

BAVARIAN NORDIC A/S - HUMAN RIGHTS POLICY STATEMENT

POLICY COMMITMENT AND GOVERNANCE

Bavarian Nordic commits to respecting internationally recognized human rights as defined by the Universal Declaration of Human Rights, and subsequent human rights instruments such as the International Covenant on Civil and Political Rights (ICCPR), International Covenant on Economic, Social and Cultural Rights (ICESCR), and ILO Core Labour Standards.

We are committed to identifying and addressing any adverse impacts which may result from our own operations or business relationships while respecting the principles contained within the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises. Our human rights work is grounded in our health and safety standards, Code of Conduct, and our Responsible Sourcing Standards for Suppliers.

At Bavarian Nordic, our employees form the basis for the success of our company. We respect human rights in our workforce and uphold all applicable employment laws in the countries we operate in.

As an employer we are committed to:

- Fostering good conditions for employment with regards to performance management, fair pay, rewards, data privacy training and people development
- Providing our employees with adequate job training ensuring that standards for specific skill sets, in a given job, are met
- Ensuring a healthy, safe, and secure workplace for all employees and contractors
- Respecting the right to freedom of association, right to collective bargaining and of the right to join a trade association
- Opposing all forms of modern slavery, including child labor
- Eliminating discrimination in our processes for recruitment and promotion
- Fostering an inclusive workplace and respecting all opinions and customs with zero tolerance of any form of harassment.

PATIENTS

We are committed to saving and improving lives by unlocking the power of the immune system and through the development and supply of vaccines against existing and emerging diseases. We are committed to safeguarding the privacy and protection of personal data of the patients, partners, and medical staff whom we engage with.

BUSINESS PARTNERS

Our business partners are critical to our success, and we conduct business with suppliers, business partners and collaborators who share our commitment to protect human rights and to operate in a responsible and ethical manner. Bavarian Nordic is committed to minimizing the adverse impacts from suppliers of goods and services in relation to labor, human rights, anti-corruption, and environment. Through our Principles of Responsible Sourcing, we are committed to ensuring that our suppliers and partners adopt their own human rights policies, procedures, due diligence, and processes for remedial actions.

REPORTING CONCERNS

Bavarian Nordic has established an Ethics Hotline. The Hotline is a secure and confidential reporting channel managed by an independent provider, which ensures that internal and external individuals can report legal or other serious concerns, which also includes concerns with regards to human rights.

December 2023

Board of Directors, Bavarian Nordic A/S