VERTEX

THE SCIENCE *of* POSSIBILITY

2025

Corporate Responsibility Report

About Vertex

We are a global biotechnology company that invests in scientific innovation to create transformative medicines for people with serious diseases and conditions. We have approved therapies for cystic fibrosis, sickle cell disease, transfusion-dependent beta thalassemia and acute pain, and continue to advance clinical and research programs in these areas. 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. Our mid- and late-stage clinical pipeline includes IgA nephropathy, neuropathic pain, APOL1-mediated kidney disease, primary membranous nephropathy, autosomal dominant polycystic kidney disease, type 1 diabetes, generalized myasthenia gravis, and myotonic dystrophy type 1.

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 2025 programs, activities and metrics.

Table of Contents

1 Leadership Message

2 2025 Corporate Responsibility Priorities and Progress

3 Our Approach to Corporate Responsibility

4 Improve the Lives of People With Serious Diseases

12 Foster a Culture of Innovation, Integrity and Belonging

21 Carefully Manage Our Operations and Environmental Footprint

31 Make a Positive Impact in Our Communities

37 Appendix

Leadership Message

Reshma Kewalramani, M.D. CEO & President

At Vertex, our corporate strategy is grounded in the conviction that a sustained, disciplined focus on serial innovation — aimed at delivering transformative medicines for serious diseases with high unmet need — creates enduring value for patients and all stakeholders. That conviction was clearly demonstrated in 2025 through strong commercial performance, meaningful pipeline progress, and robust financial results. We are proud of these advancements, as well as our continued efforts to operate responsibly.

In 2025, we added to our increasingly diversified commercial portfolio by successfully launching JOURNAVX® in acute pain, our fourth commercialized disease area. In cystic fibrosis (CF), we launched ALYFTREK®, which builds upon TRIKAFTA® by providing the best CFTR protein function restoration of any of our approved medicines, while also demonstrating efficacy in additional mutations and allowing for once-daily dosing. In addition, we accelerated adoption of and built significant momentum for CASGEVY® in the U.S., Europe and the Middle East. Importantly, we also began preparing for the anticipated near-term commercialization of povetacicept in IgA nephropathy, the first product in our rapidly advancing renal pipeline. We believe our emerging renal franchise — alongside CF, heme and pain — will enable us to serve even more patients living with serious conditions.

On the research and development front, our differentiated strategy has delivered a broad, deep and advanced pipeline that has the potential to deliver more transformative medicines. In addition to povetacicept in IgA nephropathy, we have four other programs in pivotal development, including potential therapies for APOL1-mediated kidney disease, diabetic peripheral neuropathy, type 1 diabetes and primary membranous nephropathy. Our earlier stage pipeline is also making strong progress with multiple programs advancing in research as well as in the clinic.

In addition to our business achievements, we remain committed to making a positive impact in the communities where we live and work. In 2025, we deepened our engagement with patient organizations across our therapeutic areas to raise awareness, support advocacy, and better understand the needs of the communities we serve. We nurtured our culture of innovation, integrity and belonging by recruiting, retaining and developing top talent, while supporting employees with competitive and comprehensive Total Rewards and opportunities to advance their careers.

We also continued our commitment to environmental sustainability, including managing our global greenhouse gas (GHG) emissions, conserving resources and achieving green building certifications for our facilities. During our annual Global Week of Service, 83 percent of Vertex employees around the world contributed more than 11,800 volunteer hours, impacting the lives of over 64,000 individuals. Vertex and the Vertex Foundation also awarded approximately $51 million in donations to support initiatives that advance education, health, social innovation and our communities. We are honored that Vertex continued to be recognized as an excellent place to work, receiving accolades such as *Fortune* 100 Best Companies to Work For, *TIME* 100 Most Influential Companies, and *U.S. News & World Report* Best Companies to Work For.

It is an exciting time for Vertex. With our leadership in cystic fibrosis, growing commercialized products, robust pipeline and our strong financial profile, we are well-positioned to drive sustained growth over the long term. As we look to the future, we are inspired by the opportunities ahead and remain committed to advancing science, operating responsibly, and creating a lasting impact for patients, employees and communities around the world.

RESHMA KEWALRAMANI, M.D.
Chief Executive Officer
& President

2025 Corporate Responsibility Priorities and Progress

Improve the Lives of People With Serious Diseases

3 out of 5
employees work in R&D roles

10+
programs in clinical development

7
approved therapies across 4 disease areas

50%+
of business operating expenses invested in R&D (GAAP)

Foster a Culture of Innovation, Integrity and Belonging

6,400
employees across 20 countries

100%
of employees completed annual Code of Conduct training

5
global employee resource networks designed to increase connection and belonging

32
best places to work and innovation awards

Carefully Manage Our Operations and Environmental Footprint

49%
reduction in absolute Scope 1 and 2 GHG emissions since 2014

1.6 million+
square feet of facilities and commercial offices that are green certified

~99%
renewable energy at our International Headquarters and research facility in the UK

0.13
Total Recordable Incident Rate (TRIR)

Make a Positive Impact in Our Communities

$51 million
in giving by Vertex and the Vertex Foundation

83%
of employees volunteered during annual Global Week of Service

2,775
nonprofit organizations supported through Employee Matching Gift Program

4,500+
students participated in our STEAM education programs

Our Approach to Corporate Responsibility

Everyone at Vertex is driven to make a difference in the lives of people with serious diseases. The same values that drive our search for new and transformative medicines — innovation, collaboration, fearlessness and a commitment to patients — also fuel our efforts to operate responsibly and be a good corporate citizen.

We believe that the greatest impact we can have as a business is to deliver on our mission to create transformative medicines for people with serious diseases and conditions. Consequently, our approach with respect to environmental, social and governance opportunities and risks is to prioritize those that are most important to achieving our mission.

Our Board oversees an enterprise-wide approach to risk management to support our long-term operational performance and growth. Understanding, mitigating and monitoring the risks that we face, including those related to environmental, social and governance topics, is fundamental to these efforts. As detailed in our **Corporate Governance Principles**, the Board receives and considers updates regarding key matters. Our Corporate Governance & Nominating Committee is responsible for overseeing our environmental, social and governance strategy, including identifying current and emerging trends that are expected to have a significant impact on our ability to deliver sustained growth.

At the management level, our Executive Committee maintains oversight of our strategy, with individual members accountable for topics related to their functions. Our Chief Legal Officer oversees the team accountable for advancing Vertex's efforts, which works in close collaboration with cross-functional stakeholders across the organization and allows us to effectively monitor our priority areas and take action where needed.

We regularly assess our efforts and, in so doing, consider feedback from key stakeholders such as patients, the medical community, regulators, investors, employees and suppliers.

Key Recognitions

BioSpace
Best Places to Work

Boston Business Journal
Best Places to Work
Top Charitable Contributors in Massachusetts

The Boston Globe
Top Places to Work

Forbes
World's Best Employers
America's Best Employers for Company Culture
America's Best Employers for Women

Fortune
100 Best Companies to Work For
Best Workplaces in Biopharma (U.S. and UK)

The Gairdner Foundation
Canada Gairdner International Award

The Galien Foundation
Prix Galien Award Belgium — CASGEVY®
Prix Galien Award France — CASGEVY®
Prix Galien Award Germany — CASGEVY®
Prix Galien Award Poland — KAFTRIO®

Glassdoor
Best Places to Work

Great Place to Work®

Humankind 100

Newsweek
America's Greatest Companies
America's Most Responsible Companies
America's Greatest Workplaces for Culture, Belonging and Community
World's Greenest Companies

Points of Light
The Civic 50: One of the most community-minded companies in the U.S.

San Diego Union-Tribune
Top Workplaces

Science Magazine
Top Employers

Sunday Times
Best Places to Work in the UK

The Women's Edge
Top 100 Women-Led Businesses in Massachusetts

TIME
100 Most Influential Companies
Best Inventions

USA Today
America's Climate Leaders

Wall Street Journal
America's Best Managed Companies

Improve the Lives of People With Serious Diseases

We discover, develop and manufacture innovative medicines so that people with serious diseases can live better lives.

At Vertex, we strike at the core of serious diseases. We currently have seven marketed medicines across four disease areas: cystic fibrosis (CF), severe sickle cell disease (SCD), transfusion-dependent beta thalassemia (TDT) and moderate-to-severe acute pain.

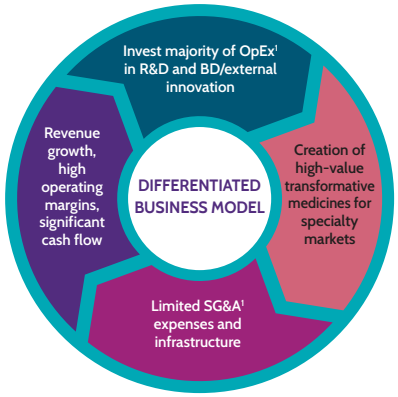
Our broad clinical-stage pipeline includes potential first-in-class and best-in-class medicines for multiple additional disease areas where we have a deep understanding of the causal human biology. Our mid- and late-stage clinical pipeline includes IgA nephropathy (IgAN), APOL1-mediated kidney disease (AMKD), type 1 diabetes (T1D), neuropathic pain, primary membranous nephropathy (pMN), myotonic dystrophy type 1 (DM1), generalized myasthenia gravis (gMG), and autosomal dominant polycystic kidney disease (ADPKD).

