we are located by bolstering the next generation of innovators, supporting patients and their families and enabling solutions to community challenges.

In 2023, Vertex and the Vertex Foundation awarded more than \$42 million in charitable giving. We support projects and organizations with a strong commitment to creating a more inclusive and equitable society.

The Vertex Foundation is a critical part of our work in the community. It aims to improve the lives of people with serious diseases and contribute to our local communities through education, innovation and health. Learn more at www.vertexfoundation.org.





Our Longstanding Commitment to STEAM

Our global STEAM education programs are designed to provide opportunity and show young people in our local communities how impactful, rewarding and exciting a career in biotechnology can be, while enabling Vertexians to share their skills and expertise. We are intentional about creating opportunities for individuals from backgrounds that have been traditionally underrepresented in biotech. A key differentiator of Vertex's programs is that high school students are compensated for their participation in internship and mentorship programs, helping to address educational and opportunity inequities and enabling students to participate. Our innovative projects and programs include:

School Partnerships

Through our Learning Labs in Boston, San Diego and Oxford, U.K., we provide students and schools with access to hands-on STEAM education experiences and exposure to STEM industries. In 2023, we hosted reading circles with elementary school students in Boston to coincide with heritage months, including Black History, Women's History and Hispanic Heritage. In San Diego and Oxford, U.K., we facilitated additional engagement opportunities for employees, including scientist cameos, career panels and professional development workshops for teachers.

Youth Engagement in Local Communities

We develop and leverage strategic partnerships to maximize impact in our communities. One example is the Vertex Foundation's five-year partnership with the Isabella Stewart Gardner Museum's Thinking Through Art Program, which provides Boston Public Schools' teachers with training and networking opportunities in arts-based skill development. In 2023, the program served 3,800 students and 115 teachers from 85 schools.

Globally we reached nearly
3,000 students in our
local communities through
our STEAM programs in 2023

¹ The three Global Summer Internships Programs (Boston, Oxford, U.K., and San Diego) were part of Vertex's paid internship opportunities for local high school students to inspire and provide them with STEM career opportunities. As part of this work, all of Vertex's paid internship opportunities used the Common Instrument Suite.

Our Boston Learning Lab has partnered with the East Boston High School since 2019, hiring nearly 38 students through our summer high school internship program and welcoming 205 students for class visits in 2023. We also hosted a special Hispanic Heritage Month celebration with the school's English as a Second Language class, followed by a career panel with Vertex employees who are fluent in Spanish.

Talent and Workforce Development

We provide hands-on career experiences to local high school students through three paid internship programs. We have hired more than 460 high school interns since 2012, including 61 in 2023.

We make connections between students and Vertex employees in partnership with our four global ERNs. In 2023, an external evaluator found that 100 percent of our employee managers looked forward to mentoring and managing their high school student each week.¹





Collaborating to Solve Community Challenges

Innovation is not only core to our mission to improve the lives of people with serious diseases; it also extends to supporting initiatives that enable effective solutions to community challenges. By partnering with organizations using innovative approaches to social problems, the Vertex Foundation aims to develop solutions that are more efficient, sustainable or equitable than the status quo.

For example, since 2018, the Vertex Foundation has supported RIZE Massachusetts, a nonprofit working to end the opioid epidemic in the commonwealth. RIZE works to build networks, design programming, and support community partners who are using novel approaches to prevent overdoses.

Their programs reach approximately 10,000 adults each year throughout every county in Massachusetts.

Other efforts we support include:

- ▶ Sponsoring City Year mentors at schools in Boston and London to provide social, emotional and academic support to inner-city students and create a positive school culture and climate.
- ▶ Supporting Feeding San Diego's School Pantry and Mobile Pantry Programs, which distribute nutritious meals to local children, and their families, who are facing food insecurity. Feeding San Diego is the leading hunger relief and food rescue organization in San Diego County.
- ▶ Partnering with Second Chance Cars to mobilize low-income veterans and returning citizens with affordable car ownership to access employment and improve quality of life. Second Chance Cars has been part of our Global Day of Service program and is sponsored by BRAVE, our ERN for veterans and first responders.

