

Our Ambitions for a Changing World

2022
CORPORATE SOCIAL
RESPONSIBILITY
REPORT



 valneva



Corporate Social Responsibility

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1 About this Report

The 2022 Corporate Social Responsibility (CSR) Report offers an in-depth account of Valneva's CSR activities over the past year and the Company's CSR priorities going forward.

In 2018, the format of the report evolved in accordance with French Decree no. 2017-1265 of August 9, 2017. While Valneva was not required to issue a CSR report under the new law, the Company decided to voluntarily continue its reporting for 2018. In 2019, with the Group having crossed the threshold of 500 employees, it became subject to the obligation to publish non-financial information. Thus, the present report describes not only the risks faced by the Company in its pursuit of sustainable growth, but also shows the counter measures put in place and Valneva's future plans to minimize these challenges.

Valneva's CSR strategy remains centered upon four pillars, which are reflected in the organization of this report: Protecting Lives, Acting Ethically, Developing our People, and Respecting the Environment.

The scope of reporting retained in 2022 covers sites in the UK (Livingston and London-Fleet), Sweden (Solna), Austria (Vienna), Canada (Montréal-Kirkland), the U.S. (Washington, D.C.-Gaithersburg/Bethesda) and France (Nantes-Saint-Herblain and Lyon), or 100% of the Group's total headcount.

Valneva's environmental impact data come from its two main production sites and two R&D sites. Together, these four sites represent approximately 95% of the Group's total headcount in 2022.

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

Pursuant to Article 8 of the Taxonomy Regulation (Regulation (EU) 2020/852), companies having to issue a CSR report have been required to publish sustainability indicators since January 1, 2022.

2 Message from the Management

Corporate Social Responsibility 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.

Today, the understanding that infectious diseases represent an immense public health threat is widespread and undeniable. Valneva, a specialty vaccine company focused on the development, manufacturing and commercialization of prophylactic vaccines for infectious diseases with significant unmet medical need, has always assumed a responsibility to help protect against these kinds of threats. Valneva employees work tirelessly to develop potential solutions to help tackle these issues.

Since its creation in 2013, Valneva has worked on potential protective measures against dangerous illnesses such as Japanese encephalitis, cholera, Lyme disease, chikungunya and COVID-19. The Company 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 Company 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.

Valneva's growth would not have been possible without the commitment and talents of its greatest asset: the Company's workforce. In order to support its employees, Valneva fosters a working atmosphere where all are encouraged to pursue continued development. No matter where our employees are located, we are proud to foster a positive workplace environment across our offices in Europe and North America.

Valneva also recognizes the need to preserve the environment and to use natural resources responsibly. Sustainable growth is an important aspect of our CSR 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.

As Valneva expands its global reach, we pride ourselves on taking these four factors into account, growing responsibly and in harmony with our CSR values.

Thomas Lingelbach, President & Chief Executive Officer

Franck Grimaud, Chief Business Officer, "Directeur Général"

Peter Bühler, Chief Financial Officer

Juan Carlos Jaramillo, Chief Medical Officer

Frédéric Jacotot, General Counsel & Corporate Secretary

Dipal Patel, Chief Commercial Officer

3 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 focused on the development, manufacturing and commercialization of prophylactic vaccines for infectious diseases with significant unmet medical need.

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 Europaea) with a Management Board and a Supervisory Board, listed on Euronext Paris and on Nasdaq.

Our CSR 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 unique vaccines against:

- Chikungunya
- Lyme disease



Commercialization

Three commercial vaccines, including those against:

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

Manufacturing

Sites in Scotland and Sweden
Quality Control function on manufacturing sites & in Vienna

Our results

Total Revenues

€361.3M in 2022

Protecting Lives

Over €150,000 donated

to health-related charitable organizations around the world, including the Baan Dek Foundation and the Encephalitis Society

R&D Investment

€104.9M in 2022

Ethics

22 comprehensive policies

to govern our activities

People

719 employees

of 41 different nationalities

Environment

Constant reduction

of CO₂ emissions every year since 2016

4 Valneva's CSR Approach

4.1 A four-pillar strategy

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

Valneva devotes particular attention to its first pillar, Protecting Lives, which is a main driver of the Company'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.

TABLE OF RISKS AND OPPORTUNITIES

Pillar	Risks and opportunities	Corresponding Sustainable Development Goals (SDGs)
Protecting Lives	Maintain vaccine confidence	  
	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	
	Mitigate cybersecurity risk	
Developing our People	Attract and retain talented people	 
	Promote diversity and guarantee non-discrimination	
	Have appropriate levels of expectation to respond to market demand	
Respecting the Environment	Climate change and our infrastructure	  
	Maintain safe manufacturing and R&D environments	

4.2 The United Nations Global Compact

In line with its CSR approach, Valneva has sustained its support of the United Nations Global Compact and incorporates its ten principles into the Company's strategies, policies and procedures.

THE 10 PRINCIPLES OF THE UN GLOBAL COMPACT

10 Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

7 Principle 7: Businesses should support a precautionary approach to environmental challenges;

8 Principle 8: undertake initiatives to promote greater environmental responsibility; and

9 development and diffusion of environmentally friendly technologies.



1 Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights, within the scope of their influence; and

2 Principle 2: make sure that they are not complicit in human rights abuses.

3 Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

4 Principle 4: the elimination of all forms of forced and compulsory labor;

5 Principle 5: the effective abolition of child labor; and

6 Principle 6: the elimination of discrimination in respect of employment and occupation.

As part of the Group's participation in the UN Global Compact, Valneva will complete the new Communication on Progress questionnaire, providing responses based on the information contained in this Report and other official Company publications.

5 Protecting Lives

Valneva is focused on the development, manufacturing and commercialization of prophylactic vaccines for infectious diseases with significant unmet medical need. The Company provides vaccines to people around the world, and ensuring access to healthcare and patient safety are among Valneva's most important goals.

5.1 Maintaining Vaccine Confidence

Valneva is a specialty vaccine company and, in order to effectively address critical global health issues, the Company 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.

The Company'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. The Company addresses the risk of waning confidence through various means and with the help of multiple actors, both within and outside the Company.

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

In 2022, over 6,500 HCPs were reached via Valneva-sponsored meetings, webinars and conferences for the HCP community, versus over 5,700 in 2021 and 1,700 in 2020.

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

5.2 Supporting Healthcare-Oriented Charities around the World

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

The Group has chosen to work with charities that support healthcare around the world. Failing to maintain Valneva's commitments to these non-profit groups would not only impact the charities themselves, but would also negatively impact the image of the Company.

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.



Valneva maintained its close ties with the Foundation throughout 2022, meeting regularly with Baan Dek for updates on their emergency response efforts and new ways of implementing their core projects.

In addition to its regular annual donation, Valneva offers a supplemental gift at the end of each year in exchange for a digital holiday card. The Baan Dek-designed e-card featured the Foundation prominently and was shared with Valneva's business contacts and via social media.

Support of the Encephalitis Society

Valneva has also been a longtime supporter of the Encephalitis Society, the UK-registered brain inflammation charity that envisions a world aware of encephalitis, its consequences and the support available.

Valneva worked with the Encephalitis Society throughout 2022, providing financial support for its various awareness-building and research initiatives, as well as providing increased visibility to the Society through participation in its World Encephalitis Day campaign.

Local Community Engagement

In addition to corporate-level sponsorships of charities like these – whose missions align perfectly with Valneva's – the Company also encourages social engagement at the local level on all sites. Employees are empowered to organize and participate in charity events, as well as volunteer in and hold fundraisers that benefit their communities.

