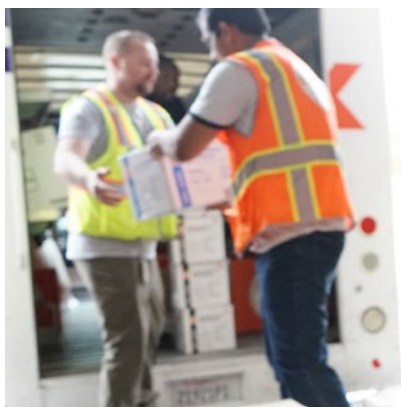


## 2019 | Corporate Responsibility







## A Note from Our Leadership

*All of us at Vertex are committed to making a difference in the lives of people with serious diseases. It is the relentless pursuit of this goal that guides us every day and is reflected in the progress we have made over the past year.*

We're equally committed to our communities, which have always been at the heart of everything we do at Vertex. From the CF community that has been integral to our work in developing therapies, to the educators and students who foster the next generation of scientists, we're committed to giving back to the communities that support us.

In 2019, its first full year of operation, the Vertex Foundation made grants totaling more than \$7 million. One area of focus for the Foundation is Science, Technology, Engineering, Arts, and Mathematics (STEAM) education to ensure that we're equipping students with the skills and enthusiasm they need to be the next generation of leaders in science and medicine. In 2019, we continued our highly successful Learning Lab program in Boston and completed our first full year of programming at our San Diego R&D facility, giving more than 2,000 high schoolers in both cities access to resources, technologies and mentorship that aren't available in the classroom. In 2020, students in the U.K. will also benefit from these unparalleled experiences when we expand the program to our Oxford facility.

We've also seen incredible participation in our annual Day of Service, with more than 1,200 employees volunteering with 82 nonprofit organizations around the world. Around the same number participate in our matching gifts program. In 2019, Vertexians and the Vertex Foundation donated \$2.4 million through this program.

We are delighted to share our 2019 CR achievements in this report and look forward to making even more progress against our goals and capitalizing on opportunities for positive impact in 2020 and beyond.

Jeffrey Leiden M.D., Ph.D.  
Executive Chairman

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

## About Vertex

We are a global biotechnology company that invests in scientific innovation to create transformative medicines for people with serious diseases. We have multiple approved medicines that treat the underlying cause of cystic fibrosis (CF)—a rare, life-threatening genetic disease—and several ongoing clinical and research programs in CF. Beyond CF, we have a robust pipeline of investigational small molecule medicines in other serious diseases where there is deep insight into causal human biology, including pain, alpha-1 antitrypsin deficiency and APOL1-mediated kidney diseases. In addition, we have a rapidly expanding pipeline of genetic and cell therapies for diseases such as sickle cell disease, beta thalassemia, Duchenne muscular dystrophy and type 1 diabetes mellitus. Founded in 1989, our corporate headquarters is located in Boston, with international headquarters in London. We currently employ approximately 3,000 people globally with nearly two-thirds of our employees dedicated to research and development.

This report shares our corporate responsibility (CR) priorities and progress. The information within this brochure refers to many ongoing CR initiatives, with a focus on 2019 progress and updates. This year, we have consulted the Sustainability Accounting Standards Board (SASB) Health Care Sector Biotechnology and Pharmaceuticals protocol to inform content and we look forward to increasing alignment with SASB reporting in the future.

While we have each transitioned into new roles at Vertex, our goals and commitments remain the same. Our decades-long focus on developing treatments for cystic fibrosis (CF) is helping more people with this devastating disease than ever before. Now, we're applying the same relentless drive that has enabled us to make so much progress in CF to a broader set of serious diseases.

By investing heavily in research and development, our pipeline programs now span multiple modalities, including small molecules and new approaches, such as cell and genetic therapies. We've focused on developing these new technologies and now have one of the industry's broadest and most diverse set of capabilities in cell and genetic therapies.

The same values that guide and drive our internal and external innovation—fearlessness, collaboration, and commitment to patients—also fuel our efforts in corporate responsibility. For example, we've already made great progress in decreasing our carbon emissions, but we are committed to doing even more. Having reduced global carbon emissions by 39 percent in the past five years, we've built on these efforts and set a new enterprise goal to reduce absolute global emissions by a further 20 percent by 2023.