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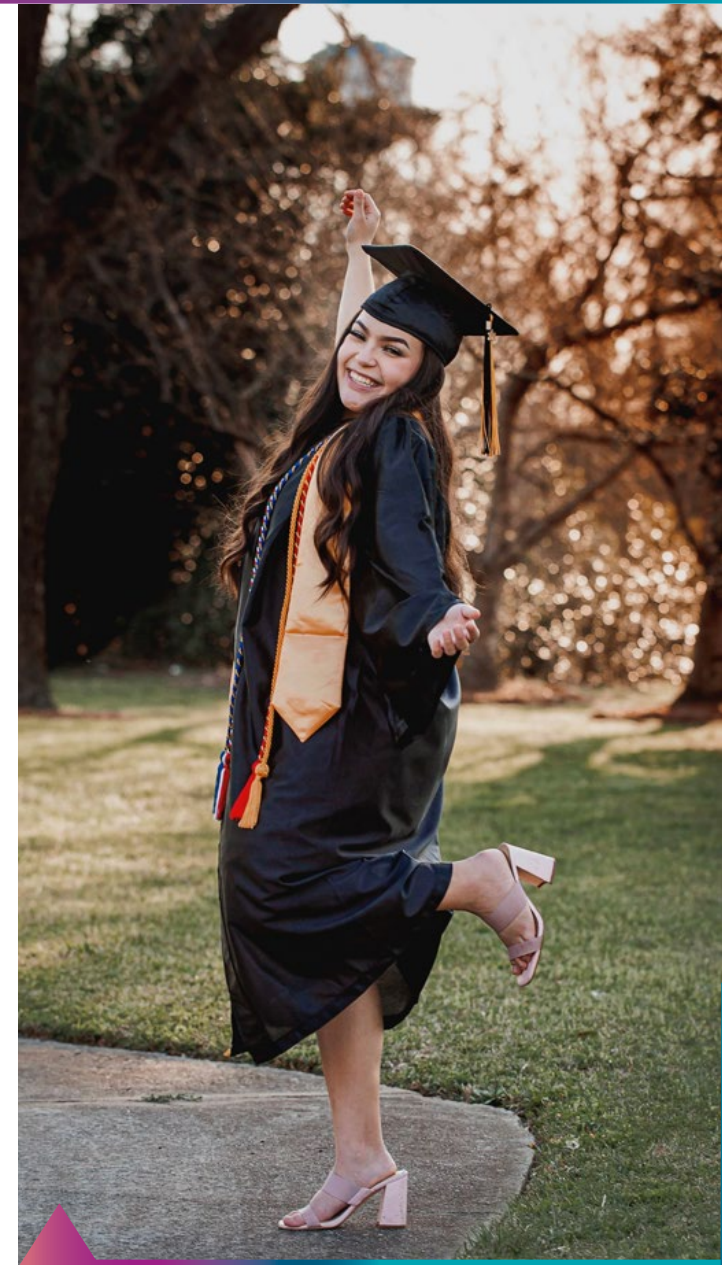
Vertex Foundation Scholarships awarded in 2023

Supporting Healthy Families

We have several initiatives in place to support quality of life for families of those living with serious diseases.

In 2023, the Vertex Foundation Scholarship awarded scholarships to 86 people with CF and their family members in 32 U.S. states and five Canadian provinces. More than \$2.6 million has been awarded since the scholarship program started in 2017.

We also are a committed supporter of the Massachusetts General Hospital Comprehensive Sickle Cell Disease Treatment Center, which aims to increase the quality of care for patients with SCD across the greater Boston area. The Center builds upon community relationships to continuously learn about the needs of the community and raise awareness of the resources and positive patient outcomes that result from the program. Our ongoing support will enable the Center to phase in additional staff and budget for services that are currently provided on a volunteer basis, including nurse navigators, patient coordinators, social workers and integrative medicine providers.



Scholarship recipient Monserrat Tejeda-Muñoz is living with CF and attends the University of Georgia.



Empowering Employees to Give Back

Through our two signature employee engagement programs — the Vertex Foundation Matching Gift Program and the Vertex Volunteers program — Vertexians can contribute their time, talent and resources to the causes they care about most.

Matching Gift Program

The [Vertex Foundation Matching Gift Program](#) matches employee donations 1:1 to eligible nonprofit organizations and offers opportunities to receive 2:1 matching multiple times a year, including Giving Tuesday. The program continues to grow each year, and in 2023, employees and the Vertex Foundation contributed almost \$4.5 million to 2,183 nonprofits across the globe.