In 2022, Valneva donated over €150,000 to health-related charitable organizations around the world, including the Baan Dek Foundation and the Encephalitis Society, versus more than €120,000 in 2021, €50,000 in 2020 and €40,000 in 2019.

In addition, 100% of the charitable projects planned at the beginning of the year were carried out successfully, thus maintaining a constant level of engagement since 2020.

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

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

To make Valneva's chikungunya vaccine candidate, VLA1553, 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.

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.

5.3 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 assets.

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

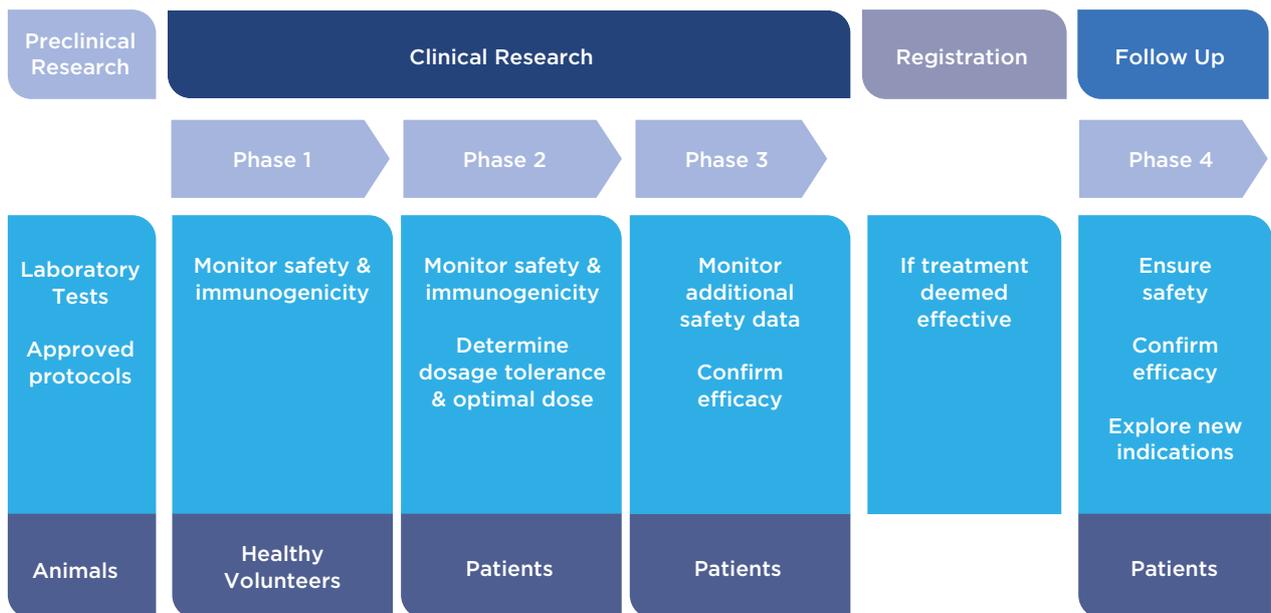
assets that have clear advantages when compared to other treatment options, including other vaccines.

Despite the Company's targeted approach and breadth of experience, it should be noted that success in pre-clinical studies or early clinical trials might 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 the strategic scientific guidance provided by the Company's Scientific Advisory Board (SAB).

HOW DO CLINICAL TRIALS WORK?



Valneva's Internal R&D Governance Bodies

- The **Strategic R&D Portfolio Management Committee (SPMC)** leads the strategic development and early evolution of the Company's R&D portfolio, ensuring it is aligned with the Company's vision and business strategy.
- 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)** oversees and steers Valneva's global market access, value evidence, governmental affairs and reimbursement programs in accordance with agreed strategies and budgets.

Valneva's SAB: Expert Guidance for R&D Advancement

Valneva created its Scientific Advisory Board (SAB) in July 2019 to ensure the quality of decision-making in R&D. The SAB is a panel of highly distinguished academic and industry professionals from outside the Company who provide Valneva with further scientific guidance and expert advice on R&D strategies. The SAB's purview also covers program execution considerations in the framework of innovation, market dynamics and trends.

The SAB includes former Valneva Supervisory Board members Dr. Ralf Clemens, MD, Ph.D. (Chairperson), and Dr. Alexander Von Gabain, as well as Dr. Norman W. Baylor, Ph.D., Dr. George R. Siber, MD, Ph.D., Dr. Thomas Decker and Dr. Michael Pfeleiderer, PhD. Collectively, the SAB boasts specific expertise in the following areas of particular relevance to the Company's current and future pipeline:

- vaccinology;
- microbiology and immunology;
- infectious diseases;
- flaviviruses (a specific family of viruses primarily found in mosquitoes and ticks, many of which can also infect humans).

Valneva's Strategic Portfolio Management Committee (SPMC): Focused on Cutting-Edge Science

The Company implemented the SPMC in autumn 2022, replacing the previous Innovation Committee. The SPMC's goal is to help build Valneva's future clinical pipeline and drive our vision and mission.

This increased focus on early-stage programs covers internal pre-clinical work, as well as targeted scouting and innovation efforts. In this regard, the committee ensures that innovative initiatives, creative concepts, novel technologies and new potential assets are reviewed, assessed, validated and proposed for further decision making.

By the end of 2025, Valneva aims to have two new vaccines on the market and two new vaccine candidates in early clinical development (Phase 1 trials). This would amount to a 100% increase in the number of commercial products in the Company's portfolio versus 2020, and demonstrate Valneva's renewal of its development pipeline with early-stage assets.

At the end of 2022, Valneva had three products in its commercial portfolio and two programs in Phase 3 clinical development. Major 2022 milestones included the approvals of Valneva's COVID-19 vaccine, as well as positive final Phase 3 data for its chikungunya vaccine candidate and completion of the Biologics License Application filing to the U.S. Food and Drug Administration (FDA). The FDA accepted Valneva's license application for Priority Review in February 2023. If approved, Valneva will have hit its target of two new vaccines on the market by the end of 2025.

In August 2022, Valneva and Pfizer initiated the Phase 3 study of their Lyme disease candidate.

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 and is currently evaluating its Zika virus vaccine candidate (an inactive asset) for potential clinical reentry⁽¹⁾.

⁽¹⁾ Valneva – A leading specialty vaccine company (Investor Day Presentation)

5.4 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 Management 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.

Following the marketing authorization for Valneva's COVID-19 vaccine in the European Union on June 24, 2022, a mandatory Periodic Safety Update Report (PSUR) is submitted to the European Medicines Agency every six months. Furthermore, due to a continuously positive safety evaluation of both products IXIARO®/JESPECT® and DUKORAL®, PSURs are compiled and submitted to the relevant authorities every three years.

During PV audits and inspections, Valneva has proven to have a robust PV system in place. During the most recent PV inspection performed by the Austrian authority AGES in 2021, a total of five minor observations were observed, and no major or critical findings were identified. All observations were addressed and actions were defined and agreed with the Austrian authority. The inspection observations were completed and the inspection process was closed by the AGES in February 2022.

Furthermore, a set of Key Performance Indicators (KPIs) has been established to monitor compliance on a quarterly basis.

The primary PV KPI is the rate of submission of individual case safety reports (serious as well as non-serious) to the authorities, with an objective of 95% of submissions made on time. This objective has been met continuously since 2018.

A rate of 100% was achieved in 2022, versus 96% in 2021 and 99% in 2020. A rate of 100% was met in both 2019 and 2018.

5.5 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 Company relies on its production facilities as the sole source of manufacturing for certain Valneva products and product candidates.

