



# Vaccines That Make a **Difference**

**2023**  
SUSTAINABILITY  
REPORT



# Sustainability Report

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# 1 About this Report

The 2023 Sustainability Report offers an in-depth account of Valneva's activities during 2023 (January 1<sup>st</sup> - December 31<sup>st</sup>) and the Group's priorities going forward. The Report's format is in accordance with French Decree No. 2017-1265 of August 9, 2017.

The present report describes not only the risks faced by Valneva in its pursuit of sustainable growth, but also shows the counter measures put in place and Valneva's future plans to minimize these challenges.

The scope of reporting retained in 2023 covers sites in the UK (Livingston and London/Fleet), Sweden (Solna), Austria (Vienna), Canada (Montréal/Kirkland), the U.S. (Washington, D.C./Bethesda) and France (Nantes/Saint-Herblain and Lyon), or 100% of the Group's total headcount.

Valneva's environmental data come from its two main production sites and two R&D sites. Together, these four sites represent approximately 90% of the Group's total headcount in 2023. A different and more comprehensive scope applies to Valneva's key performance indicators (KPIs) for CO<sub>2</sub> emissions, in which all sites (R&D as well as manufacturing) and offices are included.

The environmental impact of Valneva's commercial offices is not currently integrated into the scope of this Report due to the low materiality of this data, considering the small number of employees on these sites.

In accordance with the EU Taxonomy Regulation and the related Delegated Acts, Valneva discloses in this Report the proportion of its Taxonomy-eligible Group-wide revenue, capital expenditure and operating expenditure for the fiscal year 2023 in relation to the environmental objectives: "Climate change mitigation," "Climate change adaptation," "Sustainable use and protection of water and marine resources," "Transition to a circular economy," "Pollution prevention and control" and "Protection and restoration of biodiversity and ecosystems."

Deloitte has provided independent limited assurance regarding the specified sustainability performance information provided in this report, in accordance with the "International Standard on Assurance Engagements 3000 (Revised)", the pertinent standard for assuring sustainability information. The limited assurance report is published at the end of this report and contains further information.

## 2 About Valneva

### VALNEVA'S OPERATIONS

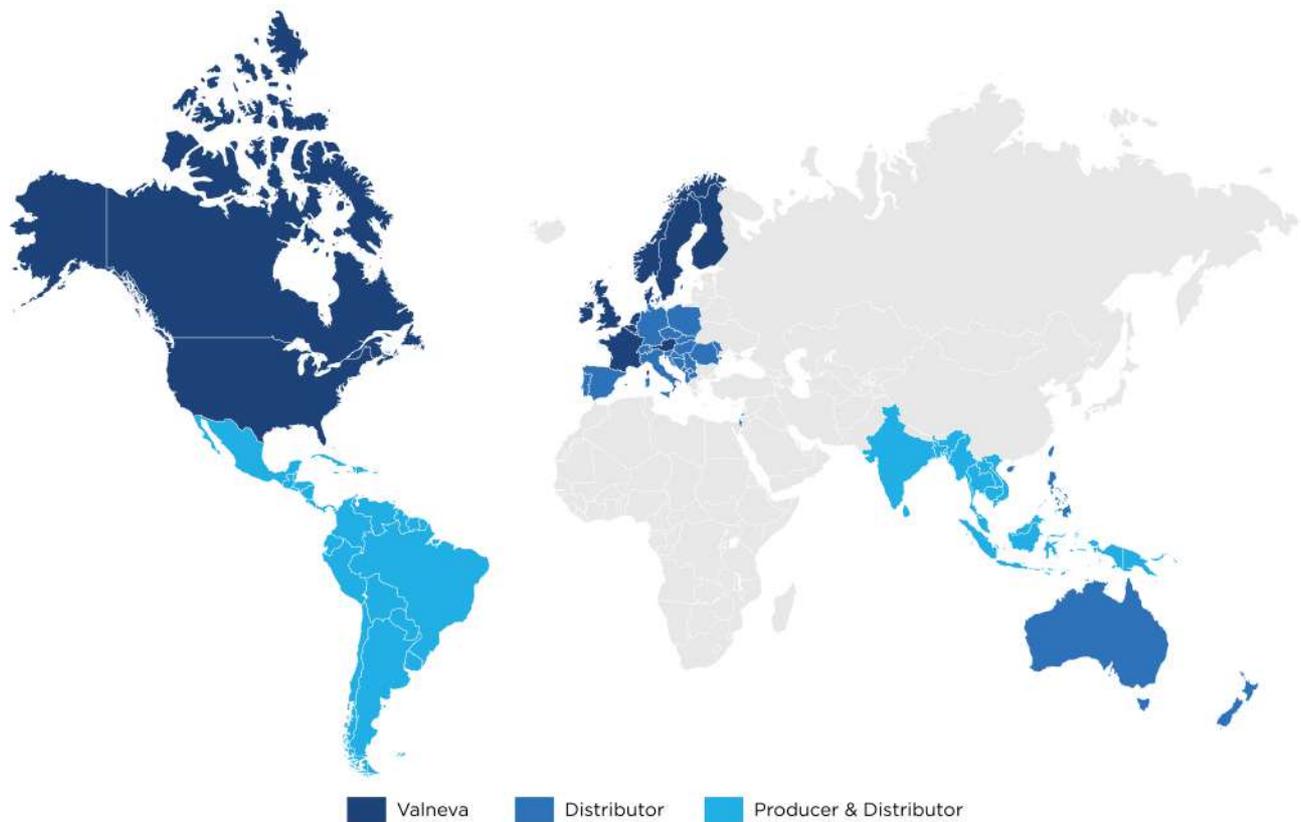


# Sustainability Report

About Valneva

## VALNEVA'S COMMERCIAL FOOTPRINT

Valneva has a commercial infrastructure in most key markets; with a footprint extended through distribution partners. Integrated sales, marketing, market access and medical/government affairs capabilities are focused on increasing awareness and unlocking brand potential.



### 3 Message from the Executive Committee

Sustainability remains critical to Valneva as we strive to advance vaccines for better lives. Our daily activities are guided by a concern for protecting lives, conducting business ethically, developing our workforce and preserving the environment. The risks inherent to this work are carefully considered at all levels of the organization, where we collectively endeavor to mitigate them as we strive for continued growth.

In 2023, Valneva entered a new phase of its sustainability journey with the creation of two new ESG committees that oversee and pilot environmental, social and governance activities across the Group. We also created an ESG Director role, responsible for designing a new sustainability strategy for the Group in 2024.

Today, the understanding that infectious diseases represent an immense public health threat is widespread and undeniable. Valneva is a specialty vaccine company that develops, manufactures and commercializes prophylactic vaccines for infectious diseases addressing unmet medical needs. We have always assumed a responsibility to help protect against these kinds of threats, and Valneva employees work tirelessly to develop potential solutions that help tackle these issues.

Since its creation in 2013, Valneva has worked on potential protective measures against dangerous illnesses such as Japanese encephalitis, cholera, chikungunya and Lyme disease. The Group continues to invest in research & development, in an effort to bring us closer to a world in which no one dies or suffers from a vaccine-preventable disease. To further that vision, Valneva also dedicates resources to charitable organizations whose work supports access to healthcare in their local communities.

Doing business in an ethical manner is part of Valneva's DNA. Both within the Group and with partners, we aim to be an exemplary business in terms of reporting, compliance and transparency. From the R&D stage into product marketing and beyond, Valneva strives to be a compliance leader for companies of similar size in its sector. To further enhance this position, we recently transformed our governance structure, moving from a two-tier model to a one-tier model led by a Board of Directors.

Valneva's growth would not have been possible without the commitment and talents of its greatest asset: our workforce. In order to support employees, Valneva offers a working environment where all are encouraged to pursue continued development. The impact of these efforts is measured and monitored through employee surveys. No matter where our employees are located, we are proud to foster a positive atmosphere across our offices in Europe and North America. Additionally, Valneva recently appointed a Chief People Officer to the Group's new Executive Committee who will continue to enhance our employee experience.

Valneva also recognizes the need to preserve the environment and use natural resources responsibly. Sustainable growth is an important aspect of our ESG approach and informs our work around the world. From the production line to our support functions, reducing our carbon footprint, lowering the consumption of energy and natural resources, and limiting the creation of waste are goals that we work actively to achieve. Notable initiatives include a zero-waste to landfill project on our Scottish manufacturing site and energy-saving works carried out in Nantes, which we describe later in this report. We have also taken great strides to refine our carbon footprint and began assessing risks and opportunities derived from climate change.

As Valneva expands its global reach, we pride ourselves on taking these four factors - Protecting Lives, Acting Ethically, Developing our People, and Respecting the Environment - into account, growing responsibly and in harmony with our sustainability values.

*The Executive Committee*

## 4 Business Model

### Our resources



#### Human Resources

Talented individuals lie at the heart of Valneva's success



#### Financial Resources

We focus on generating long-term value through significant R&D investment



#### Scientific Expertise

Our collective knowledge and skills allow for new and ever-evolving products



#### Natural Resources

With water and energy, we transform raw biological material into essential vaccines



#### Intellectual Property

Discoveries and breakthroughs made in-house keep us on the cutting-edge



#### Industrial Resources

Our infrastructure keeps our business moving forward



#### Stakeholder Relations

Relationships among employees, with the medical community, patient advocacy groups and local communities inform our work

### Our business

Valneva is a specialty vaccine company that develops, manufactures, and commercializes prophylactic vaccines for infectious diseases addressing unmet medical needs.

Our vision is to contribute to a world in which no one dies or suffers from a vaccine-preventable disease.

Valneva is a European registered company (Societas Europea) with a Board of Directors, listed on Euronext Paris and Nasdaq.



### Our sustainability goals

We strive to create value by:

- protecting lives through vaccination and the promotion of access to healthcare;
- acting ethically in both R&D and our daily business;
- developing our people for future success;
- respecting the environment upon which we all depend.

### Research & Development

Several vaccines in development including a unique Lyme disease vaccine candidate, partnered with Pfizer



### Commercialization

Three commercial vaccines, including those against:

- Japanese encephalitis
- Cholera and, in some countries, prevention of diarrhea caused by ETEC
- Chikungunya

### Manufacturing

Sites in Scotland and Sweden

Quality Control function on manufacturing sites & in Vienna

### Our results

Total Revenues

**€153.7M** in 2023

Protecting Lives

**Over €33,000** donated

to the Baan Dek Foundation and Encephalitis International in 2023

R&D Investment

**€59.9M** in 2023

Ethics

**22 comprehensive policies**

to govern our activities

People

**56% of our workforce is women**

Environment

**100% of the electricity contracted**

on our manufacturing and R&D sites is of renewable origin

## 5 Valneva's Sustainability Approach

### 5.1 Our Commitment to Sustainable Development

Valneva's commitment to responsible and sustainable business spans four key focus areas that form the foundation of its ESG approach.

The Group devotes particular attention to the first pillar, Protecting Lives, which is a main driver of Valneva's work.

The second pillar covers Acting Ethically, both in R&D and in business.

The third pillar focuses on the Group's employees or, more specifically, on Developing our People.

Finally, Valneva's fourth pillar is dedicated to Respecting the Environment through the prevention of pollution,

effective waste management and the control of the Group's energy consumption.

These four pillars are aligned with the United Nations' Sustainable Development Goals.

In addition, Valneva has maintained its support of the United Nations Global Compact since 2015 and incorporates the Global Compact's Ten Principles into its strategies, policies and procedures. As an active UN Global Compact participant, Valneva completes an annual Communication on Progress, available on the Valneva page of the UNGC website.

TABLE OF RISKS AND OPPORTUNITIES

Pillar	Risks and opportunities	Corresponding Sustainable Development Goals (SDGs)	Corresponding UN Global Compact Principles
Protecting Lives	Maintain vaccine confidence	  	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.
	Support healthcare-oriented charities around the world		
	Maintain a high level of expertise in R&D		
	Ensure patient safety		
	Responsible manufacturing		
Acting Ethically	Comply to the highest standard		Principles 2 and 10: Businesses should make sure that they are not complicit in human rights abuses; Businesses should work against corruption in all its forms, including extortion and bribery.
	Mitigate cybersecurity risk		
Developing our People	Attract and retain talented people	 	Principles 3, 4, 5 and 6: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced and compulsory labor; the effective abolition of child labor; and the elimination of discrimination in respect of employment and occupation.
	Promote diversity and guarantee non-discrimination		
	Talent development		
	Maintain safe manufacturing and R&D environments		
Respecting the Environment	Climate change and our infrastructure	  	Principles 7, 8 and 9: Businesses should support a precautionary approach to environmental challenges; undertake initiatives to promote greater environmental responsibility; and encourage the development and diffusion of environmentally friendly technologies.

## 5.2 Sustainability Governance

Valneva relies on a governance model designed to integrate risk management, opportunities and material impacts in the decision-making process. In June 2023, Valneva's Supervisory Board voted in favor of recommending to the shareholders a transition from the Valneva's two-tier governance model, which included a Supervisory Board and a Management Board, to a one-tier model led by a Board of Directors, with CEO Thomas Lingelbach included as an executive member. The Supervisory Board's proposal also recommended the establishment of an Executive Committee to be comprised of, among others, the members of the Management Board at that time.

This proposed change in Valneva's governance structure was submitted to the vote of its shareholders at an Extraordinary General Meeting at the end of the year and approved.

Valneva's new Executive Committee is composed of the Chief Executive Officer, Chief Financial Officer, Chief Medical Officer, Chief Business Officer, Chief Commercial Officer, Chief Operating Officer, Chief People Officer, and General Counsel.

Within the current one-tier model, ESG committees were created at the Board of Directors and operational levels to ensure the definition and execution of Valneva's ESG strategy.

The ESG Committee of the Board of Directors reviews and assesses Valneva's ESG-specific goals and objectives and its ESG strategy and also reviews and assesses ESG-related risks. This committee is chaired by the Company's CEO and is also in charge of ensuring the accuracy and accountability of non-financial information related to ESG reporting. The Board's ESG Committee meets at least four times a year.

Furthermore, Valneva's ESG Operational Committee (**ESG OC**) is responsible for executing the sustainability strategy by setting targets and driving actions in their respective functions. This committee is chaired by the Head of ESG and comprises subject matter experts from the organization who ensure that activities are aligned and implemented. This committee meets monthly.

A global ESG function was created at the end of 2023. This is the corporate function that organizes and promotes Valneva's ESG initiatives and commitments and works on the definition of a future ESG strategy. This area reports to the Chief Executive Officer. The purpose of this corporate function is to maximize the impact of the Valneva's solutions and foster its leadership in sustainability matters.

To strengthen accountability for these actions, in 2024 sustainability will be linked to the performance-based remuneration policy applied across the Group, including Executive Committee members.



## 6 Protecting Lives

Valneva develops, manufactures, and commercializes prophylactic vaccines for infectious diseases addressing unmet medical needs. The Group provides vaccines to people around the world, and ensuring access to healthcare and patient safety are among Valneva's most important goals.

### 6.1 Maintaining Vaccine Confidence

Valneva is a specialty vaccine company and, in order to effectively address critical global health issues, it must receive marketing authorization from healthcare authorities in various countries around the world. This allows Valneva to provide potential protective measures to the greatest possible number of people.

Valneva's future success is substantially dependent on the successful regulatory approval and commercialization of its product candidates in a timely manner. If Valneva is not able to obtain required regulatory approvals, it will not be possible to commercialize its product candidates. Even if a product candidate receives marketing approval, it could fail to achieve acceptance from physicians, patients, third-party payors or others in the medical community whose acceptance is necessary for commercial success.

Valneva's products must be acceptable not only to regulatory bodies, but also to health care professionals (HCPs), patients and the general public. In pursuit of their acceptance, Valneva strives to ensure that decisive stakeholders recognize the risks and public health burden represented by certain infectious diseases and that these challenges could potentially be reduced through vaccination.

Helping to maintain a base level of confidence in vaccines as a potential solution to these problems is a critical component of Valneva's work. Valneva addresses the risk of waning confidence through various means and with the help of multiple actors, both within and outside the Group.

In addition to rigorous safety testing, which is further discussed in the section entitled "Maintaining a high level of expertise in R&D", Valneva's methods of maintaining vaccine confidence include:

- open dialogue with Key Opinion Leaders (KOLs) to ensure that Valneva's products and strategy address the disease burden and risks faced by patients;
- regular engagement with regulatory authorities using scientific and data-driven discussions to support brand labels, bolstered by the support of KOLs;
- close interaction and participation in regulatory agency, scientific advice committee and similar meetings, to update the authorities on Valneva's projects as well as remain well-informed on the type of data to be requested by these stakeholders;
- experienced commercial teams with in-depth knowledge of the needs of their local market; and
- a broad commercial structure with the capacity to create robust market access plans that help prepare stakeholders ahead of any new product launch.