Matching Gift Program By-the-Numbers

~11,000
donations

1,805
employees

17
countries

Vertex employees who currently serve on nonprofit boards receive an annual donation from the Vertex Foundation to support the nonprofit

Global Day of Service

Our annual [Global Day of Service](#) is a paid day of volunteering that gives employees the chance to lend their time and expertise to nonprofit organizations. Our 15th Global Day of Service was bigger and better than ever: 60 percent of eligible employees participated, far surpassing the average corporate volunteer program participation rate of 19.8 percent.¹

60%
employee volunteering
participation rate globally

8,276
volunteer hours across 125+
opportunities with 73 nonprofits



¹ Chief Executives for Corporate Purpose, [Giving in Numbers 2023 Report](#).



Appendix

Key Performance Indicators

Metric	2023	2022	2021
Business and Ethics			
R&D Investment (GAAP, in USD thousands)	3,690,000	2,655,800	3,051,147 ¹
R&D Investment as a Percentage of Business Operating Expenses (GAAP)	77%	74%	78%
% of Employees Who Completed Their Annual Code of Conduct Training	100%	100%	100%
% Spend on Small Businesses ²	18.1%	18.6%	19.5%
Workplace			
% of Workforce Who Are Women	55%	54%	54%
% of Leadership (VP & above) Who Are Women	40%	39%	41%
% of Workforce Who Are From Underrepresented Ethnic and Racial Groups (U.S.)	41%	40%	36%
% of Leadership (VP & above) Who Are From Underrepresented Ethnic and Racial Groups (U.S.)	21%	20%	19%
% of New Hires Who Are From Underrepresented Ethnic and Racial Groups (U.S.)	45%	51%	43%
% of Board of Directors Who Are Women	36%	36%	40%
% of Board of Directors Who Are From Underrepresented Ethnic and Racial Groups	36%	45%	40%
Voluntary Turnover Rate (Global, Trailing 12 Months Metric)	4.7%	8.7%	11.6%
Community			
Nonprofits Supported Through Matching Gift Program	2,183	1,895	1,971
Hours Volunteered by Employees During Work Time	10,013	7,845	5,006
% of Employees Who Volunteered on Global Day of Service	60%	57%	42%

¹ 2021 R&D Investment included a one-time \$900 million payment to CRISPR Therapeutics as announced in our amended collaboration agreement.

² For the 2023 U.S. gov. fiscal year (Oct. 1, 2022–Sept. 30, 2023).



Metric	2023	2022	2021
Environment, Health, Safety and Sustainability			
TRIR (per 200,000 hours worked) ³	0.33	0.24	0.21
DART (per 200,000 hours worked) ³	0.15	0.15	0.05
% Square Feet of Buildings Operated That Are Green Certified	82% ⁴	83%	73%
Total GHG Emissions Scope 1 & Scope 2 Market-Based (metric tons CO₂e)^{3,5}	12,558	13,009	13,287
GHG Scope 1 (metric tons CO ₂ e) ³	7,670	8,723	6,128
GHG Scope 2 (metric tons CO ₂ e) ^{3,5}	4,888	4,285	7,159
GHG Scope 3 (metric tons CO ₂ e)	474,129	249,816	N/A
CDP Climate Change Survey Score	A-	B	B
% Energy From Renewable Sources	49%	N/A	N/A
Total Waste (metric tons)^{3,6}	1,689	1,308.1	1,111.8
Nonhazardous Waste (metric tons)^{3,6}	1,212	879.2	724.1
Nonhazardous Waste Diverted From Landfill (metric tons) ^{3,6}	403.1	372.3	301.2
% Nonhazardous Waste Recycled or Composted ^{3,6}	33%	42%	42%
Hazardous Waste (metric tons)^{3,6}	476.9	428.9	387.7
Laboratory and Manufacturing Waste Recycled (metric tons) ³	119.6	89.3	41.9
% Total Waste Diverted From Landfill^{3,6,7}	52%	60%	62%
Total Water Consumed (megaliters)	169.3	160.6	102.5
% Vertex-Operated Facilities With Water Stewardship Assessments Completed	64%⁸	64%	N/A

³ ERM CVS provided limited assurance of safety rates (TRIR, DART), total GHG Emissions Scope 1 & Scope 2 Location- and Market-Based (metric tons CO₂e), and waste data for 2020–2023. Assurance information for 2020–2022 can be found in the associated CR reports.

The 2023 ERM CVS Assurance Report and Basis of Reporting can be viewed at www.vrtx.com/responsibility/policies-positions-and-reports.