# Our CR Priorities and 2019 Progress At-A-Glance

## IMPROVE THE LIVES OF PEOPLE WITH SERIOUS DISEASES

\$1.7 B

R&D investment

8

research programs in late pre-clinical or clinical development

>70%

business operating expenses invested in R&D

## FOSTER A CULTURE THAT EMBRACES INNOVATION, DIVERSITY & AUTHENTICITY

100%

Corporate Equality Index Score

6

Best Places to Work awards

65

employee diversity and inclusion events

42%

leaders Vice President and above who are women

## MAKE A POSITIVE IMPACT IN THE COMMUNITIES WHERE WE ARE BASED

1,538

nonprofit organizations supported through the Vertex Foundation Matching Gift Program for employees

\$28 M

charitable grants and donations by Vertex and the Vertex Foundation

4,478

hours volunteered during Annual Day of Service

2,412

students reached through our STEAM Education programs

## CAREFULLY MANAGE OUR ENVIRONMENTAL FOOTPRINT

39%

carbon emissions reduction globally in five years

44%

employees in the U.S. and U.K. use public transportation to commute

700.5

tons of nonhazardous waste diverted from landfill

100%

renewable energy at our Oxford facility

## RECOGNITION RECEIVED FOR OUR EFFORTS

Newsweek

America’s Most Responsible Companies

Forbes

Just 100

Forbes

Best Employers for Diversity

Boston Business Journal

Most Charitable Companies in Massachusetts

Science Magazine

Top Employers

Fast Company

50 Most Innovative Companies

# Key Performance Indicators

Metric	2019	2018	2017
Business and Ethics			
R&D Investment (in USD thousands)	1,754,540	1,416,476	1,324,625
R&D Investment as a Percentage of Business Operating Expenses	73%	72%	73%
% of Employees Who Completed Their Annual Code of Conduct Training	100%	99.9%	99.9%
Workplace			
% of Workforce Who Are Women	53%	51%	51%
% of Leadership (VP & above) Who Are Women	42%	38%	38%
% of Workforce Who Are Racially/Ethnically Diverse (U.S.)	32%	30%	30%
% of Leadership (VP & above) Who Are Racially/Ethnically Diverse (U.S.)	13%	20%	18%
% of New Hires Who Are Racially/Ethnically Diverse (U.S.)	36%	39%	37%
% of Board of Directors Who Are Diverse Based on Gender/Ethnicity	44%	50%	44%
Voluntary Turnover Rate	9.2%	9.3%	8.6%
Community			
Nonprofits Supported Through Matching Gift Program	1,538	1,087	659
% of Employees Who Volunteer Through Vertex Volunteers	49%	36%	N/A
Hours Volunteered by Employees During Work Time	6,688	5,148	N/A
Environment, Health and Safety			
Recordable Incident Rate	0.49%	0.30%	0.42%
Lost Time Incident Rate	0.08%	0.04%	0.19%
% of Employees Using Public Transportation to Commute (U.S.- and U.K.-based employees)	44%	40%	40%
Total GHG Emissions Scope 1 & Scope 2 Market-Based (metric tons CO <sub>2</sub> e)	13,826	16,551	17,261
GHG Scope 1 (metric tons CO <sub>2</sub> e)	5,834	5,664	5,957
GHG Scope 2 Market-Based (metric tons CO <sub>2</sub> e)	7,992	10,887	11,304
Nonhazardous Waste (tons)	1,360.4	N/A	N/A
Nonhazardous Waste Diverted From Landfill (tons)	700.5	N/A	N/A
% of Nonhazardous Waste Recycled or Composted	51%	N/A	N/A

# Transforming Lives Through a Focus on Innovation

*Vertex is focused on discovering, developing and commercializing innovative medicines so people with serious diseases can lead better lives. In relentless pursuit of this mission, we have a broad research pipeline in cystic fibrosis (CF) and seven other disease areas.*

We have a unique way of building our discovery programs to maximize our chances of creating therapies that may dramatically improve patient lives. We focus on serious diseases where we can have a transformative impact for patients, not just an incremental benefit. We work only on projects where we have a deep understanding of the underlying cause of disease in humans. Then, we research and develop therapeutic approaches that are most likely to succeed. Rather than looking for problems we can solve with only the tools we’ve used before, we figure out the problems that need to be solved for the diseases we’re going after and invent the tools to potentially fix them.