Valneva's experienced teams engage with healthcare professionals on a regular basis, often organizing meetings, webinars and conferences to discuss infectious, vaccine-preventable diseases.

Valneva also uses its position to highlight the importance of vaccination and foster confidence on a large scale. One such example is the Group's participation in the World Health Organization's annual "World Immunization Week" awareness campaign every April.

### 6.2 Supporting Global Health

In addition to Valneva's core business, which is inherently connected to global health, the Group supports access to healthcare and awareness initiatives both within and outside of its direct areas of expertise. Through corporate partnerships and joint events with charitable organizations, Valneva aims to further protect lives via strategic partnerships, charitable alliances and corporate giving.

#### Access to Healthcare in Low- and Middle-Income Countries (LMICs)

To make Valneva's chikungunya vaccine more accessible to low- and middle-income countries, Valneva and Instituto Butantan in Brazil signed an agreement in

January 2021 for the development, manufacturing and marketing of VLA1553 (approved in the United States as IXCHIQ).

The collaboration falls within the framework of the agreement signed between CEPI and Valneva in July 2019, which provides funding of up to \$24.6 million with support from the European Union's Horizon 2020 program.

In December 2023, Instituto Butantan submitted an application to the Brazilian health regulatory agency Anvisa. Through the OPEN initiative for joint assessment of medicines with the European Medicines Agency, Anvisa will evaluate the application to register the chikungunya vaccine candidate in Brazil.

## Support of Encephalitis International

Valneva has also been a longtime supporter of Encephalitis International (formerly The Encephalitis Society), the UK-registered brain inflammation charity that envisions a world without death and disability from encephalitis.

Valneva worked with Encephalitis International throughout 2023, providing €12,160 in financial support for its various awareness-building and research initiatives, as well as providing increased visibility to the organization through speaker agreements and participation in its World Encephalitis Day campaign.

## The Baan Dek Foundation: Valneva's Chosen Charitable Partner

Since 2016, Valneva has been an official sponsor of the Baan Dek Foundation, a Thai charity which aims to foster children's health, safety and education in Chiang Mai and Bangkok.



In 2023, Valneva contributed €20,000 in unrestricted funding to support Baan Dek's mission and strategic programmatic pillars. This funding went towards the Foundation's core programs, supporting over 2,000 children through case management, child development and community empowerment initiatives. It also assisted Baan Dek in ensuring that 94% of the children it supports were vaccinated according to Thai standards<sup>(1)</sup> as of October 2023.

In addition to this regular annual donation, the Group offered a supplemental gift to Baan Dek at the end of the year, bringing the total 2023 contribution to €21,300.

Since 2016, Valneva has provided over €120,000 to Baan Dek, in addition to in-kind donations and fundraising activities. This is proof of the long-lasting relationship between the two organizations, which has afforded Baan Dek the opportunity to enroll children living in construction site camps and urban slums in Thai public schools, implement the WASH program to ensure communities have access to clean drinking water, and support their beneficiaries during the COVID-19 pandemic through case management and urgent supply donations, among other critical interventions.

## Local Community Engagement

In addition to corporate-level sponsorships of charities like these, Valneva also encourages social engagement at the local level.

One such example would be Valneva Scotland's ongoing work with the Team Jak Foundation. In October 2023, over 30 Valneva volunteers braved the elements to revitalize Jak's Den, one of the care centers operated by the Foundation offering practical, social and emotional support to children and young people with cancer and related illnesses, as well as their families, friends and those bereaved.

**In 2023**, Valneva donated €33,460 to the health-related charitable organizations Encephalitis International and the Baan Dek Foundation.

**By 2025**, Valneva aims to increase its charitable support by 15%, as compared to 2019.

## 6.3 High Level of Expertise in R&D

Valneva takes a unique and specialized approach to developing vaccine candidates, focusing on disease targets that lack a preventative or therapeutic solution but where prophylactic vaccines can have a meaningful impact.

Therefore, rather than looking for disease targets where a specific technology or mechanism of action is effective, the Company's approach is to identify diseases and then apply its understanding of and experience in vaccine development to advance differentiated candidates against the specified disease. This method has led Valneva to focus largely on diseases that either threaten travelers to particular regions, or that remain widespread in highly populated areas.

The Company also concentrates on diseases where there is limited existing competition from therapeutics or where its vaccines have clear benefits compared to competitive solutions.

Valneva has become a leader in the specialized vaccines space utilizing this strategy, establishing a portfolio of

assets that have clear advantages when compared to other treatment options, including other vaccines.

Despite the Company's targeted approach and breadth of experience, it should be noted that success in pre-clinical studies or early clinical trials may not be indicative of future clinical trial results that would be sufficient for potential regulatory approvals and commercialization. This is an inherent risk of vaccine development and commercialization.

The Company has made substantial efforts and investments in the development of its vaccine candidates. A development failure (including insufficient efficacy or safety) would result in the loss of these investments.

To mitigate this risk, Valneva strives for the highest research standards and oversees this work through R&D governance bodies, complemented by strategic scientific guidance.

<sup>(1)</sup> Required vaccines include BCG; Hepatitis B; Diphtheria, Tetanus, and Pertussis; Polio; Measles, Mumps, and Rubella; and Japanese Encephalitis.

Our Performance and Targets

**4**  
**PRODUCTS**  
 In the commercial portfolio

**1**  
**PROGRAM**  
 In Phase 3 clinical development

At the end of 2023, Valneva had four products in its commercial portfolio and one program in Phase 3 clinical development.

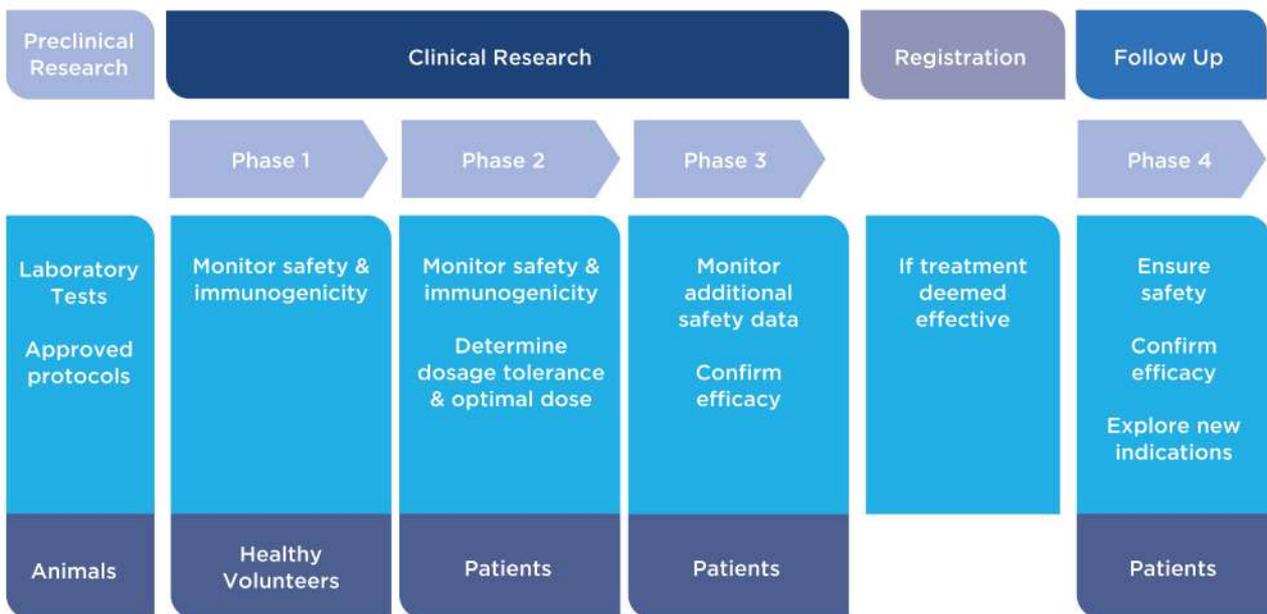
Major 2023 milestones included:

- U.S. FDA approval of Valneva’s chikungunya vaccine, IXCHIQ;

- Submission of chikungunya vaccine license application to Health Canada;
- Submission of chikungunya vaccine marketing application to the European Medicines Agency;
- Submission of chikungunya vaccine application to the Brazilian health regulatory agency Anvisa by Valneva’s partner, Instituto Butantan;
- Recruitment completion for the Phase 3 VALOR trial of Valneva and Pfizer’s Lyme disease vaccine candidate, VLA15.

The Company had no active programs in early clinical development (Phase 1 trials) at the time of publication. However, Valneva has multiple ongoing pre-clinical projects that could potentially advance to early clinical development, such as the Zika virus vaccine candidate VLA1601 which will reenter clinical development in early 2024.

HOW DO CLINICAL TRIALS WORK?



Valneva’s Internal R&D Governance Bodies

- The **Strategic R&D Portfolio Management Committee (SPMC)** led the strategic development and early evolution of the Company’s R&D portfolio, ensuring its alignment with the Company’s vision and business strategy. Beginning in 2024, the responsibilities of the SPMC are incorporated within a new operational committee, the Global Executive Management R&D Committee, described below.

- The **Research & Development Operational Committee (RDOC)** decides on scopes of work in accordance with agreed budgets and project/program strategies, supporting the development and facilitating the implementation of Valneva’s R&D strategy.
- The **Market Access Operational Committee (MAOC)** oversaw and steered Valneva’s global market access, value evidence, governmental affairs and reimbursement programs in accordance with agreed strategies and budgets. Beginning in 2024, the responsibilities of the MAOC are incorporated within other operational committees.

## Global Executive Management R&D (GEMRAD): Focused on Cutting-Edge Science

As of January 2024, Valneva has implemented the Global Executive Management R&D (“GEMRAD”) operational committee which develops and proposes R&D strategy to

the Executive Committee, based on cross-functional R&D portfolio management work.

The GEMRAD has oversight on all R&D operations and drives an attractive R&D portfolio in line with the Valneva’s vision and mission.

## 6.4 Ensuring Patient Safety

After successfully developing a product and receiving marketing approval from the relevant health authorities, the holder of a marketing authorization for a given pharmaceutical product must ensure ongoing monitoring of patient safety. This responsibility to ensure the quality and safety of its products is paramount to Valneva, who continuously monitors its products to ensure that any potential impacts to the safety profile are detected, assessed and addressed.

The ultimate goal of pharmacovigilance is patient safety. For that purpose, Valneva’s pharmacovigilance (PV) department oversees all activities related to product safety monitoring around the globe, ensuring the appropriate flow and management of safety-related information according to applicable regulations and Valneva standards. Healthcare professionals and consumers have direct access, by phone and email, to Valneva’s Medical Information professionals who provide timely and accurate information on the Group’s products.

In countries where Valneva’s products are distributed by third parties, individually adapted pharmacovigilance agreements exist to ensure the proper processing of all safety-related information. PV audit plans are also used to verify that Valneva’s partners operate according to both the terms set up in these agreements and current safety regulations.

Valneva’s Corporate Pharmacovigilance department performs signal detection for its licensed products on a regular basis. The signal detection reports are then shared with the Quality & Product Safety Review Board, Valneva’s internal decision making body for quality- and safety-related matters. Actions addressing any trends or signals that may impact on public health are decided immediately. The action plans and communication pathways are thereafter aligned with the respective authorities.

Thanks to the continuously positive safety evaluations of both IXIARO/JESPECT and DUKORAL, Periodic Safety Update Report (PSURs) are required to be compiled and submitted to the relevant authorities every three years.

Valneva is committed to patient safety and strives for transparent and rapid communication of individual case safety reports to the authorities. Its objective is to ensure that at least 95% of these reports are submitted to the authorities made on time.

**Valneva submitted 98% of such communications to the authorities on time in 2023 (100% in 2022).**

### 6.5 Responsible Manufacturing

Valneva has a robust manufacturing and laboratory platform in place with facilities across Europe. This highly developed, nimble and sophisticated manufacturing infrastructure is one of Valneva's strengths, and has been operating and producing licensed vaccines for more than 10 years. The Group relies on its production facilities as the sole source of manufacturing for certain Valneva products and product candidates.

Within Valneva's network of manufacturing facilities, failure to comply with Good Manufacturing Practices, Good Distribution Practices or regulatory requirements could result in the suspension or revocation of production or distribution authorizations, among other possible actions, and could hinder the supply of Valneva products. This risk of suspension or revocation of manufacturing or distribution authorizations also exists for third parties with whom Valneva has entered into manufacturing, supply or distribution agreements.

Entire functions within the organization exist to mitigate these risks, as well as dedicated countermeasures which are explained further below.

#### Dedication to Quality Control and Assurance

Vaccine manufacturing is considered one of the most complex pharmaceutical manufacturing operations. In general, it can take between six and 36 months to produce, package and deliver high quality vaccines to those who need them. The process includes testing vaccine batches at every step of their journey, and repeat quality control of batches.

Valneva's Quality Control and Quality Assurance functions are integral parts of its manufacturing platform.

- **Quality Control** evaluates the performance of the manufacturing process to ensure adherence to specifications and limits, and assesses the suitability of incoming raw materials, components, containers,

closures, labelling, in-process materials and final vaccine lots;

- **Quality Assurance** involves the systematic and independent examination of all trial-related activities and documents. This includes site audits, vendor audits and system/process audits, as well as general and pre-approval inspections.

Testing is performed regularly to help avoid disruption to supply and to deliver products in alignment with the Group's Master Production Schedule. Multiple countermeasures are in place to mitigate production risks, including:

- annual quality and safety audits;
- preventive maintenance measures;
- a business continuity plan including an internal crisis management team and disaster recovery; and
- routine servicing and replacement of key equipment.

#### Valneva's Manufacturing Network in Detail

Valneva's manufacturing base provides a long-term, sustainable industrial network to supply clinical trial material and commercial products based on objectives for delivery schedule, costs, flexibility and quality. The Group operates three manufacturing sites – in Livingston, Scotland; Solna, Sweden; and Vienna, Austria – which are qualified by various regulatory authorities.

The expansions of our sites in Livingston and Solna were both completed in 2022, with the addition of new manufacturing units in each country.

In July 2023 part of the buildings and some parts of the business activities associated with Valneva's manufacturing site in Solna (Sweden) were sold. This reduced the size of the site by 21%, with a resulting change in day-to-day operations.

## 7 Acting Ethically

Developing vaccines means that Valneva has a responsibility to consumers and a wide range of stakeholders. The Group maintains high ethical standards and seeks to continuously improve its business integrity and transparency – all to preserve the trust of the patients and the communities it serves.

### 7.1 Complying to the Highest Standard

Focused on integrity in its daily business, Valneva conducts its activities with high ethical standards across all functions.

Relationships with customers, healthcare providers, and third-party payors are subject, directly or indirectly, to healthcare fraud and abuse laws, false claims laws, health information privacy and security laws, and other healthcare laws and regulations. As a publicly traded company, Valneva is also subject to laws and regulations related to financial markets, notably those of the French market authority (AMF) and the U.S. Securities and Exchange Commission (SEC). If Valneva were unable to comply with such laws and regulations, the Group could face substantial penalties.

To help mitigate this risk, the Group has created an internal framework of policies that incorporate its ethical principles into tangible business processes. This empowers employees to conduct themselves ethically, no matter the situation. Over the ten years since its founding, Valneva has grown and modernized its set of rules, guidelines and training activities, continuously refining its integrity standards in accordance with new and evolving legal requirements.

#### Valneva's Code of Conduct & Ethics

In 2022, Valneva issued a new Code of Conduct & Ethics (**CoCE**), expanding upon the previous Code of Conduct and integrating the four pillars of our sustainability approach. Applicable to Valneva employees, consultants, directors, members of the Executive Committee and members of the Board of Directors, the CoCE defines the values and guidance as the organization strives to contribute to a world in which no one dies or suffers from a vaccine-preventable disease.

The CoCE sets expectations for our interactions with one other within Valneva, as well as with investors, business partners and other external parties. It is the foundational document upon which all its other policies, procedures and guidelines are built.

All existing employees were trained when the Code of Conduct and Ethics was published in 2022 and had taken the training again after one year in 2023. All new employees have to take an e-learning training on the CoCE when joining Valneva.

#### Valneva's Anti-Bribery and Anti-Corruption Policy

In 2016, Valneva instituted its Anti-Bribery and Anti-Corruption (**ABAC**) Policy to align its business with the

best practices in the industry and the highest compliance and ethics standards. The ABAC policy builds upon the Code of Conduct & Ethics by providing specific standards to ensure Valneva's business activities are conducted ethically and do not attempt to improperly influence others (including by paying, offering, or accepting bribes in any form, directly or indirectly).

This policy was designed in compliance with applicable global anti-bribery and anti-corruption laws including, but not limited to, the UK Bribery Act, the U.S. Foreign Corrupt Practices Act (FCPA) and the Canadian Criminal Code and Corruption of Foreign Public Officials.