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.

Biopharmaceutical manufacturing and release testing is performed regularly to help avoid disruption to supply and to deliver products in alignment with the Company'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.

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

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 Company 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 2022, over 13% of Valneva's annual revenues were spent on manufacturing site improvements, versus more than 20% in 2021, 15% in 2020 and 6% in 2019.

6 Acting Ethically

Developing vaccines means that the Group has a responsibility to consumers and a wide range of stakeholders. Valneva 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.

6.1 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 Company 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 nearly 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 CSR approach. Applicable to Valneva employees, consultants, directors, members of the Management Board and members of the Supervisory Board, the CoCE defines our values and guides our behavior as we strive 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 inside the Valneva Group, as well as with investors, business partners and other external parties. It is the foundational document upon which all the Company's other policies, procedures and guidelines are built.

Valneva's Anti-Bribery and Anti-Corruption Policy

In 2016, Valneva instituted its Anti-Bribery and Anti-Corruption Policy (ABAC) 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 all 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 Act. Valneva has zero tolerance for bribery or corruption of any kind.

100% of Valneva employees trained on the ABAC Policy successfully passed the end-of-training evaluation in both 2022 and 2021.

Valneva aims to achieve a 100% participation rate for this training each year. In 2022, 88.6% of Valneva employees in scope were trained on this policy, versus 94.6% in 2021.

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, such 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, where we aim to raise awareness of compliance and ethics matters among employees. In 2022, the Company-wide C&E Month activity was an interactive, digital “road trip” across all of our sites. Employees traveled around the world, encountering questions on compliance at Valneva along the way.

While participation in C&E Month is optional, compliance-related training at Valneva is not. The Company implemented an e-learning platform in 2020 that measures successful participation via required quizzes during and after each e-learning course.

Compliance Risk Assessment

In 2021, Valneva undertook risk mapping that covered anti-bribery and anti-corruption actions. Following the risk mapping exercise, specific mitigating measures and controls were identified with specific timelines for implementation.

Valneva planned three mitigating measures for Anti-Bribery & Anti-Corruption during 2022 and two of these measures were put into place on time, resulting in a 67% on-time implementation rate. This compares to the 67% and 80% on-time implementation rates reported for 2021 and 2020, respectively. (The 2021 rate has been corrected here, changed from 66% to 67% to account for a rounding issue.)

The Company aims to achieve a 100% on-time implementation rate for measures related to the risk assessment.

6.2 Mitigating Cyber Security Risk

Like other companies, Valneva’s internal IT systems and cloud-based computing services are potentially vulnerable to malware, computer viruses, data corruption, cyber attacks and other damaging events. These kinds of threats could result in damage to or the interruption or impairment of key business processes, or the loss or corruption of confidential information, including intellectual property, proprietary business information and personal information.

These cyber security risks have been carefully evaluated and include:

- 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 (which are all the more critical to avoid in order to remain compliant with the European General Data Protection Regulation [GDPR]); and
- phishing of financial transactions.

Risks can arrive 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 fight. Valneva’s workforce is its first and primary line of defense against online crime.

Dedicated Information Security Activities in 2022

With the Company’s growing profile, evolving workforce and dispersed teams, Valneva worked continuously to reinforce its information security infrastructure throughout 2022. For example:

- A Head of Information Security and Audit position was created within the global IT department, which led to improvement of information security coordination, processes and communication across the Company.
- The Incident Response Detailed Operational Requirements (DOR) was put in place, where a detailed process for cyber incident management is specified.
- IT and corporate compliance collaborate more intensively than in the past, enhancing Valneva’s response to compliance questions related to information security.
- The Company put cybersecurity insurance in place so that all sites are covered in case of a cyber incident.

Cyber Security Risk Assessment

Valneva's cyber security risk underwent an in-depth reassessment in 2019, which underpins its new and ongoing information security initiatives. Data systems were evaluated as safe at the time of this assessment; the most serious cyber security weaknesses identified were data leakage and the careless use of IT systems. In the event of a cyber attack, the Company defined a goal of recovering from potential attacks within a reasonable timeframe.

The following countermeasures were put in place following the risk assessment and remained integral parts of Valneva's cybersecurity framework in 2022:

- spam email gateway and email filtering;
- constant updating of the Company's backup infrastructure;
- regular and timely IT system patching to reduce attack vectors;
- multiple layers of security to protect sensitive IT infrastructure;
- IT infrastructure penetration testing;
- formalized disaster & contingency procedures;

- regular security assessments (both internal and external);
- GDPR team in place (including a group Data Protection Officer, or DPO) to ensure compliance with all GDPR processes;
- ser awareness trainings, including tailored trainings for Valneva's Management Board, Supervisory Board, senior management as well as all Finance department staff; and,
- a Managed Threat Response (MTR) service (implemented in 2021).

As employees remain the main stewards of Valneva's information security, the Company works to reduce cyber security risk through robust training. As a complement to the aforementioned actions, the large-scale cyber security training initiative launched in 2019 continued into 2022.

As of December 31, 2022, 91.9% of employees successfully completed cyber security training and the associated mandatory assessment, versus 94% in January 2022 and 90.3% in 2020.

The Company has set a goal of training 100% of its workforce on cyber security every year.

6.3 Human Rights

Given its activities and the geographical location of its sites, Valneva does not directly face issues of human rights violations.

However, it should be noted that:

- 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 biological 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.

6.4 Combatting Tax Evasion

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

7 Developing our People

Valneva's success stems from the engagement and expertise of more than 700 employees, who are the Group'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
Pillar 1 Organisational development	1.1 HR support the strategic development of the organisation
	1.2 Valneva's employee have a positive attitude towards change and are prepared to be agile / adapt quickly thereby, supporting the overall change readiness of the organisation
	1.3 Business decisions that result in noticeable changes are being implemented professionally, resulting in smooth and efficient adaptation to different future scenarios
Pillar 2 Talent acquisition & retention	2.1 Be an employer of choice and differentiate Valneva amongst the competition
	2.2 Continuously adapt and enhance talent acquisition strategy across sites considering the market pulse
	2.3 Boost retention ratio across sites
Pillar 3 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

7.1 Attract and Retain Talented People

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

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

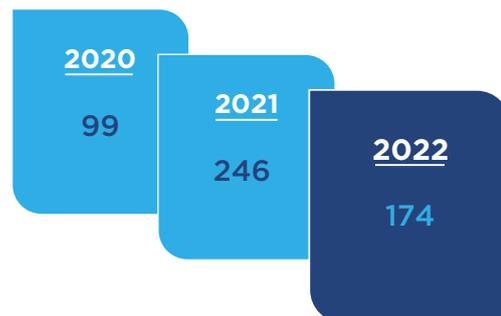
- Home office policies have been put in place.
- Intensive preparation for the implementation a new performance management program that underlines common behavioral dimensions across the Company and thus strengthens employees' success and further development.
- A state-of-the-art (industry standard) remuneration package is in place, which includes the launch of an attractive, new Long-Term Incentive program for employees in 2022.
- 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 has been implemented.

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 its workforce



New Hires



Valneva's Global Presence

On December 31, 2022, the Group had 719 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 driving forces. With operations in six countries across the globe, Valneva's teams are diverse and multidisciplinary.