Vertex is one of only a handful of companies that has internally discovered and developed at least five novel medicines, and this success has been achieved by a relatively small team<sup>1</sup>. We invest heavily in R&D and focus on diseases in specialty markets where we can bring medicines to patients with a relatively small sales and marketing budget.

### Our Research Focus Today

Today, after more than 20 years of research and development in CF, we have four approved medicines and the potential to treat the underlying cause of the disease for up to 90 percent of patients. We have several ongoing clinical and research programs in CF and a robust pipeline of investigational small

1. Among companies founded since 1976.

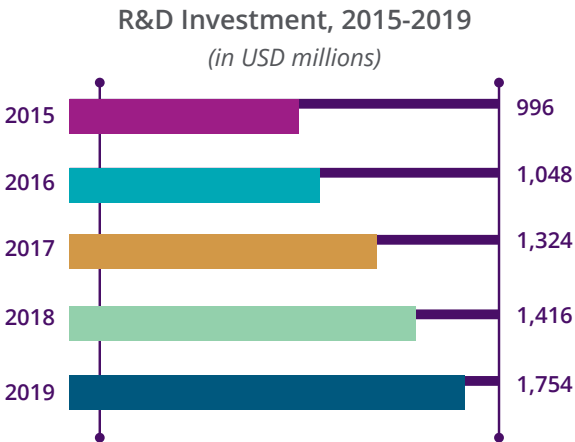


**73%**  
of business operating  
expenses invested in R&D

**3 out of 5**  
employees dedicated  
to R&D

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

In 2019, we continued to expand our robust research pipeline and added research programs in Duchenne muscular dystrophy and type 1 diabetes, and additional capabilities in cell and genetic therapies through key acquisitions and expanded collaborations.



### Supporting the Patient Community

We’ve learned a considerable amount from the CF community over the years, including the importance of going beyond R&D to engage in advocacy, awareness and community support. We are applying these learnings to other areas of our product pipeline as we partner with new patient communities, learning from them and incorporating their input into the development of our treatments.

Moreover, we believe strongly that all eligible patients should have access to our transformative medicines. Through Vertex GPS™: Guidance & Patient Support, we help eligible patients in the U.S. gain access to our medicines and provide support for them to stay on track with their treatment. We also offer co-payment assistance to U.S. patients who meet certain eligibility criteria.

In ex-US countries, we work in partnership with governments and payers to provide broad access to all patients in a country, usually through a national reimbursement agreement. Vertex’s CF medicines are reimbursed in more than 20 countries around the world. We consider requests for expanded access, also referred to as compassionate use, and we’re committed to evaluating all requests in a fair and equitable manner. In 2019, Vertex provided our medicines, at no cost, to nearly 1,900 patients globally through this program.



### OUR PATIENT COMMITMENT

- We strive to:
- » Put patients first and at the center of everything we do
  - » Communicate in a way that is accurate, honest, transparent and clear
  - » Listen with empathy and learn from patients and caregivers
  - » Respect the relationship between the patient and physician
  - » Empower patients by helping them to access the information and resources they need to manage their disease
  - » Support initiatives that help patients to live a fuller, more engaged lifestyle
  - » Encourage and provide opportunities for our employees to engage in the community



# Making Our Operations More Sustainable

As a biotechnology company, our environmental footprint is relatively small in comparison to many industries. Yet, we’re committed to making that footprint even smaller. We’ve identified opportunities to lower our impact through best practices in energy and emissions reduction, waste minimization and innovative green chemistry initiatives.