#### Valneva's Anti-Bribery Procedure

All Valneva employees have 24/7 access to a secured compliance helpline system. If an employee has a concern or believes in good faith that a law, a rule or one of the principles in Valneva's Code of Conduct & Ethics has been – or is about to be – violated, the employee can inform his or her manager, one of Valneva's internally-designated Compliance Officers, or use the compliance helpline. Since the 2016 decision to use this helpline service, Valneva has vowed to ensure that employees are not disciplined or discriminated against for reporting any possible incident, even if the facts reported prove to be inaccurate, provided that they have acted in good faith.

#### The Suite of Policies at Valneva

In addition to the cornerstone policies mentioned above, Valneva is proud to have a cohesive collection of corporate policies that cover a wide array of topics, including:

- Anti-Harassment, Anti-Discrimination and Anti-Bullying;
- Conflicts of Interest;
- Corporate Procurement;
- Data Protection;
- Employee Inventions;
- Global Communications;
- Information Technology (IT);
- Insider Information & Stock Trading;
- Professional and Personal Relationships in the Workplace;
- Non-Retaliation and Non-Retribution;
- Whistleblowing; and
- Corporate Travel.

### Encouraging Ethics Awareness through Activities and Training

September is Compliance & Ethics (C&E) Month at Valneva, when the Group aims to raise awareness of compliance and ethics matters among employees. In 2023, the Group-wide C&E Month activity was an interactive, digital “camping trip” where employees went on a camping adventure, encountering questions on compliance at Valneva during their stay.

While participation in C&E Month is optional, compliance-related training at Valneva is not. The Group implemented an e-learning platform that measures successful participation via required quizzes during and after each e-learning course.

### Data Privacy and Protection

Valneva is committed to the responsible, transparent, and secure use of personal data entrusted to us by patients, customers, employees, and other parties.

The Group’s privacy practices are governed by the Global Data Protection Policy. The principles included in the policy guide the collection, maintenance and protection of personal data and consider the legal and regulatory requirements where the Valneva operates.

Regular employee training on global privacy principles is mandated, in accordance with the commitment to respect and safeguard personal data.

### Compliance Risk Assessment

Valneva’s risk management process includes mapping anti-bribery and anti-corruption actions. This process is part of the Enterprise Risk Management (ERM) and updates are provided to the ERM twice a year.

Following the risk mapping exercise, in 2023 two specific mitigating measures and controls were identified and implemented.

## 7.2 Mitigating Cyber Security Risk

Valneva’s IT systems and data, and those of third parties with whom Valneva works, are vulnerable to cyber attacks, security breaches, malware, malicious code, data corruption, unintentional or deliberate actions by employees and other damaging events. These kinds of threats could cause damage to, or the interruption or impairment of, key business processes. Additionally, they could impact the confidentiality of, or result in the loss or corruption of, confidential information, including intellectual property, proprietary business information and personal information.

These cyber security risks have been evaluated and include, among other things:

- interruption of business operations;
- loss of batches in manufacturing (due to critical production systems being down);
- loss of data;
- phishing of information;
- fraud;
- data breaches; and
- phishing of financial transactions.

Risks can arise in a variety of forms: through social engineering, the introduction of malware into IT systems via removable media or external hardware, malware infection via inter- and intranet, remote access intrusions and even simple human error. From a phishing attack to the hacking of corporate banking information, there are a multitude of potential issues on which employees and upper management must be informed to help mitigate risk. Valneva’s workforce is its first and primary line of defense against online crime.

### Dedicated Information Security Activities in 2023

With Valneva’s growing profile, evolving workforce and dispersed teams, Valneva worked to reinforce its information security program in 2023:

- Valneva’s Head of Information Security and Audit, a role added to the global IT department in 2022, focuses on information security coordination, processes and communication across the business. Notable 2023 initiatives include the establishment of an Information Security Board and regular meetings of IT security personnel from each site.
- Comprehensive physical IT security audits were performed at various sites, contributing to a strengthened security posture and streamlined security operations across the organization.
- IT and corporate compliance have intensified their collaboration on data privacy. For example, critical software solutions are evaluated for both functionality and security elements. This enables the Group to more cohesively and effectively manage information security risk and compliance across the organization.
- Valneva reviewed its existing IT and information security policies in 2023 to identify opportunities for updates and enhancements of protocols in accordance with industry practices.
- A regimen of monthly and quarterly audit controls was established to systematically review and assess the efficacy of IT security measures.

## Cyber Security Risk Assessment

Valneva's cyber security roadmap and related initiatives were built off a prior cyber security risk re-assessment. That project evaluated the security of our data-related systems, identified potential data leakage areas, and examined our compliance with data use and processing requirements. In the event of a cyber-attack, the Group defined a goal of recovering from potential attacks within a reasonable timeframe.

Following that assessment, Valneva has worked to enhance its cyber security through the following key initiatives, among others:

- A dedicated phishing report feature was implemented within the Group's email client, empowering employees to report suspicious emails for review;
- Updates were made to Valneva's backup infrastructure;
- Updates were made to the Group's patch management strategy and implementation;
- Multiple layers of security were deployed to safeguard sensitive IT infrastructure;
- IT infrastructure penetration testing cadence was updated;
- Formalized disaster and contingency planning was carried out;
- Analysis of prior incidents was performed to facilitate continued improvement through "lessons learned";

- Ongoing cyber security awareness trainings were held, including tailored training sessions for Valneva's Executive Committee, Board of Directors, senior management and all Finance department staff.

As employees are the primary stewards of Valneva's information security, the Group focuses on reducing cyber security risk through training and awareness programs. As a complement to the aforementioned actions, the Group's large-scale cyber security training initiative continued in 2023.

### 2024 Targets:

- Achieve maximum employee participation in cyber security training throughout the year;
- Distribute a global newsletter dedicated to security awareness, ensuring consistent and ongoing communication about the importance of cyber security, updates on emerging threats, and industry practices for information security;
- Launch a global awareness campaign to engage and educate employees;
- Conduct regular phishing simulation exercises to test and enhance employee ability to identify and respond to phishing attempts.

## 7.3 Human Rights

Valneva is committed to conducting business in an ethical and responsible manner. This includes respecting internationally recognized human rights. The Company's responsibility to respect human rights extends throughout its operations, from lab to patient.

Work in clinical trials is fundamental to achieving a world in which no one dies or suffers from a vaccine-preventable disease. Patient health and safety are at the heart of this - including the design, execution and communication of clinical trial research. The clinical trials that the Company conducts for its vaccine candidates are carried out in strict

compliance with the informed consent of patients involved in research.

Valneva employees are all protected by the Company's adherence to labor legislation in all countries where it operates. The set of internal policies mentioned in this report also guarantees respect for human rights for all employees.

In 2023, Valneva did not receive any complaint or communication related to human rights issues.

## 7.4 Combatting Tax Evasion

Valneva fulfills its tax obligations in each of the countries where its activities are carried out.

## 8 Developing our People

Valneva's success stems from the engagement and expertise of more than 670 employees, who are the Company's single largest asset. Because a diverse workforce performs better, Valneva has committed itself to diversity and to the professional development of its employees. This commitment to people starts by creating a lively, open and friendly working environment.

### Valneva's HR Strategy

Valneva has developed a global HR strategy based on its mission, vision and goals.

	Objectives
<b>Pillar 1</b> Organizational development	1.1 HR support the strategic development of the organization
	1.2 Valneva's employees have a positive attitude towards change and are prepared to be agile/adapt quickly, thereby supporting the overall change readiness of the organization
	1.3 Business decisions that result in noticeable changes are implemented professionally, resulting in smooth and efficient adaptation to different future scenarios
<b>Pillar 2</b> Talent acquisition & retention	2.1 Be an employer of choice and differentiate Valneva from the competition
	2.2 Continuously adapt and enhance talent acquisition strategy across sites considering the market pulse
	2.3 Boost retention ratio across sites
<b>Pillar 3</b> People development	3.1 Role specific and individual development needs that are critical for the success of the company are known and met
	3.2 Key competencies are developed in-house to ensure high relevance of the content and a shared understanding within the company
	3.3 The leadership culture is based on shared values and required competencies

### 8.1 Attract and Retain Talented People

Any inability to attract, retain and develop key employees could prevent Valneva from achieving its overall objectives, and thus have a significant negative impact on the business.

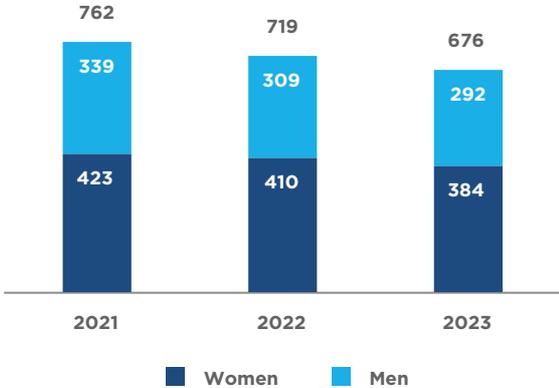
For this reason, measures have been implemented to ensure that Valneva attracts and retains the appropriate talent:

- Home office policies have been put in place;
- A new digitalized performance management program was implemented to underline common behavioral dimensions across the Company and thus strengthens employees' success and further development;
- Offering state-of-the-art remuneration packages, which include regularly launched new long-term incentive programs for employees;
- Innovation, growth and personal development possibilities are widely available as professional retention tools, ensuring individual needs are addressed;
- Organizational development activities and social events take place regularly, strengthening Valneva's corporate identity;
- Local management training and a global training program for senior leaders are offered.

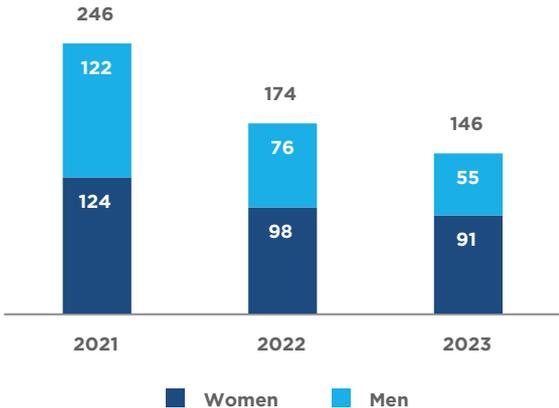
#### Valneva's HR approach

- Attract and retain talented people
- Build a sustainable workforce for the future
- Assess and reward performance
- Value and support diversity
- Protect the workforce

EMPLOYEES PER GENDER



NEW HIRES



# Sustainability Report

Developing our People

## Valneva's Global Presence

On December 31, 2023, the Company had 676 employees working in Austria, Canada, France, Sweden, the United Kingdom, and in the United States.



## Valneva: A Unique Corporate Identity

Valneva is an international and multicultural group where enthusiasm, innovation and strong execution skills are the driving forces. With operations in six countries across the globe, Valneva's teams are diverse and multidisciplinary, as represented by our employees from 42 different nationalities.

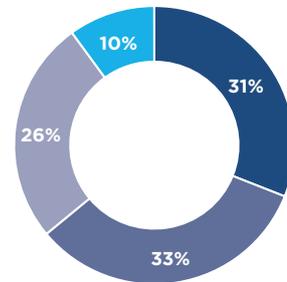
## A Wealth of Expertise

The majority of Valneva employees work in the areas of manufacturing and R&D. Manufacturing operations take place in Scotland, Sweden and Austria. R&D is based in Austria and France.

The support functions (G&A) are mostly spread across the Company's four main sites in Austria, France, Scotland and Sweden.

Commercial Operations have been consolidated over the past seven years, with teams located in Canada, the United States, the United Kingdom, Austria, in the Nordic countries and, most recently, in France.

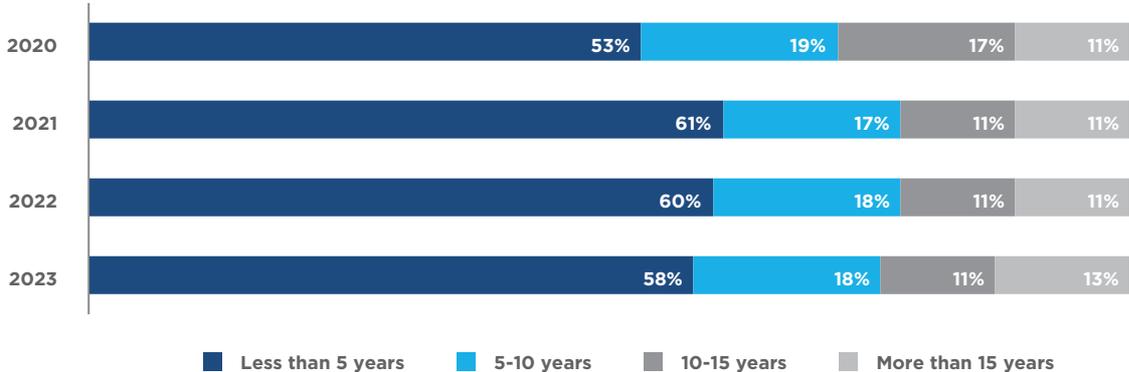
## EMPLOYEE DISTRIBUTION PER FUNCTION



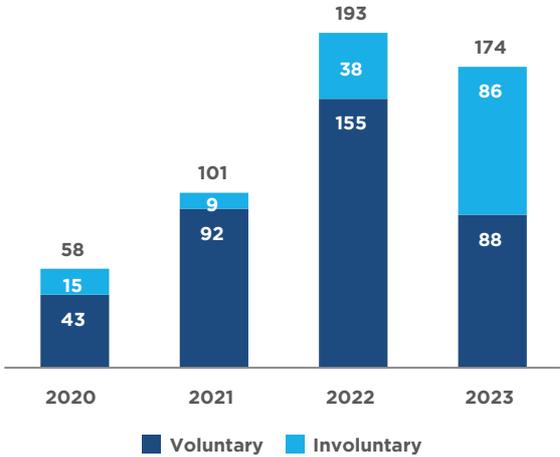
- Research & Development
- Manufacturing
- G&A
- Commercial Operations

Seniority & Turnover

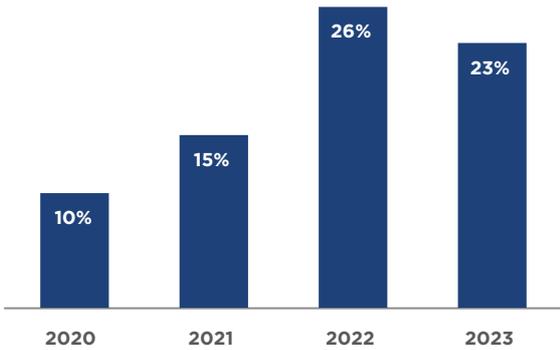
SENIORITY



NUMBER OF DEPARTURES



TURNOVER



Although a turnover rate is generally considered high when it surpasses 15%. Valneva’s voluntary employee turnover rate decreased in 2023.

**2024 Objectives:**

- Adapt and enhance talent acquisition strategy across sites considering the (local) market pulse;
- Utilize all state-of-the-art instruments to approach the right talent levels for business needs;
- Consolidate the existing workforce to reduce the turnover rate.

Valneva supports its employees in maintaining a healthy work-life balance. Good working conditions, flexibility and attractive benefits are distinctive elements of the Company’s employer brand.

For many years, Valneva has been offering services to employees such as childcare assistance and on-site health-related services.

In addition Valneva will continue with its efforts on employee well-being, as well as guaranteeing competitive compensation and benefits. Valneva also surveys its employees on a regular basis to find out how they feel at work and what can be done to develop a dynamic, open and friendly working environment.

**Employee Mobility in Action**

Valneva, as an international company, offers the opportunity of mobility to its employees whenever possible.

## Sustainability Report

Developing our People

### Social Events: Solidifying Valneva's Culture

Valneva values its corporate culture and organizes social and cultural events on a regular basis. A number of events are organized at all sites simultaneously to encourage cohesion within the Group.

Internal news stories are published regularly to inform employees and bring Valneva's corporate culture to life. In addition, an intranet is used to relay the Group's social events and activities.

### An Open Dialog across Levels

As a European company, Valneva is proud to maintain an internal organization that represents its European workforce, called the International Work Council (**IWC**). The 12 IWC members - and, since Brexit, three "guest" members representing UK employees - were elected in 2021 for a four-year term and meet at least twice a year. They are informed about and consulted on Valneva's cross-border operations, contributing to a better understanding of the cultural and organizational specificities of each European site.

In addition to the IWC and local work councils in Europe, the Canadian and US site leaders and HR team members maintain a constant, open dialog with the local workforce.

#### Labor relations

Organization of employee-management dialogue	Social and Economic Committee (CSE) Report for Nantes, Local Committees, IWC.
Collective bargaining agreements	96% of Group employees are covered by a collective bargaining agreement. Labor relations in North America are not regulated by collective bargaining agreements. However, the Group guarantees a harmonized approach by considering that the minimum standards and rules in force in Europe are, by extension, applied in Canada and the U.S.