Our R&D Focus

At Vertex, 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 our operating expenses and three out of five Vertex employees dedicated to that purpose. We have built our R&D strategy to deliver best-in-class therapies to patients in our disease areas, 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 R&D strategy has yielded approvals for five medicines that treat the underlying cause of CF, the first CRISPR-based gene-edited therapy to treat severe SCD and TDT, and the development of the first new class of acute pain medicines in decades. We continue to progress multiple other programs with near-term launch potential, including multiple serious kidney diseases.

2025 marked a pivotal year for Vertex. We saw significant growth across both established and emerging disease areas as we focused on expanding the reach of our marketed medicines and advancing the development of our rapidly growing portfolio. At the end of the year, our clinical-stage pipeline included potential therapies for more than 10 disease areas with nearly all of them representing a first-in-class or best-in-class opportunity. With multiple programs in pivotal development, we are tracking ahead of our goal set in 2023 to launch five medicines by 2028.



Learn more about our innovative strategy.

OUR R&D PORTFOLIO IS BROAD, DEEP AND RAPIDLY ADVANCING

Select, Next Wave Research-stage Programs	Phase 1 in Healthy Volunteers	Phase (1)/2 in Patients	Pivotal Development	Submitted for Accelerated Approval	Approved
Improved conditioning CASGEVY® — SCD & TDT	**Follow-on molecules for multiple programs**	**VX-407** ADPKD	**Povetacicept** IgAN	**Povetacicept** IgAN	JOURNAVX®
$Na_V1.7$ inhibitor Pain		**VX-670** DM1	**Povetacicept** pMN		alyftrek®
Islet cells + alternative immunosuppression **Hypoimmune islet cells** T1D		**Povetacicept** wAIHA	**Suzetrigine** DPN		casgevy®
Small molecule Huntington's disease		**VX-993** DPN	**Inaxaplin** Primary AMKD		trikafta®
		VX-828 CF	**Zimislecel** T1D		symdeko®
		Povetacicept gMG			ORKAMBI®
		Inaxaplin AMKD + modest proteinuria or diabetes			kalydeco®

ADPKD: autosomal dominant polycystic kidney disease; AMKD: APOL-1 mediated kidney disease; CF: cystic fibrosis; DM1: myotonic dystrophy type 1; DPN: diabetic peripheral neuropathy; gMG: generalized myasthenia gravis; IgAN: IgA nephropathy; pMN: primary membranous nephropathy; SCD: sickle cell disease; T1D: type 1 diabetes; TDT: transfusion-dependent beta thalassemia; wAIHA: warm autoimmune hemolytic anemia.

1 OpEx: operating expenses; BD: business development; SG&A: selling, general and administrative expenses

Access to Our Medicines

We aim to make our medicines available to as many patients as possible around the world. Securing timely, sustainable and safe access to transformative therapies is highly complex and requires many stakeholders working together. Our teams work tirelessly with government agencies, policymakers, payers and patient advocacy organizations, among others, to obtain, maintain and expand access to our approved medicines around the world.

Our CF Medicines

Our CF medicines are accessible in more than 60 countries across six continents, treating more than 75,000 people with CF. This represents more than 2/3 of known patients diagnosed and eligible for a CFTR modulator therapy. CF is a genetic disease, with the highest prevalence in North America, Europe and Australia, where we have already secured broad and sustainable reimbursement agreements for our CFTR modulators, including our triple combination therapies. We estimate that an additional 15,000 patients are living in other countries where we are actively working to expand access.

We continue to make notable progress with both our regulatory submissions and access agreements. In 2025 alone, we signed more than 55 multi-year reimbursement agreements for our CF medicines, including several innovative portfolio agreements to cover future medicines and indications that are yet to be approved. Recognizing that critically ill patients cannot wait until formal agreements are in place, we also consider compassionate use requests for our CF medicines as a bridge to commercial access.

In the U.S., our CF medicines are broadly reimbursed, with more than 99 percent of eligible patients accessing them through public or private insurance. Our patient assistance program, Vertex GPS™: Guidance & Patient Support, helps patients navigate insurance coverage and available forms of financial assistance, and provides free medicine to patients who do not have insurance and meet certain criteria. Vertex GPS™ currently supports approximately 85 percent of U.S. CF patients as they navigate their patient journeys.

We recognize that there are people with CF who could benefit from our medicines but who live in lower-income countries where access challenges are significant due to economic constraints or inadequate health care infrastructure. In these countries, we have a pilot donation program in collaboration with Direct Relief to provide TRIKAFTA® to eligible people with CF in select lower-income countries. The program currently includes 15 countries across four continents.[1] Our efforts in these countries are at different stages of evaluation and implementation. To date, approximately 1,000 patients across multiple countries have received donated medicine free of charge through the program. We continue to expand the program to additional countries and to closely monitor progress to ensure patient safety and other key program outcomes.

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

1 Eligible countries included in donation program as of April 2026: Egypt, El Salvador, Honduras, India, Ivory Coast, Kenya, Lebanon, Nepal, Pakistan, Sri Lanka, Tanzania, Tunisia, Uganda, Ukraine and Uzbekistan.

Our SCD and TDT Therapy

We continue to secure approvals and access to CASGEVY® around the world. The therapy is now approved in the U.S. and across multiple geographies, including Europe, Canada and the Middle East, and is reimbursed in a number of countries, including the U.S., Austria, Bahrain, England, Italy, the Kingdom of Saudi Arabia, Northern Ireland, Scotland, the United Arab Emirates and Wales. We are actively working with key commercial and government payers and policymakers with the goal of securing access for eligible patients with severe SCD and TDT.

Patients receiving treatment in the U.S. can access personalized support through Vertex Connects®. This program offers patients and their families the support and guidance of a Care Manager to help them navigate their gene therapy treatment journey, including by coordinating logistics with care teams, answering key questions about the process, and helping patients access additional support programs.

While CASGEVY® is our first innovation for people with severe SCD and TDT, we continue to research improved conditioning regimens and small molecule therapies for SCD and TDT that, if successful, could make treatment accessible to more patients.

Our Acute Pain Medicine

Following the approval of JOURNAVX® in the U.S. in 2025, we have remained focused on securing broad access, reimbursement and support for eligible patients. More than 200 million individuals now have reimbursed access to JOURNAVX®. We continue to engage with payers and other stakeholders to increase this number and ensure eligible patients who wish to access JOURNAVX® are able to.

Eligible patients can access support and educational resources through the JOURNAVX+you™ Patient Support Program, including co-pay assistance and vouchers for no-cost access for uninsured patients.

Engaging Patient Communities

We are relentless in our pursuit to create transformative medicines for people with serious diseases and, in doing so, recognize the importance of patient engagement, disease awareness and community support. We use the tenets outlined in Our Patient Commitment to guide our engagement, meeting each community where they are. In 2025, we continued to support programs to educate health care professionals, raise disease awareness, and provide support to nonprofit organizations and patients across our disease areas. Key initiatives we supported include:

Cystic Fibrosis

- Boomer Esiason Foundation's Team Boomer initiative to encourage people with CF to live active, healthy lifestyles
- Several initiatives offered by the Cystic Fibrosis Research Institute, including its CF Wellness Programs and National CF Education Conference
- In France, the 60th anniversary celebration of Vaincre la Mucoviscidose, the country's largest CF patient organization, which welcomed more than 600 patients, families and volunteers for exhibitions, workshops, interactive activities and plenary sessions
- In Australia, Cystic Fibrosis Queensland's guide to help pediatric CF patients navigate aspects of the transition to adult care including physiotherapy, exercise, medication routines, and emotional and social well-being
- In Brazil, Purple September, the national CF awareness campaign led by Instituto Unidos pela Vida, which mobilized volunteers, associations and partners to increase public understanding of CF and promote early diagnosis and treatment

Sickle Cell Disease and Beta Thalassemia

- The "Voices from the Frontline of SCD" panel with *Scientific American* and the Morehouse College School of Medicine, reinforcing the importance of patient advocacy and engagement throughout the research lifecycle
- The first-ever Pan American Thalassemia Congress in Washington, D.C., organized by the International Thalassemia Federation and the Cooley's Anemia Foundation, which brought together health care professionals, researchers, policymakers and patient advocates to discuss collaborative approaches to meaningful change
- Several European groups, including the European Sickle Cell Federation and country-specific SCD organizations, to develop patient support websites and other resources
- In Paris, hosting the ELEVATE program which brought together advocacy groups from across the EU to share resources and build capacity
- In the Kingdom of Saudi Arabia, the MOHJA initiative, which unites leading stakeholders to raise awareness and promote early screening, diagnosis and treatment of SCD, TDT and other inherited blood disorders

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

Kidney Disease

- The Excellence in Kidney Care Immunology, Training and Education (EKCITE) initiative from the American Society for Nephrology, funded through the Vertex Foundation, to enhance the skills and capabilities of the nephrology health care community in the U.S.
- AMKD Awareness Day with the American Kidney Fund, promoting resources and educational materials for at-risk individuals
- The American Association of Kidney Patients, National Kidney Foundation, NephCure Kidney International, IgA Nephropathy Foundation, and PKD Foundation to advance education, patient advocacy and policy efforts
- The Coalition for Kidney Health, a multi-stakeholder group working on policies to increase kidney disease awareness, screening and high-quality care
- The European Kidney Patient Federation, PKD International, and Kidney Research UK, as part of our corporate membership to support global kidney disease awareness and research

Pain

- The KNOWvember campaign from the U.S. Pain Foundation, highlighting the importance of pain research
- Caregiver Action Network's webinar and educational series, as well as its National Family Caregivers Month programming
- Shatterproof's Walk to End Addiction, raising awareness and support for individuals impacted by addiction
- The National Council on Aging's Acute Pain Management Guide
- The American Chronic Pain Association, the Foundation for Peripheral Neuropathy, Iraq and Afghanistan Veterans of America, and Mothers Against Prescription Drug Abuse, to advance education, advocacy and support for those impacted by pain

Type 1 Diabetes

- The American Diabetes Association, Beyond Type 1, The Diabetes Link, the diaTribe Foundation, Breakthrough T1D, T1D Exchange, Taking Control of Your Diabetes®, and #dedoc° to address gaps in diabetes research, treatment and management, and to incorporate the T1D patient voice within Vertex
- Breakthrough T1D's Clinical Trials Connection program, which connects T1D patients with actively recruiting clinical trials

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 (ICF) 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.