## Reducing Emissions

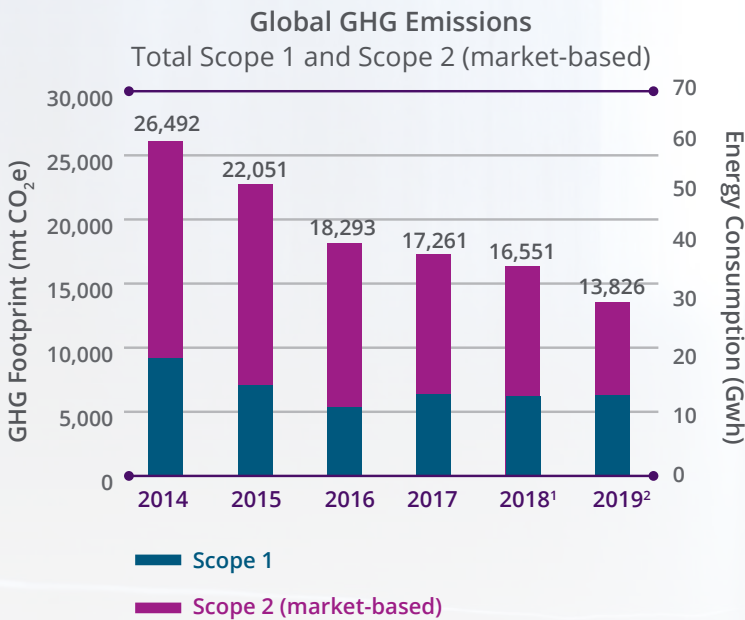
We’re acutely aware of the need to measure our impacts and set goals to drive progress on reducing greenhouse gas (GHG) emissions. In 2015 we committed to a 35 percent reduction in GHGs by 2020. We met and exceeded this goal in 2019 with a 39% global carbon reduction, leading us to set the bar higher with a new goal to reduce carbon by another 20% by 2023. To contribute to broader environmental initiatives, we shared our progress and program with other companies by hosting an event for the Boston business community to explain how these milestones were achieved.



**2023 GOAL:**  
20% reduction in global absolute CO<sub>2</sub> emissions from a 2018 baseline.

We’ve achieved our emissions reductions through a range of energy efficiency measures, including optimizing air flow in our laboratories and installing energy-efficient lighting. At our Oxford facility, we have sourced 100 percent of our energy from renewable sources since 2018. We plan to install solar panels at our San Diego location in 2020, which we anticipate will supply approximately 10 percent of the building’s energy needs.

Having captured our global emissions data, as well as other environmental metrics, we were pleased to report our progress to the CDP Climate Change survey for the first time in 2019.



1. ERM CVS provided limited assurance of Scope 1 GHG emissions, Scope 2 (market-based) GHG emissions and total emissions (Scope 1 and Scope 2 market-based) data for 2018. Please see [www.vrtx.com/responsibility/policies-positions-and-reports](http://www.vrtx.com/responsibility/policies-positions-and-reports) for the ERM CVS Assurance Statement.  
2. ERM CVS is currently conducting a limited assurance engagement on selected 2019 GHG data.