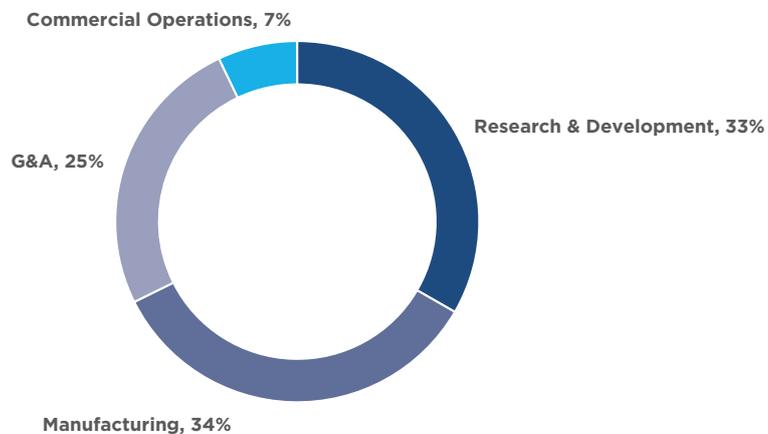
Enriched by the 41 different nationalities represented in its workforce, Valneva is built upon a unique identity in the vaccine industry.

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.

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.

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

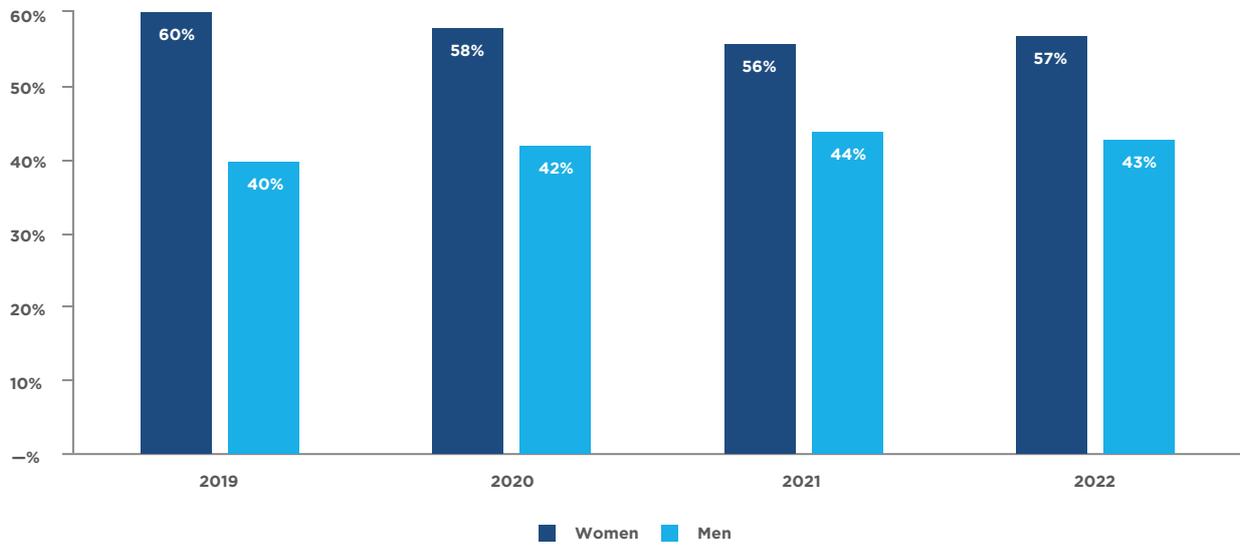


Corporate Social Responsibility

Developing our People

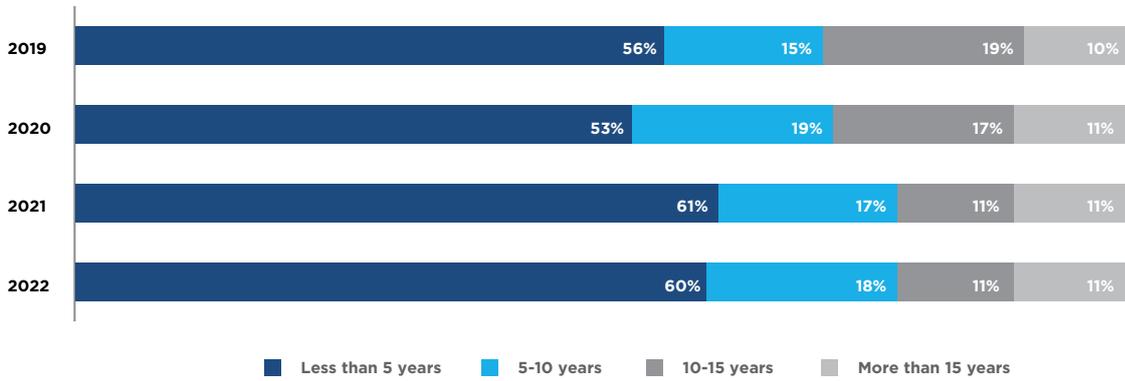
Gender Breakdown

Women are more highly represented than men at Valneva.

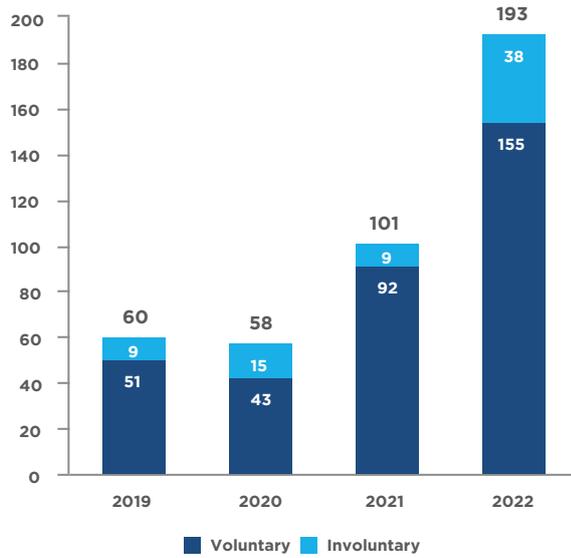


Seniority & Turnover

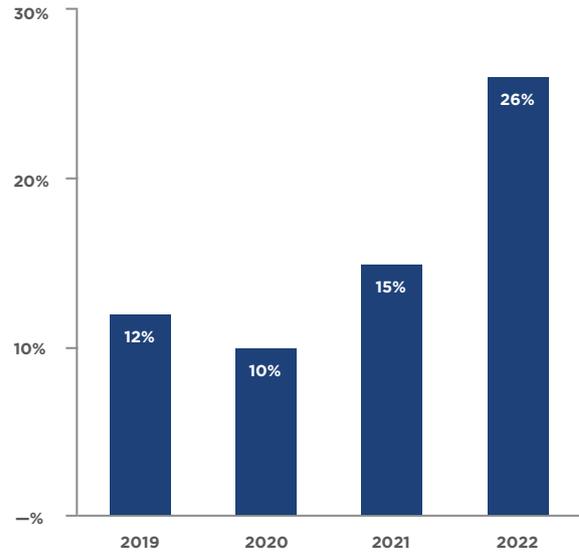
SENIORITY



NUMBER OF DEPARTURES



TURNOVER



Valneva’s voluntary turnover rate, or employee turnover rate, increased in 2022. This is explained by operational reshaping needs linked to the winding down of our COVID-19 program. A consolidating company carries out recruitment, which automatically exposes it to an increased turnover rate. However, a turnover rate is generally considered high when it surpasses 15%.

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;
- on-site health-related services.

In addition to ensuring well-being at work and guaranteeing competitive compensation and benefits, Valneva also surveys its employees to find out how they feel at work and what can be done to develop a dynamic, open and friendly working environment.

2023 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

Corporate Social Responsibility

Developing our People

Employee Mobility in Action

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

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.