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** and the EU Clinical Trials Information System and release clinical documents in accordance with health authority regulations. Results are also published in peer-reviewed medical and scientific journals.

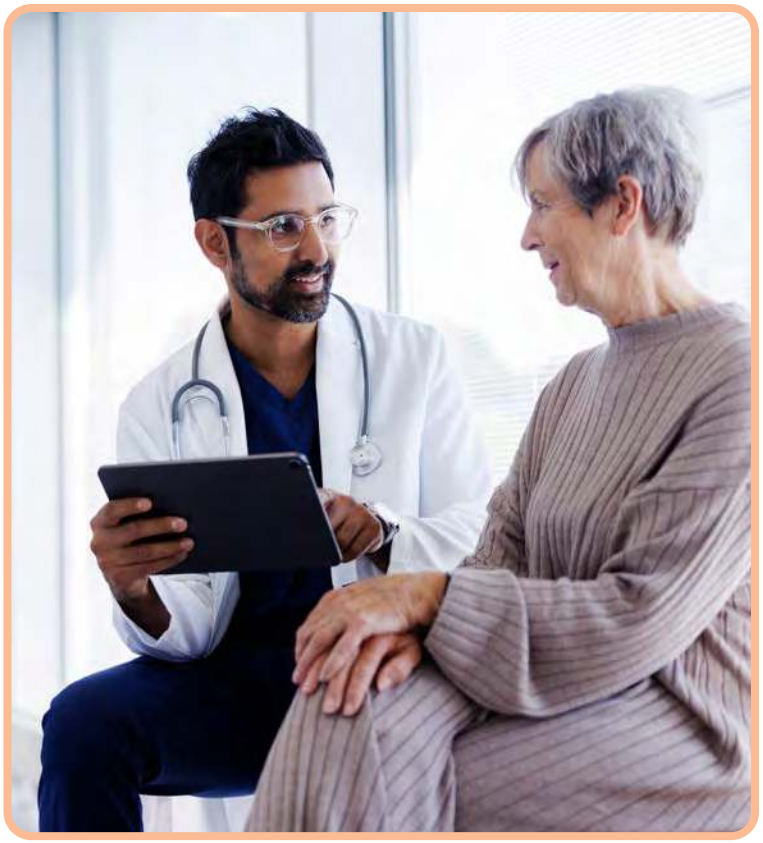
Increasing Access to Clinical Trials

Vertex aims to sponsor clinical trials that represent the full spectrum 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 broad participation in our clinical trials helps us to develop and deliver innovative medicines that can make a meaningful difference in the lives of all people living with that disease.

To broaden access to our clinical trials, we work with patient communities, advocacy groups and physicians to identify and engage clinical trial participants and embed a meaningful and effective approach that meets patients where they are. This includes working to better understand the patient experience and developing education and awareness materials that resonate with different communities, including offering recruitment materials in a variety of languages. We also seek insights from patients who come from varied backgrounds and engage with partners to select trial sites in appropriate and easily accessible areas.

Where appropriate, we also leverage technology to enable patient access to our trials. 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 in a way that respects patients' circumstances and preferences.

Beyond clinical trial recruitment, we apply patient-centric design to developing protocols, identifying and selecting sites, engaging communities and helping to ensure that the enrolled population is reflective of the patients who will receive the treatment, if and when it is approved.



40 countries where we conducted clinical trials in 2025

Foster a Culture of Innovation, Integrity and Belonging

Our unique Vertex culture, which celebrates innovation, promotes ethics and integrity, and ensures a sense of belonging for our talented team has been foundational to our success.

Every day, Vertexians work to change people's lives and to make the impossible possible. We value hard work, a sense of urgency, debating, learning and doing the right thing — all with an Uncompromising Commitment to Patients.

> *"Culture has always been at our core — and it will remain essential as we grow and scale. It reflects the values and behaviors that define how we show up, treat one another, and get work done at Vertex."*
>
> — **Stephanie Franklin,** Senior Vice President and Chief Human Resources Officer

Living Our Values

Our values are our bedrock and, combined with our culture, have enabled us to continue delivering on our mission of creating transformative medicines for serious diseases. Every Vertexian is a steward of our values and is dedicated to patients, excellence and one another. We encourage regular discussions about our culture and recognize colleagues' contributions through awards and recognition.

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
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 setbacks and success and continuously improve — all at the highest level of personal integrity and ethics.

"WE" WINS
We create outstanding diverse and inclusive teams, because we want the best and brightest minds from all backgrounds around the table solving tough problems. We debate hard, listen hard and challenge each other with respect.

Bringing Our Culture and Values to Life

Vertex Ambassadors exemplify our culture at its very best. Each Ambassador fosters an understanding of who we are as Vertexians, bringing the power of our culture to life every day by amplifying our unique traditions. Among their activities, Ambassadors engage with prospective and new employees, share important event and program information with their respective teams, and recognize fellow Vertexians for living our values and behaviors. In 2025, approximately 150 global Vertex Ambassadors took on initiatives to nurture our culture across sites and teams, including serving as guest speakers at new-hire orientations and hosting Vertex culture discussions to gather feedback and ideas from their teams.

Celebrating Our Culture and Values

To help bring Vertex's values and culture to life, we hosted several company-wide conversations and events throughout 2025. During our global Culture & Values Week, we held five global sessions centered around our "We" Wins value, reinforcing that teamwork, inclusion and shared accountability are essential to how we solve problems and deliver for patients. Our Voices of Culture speaker series also gave employees the opportunity to hear from thought leaders on how teamwork, inclusion and shared purpose strengthen our culture and performance.

Embedding Innovation

At Vertex, innovation is at the core of our mission to transform lives. Advancing science and medicine requires creative thinking across every part of our organization, and we empower employees to embrace a culture of continuous learning and progress. With the majority of our operating expenses and three out of five employees dedicated to R&D, we prioritize groundbreaking research while embedding innovation into all aspects of our work.

We continue to offer employees the opportunity to learn from experts at the forefront of innovation through our Vertex University programming. For the past seven years, our Science and Medicine Seminar series has connected employees to scientists and medical thought leaders from both inside and outside of Vertex. And, as technology continues to transform how many businesses operate, we have continued our Tech Talks speaker series that discusses concepts, capabilities and challenges enabled by advances in data technology and data science.

This focus on innovation has earned global recognition, including *TIME* Magazine naming JOURNAVX® one of the best inventions of 2025 and multiple Prix Galien awards for our therapies. Our work in CF was further honored with the 2025 Lasker~DeBakey Clinical Medical Research Award, which recognized Paul Negulescu, Ph.D., Senior Vice President at Vertex, and Jesús González, a former Vertex scientist, for their groundbreaking contributions. Dr. Negulescu was also awarded the Canada Gairdner International Award for his pioneering research into the molecular mechanisms of CF, which led to the development of our transformative CF medicines. These accolades reflect the impact of our efforts and motivate us to continue driving meaningful progress for patients.

Fostering Integrity

Each Vertexian is responsible for upholding and demonstrating ethics and integrity in our work every day. Our culture of integrity is essential to our success, as patients, caregivers, health care providers and the communities we serve all rely on Vertex to maintain the highest ethical standards.

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 the reporting of issues and concerns using a confidential and anonymous reporting alert line, hosted by a third-party provider. 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.

To reinforce employee expectations, we continued to hold our annual Integrity and Ethics Week in 2025. Centered around the theme, "Compliance Is Our Bedrock," we held a series of events and activities focused on our 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.

Promoting a Culture of Belonging

Our ability to develop transformative medicines for people with serious diseases requires a culture that enables all Vertexians to feel a sense of belonging and commitment to each other and our mission.

This involves recruiting, retaining and developing talented employees from all backgrounds, and investing to make sure they feel supported, valued and free to bring their unique perspectives to the table. Cultivating such an environment supports our efforts to challenge conventional thinking, enhance creativity and problem-solving, identify innovative solutions and address the complex, multi-faceted problems we face in discovering and developing transformative medicines. Our culture is rooted in the premise that if our employees feel included and committed, they will do their best work for Vertex and for patients.

We expect all Vertexians to help foster our culture and be respectful of each other. To support this work, we engage in activities and programming, including dedicated trainings, resources and forums, that promote our culture and values.

Fostering Employee Connections

Our Employee Resource Networks (ERNs) are voluntary, employee-initiated and employee-led networks made up of individuals who come together based on common backgrounds or life experiences. Our five ERNs are open to all Vertex employees globally, and everyone is welcome to join as a member of any network. By thoughtfully curating programs across the globe, ERNs create unique opportunities for connection and strengthen belonging for colleagues within Vertex.

Our Employee Resource Networks

- **BRAVE:** Veterans and first responders
- **ENABLE:** Those with diverse abilities and their caregivers
- **IWILL:** Women in the workplace
- **PRIDE:** LGBTQ+ community
- **VIBE:** Racially and ethnically diverse community

In 2025, our ERNs fostered belonging through collaborative, year-round global programming and member engagement. As part of these efforts, each ERN organized activities to support Vertex's annual Global Week of Service, giving back to communities and building meaningful local partnerships. Additionally, ERN leaders from across Vertex gathered in Boston for our second annual ERN Summit, where they focused on building connections, enhancing leadership skills and developing plans for the year ahead.