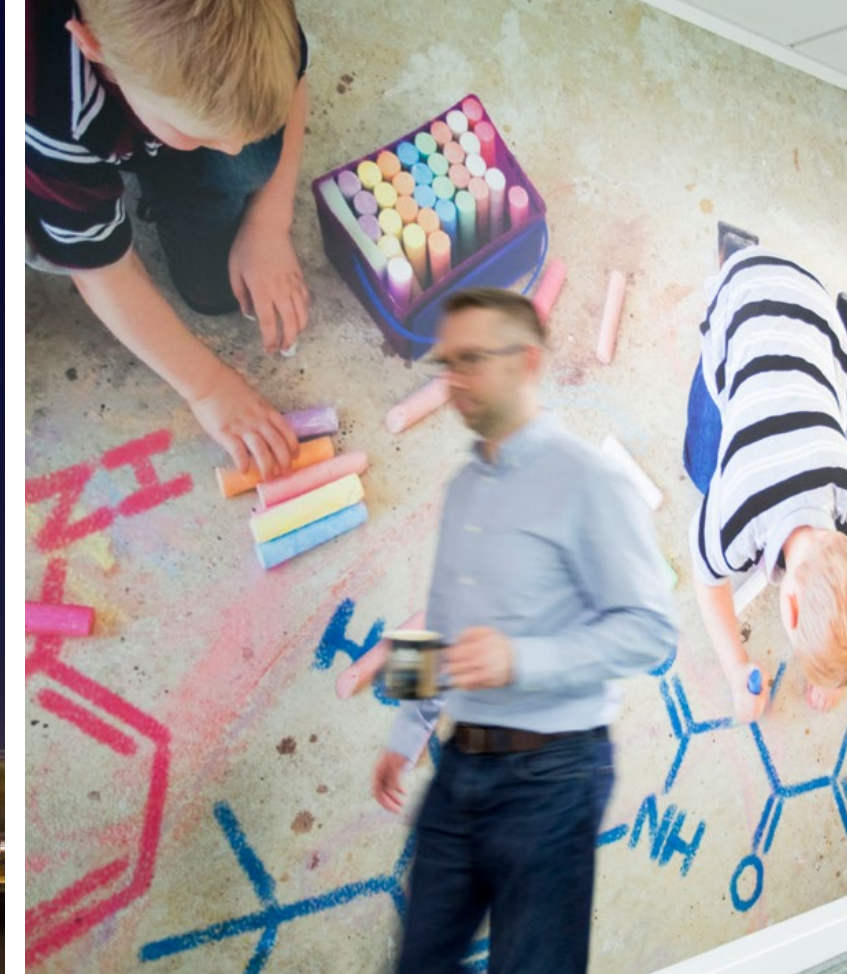
## Minimizing Waste

Our efficient and lean manufacturing processes keep our waste generation to a minimum. Nonetheless, we continue to operate several waste minimization projects at facilities around the world. These projects include:

- » Securing recycling takebacks with key suppliers for certain materials, such as Tyvek gowns and nitrile gloves used in our manufacturing facilities. In 2019, these efforts resulted in the recycling of more than 2,000 pounds of these materials.

- » Partnering with a biowaste vendor to recycle plastic from our labs into artificial lumber.
- » Using an innovative chemical solvent distribution system in San Diego and Boston to reduce the waste associated with transporting and storing solvents in multiple laboratories.





## Constructing Sustainably

Managing our facilities responsibly presents the best opportunity for Vertex to reduce environmental impact, so when we build or retrofit buildings, we do it with a long-term view, utilizing green construction practices and incorporating state-of-the-art efficiencies. For example, our new Vertex Cell and Genetic Therapies building, which is slated to open in 2021, will incorporate sustainability in all aspects of construction and design. At our nearby Boston headquarters, which along with San Diego is LEED Gold certified, we plan to retrofit our buildings over the next three years with more sustainable features like increased composting facilities.

## Commuting Sustainably

Although nearly half our workforce in the U.S. and U.K. use public transportation to get to work, we continue our commitment to minimize our commuting footprint by taking a leadership role in several local programs.

In Boston, Vertex co-chairs the Transport Management Association (TMA), a nonprofit membership organization of employers, developers and property managers addressing transportation, air quality and commuter issues. In 2019, the TMA advocated for a new 100-seat public ferry that removed approximately 12 corporate shuttles from the busy downtown area during peak hours.

The San Diego Association of Governments' (SANDAG) iCommute program encourages the use of transportation alternatives to help reduce traffic congestion and GHG emissions. Each year, SANDAG awards companies for their efforts to promote alternative ways to commute to employees. In 2019, Vertex received a Diamond Award, the highest award possible, for the second consecutive year.

In addition, we have installed electric car charging points at our facilities in San Diego and in Oxford for those who drive emissions-free vehicles. Members of the Oxford team's Sustainability Forum, a group of employees promoting sustainable initiatives, joined the facilities team to unveil the chargers.

## Researching Sustainably

We look at every aspect of our operations to identify opportunities to reduce our environmental impact.

As an example, we have found ways to “green” the chemistry research process. Our Oxford scientists began providing guidance for green chemistry techniques in 2017. In 2019, we expanded this guidance to follow the holistic 12 principles of green chemistry and developed a way for our scientists' electronic notebooks to track sustainable chemical reactions and a booklet to educate medicinal chemists on sustainable chemistry principles. In 2019 we conducted a global green chemistry challenge for scientists to encourage engineering green-designed reactions. Additionally, Vertex is a member of American Chemical Society Green Chemical Initiative Pharmaceutical Roundtable, which encourages innovation while catalyzing the integration of green chemistry and green engineering in the pharmaceutical industry.



# Practicing Safe Science

*Delivering transformative new medicines to patients requires a workplace that respects the health and safety of all employees and visitors. As relentless as we are in our pursuit of life-saving treatments, safety always comes first and is critical to our sustainability efforts.*

Vertex operates a proactive safety culture that focuses on accident prevention through diligence and thoughtful reflection. Our Recordable Incident Rate of 0.49% and our Lost Time Incident Rate at 0.08% are extremely low compared with industry benchmarks.



## Near-Miss Reporting and Safety Culture

To shift employee focus from reactive incident reporting to proactive prevention, our Oxford facility encourages employees to report near misses that could have turned into more serious incidents and raise any potential safety concerns before they turn into problems. In the past two years, we've seen greater employee awareness of safety and a 33 percent increase in the number of near misses reported. An app on tablet computers placed prominently around the facility enables employees to report near misses and concerns quickly.



