



Affirmative Action & Equal Employment Opportunity 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:

- All aspects of employment are administered without regard to race, national origin, religion, age, color, sex, sexual orientation, gender identity, disability, protected veteran status, or any other characteristic protected by local, state, or federal laws, rules, or regulations. Those aspects include recruitment, hiring, assignments, promotions, transfers, discipline, terminations or layoffs, layoff recalls, compensation, benefits, access to training, education, tuition assistance and social recreation programs; and
- 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 Human Resources team, led by our Chief People Officer, is responsible for the implementation and monitoring of Blueprint Medicines' Affirmative Action Plan. Part of Human Resources' responsibility will be to ensure that the Company establishes and maintains an internal audit and reporting system to allow for effective measurement of, and compliance with, the company's Affirmative Action Plan.

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 the Affirmative Action Plan, please contact Human Resources during regular business hours.

I, along with Blueprint Medicine's entire leadership team, am fully committed to the principles in our Affirmative Action Plan and Equal Employment Opportunity Policy. I welcome the continued assistance and support of all employees to sustain our objective of equal employment opportunity for all.

Sincerely,

A handwritten signature in black ink that reads "Jeff Albers". The signature is fluid and cursive, with a long horizontal stroke at the end.

Jeff Albers
Chief Executive Officer & President

Effective Date: June 1, 2021