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.

HR Committees: Heading up Global HR Processes

The Human Resources Management Committee (HRMC) is dedicated to Valneva's global strategy in terms of human resources and sensitive issues. The HRMC defines the Company's HR strategy and supervises:

- organizational development;
- senior leadership development;
- global compensation policy.

The Human Resources Operational Committee (HROC) is responsible for the implementation and execution of HR policies, systems and other HR processes for all Valneva business units. The HROC acts as a functional coordinating body that:

- handles feedback for all local HR functions;
- coordinates aspects of the information and consultation processes with the work councils, in particular the IWC.

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 11 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.

Offering Competitive Compensation

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

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.

7.2 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 Company promotes inclusion in all aspects of the business. Any discriminatory act would expose the Group 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 41 nationalities

represented at Valneva are a by-product of the Company's focus on inclusion.

Valneva SE and Valneva Austria GmbH are signatories of the Diversity Charter, an initiative seeking to ban discrimination from the workplace.



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.

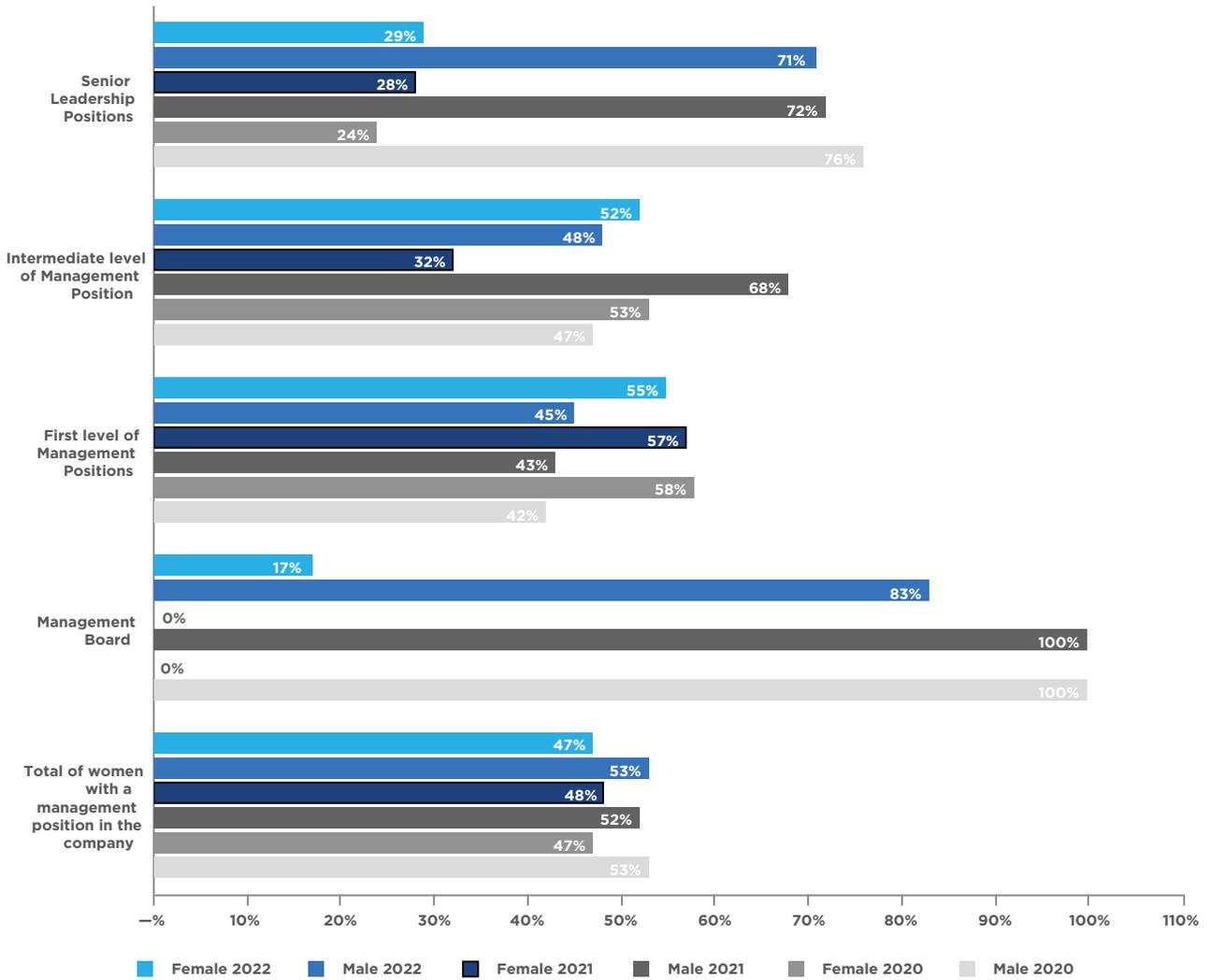
Valneva's Supervisory and Management Boards are committed to managing the Company transparently, in accordance with the French Middledenext Governance Code for Small and Medium Capitalization Companies and with a focus on long-term value creation. At the end of 2022, four women were serving on Valneva's Supervisory Board and a new Management Board member, Dipal Patel, joined Valneva as Chief Commercial Officer.

The Senior Leadership Group (SLG) is a senior management body that complements Valneva's Management Board, 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. Currently, 9 women (among 28 members) are part of the Senior Leadership Group, including the director of Valneva's manufacturing site in Solna, Sweden.

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.

Corporate Social Responsibility

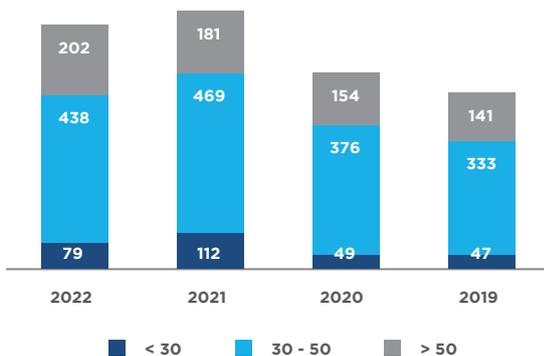
Developing our People



Average Age at Valneva

In 2022, the average age of Valneva employees was 45 years old, which is a slight increase compared to 2021.

AVERAGE AGE



Gender Pay Index

Based on the latest European Commission data, the gender pay gap in Europe remains at 14.1%⁽¹⁾. Valneva's gender-pay index remains significantly lower than the European average and decreased substantially in 2022, moving from 4.31% to 1.91%.

2025 Objective: The Group is committed to reducing 100% of its gender-pay gap by 2025.



⁽¹⁾ Source: <https://ec.europa.eu>

7.3 Having the Right Level of Expectation in Terms of Performance and Competencies to Respond to Market Demand

Valneva promotes equal opportunity and seeks to help each of its employees maximize his or her 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 Company and/or divisional goal.

LEAD Model Project

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 is planned for 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. The Company offers a broad range of training events, including sessions on ethics and compliance, risk management, biosafety and cyber security.

2023 Objective: 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.



Selection and On-Boarding Processes

Valneva possesses solid tools and processes for both the selection and induction of new talent. This is reflected in the number of employees who have validated their trial periods, which was 168 out of 171 newly recruited employees in 2022.