### Offering Competitive Compensation

An early priority for the Company, Valneva implemented a Group-wide compensation policy based on international benchmarks in 2013. The principles of this policy are consistent and have been harmonized across the different sites since Valneva's creation.

In 2019, Valneva implemented a reliable, new classification system used by a large number of life science companies. This change in referential is based on a multidimensional analysis that brings more granularity and differentiation than the previous employee grading structure. Valneva now has an even more accurate tool for the forward-looking management of jobs and skills within the Group.

### Innovative Working Arrangements

Working hours at Valneva are governed by different national agreements, in compliance with local regulations and contractual needs.

Whenever possible, flexible working hour arrangements exist to facilitate a better work-life balance for employees. In addition, home office programs are ongoing, in order to offer more flexibility in the organization of work. The COVID-19 pandemic also encouraged a sustained increase in the use of telework.

For these reasons, Valneva redoubled its efforts to maintain the social connection at the heart of the Group, regularly organizing remote and on-site events.

## 8.2 Promotion of Diversity and Guarantee of Non-Discrimination

Valneva's Global Anti-Harassment, Anti-Discrimination and Anti-Bullying Policy, in conjunction with its Global Professional and Personal Relationships in the Workplace Policy, allow the Company to promote equal opportunity and treatment while maximizing the talents and expertise of all employees.

Diversity is part of Valneva's DNA and the Group promotes inclusion in all aspects of the business. Any discriminatory act would expose it to criminal and punishable offenses that would be harmful in many ways (including legal, financial, image and social risks).

In 2022, Valneva trained its top 100 managers on an Unconscious Bias in the Workplace program geared towards the following objectives:

- Understand the concept of unconscious bias and learn how our brains are "wired" to create bias;
- Develop an awareness of different types of unconscious biases;
- Understand how biases can influence workplace decisions and interactions;
- Learn to recognize personal biases and make more informed decisions;
- Develop a positive and constructive language around the topic of unconscious bias to facilitate productive dialogue among work colleagues;
- Explore the relationship between unconscious bias, diversity, inclusion and preventing discrimination;
- Develop greater comfort having authentic conversations with workplace colleagues regarding perceptions of bias and exclusion;
- Understand the importance of proactively acknowledging the potential for bias-based exclusion and marginalization;
- Understand the importance of taking action to eliminate bias-based exclusion and marginalization in the workplace.

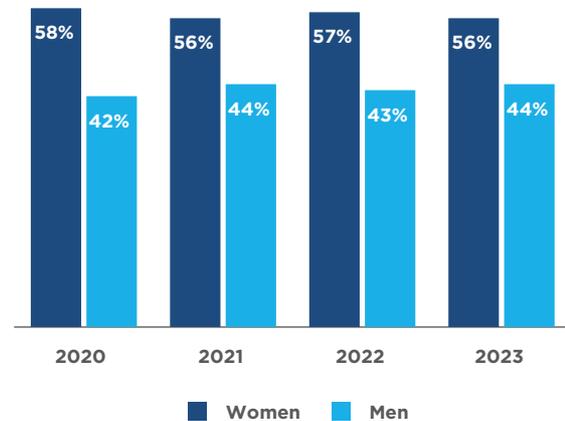
### Recognizing and Promoting Diversity

Valneva believes that discrimination, in any form, is unacceptable in the workplace. Valneva promotes equal opportunity through recruitment and employment, as well as equal consideration with regard to compensation, training and advancement efforts for all employees. This means that prospective and current employees all receive the same treatment, regardless of nationality, ethnic origin, gender identity, physical or mental disability, age, religion or beliefs, family situation or sexual orientation.

As a global company that respects all cultures, Valneva believes that the diversity of its teams is a valuable asset for future success, supporting greater innovation, efficiency and competitiveness. The 42 nationalities represented at Valneva are a by-product of the Group's focus on inclusion.

### Gender Breakdown

Women are more highly represented than men at Valneva.



### Number of Women in Management Positions

Valneva believes that good corporate governance is the basis for the trust that investors, institutions, and employees place in the Company. Valneva continues to strengthen this confidence in the future while ensuring a diverse and highly qualified group of Board members.

Valneva's Executive Committee and Board of Directors are committed to managing the Company transparently, in accordance with the French Middlednext Governance Code for Small and Medium Capitalization Companies and with a focus on long-term value creation. In 2023, Valneva's former two-tier governance model was still in effect. Four women served on Valneva's Supervisory Board in 2023 and one woman, Dipal Patel, was part of the Management Board.

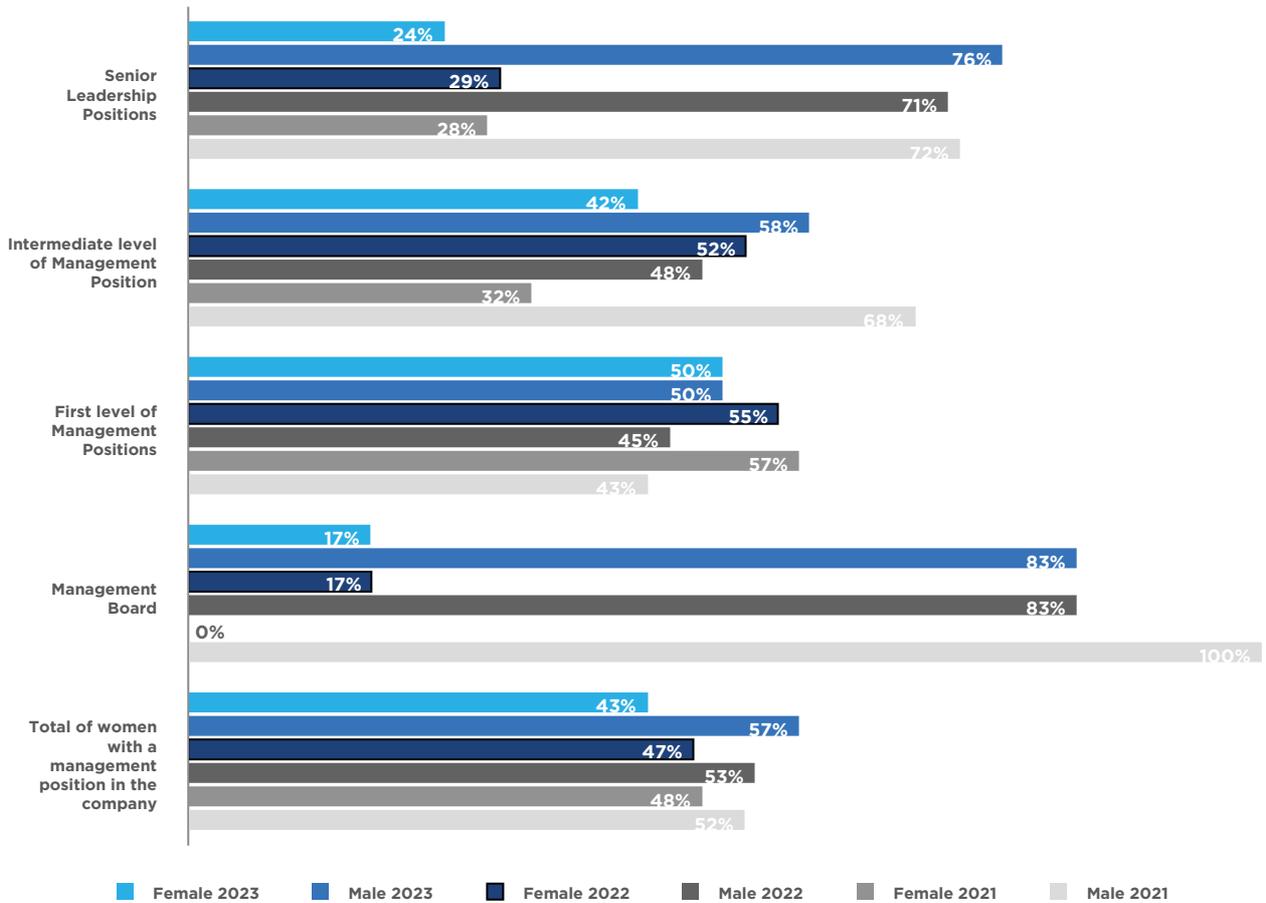
The Senior Leadership Team (SLT) is a senior management body that complements Valneva's Executive Committee, providing input on the development and execution of Valneva's business strategy. This body holistically oversees cross-functional and cross-site (entity) alignment, including capabilities, objectives and operational oversight across all areas of the business. In 2023, eight women (among 28 members) were part of the Senior Leadership Group.

Valneva is committed to ensuring that women and men have equal opportunities to become part of the Company's corporate governance structure, notably through the development of their qualifications.

# Sustainability Report

Developing our People

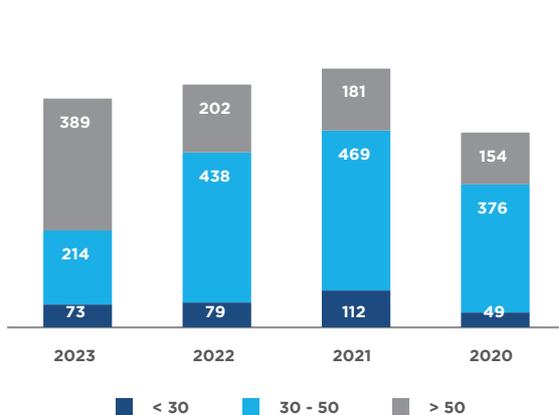
## EMPLOYEES BY GENDER AND MANAGEMENT POSITION



## Average Age at Valneva

In 2023, the average age of Valneva employees was 44 years old, which is a slight decrease compared to 2022.

### EMPLOYEES DISTRIBUTION BY AGE



## Gender Pay Index

Based on the latest European Commission data, the gender pay gap in Europe is 13%<sup>(1)</sup>. Valneva's gender-pay index remains significantly lower than the European average but increased slightly in 2023, moving from 2% to 3%.



<sup>(1)</sup> Source: <https://ec.europa.eu>

## 8.3 Talent Development

Valneva promotes equal opportunity and seeks to help maximize each of its employee's talents.

Valneva's difficulties in achieving and maintaining a certain level of performance and skills would lead to a mismatch with the Group's needs, which would ultimately affect its success.

As an integral part of its strategy, the HR department has put into place an internally-designed Performance Management system. Valneva's system helps to define the roles and responsibilities of employees and managers within the Group. Everyone, including managers, is trained to use this system effectively.

The objectives set for employees each year are agreed upon by the employee and respective manager. To be relevant, individual goals also have to be linked to a Group and/or divisional goal.

### LEAD Model

An internal focus group - dedicated to building a new competency model to refine the performance assessment process - finalized a new tool in 2020. Their objective was to determine key behavioral competencies within Valneva, based on the **LEAD** model (Lead, Empower, Act and Deliver). 2021 and 2022 were pilot years for testing this tool. Full deployment took place in 2023.

### People Development Approach

Valneva emphasizes talent management, meaning that employees are gradually trained for further responsibilities.

Developing employees' skill sets plays a key role in the Group's success. The professional development initiatives proposed by Valneva are tied to the improvement and expansion of operational expertise and are used to enhance communication and management skills at every level of the corporate hierarchy. Employees are willing to learn and take on new roles and responsibilities within the Group, thanks to the professional development options provided to them. The overall goal is to help employees boost their personal potential and advance their careers at Valneva.

### Valneva Corporate Training Program

Training is a cornerstone of Valneva's HR strategy and allows the Group to maintain high working standards in all of its activities. Valneva offers a broad range of training events, including sessions on ethics and compliance, risk management, biosafety and cyber security.

**2024 Objective:** Continue to build a process that allows employees to take ownership of their roles and training. Support employees' individual development, encouraging the development of their technical and behavioral skills - starting with the commercial, medical affairs and pre-clinical R&D departments.

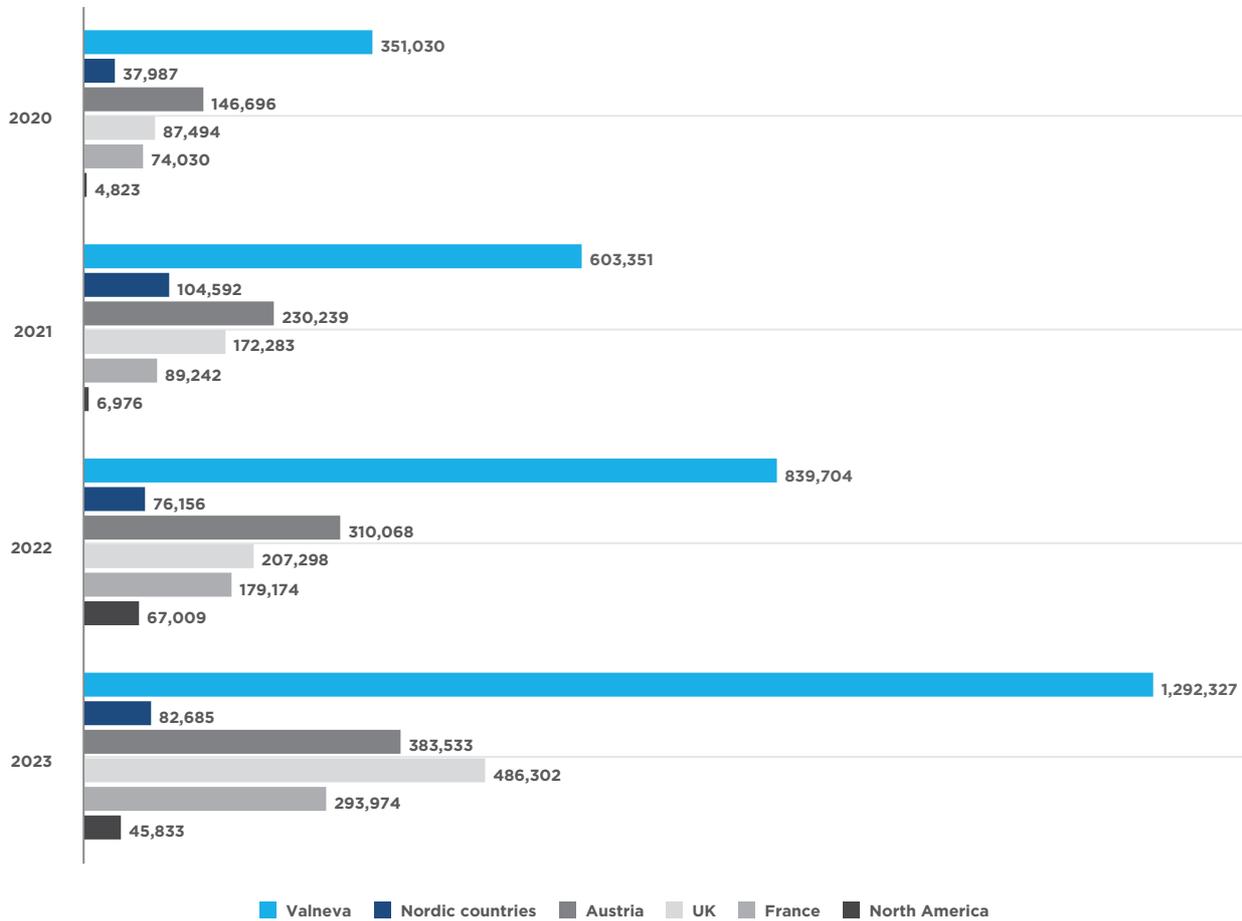
# Sustainability Report

Developing our People

## Valneva's Training Investment

Across the Group, Valneva's total training investment was €1,292,326.61 for 2023. It should be noted that regulatory training (GMP) is excluded from the training budget presented here.

### TRAINING EXPENSES PER YEAR AND COUNTRY



Year	Average investment of per employee
2020	606 euros
2021	791 euros
2022	1,167 euros
2023	1,911 euros

## Partnering with Educational Institutions

At Valneva, preparing for the future begins by encouraging the development of the new generation of employees, welcoming students who want to discover Valneva's various career paths and the pharmaceutical sector more broadly. The Group welcomed student interns in 2023 who were fully integrated into the Valneva community.

## Creating New Opportunities in Higher Education

In addition to regularly welcoming interns for various roles within the Group, Valneva Sweden was actively involved in the creation of a post-secondary degree in Pharmaceutical Engineering. Valneva has a seat on the Board of the degree program, which allows the Group to positively influence the practical direction of the course.

Valneva continues its cooperation with universities and vocational training institutes by inviting students to discover its many professions.

## 8.4 Valneva's Approach to Safety at Work

In order to ensure a continuous pace of production, Valneva understands that employees are essential. Thus, the Group reinforces safety at all of its manufacturing and R&D sites through its strong EOHS culture.

