



Equal Employment Opportunity & Affirmative Action Policy Statement

Blueprint Medicines Corporation reaffirms its belief in and commitment to equal employment opportunity for all employees and applicants for employment. To fully implement this policy, which applies to employees and applicants for employment in the United States, we will take steps to ensure that:

- Persons are recruited, hired, assigned and promoted based on merit and without regard to race, national origin, religion, age, color, sex, sexual orientation, disability, or protected veteran status, or any other characteristic protected by local, state, or federal laws, rules, or regulations.
- All other personnel actions, such as compensation, benefits, transfers, separations or layoffs, layoff recalls, access to training, education, and social recreation programs, are based on only job requirements and merit and administered without regard to race, national origin, religion, age, color, sex, sexual orientation, disability, or protected veteran status, or any other characteristic protected by local, state, or federal laws, rules, or regulations.
- Employees and applicants are not subjected to harassment, intimidation, threats, coercion or discrimination because they have: filed a complaint; assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity; or exercised any other right protected by federal, state or local law requiring equal opportunity.

Our Vice President, Talent Acquisition is responsible for the implementation and monitoring of Blueprint Medicines' legally required affirmative action programs related to individuals with a disability and protected veterans. Part of that responsibility will be to ensure that the Company establishes and maintains an internal audit and reporting system that will ensure compliance with the Company's affirmative action obligations, periodically measure the effectiveness of the affirmative action programs, and identify any areas for potential remedial action, as appropriate.

Although this policy is designed for employees and applicants in the United States, its spirit and philosophy extend globally to all Blueprint Medicines subsidiaries, and will be applied as appropriate in accordance with local laws.

If you, as one of our employees or as an applicant for employment, have any questions about this policy or would like to view portions of our affirmative action programs for individuals with a disability or protected veterans, please contact our Vice President, Talent Acquisition during regular business hours.

Blueprint Medicines' Chief Executive Officer is fully committed to this equal opportunity and affirmative action policy statement and asks for all personnel to assist and support equal employment opportunity for all.

Effective Date: April 18, 2025