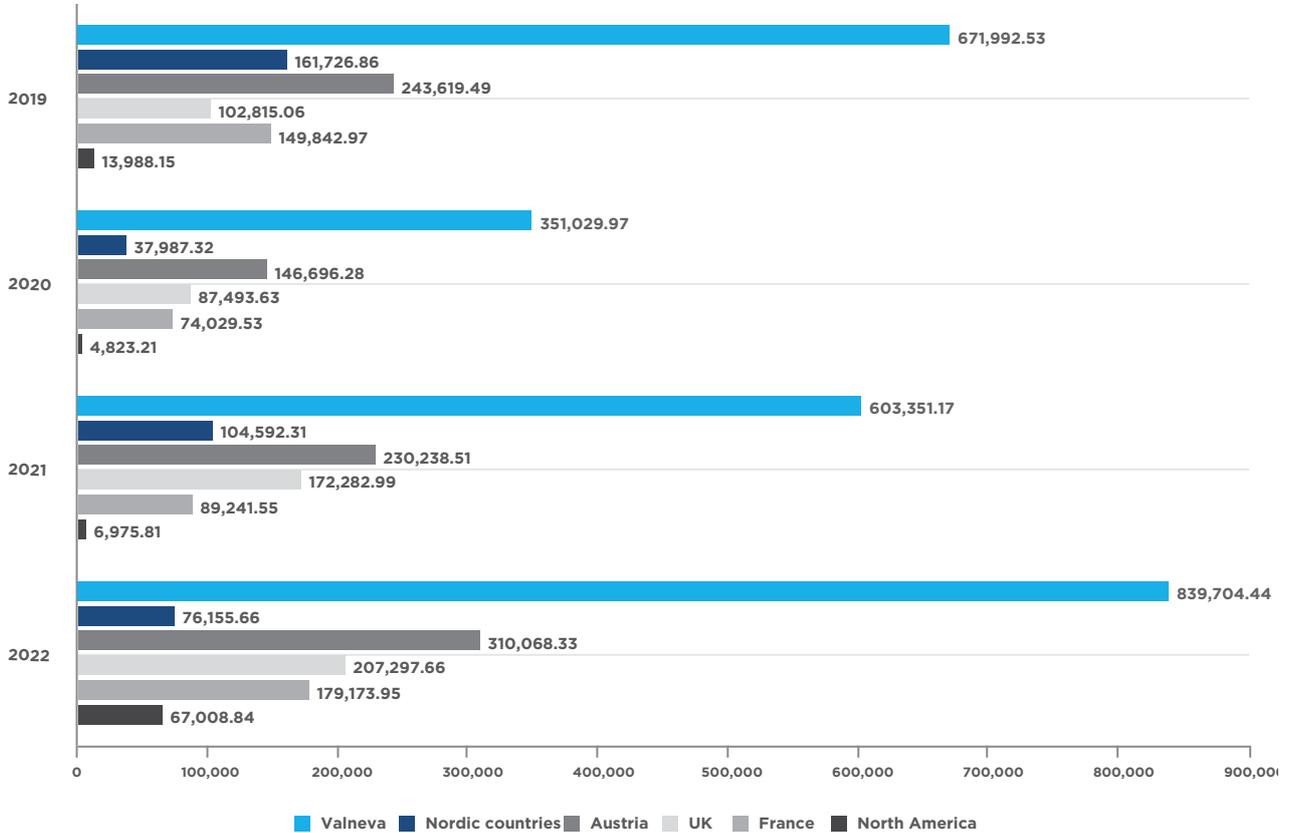
Corporate Social Responsibility

Developing our People

Valneva's Training Investment

Across the Group, Valneva's total training investment was €839,704.44 for 2022, which represents an average of €1.167,88 per employee. Following the pronounced negative impact of the COVID-19 pandemic observed in 2020, training investment returned to a normal level in 2021 and then surpassed pre-COVID levels in 2022.

It should be noted that regulatory training (GMP) is excluded from the training budget presented here.





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 2022 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 has been 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.

The Company continues its cooperation with universities and vocational training institutes by inviting students to discover Valneva's professions.

8 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.

8.1 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.

At the request of the Management Board, the local EOHS teams share experiences with one another to improve cross-site efficiency and alignment, as well as risk reduction.

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.

Corporate Social Responsibility

Respecting the Environment

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.

A Word on Valneva's Environmental Reporting

The COVID-19 pandemic had an important impact on Group activities in 2020 and 2021, which affected environmental KPIs in those years. The increase in overall manufacturing site surface area, linked to the expansion of Valneva's manufacturing facilities in 2020 and 2021, led to an artificial improvement of the environmental KPIs that take surface area into account.

2022 marked the return to a more habitual operating situation after the previous peak of activity during the pandemic period. The effects of this return can be seen in the aforementioned environmental KPIs, with values comparable to those of 2019 for many sites.

Reducing our Carbon Footprint

Since energy use constitutes the main source of Valneva's CO₂ emissions, the Group seeks to optimize and continuously reduce its energy consumption while ensuring energy security for all its business activities.

In line with this approach, Valneva aims to reduce its CO₂ emissions by 5% between 2016 and 2025.

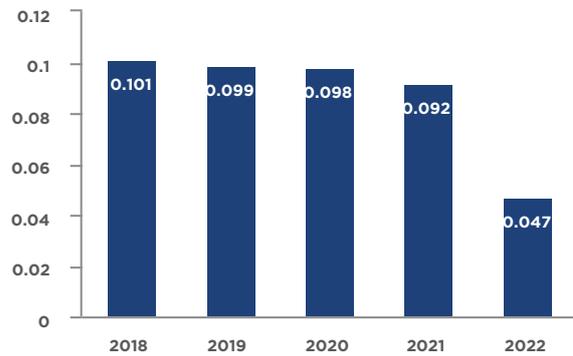
Valneva's CO₂ emissions have been steadily decreasing since the Group's decision to work with green energy providers for the electricity consumed on three of its four main sites. Since 2018, the electric power used in Nantes, Vienna and Solna is entirely produced from renewable energies.

In order to establish a Key Performance Indicator, or KPI, for the Group's carbon footprint, Valneva chose, in 2019, to begin presenting CO₂ emissions in terms of the surface area (in square meters) of its four main sites. The goal of this KPI is to show improvements in Valneva's carbon footprint year-over-year, based on a time-stable criterion for each main site.

In terms of carbon impact, 2022 is marked by two important events before a planned change in reporting for 2023: the signature of a green energy contract in Sweden, which will significantly reduce the site's CO₂ emissions, and the completion of a simplified carbon assessment that will provide an overview of CO₂ emissions for the entire group, rather than just the four main sites.

In late 2022, a carbon footprint assessment was undertaken with the help of an external service provider. This assessment was focused on Scopes 1 and 2, which correspond to direct and indirect emissions resulting from Valneva's energy consumption. This assessment was consolidated in January 2023; however, the results were not available at the time of publication.

CO₂ EMISSIONS PER SQUARE METER



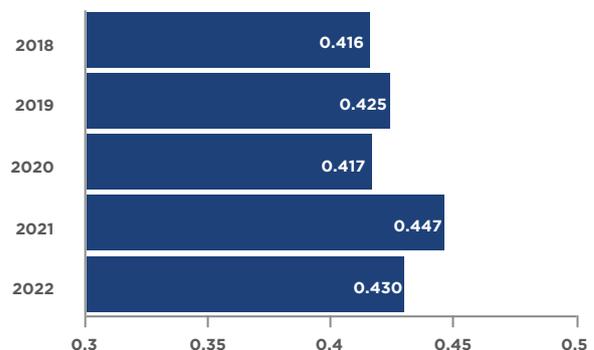
To further refine the presentation of energy management and the associated carbon impact, activities are divided in two categories: manufacturing sites and R&D sites.

Each category has its own KPI linked to the specificities of each type of activity.