### Valneva Global EOHS Policy: Focus on Manufacturing

The Global EOHS Policy applies equally to Valneva's manufacturing and R&D activities and aims to sustain the Group's high level of control over the related risks in the long term.

EOHS teams ensure the implementation and respect of the Policy. The assessment of risks is central to the work done by the different EOHS teams at the Group's various production and R&D sites. Valneva ensures these rules are followed consistently through several complementary actions, including comprehensive training and procedures. EOHS teams monitor key indicators and perform regular reporting of near misses, incidents and accidents.

With the goal of obtaining ISO 45001 certification in 2024, the Livingston site made significant efforts related to safety management in 2023.

### Managing EOHS Risks and Opportunities

Potential biotechnology-specific risks have been identified at Valneva's manufacturing and R&D sites. Dedicated groups have been tasked with implementing and monitoring the procedures that are necessary for managing these risks, including maintenance of the various installations and pieces of equipment at these locations.

### Risk prevention in 2023

To maintain and even improve results on safety-related KPIs, the EOHS teams have been working for several years on the implementation of a robust structure for risk management and prevention. This work is based on risk assessments at the various sites and the involvement of employee representatives via the local works councils, as well as that of management. These efforts are supported by training from the moment an employee joins Valneva and that continues throughout their career. The

foundation of this approach is based on clear instructions and procedures that promote an environment necessary for safe work. Regular communication linked to site news, in team meetings and via newsletters enables risk prevention to be carried out on a constant basis.

In 2023, 1,949,5 hours of EOHS training were provided within Valneva's sites in Solna, Livingston and Nantes. On average, each employee received 2.88 hours of EOHS training during the year.

During 2023, different initiatives took place all over Valneva's sites:

- In France, there was a focus on updating risk assessments, with all teams involved in the process. Work in 2024 will prioritize musculoskeletal disorders, chemical and biological risks, and road-related risks;
- In Scotland, EOHS teams worked on setting up an ISO 45001-compliant safety management system;
- In Sweden, work done by EOHS teams focused on putting in place communication resources based on new technologies, to improve training and the reporting of incidents and accidents. They also worked closely with HR teams to improve safety inspections and risk assessments.

### Work-related Accidents

The nature of Valneva's activity, together with the ongoing improvement of safety-training measures, has resulted in a consistently low number of work-related accidents that have historically been non-critical.

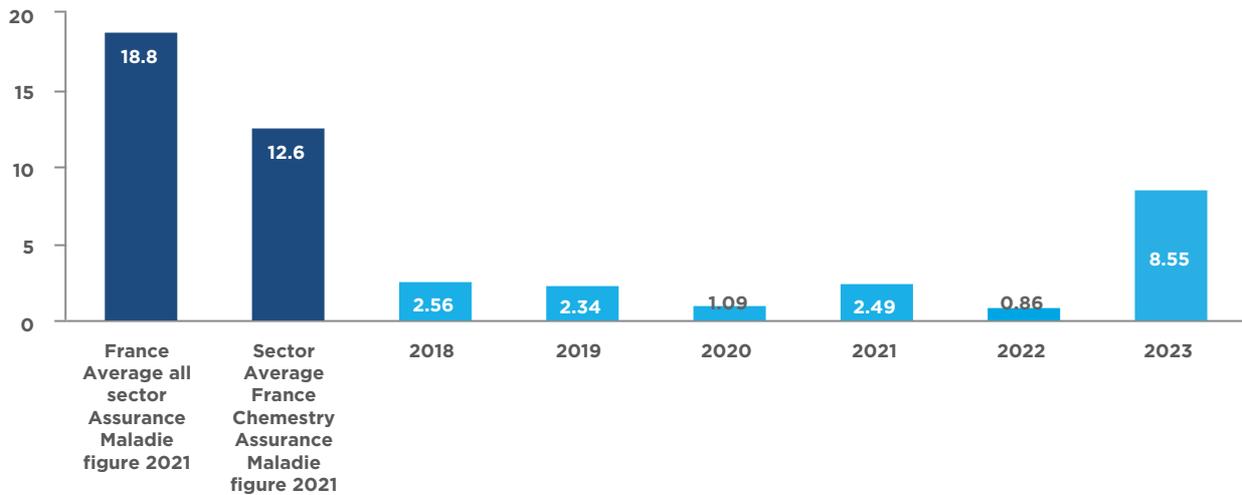
The **Frequency Rate** (prevalence of work accidents) and **Severity Rate** (severity of work accidents), are presented in this report, as they are a means of showing the effectiveness of the employee risk prevention work carried out by Valneva safety teams. The definitions and calculation methodologies of these two KPIs are disclosed in section "Definitions-Employment indicators".

In 2023, there were nine work accidents including two commuting accidents, which are regarded as work accidents in France and Austria. Of those accidents, only five resulted in lost time. There were no fatal accidents.

# Sustainability Report

Developing our People

## WORK ACCIDENTS: FREQUENCY RATE



Valneva's work-related accident frequency rate is historically low, thanks to local safety teams who act as soon as a minor event occurs, thereby preventing more serious accidents.

Valneva's approach to occupational safety is based on preventing accidents, and thus has established the necessary communication channels to allow all employees to report near-misses promptly in order to help prevent future accidents. That approach has meant that no serious accidents have occurred on Valneva's premises since 2020.

In 2023, lost-time accidents increased, due in particular to several commuting accidents in France and Austria over which the Group had no control. The Frequency Rates graph below shows that Valneva remains well below the average values encountered across French companies, according to statistics from l'Assurance Maladie (French governmental agency).

To give a better picture of the accidents that occur at Valneva, the Group also calculated a lost-time accident frequency rate, which was 4.75 for 2023 (0.86 in 2022). This indicator more accurately reflects the real occurrence of accidents at the Valneva's sites.

## WORK ACCIDENTS: SEVERITY RATE



Work accidents at Valneva typically only result in short-term work leaves.

Safety teams are used to dealing with “near accidents” and “near misses”, thereby addressing risks at source. This has had a significant impact on the consequences of accidents.

Compared to all companies in France, Valneva’s accident severity rate remains well below the average reported by the French Health Agency (l’Assurance Maladie).

**TABLE OF NEAR-MISSES, INCIDENTS AND MINOR ACCIDENTS**

		2022	2023
Pro-active Events (Near Miss and Incidents)	Scotland	228	526
	Sweden	37	61
Work Related Accidents (Minor)	Scotland	39	22
	Sweden	9	13
Lost Time Accidents	Scotland	1	1
	Sweden	9	4

By mobilizing our teams in Scotland and Sweden, the Group has been able to identify more accident-prone situations. This practice has created a strong risk-prevention culture at the Group’s production sites, with a long-term impact on accident prevention.

## 8.5 Well-being at Work

Well-being at work is a part of Valneva’s identity. Since its creation, Valneva has undertaken numerous actions in order to create an enjoyable workplace at its sites around the world.

In 2023, a working group was set up within the Senior Leadership Team to meet management’s aim of increasing workforce reliability and promoting a happier, healthier workforce.

Well-being at work takes many forms at Valneva and each site has its own ideas for promoting health, from being active to providing healthy food options and more.

In 2023, employees celebrated Valneva’s tenth anniversary with a team-building day, including a fun Teams-based event in which employees from all countries took part at the same time, along with activities and meals at the Group’s various sites.

Since the COVID-19 pandemic, widespread use of remote working has become standard practice. These new practices continued into 2022 and Valneva’s EHS teams now place specific attention on new issues related to isolation, distance and the increase in on-screen work time for Valneva employees.

### Healthy Working Conditions

- Telework is used widely for all suitable roles. In addition to the laptop computers with which employees are regularly equipped, the Group continues to improve its arsenal of telework policies in order to properly implement and encourage it.
- Valneva is aware that remote working brings greater flexibility and support to its employees, and this is part of the Company’s new hybrid work model. In addition, remote workers are provided with technical resources, such as screens, to make it easier for them to work from home.

- The HSE teams have also implemented actions related to ergonomics, to support on-screen work in good conditions and, in France, investments in ergonomics have been made in order to continue to preserve employees’ health. Sweden continued its communication on ergonomics and on physical activity more broadly. In Livingston, a risk assessment was done to identify the main potential hazards of telework.
- In 2023, the QVT (quality of life at work) unit in France introduced a new smartphone app providing access to a large catalog of personal coaching and practitioners to help manage sensitive issues related to psychosocial risks at work. The app was also used to organize QVT events throughout the year.
- In Scotland, the Group continued to provide resources aimed at supporting employees’ physical and mental health. Many employees were also trained in first aid in 2023 to reinforce the first aid aspect on site. Access to dental care and monthly occupational health visits have also been in place for several years at the Livingston site.
- For many years, Valneva has covered the cost of vaccinations against influenza and, on certain sites, tick-borne encephalitis, among others.

### Staying Active

- Staying active is always a challenge but the Work Life Quality teams continue to propose actions to respect this principle. Since 2022, Valneva Austria has given its teams access to nearly 35 different sports such as yoga and Zumba, via a digital solution that allows colleagues to take part in these activities together.
- In addition, employees in Scotland, Sweden and France can benefit from an annual company subsidy for their physical activities (and/or cultural activities in France).
- In France, a workshop on road accident prevention and environmentally friendly driving was held, along with cancer awareness initiatives as part of Pink October and Movember. Finally, the Rugby World Cup was an opportunity to promote this sport via the Group’s communications in late 2023.

#### Eating Healthy

- Meal vouchers in France and Austria and discounts in restaurants near the Swedish site have been offered to employees for many years. Valneva Austria has been using meal tickets in a paperless version since 2021.
- Social events were organized across Valneva's various sites in 2023. This made it possible to maintain team cohesion around meals celebrating special moments throughout the year, like the start of summer, Thanksgiving, and Christmas.

- In Scotland and in France, fresh fruit is made available for all employees on a weekly basis to encourage healthy snacking provided by the company. Furthermore new vending machines have been implemented to support the employees with meal options and allow them to remain on site and not having to leave site to purchase food. This also has a benefit for Valneva's carbon footprint.
- In Vienna, the Group refurbished its cafeteria in 2023, allowing its teams to get together and eat in more pleasant surroundings.

## 9 Respecting the Environment

As a specialty vaccine company focused on prevention of infectious diseases, Valneva is aware that the environment directly affects people's health. In addition, the Group is aware that man-made or natural disasters, as well as public health emergencies, may disrupt its business. With that in mind, Valneva recognizes the need to manage its carbon footprint, waste and consumption, taking environmental issues into account as reflected in the elements described below.

### 9.1 Valneva's Environmental Approach

Valneva considers Environment, Occupational Health and Safety (EOHS) in the framework of its business activities with the intent to protect people, business assets, natural resources and the environment. Valneva strives to prevent the injury or illness of employees, negative effects on the environment and any impact on the safety and quality of the Company's manufactured products, by:

- proactively managing risk and supporting a positive, innovative EOHS culture;
- strategically analyzing and minimizing health and safety risks; and
- preventing pollution, minimizing waste and conserving resources.

The EOHS teams at the various production and R&D sites interact regularly to exchange information about identified risks in order to manage them, particularly by sharing their experiences. Teams in Sweden and Scotland took part in an experience-sharing day at the Solna site in 2023, covering all EOHS topics.

**With the knowledge that climate change is an important global issue, Valneva seizes the opportunity to continuously improve its sustainability model.**

Sustainability is a guiding principle at Valneva. The Group aims to use natural resources efficiently and minimize the environmental impact of its activities and products during their lifecycles. It integrates sustainable operations and supply chains, innovative product packaging, and environmental sustainability into its decision-making processes. Valneva pursues its development in strict compliance with a number of corporate social responsibility rules and environmental sustainability guidelines.

Good practices for waste separation, recycling and monitoring were adopted by the Group in conjunction with the 2015 French Energy Transition Act, which established obligations to promote the circular economy and waste recycling. These practices are a major priority and procedures have already been implemented on all sites.

Further developing its environmental practices, Valneva formalized a Global EOHS Policy in 2017 based on five core principles: Protect, Prevent, Manage, Analyze and Minimize environmental and safety risks.

#### Valneva Global EOHS Policy: Focus on the Environment

This policy ensures that the Company uses natural resources responsibly and works to minimize its environmental impact. This includes energy efficiency, minimization of waste, efficient use of water, choice of chemicals, raw materials and other materials.

The Company respects the environmental standards and requirements set by authorities in each country where it operates, and has routines and monitoring systems in place to ensure continued compliance.

Teams in Scotland started a major project with the aim of obtaining ISO 14001 environmental management certifications in 2026. As part of that project, they will put in place an ISO 14001-compliant environmental management system in 2024.

#### A Word on Valneva's Environmental Reporting

Valneva's production and R&D sites have made substantial efforts to improve their environmental performance. Unfortunately, the unexpected and extreme weather events which took place during the year sometimes hampered the EOHS teams efforts, particularly in terms of reducing energy consumption.

In July 2023 some of the buildings and some parts of the business activities associated with Valneva's manufacturing site in Solna (Sweden) were sold. This reduced the size of Valneva's site by 21%, with a resulting change in day-to-day operations and environmental performance. This fact must be considered when analyzing the environmental indicators disclosed in this chapter.

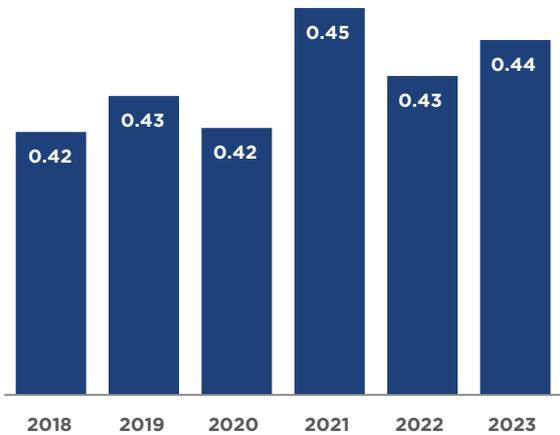
**Energy Efficiency**

Valneva is committed to working with suppliers whose energy mix ensures renewable origin.

As a result of the Company’s commitment to a sustainable use and consumption of energy, in 2023, 100% of the electricity contracted by Valneva’s R&D and manufacturing sites had renewable origin. The last site to join the signature of a green power purchase agreement was the manufacturing site in Solna in 2022.

Depending on the individual characteristics of Valneva’s production and R&D sites, specific KPIs have been defined to monitor and manage the Group’s energy consumption.

**ENERGY CONSUMPTION (IN MWH) PER SQUARE METER: R&D SITES**

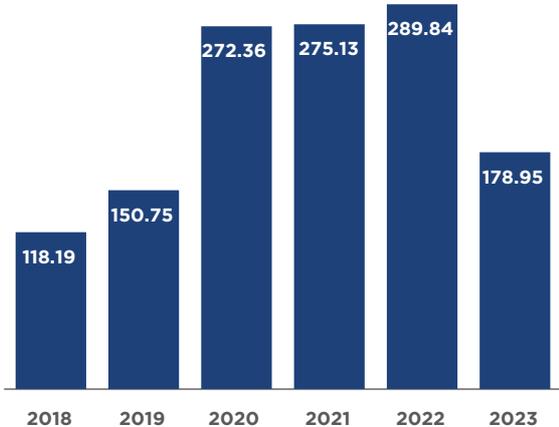


In 2023, energy consumption increased slightly, mainly because the R&D site in Nantes needed to use more natural gas due to local weather conditions. On the other hand, the electricity consumption of the same site was reduced thanks to the following measures:

- The building underwent some renovations to reduce solar absorption and therefore the need for air conditioning;
- LED lighting was installed all over the facility;
- Specific work on the cooling system was performed with the view of prolonging its life and reducing its electricity consumption.

Temperature regulation and control in the R&D sites in Nantes and Lyon allowed Valneva to reduce its electricity consumption. The sites’ thermostats were set to 19 °C in winter and 26 °C in summer.

**ENERGY CONSUMPTION (IN MWH) PER BATCH PRODUCED: MANUFACTURING SITES**



The changes at the manufacturing site in Solna due to the sale of some buildings and manufacturing activities in July 1, 2023, had a major impact on energy consumption per batch produced, since it reduced the surface of Valneva’s buildings by 21%.

**Reducing the Carbon Footprint**

Since energy use constitutes the main source of Valneva’s direct and indirect scope 1 and 2 CO<sub>2</sub> emissions, the Group seeks to optimize and continuously reduce its energy consumption while ensuring energy security for all its business activities.

The shift to green electricity has allowed Valneva to reduce its own CO<sub>2</sub> emissions by 48% since 2019, representing a reduction of 1,630 tonnes of CO<sub>2</sub> emissions from gas and electricity consumed.

In 2023, Valneva assessed its scope 1 and 2 carbon emissions related to the 2022 period to ensure alignment with the GHG protocol and ADEME methodology.