GLOBAL WORKPLACE SNAPSHOT

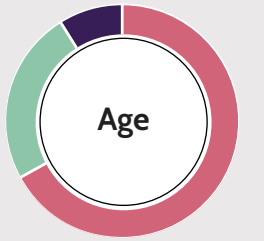
6,400 employees

117 nationalities

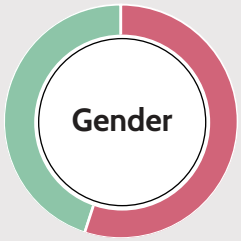
27 languages spoken

20 countries

900 new hires in 2025



- 67% 30-50
- 24.3% Over 50
- 8.7% Under 30



- 55% Women
- 45% Men

- 42% <3
- 24% 3-5
- 23% 5-10
- 11% 10+

Strengthening Our Talent Pipeline

Exceptional talent is central to Vertex's ability to discover, develop and deliver transformative medicines for people with serious diseases. We are deeply committed to cultivating a strong and diverse talent pipeline and investing in early career programs that strengthen both our organization and the broader biotech ecosystem.

We hire and promote the most qualified candidates for our roles and seek to find this talent from a wide range of sources, including targeted digital platforms, professional societies, strategic recruiting and networking events, and partnerships with colleges and universities. We also offer a portfolio of programs to help individuals early in their careers accelerate skill development, explore career possibilities and foster meaningful mentoring connections.

Providing Career- and Skill-Building Opportunities

We invest in programs and offerings that help individuals build skills and connections and explore career possibilities. These initiatives support Vertex and the biotech industry as a whole, ultimately contributing to innovations that allow people with serious diseases to live better lives.

HIGH SCHOOL SUMMER INTERNSHIPS
High school students in Boston, San Diego and Oxford, UK, join us for hands-on STEM experiences in our Learning Labs and receive mentoring from Vertex colleagues.

MBA SUMMER ASSOCIATES
MBA students partner with leaders throughout the company to own business-critical projects covering complex financial, strategic and management issues.

UNIVERSITY INTERNSHIPS, CO-OPS AND INDUSTRIAL PLACEMENTS
Undergraduate and graduate students work directly with Vertex teams across a broad range of functions while accessing networking opportunities.

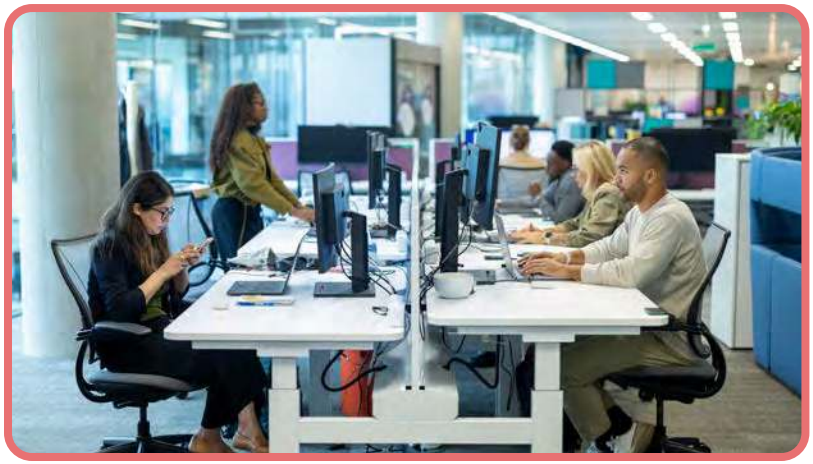
FELLOWSHIP PROGRAMS
Early-career scientists and PharmD graduates join us for one- and two-year opportunities to collaborate directly with Vertex project teams.

PHYSICIAN INVESTIGATORS
Early-career physician scientists interested in working in the biotech industry participate in a two-year, rotation-based program to learn about the medicine development process.

Providing Competitive and Comprehensive Total Rewards

In the same way we invest in developing transformative treatments for patients, we invest in our employees through highly competitive Total Rewards. Our Total Rewards package is designed to inspire exceptional performance, recognize great work, promote employee well-being, facilitate opportunity for growth, and support our highly talented workforce. We support the unique needs of our workforce with personalized solutions that align with global priorities while taking into consideration local differences.

Total Rewards at Vertex consists of four key elements: compensation, benefits, well-being and recognition. We continually evaluate these programs against country-specific and regional best practices to ensure our offerings remain competitive and relevant for a global workforce. Around the world, we provide competitive compensation packages, which consist of base pay, bonus and equity. Vertex's approach to compensation includes recognizing employees' contributions while also motivating and rewarding them for superior performance.



Our Commitment to Pay Equity

At Vertex, we are committed to ensuring all employees across the globe are compensated appropriately for their work, regardless of their gender, race, ethnicity or other protected characteristics. We also take meaningful action to educate our employees on our approach to pay to help ensure that everyone understands how they are rewarded for their contributions and performance.

In 2024, we deepened our commitment to pay equity by pledging to disclose the results of an adjusted pay gap analysis of our workforce with respect to gender and race. Our 2025 analysis reflects that the adjusted differences in pay between men and women (globally) and between white and non-white employees (in the U.S.) remains less than 1 percent.

In addition to disclosing the results of our pay gap analysis, we disclose pay ranges for all U.S.-based job listings and will provide employees with the pay range for their role upon request.

Our Comprehensive Well-Being Program

At Vertex, the well-being of our employees remains a key priority. Our global benefits approach is centered around offering programs that are globally consistent in terms of overall competitiveness and locally relevant, reflecting location-specific practices and regulations.

Through our comprehensive "Thrive" well-being program, our aim is to create a culture where well-being sits at the center of the employee experience so that Vertexians can focus on our mission of discovering and developing transformative medicines for patients who are waiting.

We listen, learn and evolve our Total Rewards offerings through focus groups and annual company-wide employee engagement surveys.

The program consists of four pillars: Mind, Body, Balance and Financial.

MIND:

- Onsite wellness rooms
- Mindfulness and mental well-being support, including access to clinical support
- Global well-being week and mental health awareness events
- Employee assistance programs

BODY:

- Comprehensive medical/health benefits
- Fitness reimbursements across the globe and onsite gyms
- Ergonomic assessments and set-ups for all employees
- Cycle to work program for U.S. employees

BALANCE:

- A program focusing on women's health and family forming
- Elder and childcare resources in the U.S., UK, Canada and Ireland, including support navigating care options
- Support for dependents with attention-deficit/hyperactivity disorder and autism in the U.S.
- Dependent Care Flexible Spending Account with an employer match in the U.S.
- Generous vacation time and two weeks of company-wide shutdowns (August and December)
- Several paid leave programs, including medical, bonding, family caregiving and military

FINANCIAL:

- Competitive pay with the opportunity for above-market rewards for superior individual and company performance
- Free global financial well-being services, including a digital platform with unlimited access to Certified Financial Planners in the U.S.
- Student loan repayment in the U.S.
- Retirement/savings plans

We continue to outperform on our employee Pulse surveys. In June 2025, we saw an 88 percent participation rate, our highest ever, and an employee satisfaction score above industry benchmarks.

Career Growth and Development

We invest in our people so they can accelerate their own careers. We take a comprehensive approach to career development — one that's employee-led, manager-facilitated and company-enabled. At Vertex, employees have the opportunity to grow their skills by learning on the job. They can build skills, receive mentoring and participate in gigs and job rotations that help build connections and advance careers.

We offer both live and digital learning platforms tailored to our employees' learning goals. This includes Vertex University, our holistic learning hub, that provides new employees and experienced learners the opportunity to learn, grow and develop, and our Skill Builders series, a curated library of on-demand resources for building Vertex core competencies and behaviors.

Kickstart Program

Vertex's Kickstart program for early and emerging talent is designed to help us achieve our goal of attracting, retaining and developing a skilled workforce. As new employees transition from academia, this research-backed, five-month program is designed to set them up for success by enhancing their business acumen, strengthening their leadership capabilities, and preparing them for future roles within the organization. Throughout the program, participants gain an understanding of our unique culture and values while building the foundational skills, emotional intelligence and behaviors essential for advancing their careers.

Manager Excellence Ecosystem

At Vertex, our 1,600 people managers fuel our culture and drive our success. We are committed to supporting managers at every stage of their leadership journey and have built an ecosystem to support their work across the following domains:

- **Know Your Role:** Equipping employees to be people managers with clear expectations with programs such as "Managing at Vertex" and "Employee Relations"
- **Perform in Your Role:** Offering support for quarterly talent processes and tools to strengthen their teams through quarterly People Manager Forums
- **Grow in Your Role:** Providing concentrated skill building through multi-month leadership development programs and topical workshops

We expanded our offerings in 2025 with the launch of two new leadership programs. The Aspire program equips individual contributors who lead cross-functional teams and projects with essential skills including team leadership, influence, stakeholder engagement and risk management, building a strong foundation for those who may move into people manager roles in the future. For senior leaders, we launched the Excel program, which focuses on navigating complexity, breakthrough thinking and enterprise-level thinking. In 2025, two of our existing programs, Propel and Lead, received Brandon Hall Excellence Awards for their impact in developing strong, skilled leaders.

