

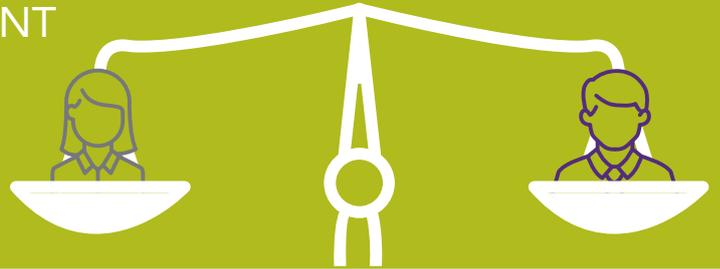
2019 UK GENDER PAY GAP REPORT

This is the first gender pay gap report developed by Vertex in response to an initiative by the UK government that requires companies employing over 250 people to publish annual gender pay gap data.

The gender pay gap is the difference between the mean and median hourly earnings of men and women across all jobs, at all levels within one organisation.

VERTEX'S EQUAL PAY COMMITMENT

It is important to remember the gender pay gap is not the same as equal pay. Equal pay is the right of an individual to be paid equally for the same or similar work, regardless of gender. We can confirm men and women at Vertex in the same employment, performing equal work, receive equal rewards.



VERTEX'S GENDER PAY GAP

Gender pay gap figures relate to the information gathered from the snapshot date of 5th April 2018. The figures show our mean and median gender pay gap based on hourly pay rates as of the snapshot date, and the mean and median bonus gaps, including cash bonus and equity payments, for the time period of April 2017 to April 2018. Our analysis shows that this pay gap arises due to having fewer women in senior leadership roles.

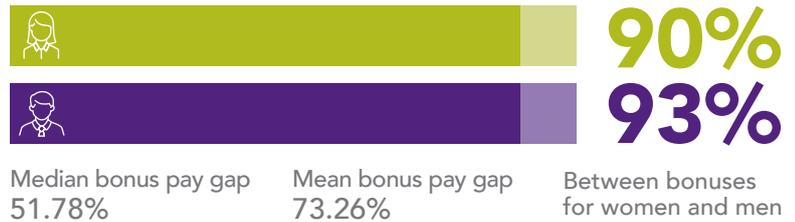
Vertex has a total

280

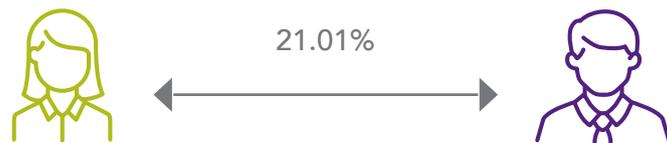
full-time employees
across two sites
in the UK



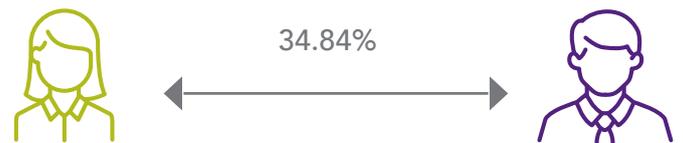
Bonus proportion



Median pay gap

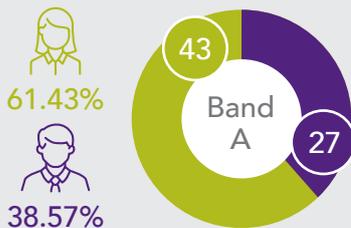


Mean pay gap

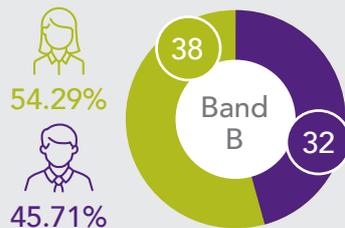


VERTEX'S PAY QUANTILES

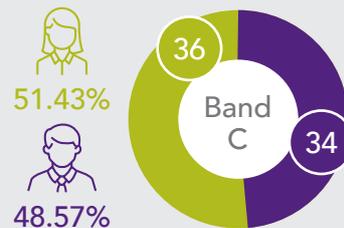
Lower quartile



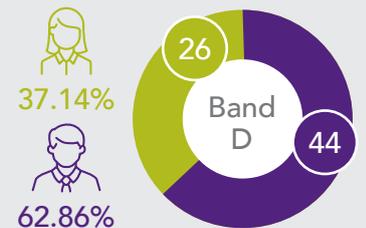
Lower middle quartile



Upper middle quartile



Upper quartile



Quartile pay bands (n=70 in each quartile totalling our 280 UK-based employees)

As part of equality legislation in the UK, companies are expected to report specific metrics:



Mean & Median Pay Gap

The difference in hourly earnings of male and female full-pay employees



Mean & Median Bonus Gap

The difference in average bonus paid to male and female employees



Bonus Proportion

The proportion of male and female employees who received a bonus



Quartile Pay Bands

The proportion of male and female full-pay employees by quartile

OUR COMMITMENT TO CLOSING THE GAP

At Vertex we strive to create a fair and diverse workplace and recognise that the diversity and authenticity of our people is part of what makes us unique. We understand that each employee brings different strengths to their role and by embracing and celebrating these differences, we inspire innovation together.



"We recognise that the diversity and authenticity of our people is part of what makes us unique."

Sian Abel,
Executive Director,
International Human Resources



"I am extremely proud to be Head of Research for a company that encourages people to bring their best self to work every day, and aspires to attract, grow and retain diverse talent for leadership in our organisation. The actions we are taking to increase focus on gender representation will ensure diversity in our workforce and fuel our continued success."

Gillian Burgess,
Vice President and Site Head, UK Research

We continue to evaluate the diversity of our workforce and are committed to initiatives and activities that support both men and women to achieve their professional goals.



Women in leadership:

Increasing the number of women in leadership roles is important to our continued growth and success, and closing our gender pay gap. We will do this by developing a framework to measure gender representation across all of Vertex's locations on an ongoing basis. We recognise that the diversity and authenticity of our people is part of what makes us unique. Our distinct experiences and backgrounds, regardless of gender, play a critical role in leadership and moving the company forward.



Recruitment strategy:

Our goal when hiring is to ensure a diverse range of candidates and it is important to us that we hire not only for proven experience but also for future potential. We consistently review our talent acquisition processes to identify areas where we can improve diversity in our workplace, such as candidate and interview profiles, our early career talent pipeline and a global university relations strategy.



Inclusive culture that supports all employees at work:

Vertex encourages people to bring their best self to work every day. This means ensuring people have the most forward-thinking and agile workplaces, environments and programmes to inspire innovation, collaboration and inclusivity. We will continue to build on this culture and environment where everyone is appreciated for their contributions – including flexible working, parental leave and actively supporting our parents returning to work.



Global learning and mentorship network:

At Vertex, we develop strong alliances through our Employee Resource Networks (ERNs). IWILL is our largest ERN, and stands for *Inspiring Women in Leadership and Learning*. It is an example of a network of men and women at Vertex who support each other at all levels and from all locations around the globe. This group of professionals host events and encourage discussions on challenging topics that impact everyone at Vertex. We also encourage informal networking and collaboration through mentoring programmes to share experiences and expertise.

"Increasing the number of women in senior leadership roles is one of our key initiatives. I confirm the gender pay information and data reported for Vertex in the UK are accurate and have been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017."



Ludovic Fenaux,
Senior Vice President,
International Commercial Operations