In 2023, the Group’s CO<sub>2</sub> footprint calculation was again based on scope 1 and 2 emissions from the consumption of gas, electricity, fuel oil and heat from heat networks, but also fugitive emissions resulting from gas leaking from air conditioning units and refrigerators.

Valneva also began to work on the calculation of scope 3 emissions by starting to collect data on waste, energy consumption outside of scopes 1 and 2, and business travel-specific information and definitions on the areas and indicators included in the calculation of the Group’s CO<sub>2</sub> footprint, as well as on the methodology, can be found on section “Definitions-Environmental Indicators”.

## Sustainability Report

### Respecting the Environment

Although Valneva's R&D and manufacturing sites are already consuming 100% of electricity with renewable origin, the local energy mixes of the different countries still do not allow a net-zero emissions' electricity consumption. This, together with the electricity consumption from the rest of the sites (offices and commercial) was the main source of emissions in 2023, accounting for 37% of the total, followed by fossil fuels, which accounted for 22%.

Scope 3 emissions from business travels amounted to 721 tonnes of CO<sub>2</sub>. These emissions accounted for 15% of Valneva's total emissions at the time of publication.

#### VALNEVA'S CARBON FOOTPRINT

(tonnes of CO<sub>2</sub>)

	2023	2022
Scope 1	1,688	1,629
Scope 2	1,477	1,289
Scope 3	1,586	n.a.
<b>TOTAL CO<sub>2</sub> EMISSIONS</b>	<b>4,751</b>	<b>2,918</b>

The sale of 21% of the total surface area of the manufacturing site in Solna in July 1, 2023, also impacted the Company's CO<sub>2</sub> footprint.

With the aim of further managing emissions-related risks, determining material categories, optimizing reduction opportunities, and engaging with suppliers and partners in the value chain, Valneva looks forward to implementing data collection and calculation methodologies for all significant scope 3 categories, including, among others, categories 3-4 and 3-9 of the GHG Protocol to fully cover upstream and downstream transportation and distribution. This further development of the scope 3 carbon footprint data collection and calculation methodology could potentially increase the Group's carbon footprint significantly in 2024 compared to the scope 3 CO<sub>2</sub> emissions reported for 2023 in the table above.

#### Waste Management

Proper waste management - including appropriate reuse, recycling and energy recovery - is a key factor in optimizing resource efficiency.

Valneva's activities generate waste which is then managed in compliance with applicable local and European regulations. Separating, recycling and monitoring waste streams are priorities for Valneva. For that reason, procedures have been implemented and indicators adopted to closely monitor the related environmental impacts.

Valneva's manufacturing and R&D sites generate two types of waste:

- non-hazardous waste (paper, cardboard, plastic, etc.);

- hazardous waste (used chemical products, biologically contaminated plastic waste, waste electrical and electronic equipment, etc.).

The biotech industry generates a very specific type of waste (i.e. biological waste), which is classified as hazardous waste. Biological waste is subject to specific monitoring procedures by the EOHS teams at each site and accounts for 34.5% of the waste generated by the Group's activities. The processing of that waste is subject to specific monitoring based on regulatory obligations in each country.

#### TOTAL WASTE GENERATED BY TYPE (tonnes)

	2023	2022
<b>TOTAL HAZARDOUS WASTE</b>	<b>171.78</b>	<b>195.12</b>
<b>Biological waste (liquid + solid)</b>	<b>156.17</b>	<b>178.63</b>
<i>Liquid biological waste</i>	37.07	61.00
<i>Solid biological waste</i>	119.10	117.63
<b>Chemical waste</b>	<b>10.12</b>	<b>10.30</b>
<b>E-waste</b>	<b>5.49</b>	<b>6.19</b>
<b>TOTAL NON-HAZARDOUS WASTE</b>	<b>280.76</b>	<b>260.92</b>
Cardboard	34.77	47.81
Plastics	83.68	48.02
Metals	5.81	14.32
Pallets	13.40	4.20
<b>Non recyclable waste</b>	<b>143.10</b>	<b>146.57</b>

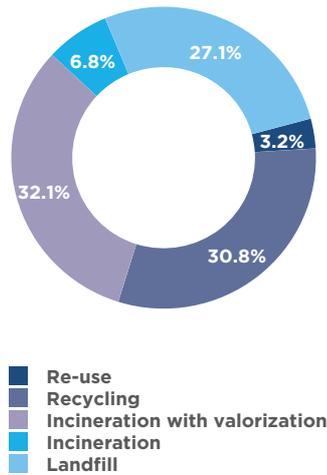
In 2023, Valneva continued to reduce the amount of waste generated and to increase the amount of materials recovered through circular methods such as reuse and recycling.

#### BEST PRACTICE: Zero to Landfill Project in Livingston (Scotland)

The manufacturing site in Livingston set up the "Zero-waste to landfill" project. In 2023, efforts focused on working with waste management partners to change the disposal methods of the different waste streams. The main target of this project is to reduce the proportion of waste sent to landfill from 19% to 2.5% in 2024.

The project will have a major impact on Livingston's environmental footprint, increasing the amount of biological waste and cardboard sent to recycling.

WASTE GENERATED BY DISPOSAL METHOD



With the aim of increasing the amount of waste sent for recycling, in 2023, the Nantes teams started sorting non-contaminated plastic laboratory waste. This reduced the amount of waste sent to incineration. However, the benefits of this recycling initiative are not reflected in the 2023 figures because it was launched on the fourth quarter of the year.

The Vienna site worked on cardboard recycling and more specifically took direct responsibility for managing cardboard waste skips, enabling it to estimate the quantity of waste produced more accurately.

Valneva treats and valorizes its waste in five different ways:

- **re-use**, which allows direct re-use of waste as a raw material in another sector;
- **recycling**, which recovers and transforms waste into a new raw material;
- **incineration with energy recovery**, which destroys waste while producing energy;
- simple **incineration**, which allows for the destruction of waste; and finally;
- **send to landfill**, which is the final treatment method for waste that cannot be valorized using another process.

Valneva seeks to leverage the valorization methods as much as possible, in order to provide a second life for the largest quantity of waste.

Valneva works with specialized companies in the sector to manage waste valorization and seeks the most well-adapted solutions. For each method, contracts are drawn up with service providers in order to guarantee the traceability and the nature of the waste recycled.

Other Ways Valneva Reduces Waste

- Replacement of paper cups, plastic water bottles and plastic cutlery with reusable options.
- Livingston’s dedicated Green Team, made of employee volunteers, coordinates waste reduction and recycling initiatives. The creation of Green Teams on other sites is an additional goal of the Group.

Water stewardship

Around the world, drinking water is a fundamental human need that must be met at the local level. Valneva regards water as a scarce resource and water availability is one of its key concerns. Currently, none of the Group’s manufacturing or R&D sites is located in a water-stressed region. However, Valneva is committed to sustainable water stewardship and to finding solutions that allow it to consume less water every year.

Valneva has also adopted the necessary measures to ensure compliance with all limits on wastewater discharge.

WATER CONSUMPTION

<i>(m<sup>3</sup>)</i>		2023	2022
R&D	France	643	916
	Austria	8,524	14,211
Manufacturing	Scotland	23,676	Not available
	Sweden	43,336	Not available
<b>TOTAL</b>		<b>76,179</b>	

In 2023, the R&D sites in Nantes and Vienna reduced their water consumption by 30% and 40% respectively compared to 2022. The decrease in consumption in Vienna was due to teams replacing research equipment that consumed abnormally large amounts of water. The Nantes team stopped research work on the COVID-19 virus, and together with the adoption of remote working, this reduced water consumption significantly compared to 2022.

At its production sites, Valneva has worked on various ways of improving the quality and accuracy of its water consumption data. In previous years, water consumption was estimated. In 2023, however, water meters were installed at the production site in Livingston (Scotland), while at the Solna site (Sweden), water consumption figures were provided by the site owner. As a result, consumption figures come from invoices and meter readings.

In Scotland humidifiers were installed a few years ago to control the facility’s humidity. However, this solution didn’t bring the expected results and, in 2023, Livingston worked on a project to remove these humidifiers and to reuse steam from the boilers to power the buildings instead, thereby regaining control over water consumption in the facility.

### 9.2 Animal Welfare

The well-being of animals is an important topic for any pharmaceutical business. Valneva works proactively to ensure animal welfare, as it is an integral part of vaccine development.

Valneva has an animal laboratory in Vienna and, occasionally, teams in Nantes need to perform specific analyses that require external companies to perform certain animal tests. Before any work can begin, Valneva completes questionnaires with these partners that verify adherence to all regulations. The associated contracts include specific clauses that require the respect of all existing national and international obligations with regard to animal welfare.

Valneva acknowledges its responsibility for the welfare of animals kept in its state-of-the-art laboratories. National laws (Austrian Tierversuchsgesetz 2012 and Tierversuchs-Verordnung 2012) and international regulations (European

Union Directive 2010/63/EU and European Convention ETS No. 123) in regard to laboratory animal housing and the performance of animal experiments are strictly followed. Regular, unannounced inspections by the respective authorities are carried out in the laboratories.

In addition, recommendations of the American Institute for Laboratory Animal Research (ILAR) and the German Society of Laboratory Animal Science (GV-SOLAS) are followed to create the best possible conditions and responsible treatment of laboratory animals.

The ethical framework within these provisions ensures prospective assessment of proposals for in vivo testing with respect to any potential harm to the animals. This happens with special focus on the so-called '3R principle' ("Reduce, Refine, Replace"), one of the key strategies to meet Valneva's high demands for social responsibility.

## 10 Consolidated disclosures pursuant to Article 8 Taxonomy Regulation

### 10.1 Article 8 Taxonomy Regulation

The Taxonomy Regulation is a key component of the European Commission's action plan to redirect capital flows towards a more sustainable economy. It represents an important step towards achieving carbon neutrality by 2050 in line with EU climate goals, because the Taxonomy is a classification system for environmentally sustainable economic activities<sup>(1)</sup>.

This regulatory framework requires companies to publish the portions of their turn-over, capital expenditures CAPEX and operating expenditures OPEX eligible for one or more of the following six environmental objectives<sup>(2)</sup>:

- climate change mitigation;
- adaptation to climate change;
- sustainable use and protection of aquatic and marine resources;
- transition to a circular economy;
- prevention and reduction of pollution; and
- protection and restoration of biodiversity and ecosystems.

The annexes to the Delegated Regulation provide the definitions of eligible activities, including the corresponding Statistical Nomenclature of Economic Activities in the European Community (NACE) codes, as well as the technical criteria for qualifying these activities as effectively sustainable. Consequently, activities that do

not meet these definitions are considered not defined in the reference framework (or "ineligible").

The requirements for publishing key performance indicators for the 2023 financial year concern "eligibility" for all objectives, but also "alignment", and this, for the second year for the two climate objectives.

Valneva is required to publish indicators highlighting the proportion of its eligible sales, capital expenditure (CAPEX) and operating expenditure (OPEX) resulting from products and/or services associated with economic activities described in the annexes of the Taxonomy, as well as the indicators highlighting the proportion of its turnover, its CAPEX and its aligned OPEX resulting from products and/or services associated with economic activities defined as sustainable in the annexes to the Climate delegated acts<sup>(3)</sup>.

In order to analyze their alignment, the activities eligible for the two climate objectives were reviewed with regard to the criteria of substantial contribution, the criteria of absence of significant harm (Do no significant harm, or DNSH) and minimum guarantees.

Valneva's approach may evolve as regulations stabilize and data becomes more available, particularly with regard to technical criteria.

<sup>(1)</sup> Commission Delegated Regulation (EU) 2021/2178 of 6 July 2021 supplementing Regulation (EU) 2020/852 of the European Parliament and of the Council by specifying the content and format of the information to be disclosed by companies subject to Articles 19a or 29a of Directive 2013/34/EU on environmentally friendly business activities, and specifying the methodology to be followed to comply with this disclosure obligation. Available at: <https://eur-lex.europa.eu/legal-content/FR/TXT/PDF/?uri=CELEX:32021R2178&from=EN>

<sup>(2)</sup> [https://ec.europa.eu/finance/docs/level-2-measures/taxonomy-regulation-delegated-act-2021-2800-annex-1\\_en.pdf](https://ec.europa.eu/finance/docs/level-2-measures/taxonomy-regulation-delegated-act-2021-2800-annex-1_en.pdf)

<sup>(3)</sup> IFRS standards as applied by the Company

## 10.2 Activities

### Definitions

Taxonomy-eligible economic activity means an economic activity as described in the Delegated Acts supplementing the Taxonomy Regulation, irrespective of whether that economic activity meets any or all of the technical screening criteria laid down in those Delegated Acts.

An economic activity is aligned with the taxonomy when it respects the technical selection criteria defined in the Delegated Act relating to the climate component and is carried out in compliance with the minimum guarantees in terms of human and consumer rights, the fight against corruption, taxation and fair competition. To meet the technical selection criteria, an economic activity contributes substantially to one or more environmental objectives without significantly harming other environmental objectives.

Economic activity not eligible for the taxonomy is any economic activity which is not described in the delegated acts supplementing the Taxonomy Regulation.

### Evaluations and methods

In view of the regulatory framework recalled above, all of Valneva's turnover, as well as a large majority of its CAPEX and OPEX, become eligible for activity "1.2. Manufacturing of medicines" of the Pollution Prevention and Reduction objective. As in previous years, Valneva has also identified CAPEX linked to "individual measures", corresponding to purchases and investment expenditure relating to other eligible activities - mainly the Real Estate activities described in section 7 of the Mitigation annex. of climate change and Adaptation to climate change. Valneva has also identified in the OPEX "individual measures", corresponding to operating expenses relating to the eligible activity described in section 6, Climate change mitigation.

The scope of eligible activities in 2023 therefore concerns :

- Under the "**Prevention and reduction of pollution**" objective:
  - Activity 1.2, Manufacturing of medicinal products;
- Under the "**Climate change mitigation and Circular Economy**" objectives:
  - Activity 7.1 Construction of new buildings;
  - Activity 7.2, Renovation of existing buildings;
- Under the "**Climate change mitigation**" objective:
  - Activity 6.6 Road freight transport;
  - Activity 7.3, Installation, maintenance and repair of equipment promoting energy efficiency;

- Activity 7.4, Installation, maintenance and repair of charging stations for electric vehicles inside buildings (and in parking lots attached to buildings);
- Activity 7.7, Acquisition and ownership of buildings, for positive variations in rights of use for long-term real estate leases and for construction carried out for the Company's own account.

The financial information used for the breakdown of eligibility and alignment indicators comes from Valneva's information systems (investment monitoring, consolidation) at the close of the 2023 financial year. It was analyzed and verified jointly by the financial teams of the group, in order to ensure their consistency with the consolidated turnover, CAPEX and OPEX for the 2023 financial year and to avoid any double counting of activities eligible for the numerator of the Taxonomy indicators

### Results

The results of the Taxonomy indicators for the 2023 financial year are presented below in the KPI tables.

### Evolution since previous year

#### Evolution of eligibility and alignment results

The part of eligible turnover, investment and operating expenses is up sharply compared to 2022 due to the taking into account in 2023 by the regulation of drug manufacturing activities under the objective Prevention and reduction of pollution.

#### Methodological changes

The publication of delegated acts for the last four objectives of the Taxonomy radically changes the eligibility indicators of the Group, which now sees its activities fully captured by the regulation under the objective of Prevention and reduction of pollution.

#### Perspectives

Given the evolving nature of the European regulatory framework and the information available to date, Valneva will review the indicator calculation methodology based on regulatory developments. The Group is also considering information systems to successfully "tag" eligible Taxonomy CAPEX and a certain number of criteria contributing to alignment in a more automated manner. These Taxonomy reflections are also strongly linked to other Group themes, particularly in terms of purchasing, with discussions currently underway on the identification of "green" or "sustainable" purchasing management software (as defined by the Group without reference to the Taxonomy).

### 10.3 KPI

The key performance indicators (“KPIs”) associated with the European Taxonomy include turnover, CapEx and OpEx. For presenting the Taxonomy KPIs, Valneva uses the templates provided in Annex II to the Disclosures Delegated Act (except for unaffected parts).

#### Turnover KPI

Valneva has examined all Taxonomy-eligible economic activities listed in the Climate Delegated Act and Environmental Delegated Act. Based on Valneva’s activities as a pharmaceutical group, the main activities presented on the Taxonomy-eligible Turnover refer to selected manufacturing activities of pharmaceutical ingredients and medicinal products.

These manufacturing activities are reflected on the “Pollution prevention and control” Taxonomy-objective.