Healthy Teams Portfolio

Since 2022, Vertex has welcomed over 3,000 new employees and counting. As we continue to grow, we're investing in resources to support healthy teamwork and collaboration. In 2025, we introduced the Healthy Teams Portfolio, a comprehensive collection of tools, best practices and resources to help managers and their teams foster collaboration, engagement and productivity. It includes an Insights Workshop to help teams map and strengthen their communication practices and a Resilient Teams Assessment to help teams identify their strengths and areas for growth.

Global Mentoring Program

Our Global Mentoring Program is open to all employees and facilitates matches based on mentee development goals and mentor strengths. In 2025, the program facilitated more than 450 new mentoring matches and helped participants with everything from strengthening critical skills to gaining a trusted sounding board.

Developing Future Leaders

2025 marked our third year of partnering with Babson College to offer the Corporate Certificate in Advanced Management program, a 10-month learning experience that offers formal, accredited education through five MBA courses at Babson College. Through the certificate program, Vertexians join a cohort of cross-functional colleagues, building new skills together, applying learnings to their work and earning credits toward an MBA. Our third group of 41 Vertexians will complete the program in 2026, receiving a Certificate in Advanced Management and completing one-third of the required courses for an MBA from Babson.

Carefully Manage Our Operations and Environmental Footprint

We are committed to operating our business sustainably and limiting our environmental impact.

As our business grows, we remain focused on operating responsibly, including reducing GHG emissions, conserving water and minimizing waste. We continue to prioritize employee safety and adopt green chemistry practices where possible. Our Environmental, Health, Safety & Sustainability (EHSS) team, along with other cross-functional colleagues, oversees and implements these efforts in accordance with **Our Commitment to the Environment, Health, Safety and Sustainability**.

Reducing Our Emissions

We are committed to managing our GHG emissions. We set ambitious targets, closely track our emissions, achieve reductions and report annually on our progress. In 2023, we set a goal to reduce Scope 1 and 2 GHG emissions by 42 percent by 2032 (using 2022 as our baseline). This goal aligns with a 1.5°C trajectory as defined by the Science Based Targets initiative's Corporate Near-Term Criteria standard and is expected to lead to a cumulative Scope 1 and 2 absolute value reduction of 52 percent by 2032. We've seen a 49 percent decrease in our Scope 1 and 2 GHG emissions since 2014 and remain committed to achieving our current goal in 2032.

To achieve this goal, we 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

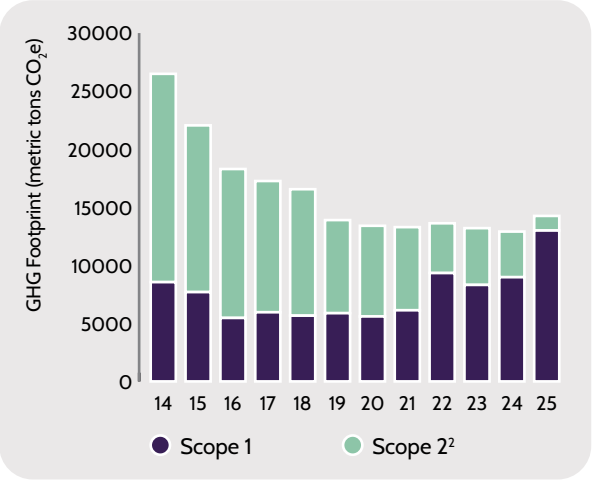
49%

reduction in absolute GHG emissions since 2014

In 2025, we undertook a number of energy management and emissions-reduction initiatives across our sites, with a focus on our six largest R&D and manufacturing sites. We continued to utilize our facilities platform to track GHG emissions-reduction potential and financial implications of energy efficiency projects, energy optimization programs and renewable energy procurement, helping our facilities managers make decisions and remain on track to meet our goals.

At our four facilities in Boston and in Oxford, UK, we have implemented automatic fault detections and diagnostic tools to monitor building systems and identify and correct inefficiencies, thereby improving building energy performance over time. We also completed a project to replace building fan coil units with more efficient models at our Oxford, UK, Research site and retro-commissioning work on our HVAC system at our San Diego Research site.

GLOBAL SCOPE 1 AND 2 EMISSIONS (MARKET-BASED)[1]



1 Scope 2 (location- and market-based) GHG emissions and total emissions (Scope 1 and Scope 2 market-based) data for 2018–2025. Assurance information for 2018–2024 can be found in the associated corporate responsibility reports. The 2025 ERM CVS Assurance Report and Basis of Reporting can be viewed at www.vrtx.com/responsibility/reports-position-statements-and-programs.

2 For Scope 2 market-based emissions, international locations apply location-based IEA factors when residual emission factors set are not available.

Scope 3 and Supplier Engagement

We recognize the importance of addressing emissions across our value chain, as Scope 3 emissions account for a significant portion of our carbon footprint. 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

In 2025, our total Scope 3 GHG emissions were 579,649 metric tons of carbon dioxide equivalent (CO_2e). To ensure accurate, transparent and comprehensive reporting, we utilized a combination of supplier-specific and spend-based methods to calculate emissions for Scope 3 Category 1 (Purchased Goods and Services) and Category 2 (Capital Goods). As part of this effort, we collected and incorporated company-level GHG data from suppliers representing approximately 30 percent of our total spend.

Assessing Climate Risk and Opportunities

To maintain a sustainable and resilient business, we regularly seek to understand our evolving climate risks and opportunities. Vertex conducts a climate risk assessment every two years to determine, assess and quantify climate-related risks and opportunities over the short, medium and long term. This approach is aligned with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations and uses a variety of climate models, such as Shared Socio-economic Pathways (SSPs), to develop potential scenarios.

We completed our most recent assessment in January 2025. The analysis indicated that Vertex faces minimal risks associated with the transition from fossil fuels to a lower-carbon economy. Our greatest climate risks are physical risks, such as extreme heat and drought in Europe and the Middle East, and hurricane risk with the potential to impact 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.

To date, we have disclosed our climate-related risks and opportunities annually through the CDP Climate Change survey. In 2025, we received a B score reflecting our ongoing efforts to actively manage our environmental impacts. We remain committed to monitoring the numerous U.S. and international environmental disclosure regulations and the potential evolution of such requirements.

Sustainable Buildings

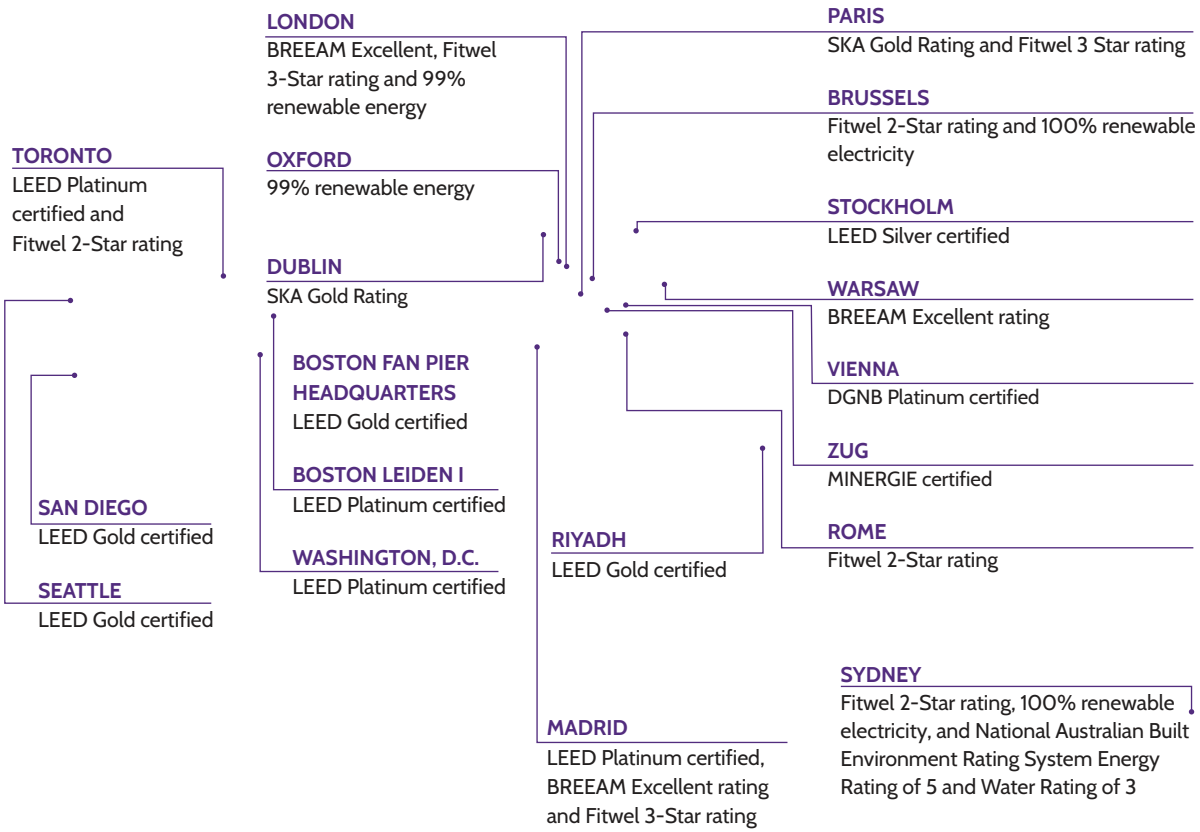
When we build or retrofit our facilities, we use green construction practices to prioritize healthy, highly efficient and cost-saving green buildings. Sustainable buildings help us mitigate our environmental footprint by reducing our GHG emissions, optimizing energy and water use, reducing waste and preserving natural resources. Many of our facilities around the world have achieved LEED (Leadership in 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.