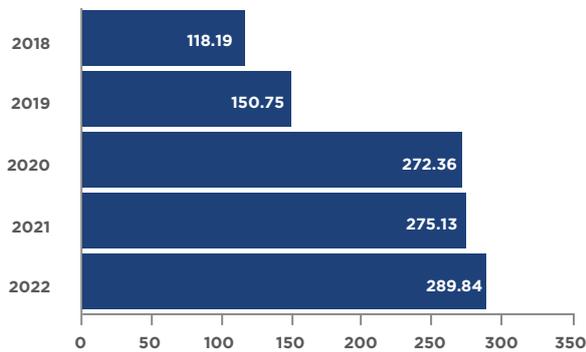
Energy consumption per square meter is the chosen KPI for R&D sites.

For manufacturing sites, the chosen KPI is energy consumption per batch of vaccine produced.

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



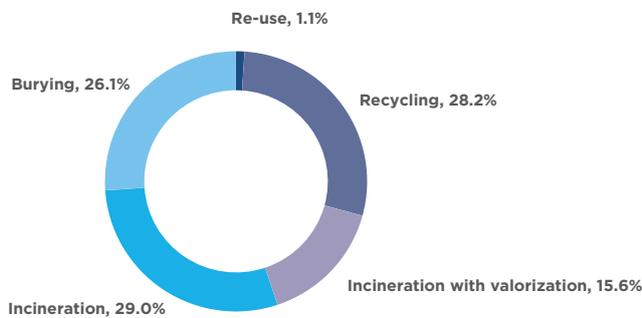
**ENERGY CONSUMPTION (IN MWH)
PER BATCH PRODUCED: MANUFACTURING SITES**



In 2022, the change in activity at the R&D sites, coupled with the Company’s response to the energy situation in Europe, led to a reduction in energy consumption. Actions that had previously never been implemented before - such as a strict limitation of interior heating to a maximum of 19 °C at the Nantes site - were put into place in the winter of 2022 to reduce energy consumption.

Overall in 2022, there was a slight increase in energy consumption at the manufacturing sites, due to their growth linked to the COVID-19 vaccine project. The suspension of COVID-19 vaccine manufacturing, which happened mid-year, did not completely cancel out the higher energy consumption at these facilities over the first half of the year.

WASTE REPARTITION BY TREATMENT MODE



Waste Management

Waste has a pronounced impact on the environment, causing pollution and greenhouse gas emissions while generating substantial costs. Proper waste management - including appropriate reuse, recycling and energy recovery - is a key factor in optimizing resource efficiency.

Valneva’s activities produce waste which is then eliminated in a manner which respects applicable local and European regulations. Separating, recycling and monitoring waste are priorities for Valneva. For that reason, procedures have been implemented and indicators adopted to closely monitor the related environmental impacts.

To ensure effective monitoring of its commitments on waste management, the Group has set the objective of reducing the proportion of non-recyclable and landfilled waste by 5% by 2025, as compared to 2016.

Two types of waste are produced by the four sites within the reporting boundary of this Report:

- non-hazardous waste (paper, cardboard, plastic, etc.);
- hazardous waste (used chemical products, contaminated plastic, electrical and electronic equipment waste, etc.).

This last category includes very specific waste associated with Valneva’s activities in the biotech field: biological waste. It is subject to specific monitoring procedures by the teams on each site.

Corporate Social Responsibility

Respecting the Environment

Since 2019, Valneva has chosen to present its work on waste valorization instead of presenting the quantities of waste produced.

In 2020, Valneva set an objective of reducing the share of non-recyclable waste by 5% by 2025, compared to 2018 levels.

The Company 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 that is subsequently used by customers of the incineration plant;
- simple **incineration**, which allows for the destruction of waste; and finally;
- **burying or landfill use**, which is the final treatment method for waste that cannot be valorized using another process. Valneva seeks to leverage the other methods as much as possible, in order to provide a second life for the largest quantity of waste.

To manage waste valorization, Valneva works with specialized companies in the sector 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. From the moment waste is collected until its final treatment, service providers provide the Company substantiating documents as required by local and European regulations.

In 2022, the share of recycled waste increased by three points, as did the share of waste that was incinerated with energy recovery. Thanks to the work of everyone at Valneva, the share of landfill waste fell from 31% in 2018 to 26% in 2022. The objective set in 2020 was, therefore, achieved this year. Nevertheless, the HSE teams continue their efforts to further reduce the proportion of waste going to landfills in 2023.

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.

8.2 Valneva’s Approach to Safety at Work

In order to ensure a continuous pace of production, Valneva understands that employees are essential. Thus, the Company 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 Company 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.

The goal established in 2020 is to keep safety statistics below the averages observed in the pharmaceutical and biotech industries and to maintain these statistics over the period from 2020-2025.

EOHS: The Right Instincts

- Always wear personal safety equipment, when and where required.
- Respect safety warnings and signs.
- Take part in EOHS training, both overall introduction and special EOHS training when required.
- Encourage reporting of unsafe behavior and safety risks.

A Word on Risk Prevention in 2022

To maintain and even improve results on safety-related KPIs, the HSE 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.

Work Accidents

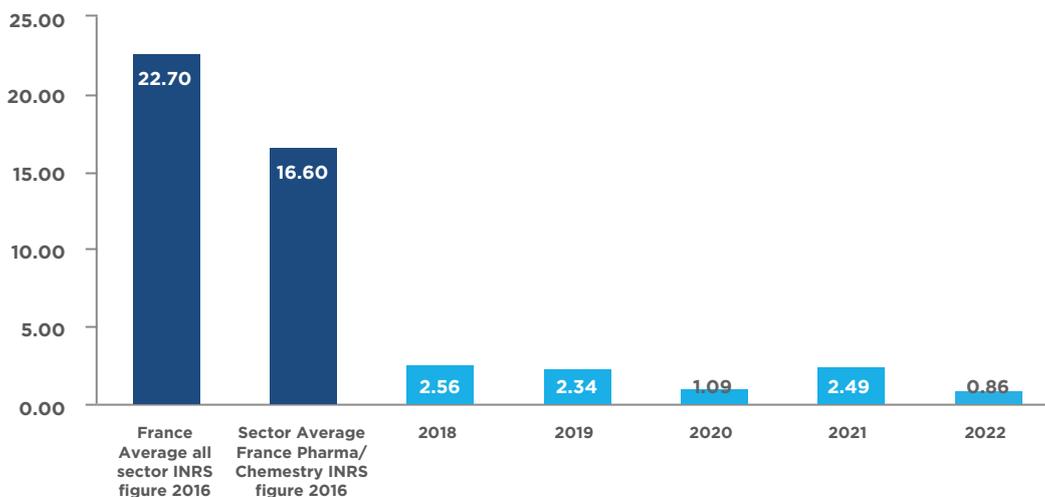
The nature of Valneva’s activity, together with the Group’s ongoing improvement of safety-training measures, has resulted a consistently low number of work accidents that have historically been non-critical.

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.

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.