This assessment of Taxonomy-eligibility is focused on economic activities defined as the provision of goods or services on a market, thus (potentially) generating revenues. In this context, Valneva, defines the research, manufacture, and marketing of those pharmaceutical products as the core of our business activities. Revenues from the sale of IXIARO and DUKORAL products are fully captured by the Taxonomy under the “Pollution Prevention and Control” objective. Valneva therefore presents 67% of its sales as eligible for the Taxonomy under activity 1.2, Manufacture of medicinal products. of this objective (see note 3.10.2 of this document).

Valneva’s consolidated turnover can be reconciled to its consolidated financial statements. <sup>(4)</sup>

(1) Economic activities	(2) Code(s)	(3) Turnover (k€)	(4) Proportion of Turnover, year N %	Substantial contribution criteria						DNSH Criteria						(19) Category (enabling activity or)	(20) Category (transitional activity)		
				(5) Climate change mitigation	(6) Climate change adaption	(7) Water	(8) Pollution	(9) Circular Economy	(10) Biodiversity	(11) Climate change mitigation	(12) Climate change adaption	(13) Water	(14) Pollution	(15) Circular Economy	(16) Biodiversity and ecosystems			(17) Minimum safeguards (17)	(18) Proportion of Taxonomy aligned (A.1) or eligible (A.2.) turnover, year N-1 Percent
				Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Percent	E	T
<b>A. TAXONOMY-ELIGIBLE ACTIVITIES</b>																			
<b>A.1. Environmentally sustainable activities (Taxonomy-aligned)</b>																			
Manufacture of medicinal products	PPC 1.2.	0	0%	N/EL	N/EL	N/EL	EL	N/EL	N/EL								0%		
<b>Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)</b>		<b>0</b>	<b>0%</b>														<b>0%</b>		
of which is enabling		0	0%														0%		
of which is transitional		0	0%														0%		
<b>A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)</b>																			
Manufacture of medicinal products	PPC 1.2.	103,259	67%	N/EL	N/EL	N/EL	EL	N/EL	N/EL								0%		
<b>Turnover of Taxonomy-eligible not but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)</b>		<b>103,259</b>	<b>67%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>67%</b>	<b>0%</b>	<b>0%</b>								<b>0%</b>		
<b>A. TURNOVER OF TAXONOMY ELIGIBLE ACTIVITIES (A.1+A.2)</b>		<b>103,259</b>	<b>67%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>67%</b>	<b>0%</b>	<b>0%</b>								<b>0%</b>		
<b>B. TAXONOMY-NON-ELIGIBLE ACTIVITIES</b>																			
<b>TURNOVER OF TAXONOMY-NON-ELIGIBLE ACTIVITIES (B)</b>		<b>50,454</b>	<b>33%</b>																
<b>TOTAL (A + B)</b>		<b>153,713</b>	<b>100%</b>																

	Proportion of turnover/Total turnover	
	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0%	0%
CCA	0%	0%
WTR	0%	0%
CE	0%	0%
PPC	0%	67%
BIO	0%	0%

<sup>(4)</sup> See section 4.1 of this URD.

CapEx KPI

The CapEx KPI is defined as Taxonomy-eligible CapEx (numerator) divided by Valneva's total CapEx (denominator).

Total CapEx consists of additions to tangible and intangible fixed assets during the financial year, before depreciation, amortization, and any remeasurements, including those resulting from revaluations and impairments, as well as excluding changes in fair value.

Valneva's total CapEx is €18.3 million for the year ended December 31, 2023, consisting of intangible assets (IAS 38) for €0.1 million, property, plant and equipment (IAS 16) for €14.4 million and rights of use (IFRS16) for €3.8 million. It includes acquisitions of tangible fixed assets (IAS 16), intangible fixed assets (IAS 38), right-of-use assets (IFRS 16). These amounts can be reconciled to Valneva's consolidated financial statements.<sup>(5)</sup> During 2023, the main activities associated with Valneva's Taxonomy-eligible CapEx were the ones related to the construction and renovation of buildings, mainly related to Valneva's manufacturing site in Livingston and its R&D site in Nantes.

(1)	(2)	Substantial contribution criteria								DNSH Criteria										
		(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	
Economic activities	Code <sup>(a)</sup>	Capex	Proportion of Capex, year N	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular Economy	Biodiversity	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular Economy	Biodiversity and ecosystems	Minimum safeguards	Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) Capex, year N-1	Category (enabling activity or)	Category (transitional activity)	
		(k€)	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Percent	E	T	
<b>A. TAXONOMY-ELIGIBLE ACTIVITIES</b>																				
<b>A.1. Environmentally sustainable activities (Taxonomy-aligned)</b>																				
Manufacture of medicinal products	PPC 1.2.	0	0%																	0%
Construction of new buildings	CCM 7.1. / CE 3.1.	0	0%																	0%
Renovation of existing buildings	CCM 7.2. / CE 3.2.	0	0%																	0%
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3.	0	0%																	0%
Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	CCM 7.4.	0	0%																	0%
Acquisition and ownership of buildings	CCM 7.7.	0	0%																	0%
<b>CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)</b>		<b>0</b>	<b>0%</b>																	<b>0%</b>
<i>of which is enabling</i>																				
<i>of which is transitional</i>																				
<b>A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)</b>																				
Manufacture of medicinal products	PPC 1.2.	4,988	27%	N/EL	N/EL	N/EL	EL	N/EL	N/EL											
Construction of new buildings	CCM 7.1. / CE 3.1.	4	0%	EL	N/EL	N/EL	N/EL	EL	N/EL											
Renovation of existing buildings	CCM 7.2. / CE 3.2.	8,914	49%	EL	N/EL	N/EL	N/EL	EL	N/EL											
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3.	23	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL											
Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	CCM 7.4.	10	0%	EL	N/EL	N/EL	N/EL	N/EL	N/EL											
Acquisition and ownership of buildings	CCM 7.7.	3,008	16%	EL	N/EL	N/EL	N/EL	N/EL	N/EL											60%
<b>CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)</b>		<b>16,948</b>	<b>93%</b>	<b>41%</b>	<b>0%</b>	<b>0%</b>	<b>27%</b>	<b>24%</b>	<b>0%</b>											
<b>A. CAPEX OF TAXONOMY ELIGIBLE ACTIVITIES (A.1+A.2)</b>		<b>16,948</b>	<b>93%</b>	<b>41%</b>	<b>0%</b>	<b>0%</b>	<b>27%</b>	<b>24%</b>	<b>0%</b>											<b>60%</b>
<b>B. TAXONOMY-NON-ELIGIBLE ACTIVITIES</b>																				
<b>CAPEX OF TAXONOMY-NON-ELIGIBLE ACTIVITIES</b>		<b>1,322</b>	<b>7%</b>																	
<b>TOTAL (A + B)</b>		<b>18,270</b>	<b>100%</b>																	

Proportion of CapEx/Total CapEx	
Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	41%
CCA	0%
WTR	0%
CE	27%
PPC	24%
BIO	0%

<sup>(5)</sup> See section 4.1.1 of this URD.

OpEx KPI

The OpEx KPI is defined as Taxonomy-eligible OpEx (numerator) divided by Valneva's total OpEx (denominator).

Total OpEx consists of direct non-capitalized costs that relate to research and development, building renovation measures, short-term leases as well as all forms of maintenance and repair.

In accordance with the Taxonomy Regulation, the OpEx used differs from the one reported on the financial statements. The OpEx denominator consists of non-capitalizable direct costs. These comprise:

- research and development expenses;
- building renovation costs;
- repair and maintenance costs;
- rental expenses reported in the income statement;
- and any other direct expense relating to the day-to-day upkeep of assets.

The Taxonomy-eligible OPEX mainly comprises research and development expenses, mostly incurred in our "Manufacture of medicinal products" activity.

The OpEx denominator represents 2% of our consolidated OpEx, an absolute value of €235.8 million. Valneva's consolidated OpEx can be reconciled to its consolidated financial statements.

(1)	(2)	(3)	(4)	Substantial contribution criteria						DNSH Criteria						(17)	(18)	(19)	(20)
				(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)				
Economic activities	Code (a)	OpEx	Proportion of OpEx, year N	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular Economy	Biodiversity	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular Economy	Biodiversity and ecosystems	Minimum safeguards	Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) OpEx, year N-1	Category (enabling activity or)	Category (transitional activity)
		(k€)	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Percent	E	T
<b>A. TAXONOMY-ELIGIBLE ACTIVITIES</b>																			
<b>A.1. Environmentally sustainable activities (Taxonomy-aligned)</b>																			
Manufacture of medicinal products	PPC 1.2.	0	0%														0%		
Freight transport services by road	CCM 6.6.	0	0%														0%		
<b>OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)</b>		<b>0</b>	<b>0%</b>														<b>0%</b>		
<i>of which is enabling</i>		0	0%														0%		
<i>of which is transitional</i>		0	0%														0%		
<b>A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)</b>																			
Manufacture of medicinal products	PPC 1.2.	1,993	1%	N/EL	N/EL	N/EL	EL	N/EL	N/EL								0%		
Freight transport services by road	CCM 6.6.	2,770	1%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								0%		
<b>OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)</b>		<b>4,763</b>	<b>2%</b>	<b>1%</b>	<b>0%</b>	<b>0%</b>	<b>1%</b>	<b>0%</b>	<b>0%</b>								<b>0%</b>		
<b>A. OPEX OF TAXONOMY ELIGIBLE ACTIVITIES (A.1+A.2)</b>		<b>4,763</b>	<b>2%</b>	<b>1%</b>	<b>0%</b>	<b>0%</b>	<b>1%</b>	<b>0%</b>	<b>0%</b>								<b>0%</b>		
<b>B. TAXONOMY-NON-ELIGIBLE ACTIVITIES</b>																			
<b>OPEX OF TAXONOMY-NON-ELIGIBLE ACTIVITIES</b>		<b>231,037</b>	<b>98%</b>																
<b>TOTAL (A + B)</b>		<b>235,800</b>	<b>100%</b>																

Proportion of OpEx/Total OpEx

	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0%	1%
CCA	0%	0%
WTR	0%	0%
CE	0%	0%
PPC	0%	1%
BIO	0%	0%

# 11 Frameworks used to Draw up this Report

## 11.1 European Directives

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Directive 2014/95/EU October 22, 2014 amended Directive 2013/34/EU and introduces changes for disclosures to be included in a CSR Report. The transposition of this directive is complete since August 9, 2017.

This directive requires companies thus concerned to publish a Report containing information risk prevention

policies in the areas of environmental, social and employee matters, respect for human rights, anti-corruption and bribery matters, and the outcome of these policies, including a description of the "due diligence processes" and covering the entire supply chain under this approach.

## 11.2 The French Order No. 2017-1180 of July 19, 2017

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The Order No. 2017-1180 of July 19, 2017 initiates the transposition of the CSR Directive by replacing the CSR report with a new non-financial reporting system by

declaration and, in particular, modifies the scope of the companies concerned to focus on certain large companies and groups of companies.

## 11.3 The French Decree No. 2017-1265 of August 9, 2017

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The Decree No. 2017-1265 of August 9, 2017 completes the transposition of the CSR Directive (Directive 2014/95/EU on the publication of non-financial information by companies) initiated by Order No. 2017-1180 of July 19, 2017 on the publication of non-financial information by

certain large companies and groups of companies. This decree specifies the content of the declaration, the information to be provided, the publication procedures and the verification obligations.

## 11.4 Taxonomy regulation

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Regulation (EU) 2020/852 of the European Parliament and of the Council of June 18, 2020, known as the Taxonomy Regulation, establishes a classification system aimed at promoting sustainable investments. Pursuant to Article 8 of this regulation, companies will have to publish their sustainability indicators from January 1, 2022.

Commission Delegated Regulation (EU) 2021/2139 of June 4, 2021 specifies the criteria for determining the conditions under which an economic activity can be considered as

contributing substantially to climate change mitigation or adaptation to it.

Commission Delegated Regulation (EU) 2021/2178 of July 6, 2021 specifies the content, calculation methods and presentation of the indicators that the companies concerned must present to comply with this information obligation.

## 12 Methodological Note

### 12.1 Methodological Note on Group Sustainability Data Reporting

In accordance with French law, Valneva's Sustainability Report focuses on the risks linked to the Company's activities.

In order to manage these risks, Valneva is committed to maintaining a robust risk monitoring system and continuously evaluates the risk-reward profile of its activities. The present Report is built upon Valneva's existing risk management system, which is described in its official Corporate Risk Management Policy.

Valneva defines risks as all occurrences and possible developments inside and outside of the Company, which may have a negative impact on the achievement of Valneva's objectives.

The risks identified within Valneva are formally evaluated and classified by their importance, according to their likelihood and potential impact. The Company then establishes a list of its ten major risks, which is updated two times per year.

The present Report is inspired by this list, but goes over and above the principal risks by presenting additional opportunities that the Company would like to develop. In this Report, the risks and opportunities linked to corporate social responsibility are thus presented in terms of the Four Pillars of Valneva's previously-defined sustainability strategy.

The different entities forming the Group operate according to different models linked to business

operations (R&D, production and sales and marketing) as well as their respective cultural and legal environments.

The legal and regulatory context does not reflect the same requirements for compliance from one site to another.

The different priorities relating to the environment and also employment are reflected differently according to the sites, even though common practices and shared values can be observed.

The Key Safety (Frequency Rate and Severity Rate) and Environment Performance Indicators in Section "Valneva's Approach to Safety at Work" relate only to the four main sites - the R&D sites in Nantes and Vienna, the production sites in Livingston and Solna - because of their size and the number of employees concerned.

The following items are not mentioned because they are not considered significant with regard to Valneva's activity:

- Actions to fight against food waste;
- The fight against food insecurity;
- Actions for a responsible, equitable and sustainable nutrition; and
- Information regarding actions taken in connection with the French military, pursuant to Law no. 2023-703 of August 1, 2023.

### 12.2 Group Structure of Consolidated Operations

The quantitative data in the employment area is consolidated at the Group level for the collection of information in 2023. These data are derived from the human resource management software: Bamboo.

Quantitative environmental data has been harmonized at the Group level. Environmental impact measures energy consumption, GHG emissions and waste for the production and R&D sites only (Livingston, Vienna, Solna and Nantes).

The environmental impact of Valneva's commercial offices is not currently integrated into the scope of this Report due to the low materiality of this data, considering the small number of employees on these sites.

For 2023, emissions figures are based on gas and electricity consumption at these four sites.

### 12.3 Data Collection Method

Data collection in 2023 required application of a working method and different steps that are presented below:

1. maintaining the resource persons identified since 2016 to report quantitative and qualitative employment, social and environmental data for each site in order to optimize the collection process;
2. classifying the source documents received according to three fields: employment, environment, and social.

These documents are then made available to the independent third party auditors.

For the construction of this Sustainability Report, data collection is organized through resource persons identified internally:

- resource persons to coordinate, where possible, and transmit quantitative and qualitative data for employment-related information requirements,
  - other resource persons to coordinate, where possible, and transmit quantitative and qualitative data for the environmental information requirements,
  - resource persons to coordinate, where possible, and transmit quantitative and qualitative data for the social information requirements;
3. implementation of a dedicated sustainability reporting platform (installed on the internal server) to improve the data storage and facilitate access for the resource persons.

## 13 Definitions

### 13.1 Employment indicators

#### Relevance

Employment indicators provide an understanding, through quantitative and qualitative data, conditions with respect to human rights, employability, working conditions, training policies impacts on employee health and safety, diversity and equal opportunity employment.

#### Total headcount

Employees included in the headcount are those with an employment contract (permanent or fixed-term) with a Valneva Group company, both active and passive. Workforce is expressed based on headcount as of December 31, regardless of the amount of working hours or the starting date in the reporting year. External Workforce and Students (e.g., Consultants, Interns, PhD students, summer students) are excluded.

#### Average age

Average age is calculated by subtracting the birthdate from 12/31/2023. For example, 12/31/2023 - 12/31/1973 = 50 years.

#### Seniority

Calculated by the difference between Entry Date and December 31, 2023, ignoring any absences due to maternity, paternity or educational leave.

#### Gender balance

Takes into account the total headcount.

#### Gender pay index

The Gender Pay Index is a tool for advancing gender equality within the Group. It measures the pay gap between women and men by calculating the ratio of the median salary of female employees to the median salary of male employees -based on all regular active employee (permanent and limited contract) on the 31<sup>st</sup> of December.

#### Employee development

Training budget per site divided by number of employees per site.

Global sum of training budget spent divided by number of employees.

Regulatory training (GMP) is excluded from the training budget presented here.

#### Conventions and collective bargaining agreements

A collective bargaining agreement is concluded between the employer and labor unions for the purpose of setting rules governing working conditions, employment and social guarantees for employees.

#### Occupational accidents

Accident resulting from or arising in the course of work, regardless of the cause, to any salary employee or a person working on behalf of the Group. An occupational accident can also arise in the course of a business-related trip or during the Home-Work daily trip. Only lost-time accidents are used in the Frequency and Severity Rate calculations presented in this report.