## Ergonomics

Lab work is by nature repetitive and presents ergonomic challenges to scientists who spend long periods on their feet or work at multitiered stations. We have occupational health nurses available to employees to review ergonomic conditions and recommend changes to work practices to improve behavior and prevent injuries. In 2019, our nurses made nearly 300 ergonomic visits at our Boston facility.



## Live Experiment Viewer

At our Oxford facility, a live experiment viewer is displayed through an app on tablet computers outside all of our chemistry labs. The app allows Environment, Health, Safety and Sustainability teams to view interactive safety information drawn from our scientists' electronic notebooks, including a three-color assessment of the risks in the laboratory at any given time.

# We Are All Vertexians

*We're a 3,000-strong workforce based in 21 countries. We celebrate our differences while working together to solve some of the most difficult challenges in medicine. Our success depends on an inclusive culture that nurtures bright minds, promotes our fearless pursuit of excellence, demonstrates our uncompromising commitment to patients and rewards results.*

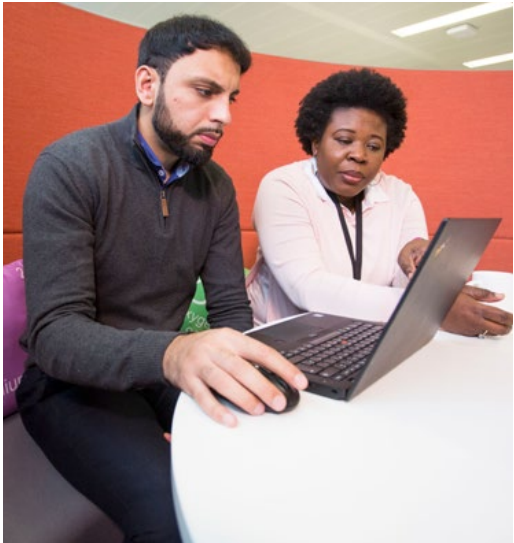
It's not just about what we do, but how we do it. Our core values and behaviors guide us, and in 2019, we refreshed them to emphasize the importance of diversity, inclusion and innovation to our culture. Along with this refresh, we released the "Phenotype of a Vertexian," which is a set of competencies that reflect how we lead when we are at our best at every level of the organization. By focusing on the development of our employees and leaders, we're in a stronger position to promote and retain our best talent.

As with the patients we serve, we know the importance of engaging employees and representing their voices. In 2019, we introduced a twice-yearly, employee-wide Vertex Pulse survey to measure employee engagement and satisfaction.

We also introduced MyVertex, a global HR employee services platform via a state-of-the-art direct access model, giving all employees the chance to receive personalized support in moments that matter across their work and life journeys. In addition, we held 40 culture and engagement events around the company, including environment-focused events held during the U.K. operation's Sustainability Week and Earth Day.

## VERTEX VALUES

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







**908**  
VOICE  
participants  
generated  
**365**  
ideas across  
**5**  
challenge areas

Vertex employees question what's possible, view challenges as opportunities and push beyond the status quo every day. We build on our culture of innovation annually through our VOICE program, an internal, global innovation tournament that empowers all employees to develop ideas in response to "game-changing" science and business challenges. Employees who have their ideas selected go on to build cross-functional teams, develop refined proposals and execute their business plans.

### Taking Care of Each Other

We provide comprehensive work-life benefits to help employees take care of themselves, their loved ones and each other. Our focus in 2019 was supporting financial wellness. In addition to our standard retirement benefits, including a competitive 401(k) plan, an employee stock purchase program and a tuition reimbursement program, we began offering:

- » Student loan repayments in the U.S.: Vertex matches employee student loan repayments for up to five years (capped at \$10,500). Matching starts at \$125 per month and increases each year the employee is enrolled in the program.
- » Financial counseling: Employees can access financial knowledge, guidance and coaching via a digital platform and one-on-one sessions empower them to improve their financial wellness.

We also restructured some U.S. programs to be more inclusive. These changes included:

- » Expanding our parental leave benefit to give any Vertexian who is a primary caregiver 16 weeks of 100 percent paid leave.
- » Broadening the definitions of family members and loved ones to help more Vertexians qualify for five days of bereavement time.
- » Additional benefits include surrogacy and doula reimbursement, and maternity support.