As of 2025, we've built or retrofitted more than 1.6 million square feet of facilities and commercial offices around the world using green construction practices. Among our recent projects was the redesign of Vertex's Madrid office. During construction, we donated more than 130 items to a local nonprofit, helping to save over 6,200 kilograms of carbon dioxide equivalent by repurposing, rather than landfilling. The newly renovated Madrid office earned a 3-star Fitwel accreditation, the highest possible rating under this globally recognized standard.

We also continued construction on Leiden II, an expansion of our Jeffrey Leiden Center for Biologics, Cell and Genetic Therapies, in Boston. This new facility, expected to open in late 2026, will add 344,000 square feet of R&D space and accommodate an additional 500 employees. The building is anticipated to use 98 percent less natural gas onsite and 39 percent less total energy than a code-minimum building. Energy efficient technologies and onsite renewable energy generation through rooftop photovoltaics will help eliminate over 1,320 metric tons of carbon dioxide associated with the building's operations — equivalent to the emissions from driving more than 3.3 million miles in a gas-powered car.

Wherever possible, around the world, we use renewable energy to power operations. We obtained 52 percent of the energy to power our global offices and facilities from renewable sources in 2025. Our Brussels and Sydney sites run on 100 percent renewable electricity, and our facilities in Oxford, UK, and international headquarters in London source more than 99 percent of their energy from renewable sources. For our Boston, Cambridge, Providence, San Diego and Seattle sites, we procure renewable electricity through Power Purchase Agreements (PPAs) and Renewable Energy Certificates (RECs).

GREEN BUILDINGS AROUND THE WORLD



Conserving Water and Minimizing Waste

We continue to find new ways to conserve water and reduce waste across our business. In 2025, we performed an Alliance for Water Stewardship risk assessment for our San Diego site to better understand and address the potential impacts associated with water scarcity in the region. We've also installed high-efficiency fixtures and appliances in restrooms, kitchens and labs that help reduce overall potable water consumption. In San Diego and at R&D sites in Boston, we've installed reverse osmosis reject systems that treat wastewater and allow us to reclaim water for use in restrooms and HVAC needs. Our San Diego site also uses reclaimed water for outdoor irrigation and captures debris and pollution from rainwater using bioswales landscaping. Vertex's disclosure on our water management and conservation efforts earned us a B score on the 2025 CDP Water Security Survey.

We are committed to minimizing waste, particularly for research and manufacturing centers, which produce the largest volume of waste across our business. We continually examine our product development, manufacturing and distribution processes for opportunities to divert waste from landfills, whether through repurposing waste or implementing recycling or takeback programs. For example, our innovative solvent distribution system in San Diego diverts 15,000 pounds of cardboard and glass from the landfill each year. In 2025, we diverted more than 1,250 metric tons of hazardous and non-hazardous waste, representing nearly 60 percent of waste generated from operations.

Packaging Sustainability

Vertex aims to deliver safe and effective therapies to patients while minimizing our impact on the planet.

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. For example, when we developed our JOURNAVX® packaging system, we intentionally designed out a paperboard carton, significantly reducing the final packaging. We also identified an opportunity to streamline the packaging of our newest CF medicine, ALYFTREK®, in some global regions to lower the environmental impact of the medicine.

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

We are committed to reducing the environmental impact of medicine 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.

We introduced new green chemistry practices across Vertex's discovery and development efforts in 2025. When evaluating the impact of our medicine manufacturing processes, we began factoring in process mass intensity (PMI) metrics. PMI data measures the total mass of materials used in the pharmaceutical manufacturing process to yield a final mass of product. With this measure, we're able to determine how we can improve manufacturing sustainability and efficiency to minimize waste.

Giving New Life to Unused Supplies

When a clinical trial has concluded or a research program discontinued, there is often a surplus of medical supplies and other equipment that can end up in landfills. That's why Vertex joined the MedSurplus Alliance and The Task Force for Global Public Health's **Kits4Life initiative**. Kits4Life collects excess clinical trial supplies, lab kits and equipment to distribute to health care-focused humanitarian aid organizations. Alongside contributing unused supplies, Vertex joined Kits4Life's Advisory Council to help shape the future of the program, which has impacted 1.6 million people in 49 countries since launching in 2018.

Engaging Employees in Sustainability

We actively invite Vertex employees to contribute to our sustainability work through our network of global Green Teams. Our global Green Teams connect employees with Vertex's environmental sustainability programs and provide opportunities to learn, lead and collaborate on projects that conserve resources, minimize waste and improve operational efficiency. Vertexians on Green Teams act as sustainability champions within their functions and regions, recommend sustainability initiatives, and make progress against existing ones.

Vertex's Green Teams spearheaded several sustainability initiatives throughout 2025. For example, the Boston Research Green Team worked with our Sustainable Sourcing team to make green products more available to our scientists, including recycled test tubes and pipette tips and biodegradable gloves. Our Green Team in Oxford, UK, installed outlet timers in labs to ensure equipment automatically turns off at night, helping to save energy. And the Seattle Green Team organized a lab consumables exchange to prevent excess and unused items from going to waste.

In 2025, our global Green Teams also led an effort to increase the number of Vertex labs certified through My Green Lab, the leading global recognition for lab sustainability. This certification evaluates lab sustainability performance across 14 different topics, including green chemistry. A total of eight labs at our manufacturing site in Boston and our Research site in Oxford, UK, earned this certification in 2025, and we've set a goal to achieve My Green Lab certification at the Green Level, the highest recognition, for all of our Oxford labs by 2030.

Also led by the Green Teams, six Vertex labs participated in the International Freezer Challenge, an initiative organized by My Green Lab and the International Institute for Sustainable Laboratories. The Challenge incentivizes labs to develop more sustainable cold unit storage operations, including through boosting energy efficiency, while maintaining sample accessibility and integrity. Through freezer maintenance and cleanup, as well as climate control and efficiency upgrades, the challenge is estimated to save nearly 730 kilowatt-hours of energy each day — enough to power 24 typical U.S. homes for an entire day.

Prioritizing Health and Safety

We invest in a strong, proactive safety culture, focusing on 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 our processes and incorporate industry best practices. Every Vertex research and manufacturing site has a Safety Committee, a forum where safety representatives, safety offices and EHSS personnel meet regularly to discuss health and safety at the site and recommend preventive and corrective actions.

We proactively assess the potential hazards associated with active pharmaceutical ingredients and effectively communicate these risks to our laboratory and manufacturing teams. This commitment helps us maintain a safe and secure work environment for all employees and enables the manufacturing of our transformative medicines.

0.13 TRIR[1,2]

0.12 DART[1,2]

In 2025, Vertex's total recordable incident rate (TRIR) was 0.13[1,2] and days away, restricted or transferred (DART) was 0.12[1,2]. We continually aim to improve our performance by investing in safety programs and incorporating industry best practices to help ensure that employees, contractors and visitors experience a healthy and safe work environment. In 2025, this included implementing proactive industrial hygiene projects to confirm the effectiveness of our lab safety controls, providing a baseline for these measures ahead of potential shifts in regulatory standards.

To prioritize a healthy workplace, we continue to host voluntary vaccine clinics in the U.S. and UK. We administered more than 1,800 flu and COVID-19 vaccines to employees free of charge in 2025, and reimbursed employees in other countries for the cost of these vaccines. Across our global workforce, we offered first aid and CPR training, and hosted four blood drives over the year, partnering with organizations like the American Red Cross to provide critical blood supply to local hospitals. Vertexians can also access a range of well-being support across mental, social, physical and financial health through our **Thrive Well-Being Program**.

1 Per 200,000 hours worked.

2 ERM CVS provided limited assurance of safety rates (TRIR, DART) for 2020–2025. Assurance information for 2020–2024 can be found in the associated corporate responsibility reports. The 2025 ERM CVS Assurance Report and Basis of Reporting can be viewed at **www.vrtx.com/responsibility/reports-position-statements-and-programs**.

Highlights of Our Safety Program

Continuous Manufacturing

We use an end-to-end, single, uninterrupted production line to manufacture some of our medicines. This reduces steps and material transfers, increasing worker safety and improving product quality and safety. Vertex was the first company to obtain U.S. Food and Drug Administration approval for a fully continuous tableting process for drug manufacturing.

Engineering Controls

Our laboratory and manufacturing center designs include engineering controls wherever possible to help keep employees safe from hazards. As an example, Leiden I features error proofing for all compressed gases, ensuring that certain pieces of equipment can only connect to certain gas lines.

Ergonomics

We follow practices and processes that help reduce physical stress and prevent injuries in scientists who spend long hours on their feet or who work at multi-tiered stations. We also provide comprehensive training and tools to support the health of employees who work at desks.

Incident and Near Miss Reporting

Our global reporting tool allows all sites to report near misses and other incidents, which helps us identify safety concerns before they turn into problems and track our safety performance in real time.

Building Resilience Through Responsible Sourcing

To develop and deliver transformative medicines for people with serious diseases, we have developed a strong network of suppliers. We select supplier partners that share our commitment to high ethical standards to ensure the best outcomes for patients.

Our **Supplier Code of Conduct** details how we expect suppliers to address topics including ethics, data privacy, human rights and Environment, Health and Safety responsibilities. We refreshed the Code in January 2025, sharing the updated version with all our suppliers to make our expectations clear.

We continued to identify, mitigate and manage risk throughout our supply chain using our third-party risk management program, and have developed criteria for site-level ESG audits for key suppliers. Following **Pharmaceutical Supply Chain Initiative guidelines**, these audits will evaluate suppliers' performance in areas like ethics, human rights, health and safety, environment and governance. We finalized our audit framework and methodology in 2025 and are developing plans to roll them out to our top suppliers by spend in select high-risk countries.