#### Frequency rate

The frequency rate is the number of accidents with lost time greater than one day, occurring during a period of 12 months per million working hours.

#### Severity rate

The severity rate represents the number of days lost due to temporary incapacity for 1,000 hours worked.

#### Turnover

$$\frac{\text{Number of employees who left during the year}}{\text{Average of employees in reporting period}}$$

### 13.2 Environmental indicators

#### Relevance

Environmental indicators report inputs (energy, water and raw materials) and outputs (emissions, effluents, waste) and the types of impacts of the organization on the environment.

#### Energy

Direct energy consumption: originating from a primary energy source.

Indirect energy consumption: purchased electricity, heat and steam.

Specific energy consumption based on electricity, gas and steam used on the sites, is expressed in MWh/m<sup>2</sup> for R&D sites or in MWh/batch for Manufacturing sites.

Electricity contracted with renewable origin: electricity contracted by Valneva from energy providers. That electricity is produced with the local energy mix derived from natural sources that are replenished at a higher rate than they are consumed. For example: wind, solar or hydroelectric power are used in the different country in this purpose.

## Product batch

Unit used in production to manufacture a batch of finished product.

## CO<sub>2</sub> Emissions

Valneva's Carbon Footprint for 2022 and 2023 has been calculated based on the Green House Gas (GHG) Protocol's definitions and accounting rules. The detailed definition of each item is available on the GHG Protocol website <https://ghgprotocol.org/guidance-0>.

Emissions are calculated with activities data and emission factors associated for each elements of the three scopes of Valneva's 2023 Carbon footprint.

The emissions' factors used in Valneva's GHG reviews are taken from Base Carbone (ADEME), Defra and IEA (International Energy Agency). In those cases where energy-related emission factors were incomplete in relation to "Upstream" emissions, Valneva recalculated these factors on the basis of upstream factors from the Base Carbone (ADEME) and each country's energy mix (source: IEA).

The different aspects considered on the Scopes' calculation were the following:

- Scope 1 – Direct emissions:
  - **1-1 Direct Emissions from Stationary Combustion Sources:** Direct emissions from the combustion of stationary sources such as boilers and steam generators.
  - **1-2 Direct Emissions from Mobile Combustion Sources:** Direct emissions from the combustion of mobile sources such as motor vehicles and mobile equipment.
  - **1-3 Direct Process Emissions:** Direct emissions resulting from specific industrial processes. Given the nature of Valneva's manufacturing process, direct process emissions are not generated and thus not applicable.
  - **1-4 Direct Fugitive Emissions:** Direct emissions resulting from greenhouse gas leaks.
- Scope 2 – Indirect emissions:
  - **2-1 Indirect Emissions from Electricity Consumption:** Indirect emissions generated by the production of electricity consumed by the organization.
  - **2-2 Indirect Emissions from Steam, Heat, and Cold Consumption:** Indirect emissions generated by the production of steam, heat and cold used by the organization.
- Scope 3 – Other indirect emissions:
 

For the first year, Valneva is reporting on its Scope 3 emissions. The following Scope 3 categories from the Greenhouse Gas (GHG) Protocol have been considered in this calculation:

  - **3-3 Fuel and Energy-Related Activities Not Included in Scope 1 or Scope 2:** Emissions from fuel

combustion or indirect energy activities not included in Scopes 1 or 2. The International Energy Agency (IEA) does not provide emission factors associated with the upstream part of electricity production ([https://iea.blob.core.windows.net/assets/74e478f3-845f-42ae-9d98-7fce0649c046/CO2KWH\\_Methodology.pdf](https://iea.blob.core.windows.net/assets/74e478f3-845f-42ae-9d98-7fce0649c046/CO2KWH_Methodology.pdf)). For each kWh produced and for each country, upstream emissions are estimated as the multiplication of the upstream emissions of each energy source and the proportion the latter represents in the national energy mix. National electricity mixes are taken from Our World in Data. Upstream emission factors are taken from ADEME's Empreinte database.

- **3-5 Waste generated:** Emissions from waste generated by the entity. Emissions linked to waste treatment are estimated on the basis of the amount, typology and end-of-life treatment for each waste stream. Emissions factors are taken from ADEME's Empreinte database.
- **3-6 Business travel:** Emissions from business travel by the entity's employees. This item was calculated using three different sources of information:
  - Physical data: emissions were estimated using the kilometers flown and the corresponding emission factors from the UK DEFRA database.
  - Monetary data: emissions were estimated using the cost of the trip and the corresponding emission factors (air or ground transport, sourced from ADEME's Empreinte database).
  - Direct emissions: CO<sub>2</sub> data calculated directly by travel agencies or airlines.

By the time of publication, data related to the following Scope 3 categories of the GHG Protocol were not available: "3-1 Purchased Goods and Services, 3-2 Capital Goods, 3-4 Upstream transportation and distribution, 3-7 Employee commuting, 3-9 Downstream transportation and distribution, 3-10 Processing of sold products, 3-11 Use of sold products, 3-12 End-of-life treatment of sold products, 3-15 Investments". The Company is committed to report a complete CO<sub>2</sub> footprint and therefore is working on defining the necessary processes and policies internally to allow more transparency on this topic.

The following categories "3-8 Upstream leased assets", "3-13 Downstream leased assets" and "3-14 Franchises" are considered irrelevant for Valneva because these activities are not carried out or their emissions are now included in Scopes 1 and 2 or in another Scope 3 category.

As a multinational enterprise, Valneva has chosen the GHG Protocol reporting framework for its Carbon Footprint calculation as the most suitable one for considering the different countries scenarios. The Location-based approach was chosen to avoid underestimating emissions linked to electricity consumption, due to the uncertainty linked to the guarantees of renewable origin from electricity suppliers in the Market-based approach.

## Sustainability Report

### Definitions

#### Waste

Waste management is expressed as a percentage based on the distribution of different types of waste, hazardous and non-hazardous, according to the valorization methods used for their treatment.

- **Waste incinerated:** waste treatment process that involves the combustion of substances contained in waste materials.
- **Waste incinerated with recovery:** waste treatment process that involves the combustion of substances contained in waste materials and its transformation into energy in the form of electricity, heat or fuel from urban and/or industrial waste.
- **Waste recycled:** waste treatment process that converts waste materials into new materials and objects.

- **Waste reused:** any operation by which components or materials that are not waste are used again for the same purpose for which they were conceived.
- **Waste landfilled:** final treatment method for waste that cannot be valorized using any other of the processes mentioned above. Waste is placed into or onto the land in a controlled way.

#### Water

Water consumption: Valneva R&D and Production sites collect data on water consumption with meters and bills. Water consumption includes drinking and non-drinking water provided by local third-parties. Measurement of water consumption is based on cubic meters.

## 13.3 Social Indicators

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#### Relevance

Social indicators cover impacts of the business on the territory, impacts of products on consumer health and safety, practices with respect to suppliers and subcontractors, the purchasing policy.

All impacts are derived from qualitative data (procedures and the assessments of practices).

The Group defined more precisely its social policies, and focused around two pillars: "Protecting lives" (inherent to its R&D and vaccine commercial activities) and "Acting Ethically" (in consideration of health, product safety and compliance issues concerning all employees, internally and externally).

#### Periodic Safety Update Report (PSUR)

PSURs are pharmacovigilance documents intended to provide an evaluation of the risk-benefit balance of a medicinal product at defined time points after its authorization.

The objective of the PSUR is to present a comprehensive and critical analysis of the risk-benefit balance of the product, taking into account new or emerging safety information in the context of cumulative information on risk and benefits.

# 14 Report of one of the Statutory Auditors, appointed as independent third party, on the verification of the non-financial performance statement

Year ended December 31, 2023

*This is a free English translation of the report by one of the Statutory Auditors issued in French and is provided solely for the convenience of English-speaking readers. This report should be read in conjunction with, and construed in accordance with, French law and professional standards applicable in France.*

To the Shareholders' Meeting,

In our capacity as Statutory Auditor of your company (hereinafter the "Entity"), appointed as independent third party ("third party") and accredited by the French Accreditation Committee (Cofrac) under number 3-1886 (Cofrac Inspection Accreditation, scope available at [www.cofrac.fr](http://www.cofrac.fr)), we have conducted procedures to express a limited assurance conclusion on the historical information (observed or extrapolated) in

the consolidated non-financial statement, prepared in accordance with the Entity's procedures (hereinafter the "Guidelines"), for the year ended December 31, 2023 (hereinafter the "Information" and the "Statement", respectively), presented in the Group] management report pursuant to the legal and regulatory provisions of Articles L. 225-102-1, R. 225-105 and R. 225-105-1 of the French Commercial Code (*code de commerce*).

## Conclusion

Based on the procedures we have performed as described in the section "Nature and scope of procedures" and the evidence we have obtained, nothing has come to our attention that cause us to believe that the non-financial

statement is not prepared in accordance with the applicable regulatory provisions and that the Information, taken as a whole, is not fairly presented in accordance with the Guidelines, in all material respects.

## Comments

Without qualifying the conclusion expressed above and in accordance with Article A. 225-3 of the French Commercial Code, we make the following comments:

- the sustainability report discloses in the paragraph "Reducing the carbon footprint" that further development of the scope 3 carbon footprint data collection and calculation methodology could potentially increase the Group's carbon footprint significantly in 2024 compared to the scope 3 CO<sub>2</sub> emissions reported for 2023;

- the policies to manage the sustainability risks "Maintaining confidence in vaccines" and "Responsible production" do not mention commitments and / or improvement targets;
- no key performance indicators are presented for the policies implemented to address the sustainability risk "Maintaining confidence in vaccines".

## Preparation of the non-financial performance statement

The absence of a commonly used generally accepted reporting framework or a significant body of established practice on which to draw to evaluate and measure the Information allows for different, but acceptable, measurement techniques that can affect comparability between entities and over time.

Consequently, the Information needs to be read and understood together with the Guidelines, summarised in the Statement and available on the Entity's website or on request from its headquarters.

### Limits inherent in the preparation the Information

The Information may be subject to uncertainty inherent to the state of scientific and economic knowledge and the quality of external data used. Some information is sensitive to the choice of methodology and the assumptions or estimates used for its preparation and presented in the Statement.

### Responsibility of the Company

Management of VALNEVA Group is responsible for:

- selecting or establishing suitable criteria for the preparation of the Information;
- preparing a Statement pursuant to legal and regulatory provisions, including a presentation of the business model, a description of the main non-financial risks, a presentation of the policies implemented considering those risks and the outcomes of said policies, including key performance indicators and the information set-out in Article 8 of Regulation (EU) 2020/852 (Green taxonomy);
- preparing the Statement by applying the Entity's "Guidelines" as referred above; and
- designing, implementing and maintaining internal control over information relevant to the preparation of Information that is free from material misstatement, whether due to fraud or error.

The Statement has been prepared by applying the Company's Guidelines as referred to above.

## Sustainability Report

Report of one of the Statutory Auditors, appointed as independent third party, on the verification of the non-financial performance statement

### Responsibility of the Statutory Auditor appointed as independent third party

Based on our work, our responsibility is to express a limited assurance conclusion on:

- the compliance of the Statement with the requirements of Article R. 225-105 of the French Commercial Code;
- the fairness of the information provided pursuant to part 3 of sections I and II of Article R. 225-105 of the French Commercial Code, i.e. the outcomes of policies, including key performance indicators, and measures relating to the main risks, hereinafter the "Information."

As we are engaged to form an independent conclusion on the Information as prepared by management, we are not permitted to be involved in the preparation of the Information as doing so may compromise our independence.

It is not our responsibility to provide a conclusion on:

- the Company's compliance with other applicable legal and regulatory provisions (particularly with regard to the information set-out in Article 8 of Regulation (EU) 2020/852 (Green taxonomy), the French duty of care law and against corruption and tax evasion);
- the fairness of information set-out in Article 8 of Regulation (EU) 2020/852 (Green taxonomy);
- the compliance of products and services with the applicable regulations.

### Applicable regulatory provisions and professional guidance

We performed the work described below in accordance with Articles A. 225-1 et seq of the French Commercial Code, with our verification program consisting of our own procedures and with the professional guidance issued by the French Institute of Statutory Auditors (*Compagnie Nationale des Commissaires aux Comptes*) applicable to such engagement, in particular the professional guidance issued by the *Compagnie Nationale des Commissaires aux Comptes, Intervention du commissaire aux comptes - Intervention de l'OTI - déclaration de performance extra-financière*, and acting as the verification programme and with the international standard ISAE 3000 (revised)<sup>(1)</sup>.

### Independence and quality control

Our independence is defined by Article L. 821-28 of the French Commercial Code and French Code of Ethics for Statutory Auditors (*Code de déontologie*). In addition, we have implemented a system of quality control including documented policies and procedures aimed at ensuring compliance with applicable legal and regulatory

requirements, ethical requirements and the professional guidance issued by the French Institute of Statutory Auditors (*Compagnie Nationale des Commissaires aux Comptes*) relating to this engagement.

### Means and resources

Our work engaged the skills of four people between December 2023 and March 2024 over a total period of four months.

To assist us in conducting our work, we referred to our corporate social responsibility and sustainable development experts. We conducted around fifteen interviews with people responsible for preparing the Statement.

### Nature and scope of procedures

We are required to plan and perform our work to address the areas where we have identified that a material misstatement of the Information is likely to arise.

The procedures we performed were based on our professional judgment. In carrying out our limited assurance engagement on the Information :

- we obtained an understanding of all the consolidated entities' activities and the description of the main risks associated;
- we assessed the suitability of the criteria of the Guidelines with respect to their relevance, completeness, reliability, neutrality and understandability, taking into account, where appropriate, best practices within the sector;
- we verified that the Statement includes each category of social and environmental information set out in section III of Article L. 225-102-1, as well as information regarding compliance with human rights and anticorruption and tax avoidance legislation;
- we verified that the Statement provides the information required under Article R.225-105 II of the French Commercial Code where relevant with respect to the main risks, and includes, where applicable, an explanation for the absence of the information required under Article L.225-102-1 III, paragraph 2 of the French Commercial Code;
- we verified that the Statement presents the business model and a description of the main risks associated with all the consolidated entities, including where relevant and proportionate, the risks associated with their business relationships, their products or services, as well as their policies, measures and the outcomes thereof, including key performance indicators associated to the main risks;

<sup>(1)</sup> ISAE 3000 (revised) - Assurance engagements other than audits or reviews of historical financial information.

- we referred to documentary sources and conducted interviews to:
  - assess the process used to identify and confirm the main risks as well as the consistency of the outcomes, including the key performance indicators used, with respect to the main risks and the policies presented, and
  - corroborate the qualitative information (measures and outcomes) that we considered to be the most important<sup>(2)</sup>; for certain risks or information, (CO<sub>2</sub> emissions, animal welfare) our work was carried out on the consolidating entity, while for other risks, our work was carried out on the consolidating entity and on a selection of entities;
- we verified that the Statement covers the consolidated scope, i.e. all companies within the consolidation scope in accordance with Article L. 233-16 of the French Commercial Code, with the limits specified in the Statement;
- we obtained an understanding of internal control and risk management procedures implemented by the Entity and assessed the data collection process aimed at ensuring the completeness and fairness of the Information;
  - for the key performance indicators and other quantitative outcomes that we considered to be the most important<sup>(3)</sup>, we implemented:
    - analytical procedures that consisted in verifying the proper consolidation of collected data as well as the consistency of changes there to,
    - tests of details, using sampling techniques, in order to verify the proper application of definitions and procedures and reconcile the data with supporting documents. This work was carried out on a selection of contributing entities<sup>(4)</sup> and covers between 22% and 89% of the consolidated data relating to the key performance indicators and outcomes selected for these tests;
  - we assessed the overall consistency of the Statement in relation to our knowledge of all the consolidated entities.

The procedures performed in a limited assurance review are less in extent than for a reasonable assurance opinion in accordance with the professional guidelines of the French National Institute of Statutory Auditors (*Compagnie Nationale des Commissaires aux Comptes*); a higher level of assurance would have required us to carry out more extensive procedures.

Bordeaux, March 22, 2024  
 One of the Statutory Auditors  
*French original signed by*

Deloitte & Associés

Stéphane LEMANISSIER Partner

Guido CARATI Director

<sup>(2)</sup> Animal welfare most notably.

<sup>(3)</sup> EOHS training hours, Employee turnover, Gender pay index, Frequency rate, Severity rate, Global CO<sub>2</sub> emissions - scope 1 and 2, Global CO<sub>2</sub> emissions - scope 3, Energy consumption, Energy consumption per batch produce, Percentage of waste landfilled, Percentage of waste incinerated, Percentage of waste incinerated with recovery, Percentage of waste recycled, and Percentage of waste reused.

<sup>(4)</sup> Site audit: Solna (Sweden), Livingston (UK) and Nantes (France).

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**Design and production : Ruban Blanc.**



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