In the U.K. and international regions, we are building a mental health first aider team with an aim to raise awareness, tackle stigma and encourage more open conversations about mental health—all part of our Thrive Wellbeing program.

### An Ethical Culture for Employees and Suppliers

A strong culture of ethics permeates our employee base. In 2019, our Board of Directors approved an amended Employee Code of Conduct. The new Code continues to reflect the company's core values and offers expanded guidance in areas such as human rights, protection of personal data, financial integrity, commitment to communities and environmental sustainability.



### 2019 WORKPLACE RECOGNITIONS

- » Boston Business Journal 2019 Best Places to Work
- » Biospace Top 30 Life Sciences Employers
- » Forbes The Best Employers for Diversity
- » Science Magazine Top Employers
- » San Diego Business Journal Best Places to Work
- » The Boston Globe Top Places to Work

As a member of the Pharmaceutical Supply Chain Initiative (PSCI), Vertex supports the PSCI Principles and is committed to working with our peers to achieve a vision of better social, health, safety and environmental outcomes. In 2019, we introduced a new Supplier Code of Conduct to outline our expectations that our suppliers share our commitment to high ethical standards and behavior and to define the expectations they should have of us. We have distributed it to more than 2,000 of our suppliers.

### Supporting Diversity and Inclusion

We recognize that each employee brings diverse perspectives and strengths, and, by embracing those strengths and celebrating differences, we innovate at our best.

Fostering diversity and inclusion (D&I) throughout the organization starts with a commitment from our leaders. Nearly half of our Board of Directors is diverse based on gender or ethnicity, and we were recognized by 2020 Women on Boards, a nonprofit organization that is focused on educating corporate stakeholders on the importance of board diversity. In 2019, two more women joined our Executive Committee. Throughout the entire organization, more than half of our workforce and nearly 42% of leaders vice president and above are women.

We have four Employee Resource Networks (ERNs) that foster connectivity and collaboration across all levels and engage colleagues in personal and professional enrichment opportunities such as mentoring, career development, community outreach and cultural awareness activities:

- » BRAVE, which helps to develop, promote and support the unique talents of military veterans and first responders.
- » IWILL, which enhances the career satisfaction of women throughout the company and facilitates their professional advancement.
- » VIBE, whose mission is to empower and grow our racially and ethnically diverse workforce.



- » PRIDE, which supports and celebrates the LGBTQ+ community.

These ERNs helped organize 65 D&I events in 2019, including 40 associated with D&I Week, an annual celebration that highlights the important role diversity plays in our business, our cultures and our communities. We're proud of the record participation we consistently achieve during D&I Week, which included 2,000 Vertexians across seven sites in 2019.

We also support and participate in D&I programs in our communities, such as:

- » Pacesetters, an initiative of the Greater Boston Chamber of Commerce that partners large and mid-sized companies and anchor institutions who use their collective purchasing power to create opportunities at scale for local, ethnic minority-owned businesses.
- » Diversity Alliance for Science, an organization that provides a platform to identify, attract and develop small and/or diverse businesses to drive inclusive procurement practices within the life science and healthcare industries.
- » Massachusetts LGBT Chamber of Commerce, a program whose goal is to cultivate inclusive relationships to drive economic impact.

**PERFECT SCORE**  
The Human Rights Campaign's 2020 Corporate Equality Index—the first time we applied.



# Impacting Our Communities

Through charitable giving by Vertex and the Vertex Foundation, including scholarships, volunteering and donations, we take seriously our commitment to our communities. Our focus on STEAM education, innovation and supporting patients and families with serious diseases aligns and complements our core business.



in 2019

2,412

students participated in STEAM programming on-site at our research sites in Boston, San Diego, and Oxford

The Vertex Foundation aims to improve the lives of people with serious diseases and in its communities through education, innovation and health. The nonprofit 501(c)3 foundation is part of Vertex's corporate giving commitment and was established in 2017.

### Committed to STEAM Education

We continue to build a robust network of internal programs and community partners to connect students with hands-on STEAM opportunities throughout their educational journey, getting them excited about science early and helping them succeed in their career.

Our strategy is to:

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



Our STEAM education strategy comes to life through a series of core initiatives centered on creating space for learning, supporting STEAM in the community and developing careers.