Supplier Engagement

We are committed to fostering and maintaining relationships with a broad range of suppliers, including small businesses that meet criteria set forth by the U.S. Small Business Administration. In 2025, 13.8 percent of our impactable spend in the U.S. was directed to small businesses. Suppliers are selected based on their ability to meet Vertex's needs. We partner with a broad range of organizations to ensure we are recruiting a broad group of suppliers that can help us reach our business objectives.

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:

- Continually monitoring markets and incorporating controls to protect our supply chain, starting with materials sourcing and continuing through manufacturing and distribution
- Integrating security measures into medicine packaging 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 tracking and tracing 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 health care providers, patients, job applicants, employees and business partners. To keep data secure and privacy intact, 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 annual cybersecurity and privacy trainings
- Administering randomized phishing testing for all Vertexians
- Conducting weekly cyber threat hunting and vulnerability management activities and annual cyber and privacy tabletop exercises
- Engaging with government and industry groups to share vital physical and cyber threat intelligence and best practices

Make a Positive Impact in Our Communities

We strive to create a meaningful and lasting impact in our communities by inspiring the next generation of innovators, supporting patients and their families, enabling solutions to community challenges, and empowering employees to contribute to this shared mission.

The Vertex Foundation is dedicated to improving the lives of people with serious diseases and creating a lasting impact in the communities where we are located through education, innovation and health. The Foundation also offers opportunities for employees to contribute their time, talent and resources to eligible nonprofit organizations. In 2025, Vertex and the Vertex Foundation awarded approximately $51 million in giving.

Our Longstanding Commitment to STEAM

Our global STEAM education programs are designed to provide opportunities and inspire young people in our local communities by highlighting the profound impact, fulfillment and excitement a career in biotechnology can create, while enabling Vertexians to share their expertise, skills and passions. We are dedicated to being a trusted and steadfast community partner that is deeply committed to shaping the future by investing in our local students and schools through robust relationships and connections.

School Partnerships

Through our Learning Labs in Boston, San Diego and Oxford, UK, we provide students and schools with access to hands-on STEAM education experiences and exposure to STEM industries. We engaged with more than 4,500 high school students through 230 class visits in 2025, increasing visits to our San Diego Learning Lab by 22 percent from 2024, and visits to our Oxford Learning Lab by 16 percent from 2024.

For the third consecutive year, we worked with University Technical College's Employer Led Project to bring high school students into the Oxford Learning Lab for weekly workshops to learn about the inner workings of a biotechnology company. In Boston, we welcomed students from all 10 of the John D. O'Bryant's School of Mathematics and Science's ninth grade biology classes for the seventh year in a row. For these students, visits to the Learning Lab have become an integral part of the school's culture and science curriculum.

2025 IMPACT

4,500+

students engaged

230

class visits to our three Learning Labs

17,200

students engaged in our local communities through STEAM education programs since 2014

"We aim to foster stronger STEM identities and perceptions in students, empowering them to view themselves as confident, capable members of the STEM community."

— **Roberts,** Oxford, UK, Learning Lab Head

Youth Engagement in Local Communities

We also develop and leverage strategic partnerships to maximize impact in our local communities. For example, the Vertex Foundation has partnered with Elementary Institute of Science (EIS) in San Diego since 2019 to increase lifelong opportunities for students of southeast San Diego through STEAM education. In 2025, Vertex high school summer interns worked on service projects to support EIS elementary-age learners by creating 3D models, posters and mini-lessons on how the lungs work. In addition, the EIS Teen STEAM Café students visited the San Diego Learning Lab for a class visit, and several Vertexians participated in Sci Tech Tuesdays at EIS to share their experience working in STEM.

Investing in the Next Generation of Science Leaders

For more than a decade, we've awarded the Vertex Science Leaders Scholarship to support talented local high school seniors who plan to pursue an undergraduate degree in a STEM-related field. Vertex Science Leader Scholars from Boston and San Diego receive financial support to attend any four-year institution in the U.S., mentorship from an advisor, and the opportunity to intern with Vertex the summer following their freshman year of college.

"For me this scholarship represents the fact that people believed in me and entrusted me to become a leader in science."

— **Julio,** Biology

"This scholarship gives me an opportunity to make my dreams come true. I don't have to worry about my finances; I only have to focus on being smarter and be a potential asset to the STEM world."

— **Pierre,** Computer Science and Business

"This scholarship is a great opportunity financially. I'm able to put myself through school, and I know at the end of the day, I have someone [Vertex] who can support me and help me every step of the way."

— **Fatuma,** Public Health

"Having the Vertex Scholarship has alleviated so much of the financial worry about college."

— **Josh,** Biology

Hear more from our 2025 scholarship recipients about why they are pursuing careers in the sciences and what this scholarship helps make possible.

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 innovative and effective solutions to community challenges. Since 2018, the Vertex Foundation has partnered with organizations to do just that.

In 2025, we continued to support Feeding San Diego, the city's leading hunger relief and food rescue organization. We helped further the organization's School Pantry Program, which supports families with children by bringing food directly to local schools. Through this program, families can pick up free, fresh produce and pantry staples from their children's school to prepare healthy meals at home. The School Pantry Program operated out of 74 different schools in 2025, serving an average of 120 families per distribution. For families facing food insecurity, including many military families in the area, the program provides a reliable source of fresh, nutritious food that helps fuel children's development and growth.

We also strengthened our partnership with i2 Learning, an organization dedicated to advancing STEM education through innovative project-based curricula, comprehensive professional development for educators and logistical support for schools. In 2025, we supported i2 Learning's Day of AI Initiative which offers free, tailored and hands-on AI literacy lessons for K-12 students and professional development for teachers. Through its extensive educator training, i2 Learning empowers teachers to harness AI tools responsibly and support school leadership in designing AI literacy programs. Developed in collaboration with the MIT Responsible AI for Social Empowerment and Education initiative, Day of AI equips students of all backgrounds to thrive in an increasingly AI-powered world.

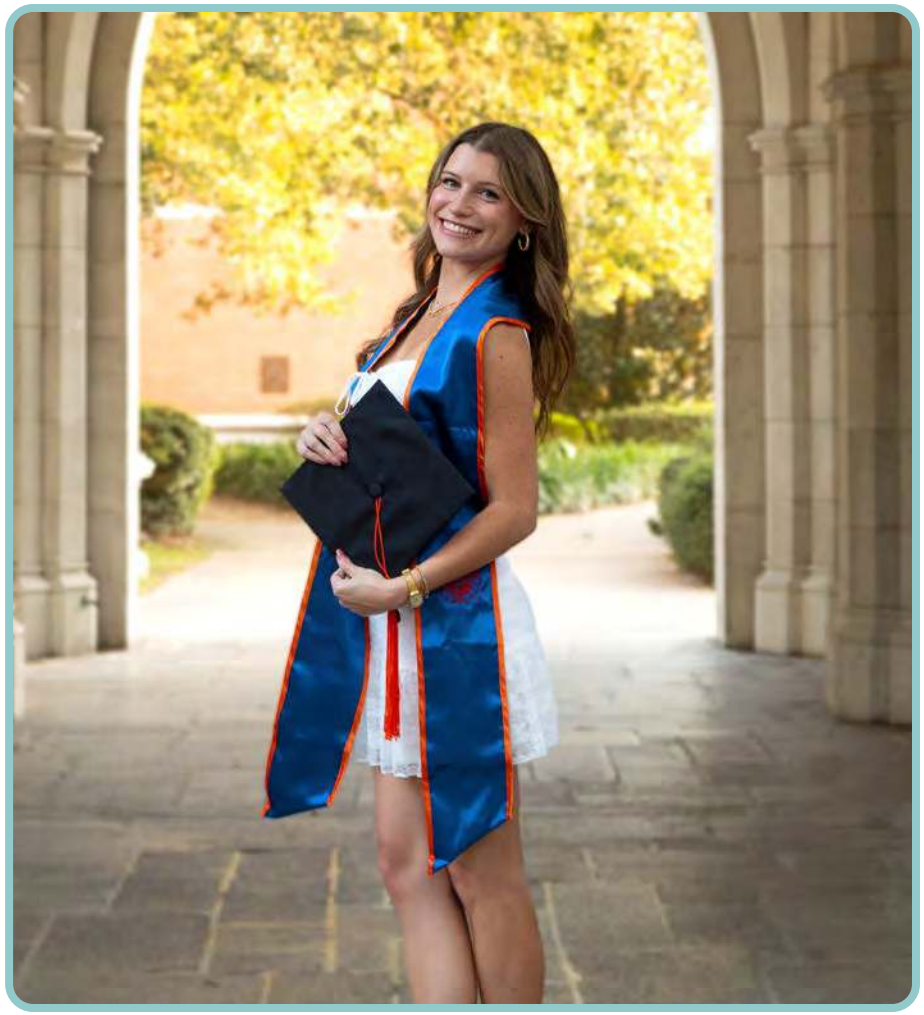
Supporting Healthy Families

We have several initiatives in place to support quality of life for families of those living with serious diseases. For example, the Vertex Foundation Scholarship helps people with CF and their families pursue degrees in higher education through a competitive scholarship program. In 2025, we awarded scholarships to recipients in over 30 U.S. states and six Canadian provinces. The cohort includes individuals at all stages of their education journeys — from those who recently graduated high school to those pursuing advanced degrees.