⁴ Percentage decreased due to an increase in our global footprint.

⁵ Location-based Scope 2 emissions were 14,405 MT CO₂e. For Scope 2 market-based emissions, international locations apply location-based IEA factors instead of residual mix factors.

⁶ Waste figures represent waste associated with Vertex operations. This includes small-scale internal renovations but excludes expansions and new building construction.

⁷ Includes hazardous and nonhazardous waste diverted from landfill via recycling, composting, fuel blending and incineration for repurposing or energy recovery.

⁸ Additional assessments were completed in 2023, however, percentage did not change due to an increase in our global footprint.



SASB Index

We monitor key corporate responsibility metrics across the business. The table below tracks 21 metrics in alignment with the Sustainability Accounting Standards Board (SASB) Biotechnology and Pharmaceuticals industry reporting framework. These include metrics discussed in this 2023 Corporate Responsibility Report, 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, Ethics and Oversight, page 11 Find a Clinical Trial website
	Number of inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI) and (2) Official Action Indicated (OAI)	HC-BP-210a.2	U.S. FDA Inspection Classification Database
	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	HC-BP-210a.3	As reported in our Annual Report on Form 10-K , Vertex is not currently subject to any material legal proceedings associated with clinical trials in developing countries.
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	Access to Our Medicines, page 9
	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.
Drug Safety	Products listed in public medical product safety or adverse event alert databases	HC-BP-250a.1	FDA MedWatch Safety Alerts for Human Medical Products Database
	Number of fatalities associated with products	HC-BP-250a.2	FDA Adverse Event Reporting System
	(1) Number of recalls issued, (2) total units recalled	HC-BP-250a.3	Vertex had no recalls in 2023.
	Total amount of product accepted for take-back, reuse or disposal	HC-BP-250a.4	None
	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	HC-BP-250a.5	In 2023, there were no GMP FDA enforcement actions involving Vertex. FDA Compliance Actions can be found at FDA Data Dashboard .
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 31
	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 31
	Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	HC-BP-260a.3	None



Accounting Metrics

Topic	Accounting Metric	Code	Disclosure Location
Ethical Marketing	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	HC-BP-270a.1	As reported in our Annual Report on Form 10-K , Vertex is not currently subject to any material legal proceedings associated with false marketing claims.
	Description of code of ethics governing promotion of off-label use of products	HC-BP-270a.2	Vertex Code of Conduct , page 20 Annual Report on Form 10-K , pages 23 and 43-44
Employee Recruitment, Development and Retention	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	HC-BP-330a.1	Cultivating Workforce Diversity, page 18 Supporting Employee Well-Being, page 19
	(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 36
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	HC-BP-510a.1	As reported in our Annual Report on Form 10-K , Vertex is not currently subject to any material legal proceedings associated with corruption and bribery.
	Description of code of ethics governing interactions with health care professionals	HC-BP-510a.2	Vertex Code of Conduct , page 20

Activity Metrics

Topic	Code	Disclosure Location
Number of Patients Treated	HC-BP-000.A	Access to Our Medicines, page 9
Number of Drugs (1) in Portfolio and (2) in Research and Development (Phases 1-3)	HC-BP-000.B	Our Approved Medicines Research and Development Pipeline

Additional Resources

[2023 10-K Report](#)

[2023 Climate Change Disclosure \(CDP\)](#)

[Code of Conduct](#)

[Commitment to the Environment, Health, Safety and Sustainability](#)

[Commitment to the Ethical Conduct of Scientific Research](#)

[Compliance Program](#)

[Federal Employer Information Report \(EEO-1 data\)](#)

[Political Engagement Principles](#)

[Position on Global Access](#)

[Supplier Code of Conduct](#)

[Supplier Diversity Program](#)

[View on Drug Pricing](#)



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Special Note Regarding Forward-Looking Statements

This Corporate Responsibility Report includes forward-looking statements about, among other things, our performance on environmental, social and governance topics, including goals and targets, company strategies and growth potential, that are subject to substantial risks and uncertainties that could cause actual results to differ materially from those expressed or implied by such statements. Those risks and uncertainties include those listed under the heading "Risk Factors" in Vertex's annual report filed with the Securities and Exchange Commission (SEC) and available through the company's website at www.vrtx.com and on the SEC's website at www.sec.gov. You should not place undue reliance on these statements. Vertex disclaims any obligation to update the information contained in this report as new information becomes available.