In our Learning Labs, we bring classroom concepts to life and give students access to resources and technologies that aren't available in school. Our 3,000-sq.-ft. Boston Learning Lab and classroom space opened in 2014, and in 2019, we completed our first full year of programming in our San Diego Learning Lab. We plan to further expand the success of these programs by opening a similar lab in Oxford in 2020. In addition to visiting the Learning Labs with their science classes, we also offer paid summer internships to 40 Boston high school students through our partnership with the Private Industry Council and the Mayor's Summer Jobs Program.

Vertex and the Vertex Foundation partner with local educators and organizations that help us expand our reach to more students. In particular, we partnered with several organizations in 2019 to support the following initiatives:

- » For the second year, our then CEO Dr. Jeffrey Leiden and the Vertex team helped coordinate Massachusetts STEM Week, a statewide effort to boost the interest, awareness and ability for all learners to envision themselves in STEM education and employment opportunities.
- » We worked with i2 Learning to develop and deliver a hands-on STEM curriculum to 22,500 students in classrooms across 34 school districts



85

CF Scholarships Awarded

2

Science Leaders Scholarships Given

in Massachusetts, including a new month-long biotech curriculum piloted by one of our Boston Public School partner schools.

- » We started a new partnership with the Museum of Science in Boston to allow all 9,000 Boston middle school students to attend the museum free of charge.
- » We expanded our partnership with STEM Learning's Project ENTHUSE to support teacher professional development and deliver impactful science curriculum in schools across the U.K.

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

The Vertex Foundation Scholarship helps people with CF and their families (siblings, caregivers and children) pursue two-year, four-year or graduate degrees by offsetting some of the cost of attending college or graduate school.





## Engaging Employees in Community Support

We encourage our employees to contribute to their communities through several engagement programs. The Vertex Foundation offers a 1:1 matching gift program designed to extend the impact of all employees' donations to qualified nonprofit organizations. All full- and part-time employees can have donations matched up to \$5,000 (or local currency equivalent) each year.

Our annual global Day of Service gives all employees the chance to lend their time and expertise to nonprofit organizations during a paid day of

volunteering. Many of our service opportunities involve hands-on instruction in STEAM education in communities where we operate.

We also support Vertex employees who serve on the boards of nonprofits through a half-day nonprofit board service training and a \$1,000 donation from the Vertex Foundation to benefit the nonprofits. We then provide employees with access to ongoing tools and resources to develop leadership skills to support nonprofit board governance.

## Employee Community Contributions

### Promoting Social Innovation

Enabling innovative solutions to community challenges is another focus area of the Vertex Foundation. One organization we began to support in 2019 is City Year, an education nonprofit organization dedicated to helping students and systemically underresourced schools succeed. The Vertex Foundation and City Year share the belief that students in our communities reach their full potential when they have access to learning environments where they can thrive. The Vertex Foundation supports City Year's holistic approaches and programs that are designed to enhance student and school success both in the U.S. and the U.K. by sponsoring a team of AmeriCorps members serving in Boston and a team of volunteer mentors in London.

The Vertex Foundation is the first foundation to support City Year's teacher pathways program in Boston, an innovative partnership among Boston Public Schools, the University of Massachusetts Boston and City Year. In the U.K., the Vertex Foundation supports a Volunteer Mentor and

Careers Pathways Support program with a focus on increasing recruitment and career opportunities for young people after their City Year service.

### Supporting Healthy Families

We know that a child living with a serious illness impacts the whole family. That's why the third focus of the Vertex Foundation is promoting healthy families, specifically to support quality of life for families with children living with serious diseases. We're proud to begin new partnerships in 2019 with leading nonprofit organizations, including with Ronald McDonald House Charities. The Vertex Foundation donated \$1.2 million to support the construction of a Ronald McDonald House at the new children's hospital in Dublin, Ireland, as well as a new family welcome center at the San Diego Ronald McDonald House.

We are also pleased to support three camps providing holistic support for children with serious illnesses and their family members: Barretstown in Ireland, The Painted Turtle in California and Camp Sunshine in Maine.

### MATCHING GIFTS:

**\$2.4M**

donated by  
employees and the  
Vertex Foundation

**4,766**

matched donations

**1,203**

employees  
participated

**1,538**

nonprofit  
organizations  
supported



### DAY OF SERVICE:

**82**

nonprofits  
served

**1,200+**

employee  
volunteers

**4,400**

hours  
contributed

**14**

countries  
participated





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