In 2025, we also expanded our scholarship support to include people living with SCD and TDT, and their caregivers, through partnerships with My Three Sicklers, Massachusetts Sickle Cell Association and Cooley's Anemia Foundation. We are in the process of launching a Vertex Foundation Scholarship program for SCD and TDT patients and their families, continuing our legacy of supporting healthy families across patient communities.

"I want to create stories that not only educate but also motivate individuals with CF to see themselves as strong, resilient and deserving of success in all areas of life."

— **Kyla,** 2025 Vertex Foundation Scholarship recipient, pursuing a degree in entrepreneurship and motion pictures



Jordan, 2025 Vertex Foundation Scholarship recipient

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 nonprofits year-round, with a 2:1 match offered during Global Giving Days in November.[1] In 2025, employees and the Vertex Foundation supported 2,775 nonprofits through the Matching Gift Program, contributing a total of $5.5 million. Around the world, more than 2,100 employees made donations through the Matching Gift Program, a 5 percent increase from 2024.

Global Week of Service

Each year, we give Vertexians around the world an opportunity to give back to their communities through our Global Week of Service. In 2025, we saw record-setting employee engagement and impact with 83 percent of employees participating. Throughout the week, employees contributed over 11,800 volunteer hours, impacting the lives of more than 64,000 individuals. Vertex's network of Community Champions was critical to the success of the event. This dedicated group of over 150 employees organized and led more than 200 volunteer events around the world.

Organizations supported through 2025's Global Week of Service included Ronald McDonald House Charities and Boston Health Care for the Homeless. Vertexians baked meals for families at Ronald McDonald Houses and partnered with Boston Health Care for the Homeless to assemble thousands of care kits and collect more than 5,000 pairs of new socks for individuals experiencing homelessness in the Boston area.

> *"We spend our days dedicated to improving lives through medicine. Week of Service gives us the opportunity to carry that mission outside of the lab, outside of the offices. It's an opportunity for all of us to work together and make a big difference in our community."*
>
> — **Kimberly,** Senior Patient Support Specialist and Vertex Community Champion

1 Eligible employee donations are matched up to 5,000 USD or local currency annually.

MATCHING GIFTS

13,700+
donations

2,100+
employees

18
countries

VOLUNTEERING

83%
employee volunteer rate globally

11,800+
volunteer hours across 21 countries

64,000+
individuals served

Appendix

Data Summary

We monitor and report metrics in areas that align with our corporate responsibility priorities. The table below discloses our three-year progress on select indicators.

METRIC	2025	2024	2023
BUSINESS AND ETHICS			
R&D Investment (GAAP, in USD thousands)	4,042,500	8,258,700[1]	3,690,000
R&D Investment as a Percentage of Business Operating Expenses (GAAP)	70%	85%	77%
% of Employees Who Completed Their Annual Code of Conduct Training	100%	100%	100%
% Spend on Small Businesses[2]	13.8%	17.3%	18.1%
WORKPLACE			
Total Employees Globally (approximate)	6,400	6,100	5,100
New Hires Globally (approximate)	900	1,100	1,100
Voluntary Turnover Rate (Global, Trailing 12 Months Metric)	5.6%	4.4%	4.7%
COMMUNITY			
Nonprofits Supported Through Matching Gift Program	2,775	2,592	2,183
Hours Volunteered by Employees During Work Time	13,974	12,715	10,013
% of Employees Who Volunteered on Global Week of Service	83%	70%	60%
ENVIRONMENT, HEALTH, SAFETY AND SUSTAINABILITY			
TRIR (per 200,000 hours worked)[3]	0.13	0.18	0.33
DART (per 200,000 hours worked)[3]	0.12	0.16	0.15
% Square Feet of Buildings Operated That Are Green Certified	80%	79%[4]	82%[4]

1 2024 R&D Investment included a one-time acquired in-process research and development expense of $4.4 billion resulting from our acquisition of Alpine Immune Sciences, Inc.

2 For the 2025 U.S. gov. fiscal year (Oct. 1, 2024–Sep. 30, 2025).

3 ERM CVS provided limited assurance of safety rates (TRIR, DART) for 2020–2025. Assurance information for 2020–2024 can be found in the associated corporate responsibility (CR) reports. The 2025 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.

METRIC	2025	2024	2023
Total GHG Emissions Scope 1 & Scope 2 Market-Based (metric tons CO_2e)[5,6]	**13,574**	12,906	13,198
GHG Scope 1 (metric tons CO_2e)[5]	**12,296**	8,976	8,311
GHG Scope 2 (metric tons CO_2e)[5,6]	**1,278**	3,930	4,888
GHG Scope 3 (metric tons CO_2e)	**579,649**	551,647	474,129
CDP Climate Change Survey Score	**B**	B	A-
% Energy From Renewable Sources	**52%**	50%	49%
Total Waste (metric tons)[7]	**2,109**	1,982	1,689
Nonhazardous Waste (metric tons)[5,7]	**1,444**	1,467	1,212
Nonhazardous Waste Diverted From Landfill (metric tons)[5,7]	**588.8**	596.7	403.1
% Nonhazardous Waste Recycled or Composted[5,7]	**41%**	41%	33%
Hazardous Waste (metric tons)[5,7]	**664.5**	514.7	476.9
Laboratory and Manufacturing Waste Recycled (metric tons)[5]	**174.3**	130.0	119.6
% Total Waste Diverted From Landfill[5,7,8]	**59%**	57%	52%
Total Water Withdrawn (megaliters)	**188.4**	137.8	169.3

5 2022 and 2023 GHG Scope 1 emissions were updated in April 2025 to include emissions at our Vertex Manufacturing Center that were previously attributed to a tenant. ERM CVS provided limited assurance of total GHG Emissions Scope 1 & Scope 2 Location- and Market-Based (metric tons CO_2e), and waste data for 2020–2025. ERM CVS provided limited assurance of total GHG Emissions Scope 1 & Scope 2 Location- and Market-Based (metric tons CO_2e), and waste data for 2020–2025. ERM CVS also provided reasonable assurance of Fan Pier Scope 1 (4,939 MT CO_2e), Scope 2 Location-Based (7,131 MT CO_2e), and Scope 2 Market-Based (70.7 $MTCO_2e$); UK IHQ Scope 1 (1.29 MT CO_2e), Scope 2 Location-Based (131 MT CO_2e), and Scope 2 Market-Based (0 $MTCO_2e$) for 2025. Assurance information for 2020–2024 can be found in the associated corporate responsibility (CR) reports. The 2025 ERM CVS Assurance Report and Basis of Reporting can be viewed at **https://www.vrtx.com/sites/default/files/Environmental-Assurance-Statements.pdf**.

6 Location-based Scope 2 emissions were 15,443 MT CO_2e. For Scope 2 market-based emissions, international locations apply location-based IEA factors when residual emission factors set are not available.

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

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

Additional Resources

- » 2025 10-K Report
- » 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
- » Political Engagement Principles
- » Supplier Code of Conduct
- » Supplier Engagement Program
- » View on Drug Pricing

SASB Index

We monitor key corporate responsibility metrics across the business. The table below tracks 22 metrics in alignment with the Sustainability Accounting Standards Board (SASB) Biotechnology and Pharmaceuticals industry reporting framework. These include metrics discussed in this 2025 Corporate Responsibility Report, our **Code of Conduct**, **Annual Report (Form 10-K)** and **corporate website**.

Accounting Metric

TOPIC	ACCOUNTING METRIC	CODE	DISCLOSURE LOCATION
Safety of Clinical Trial Participants	Discussion, by region, of management process for ensuring quality and patient safety during clinical trials	HC-BP-210a.1	**Clinical Trial Safety**, Ethics and Oversight, page 10
	Number of inspections related to clinical trial management and pharmacovigilance that resulted in: (1) entity voluntary remediation or (2) regulatory or administrative actions taken against the entity	HC-BP-210a.2	**US 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 6
	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 2025.
	Total amount of product accepted for takeback, reuse or disposal	HC-BP-250a.4	Conserving Water and Minimizing Waste, page 25
	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	HC-BP-250a.5	In 2025, 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 29
	Discussion of process for alerting customers and business partners to potential or known risks associated with counterfeit products	HC-BP-260a.2	Protecting Our Supply Chain, page 29
	Number of actions that led to raids, seizure, arrests or filing of criminal charges related to counterfeit products	HC-BP-260a.3	None
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**, page 17

Accounting Metric

TOPIC	ACCOUNTING METRIC	CODE	DISCLOSURE LOCATION
Employee Recruitment, Development & Retention	Discussion of talent recruitment and retention efforts for scientists and research and development staff	HC-BP-330a.1	Strengthening Our Talent Pipeline, page 17 Providing Competitive and Comprehensive Total Rewards, page 18
	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid-level managers, (c) professionals, and (d) all others	HC-BP-330a.2	Data Summary, page 37
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, pages 20-21
Supply Chain Management	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit programme or equivalent third-party audit programmes for integrity of supply chain and ingredients	HC-BP-430a.1	Building Resilience Through Responsible Sourcing, page 29

ACTIVITY METRIC	CODE	DISCLOSURE LOCATION
Number of patients treated	HC-BP-000.A	Access to Our Medicines, page 6
Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	HC-BP-000.B	Our Approved Medicines R&D Pipeline

VERTEX

THE SCIENCE *of* POSSIBILITY

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.

50 Northern Avenue
Boston, MA 02210
www.vrtx.com

Vertex, the Vertex triangle logo, and all Vertex product names and logos are registered trademarks of Vertex Pharmaceuticals Incorporated. All other trademarks referenced herein are the property of their respective owners.
© 2026 Vertex Pharmaceuticals Incorporated