WORK ACCIDENTS: FREQUENCY RATE



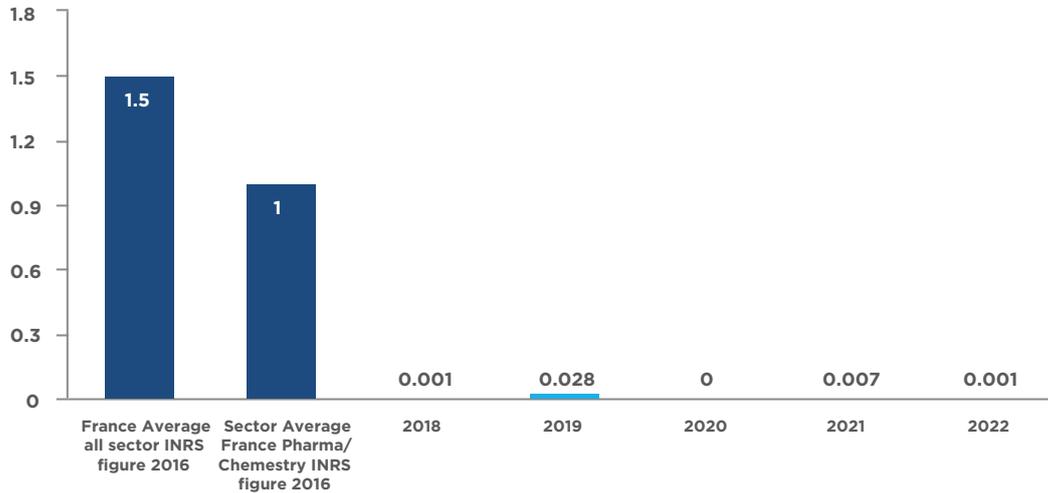
Corporate Social Responsibility

Respecting the Environment

Valneva's work 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.

In 2022, the number of accidents with work stoppage declined. The Frequency Rates graph shows that Valneva remains well below the average values encountered across French companies, according to statistics from the National Institute for Research and Safety (INRS).

WORK ACCIDENTS: SEVERITY RATE



Work accidents at Valneva typically only result in short-term work stoppages. In fact, safety teams are used to handling "near accidents" and "near misses," thereby acting on risks at the source. This has had a significant impact on the consequences of accidents.

Despite the transitional context of Company activities and strong variations in the workforce, accidents returned to a normal, pre-COVID level in 2022.

Compared to all companies in France, Valneva remains well below the averages listed by INRS.

9 Other CSR Information

9.1 Well-being at Work

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

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.

The COVID-19 pandemic brought about new ways of working, particularly with regard to the significant increase in telework. 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

- Since 2020, telework was 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.
- In 2020, Valneva employees were allowed to bring their screens and keyboards home in order to recreate a comfortable office environment during lockdown. Valneva is aware that teleworking brings greater flexibility and support to its employees and is part of the Company's new hybrid work model. The HR and HSE teams are giving priority to the prevention of risks to mental health for teams using these new ways of working.
- 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 2022, the French Work Life Quality team tested a new application providing access to a large catalog of personal coaching and practitioners to help manage sensitive issues related to psychosocial risks at work. This solution will be rolled out to employees in 2023.
- In Scotland, managers were trained to help support their team members' physical and mental health. Many employees were also trained in first aid in 2022 to reinforce the first aid aspect on site. Access to dental care and monthly doctor visits are also available through the Company.
- The Vienna HR team asked Austrian employees to take a survey on stress, work organization and communication. In 2023, workshops are planned to provide solutions to the issues raised in the survey.
- For many years, Valneva has covered the cost of vaccinations against influenza and, on certain sites, tick-borne encephalitis, among others.
- In 2022, Valneva continued to make COVID-19 tests available to employees. The Group's various sites have implemented measures to facilitate access to these tests (for example, with on-site test sessions in Nantes site facilitated by a local nursing practice or by distributing test kits with a drop-box system in Vienna).

Staying Active

- Staying active is always a challenge but the Work Life Quality teams continue to propose actions to respect this principle. Valneva Austria has set up a solution giving its teams access to nearly 35 different sports such as yoga and Zumba, via a digital solution that allows colleagues to get together to participate. In addition, a salsa workshop was available throughout the year for interested employees in Vienna.
- 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 to prevent the risks associated with a sedentary lifestyle raised awareness and gave employees tips on how to take care of their health.

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.
- In 2022, celebratory events were just as fun as before the pandemic, even with health rules that didn't necessarily exist before. 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.

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, the Company carries out 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.

Animal Welfare in Vienna

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.

Well-being of animals is important to Valneva, and the Company uses the best practices possible for this necessary aspect of its business.

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.

In the following section, Valneva as a non-financial parent undertaking presents the share of its group turnover,

capital expenditure (CapEx) and operating expenditure (OpEx) for the reporting period 2022, which are associated with Taxonomy-aligned economic activities related to the first two environmental objectives (climate change mitigation and climate change adaptation) in accordance with Article 8 of the Taxonomy Regulation.

10.2 Activities

Table 1 - Proportion of Taxonomy-eligible and Taxonomy-aligned economic activities in total turnover, CapEx, and OpEx

	Total (€ million)	Taxonomy-eligible (non-aligned) economic activities	Taxonomy-aligned economic activities	Taxonomy-non-eligible economic activities
Turnover	361,3	—%	—%	100%
Capital expenditure (CapEX)	29,5	60%	—%	40%
Operating expenditure (OpEX)	98,1	—%	—%	100%

Definitions

Taxonomy-eligible economic activity means an economic activity as described in the delegated acts supplementing the Taxonomy Regulation, the Climate Delegated Act as of now, 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 Taxonomy-aligned where it complies with the technical screening criteria as defined in the Climate Delegated Act and it is carried out in

compliance with the minimum safeguards regarding human and consumer rights, anti-corruption and bribery, taxation, and fair competition. To meet the technical screening criteria, an economic activity contributes substantially to one or more environmental objectives while not doing significant harm to any of the other environmental objectives.

Taxonomy-non-eligible economic activity means any economic activity that is not described in the delegated acts supplementing the Taxonomy Regulation.

10.3 KPI

The key performance indicators ("KPIs") include the turnover KPI, the CapEx KPI and the OpEx KPI. For presenting the Taxonomy KPIs, Valneva uses the templates provided in Annex II to the Disclosures Delegated Act.

Corporate Social Responsibility

Consolidated disclosures pursuant to Article 8 Taxonomy Regulation

TURNOVER TEMPLATE FOR FISCAL YEAR 2022

Economic activities	Code(s)	Absolute turnover €	Proportion of turnover (%)	Substantial contribution criteria		
				Climate change mitigation (%)	Climate change adaptation (%)	Biodiversity and ecosystems (%)
A. TAXONOMY-ELIGIBLE ACTIVITIES						
A.1. Environmentally sustainable activities (Taxonomy-aligned)						
TURNOVER OF ENVIRONMENTALLY SUSTAINABLE ACTIVITIES (TAXONOMY-ALIGNED) (A.1)		0	0%	0%	0%	0%
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)						
TURNOVER OF TAXONOMY-ELIGIBLE NOT BUT NOT ENVIRONMENTALLY SUSTAINABLE ACTIVITIES (NOT TAXONOMY-ALIGNED ACTIVITIES) (A.2)		0	0%			
TOTAL TURNOVER OF TAXONOMY ELIGIBLE ACTIVITIES (A.1 + A.2) (A)		0	0%			
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES						
TURNOVER OF TAXONOMY-NON-ELIGIBLE ACTIVITIES (B)		361,302,983	100%			
TOTAL (A + B)		361,302,983	100%			

Corporate Social Responsibility

Consolidated disclosures pursuant to Article 8 Taxonomy Regulation

	DNSH Criteria						Minimum safeguards	Taxonomy aligned proportion of turnover Year N	Taxonomy aligned proportion of turnover Year N-1	Category (enabling activity)	Category (transitional activity)
	Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems		(%)	(%)	E	T
	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N				
	N	N	N	N	N	N	N	0%			
								0%			

Corporate Social Responsibility

Consolidated disclosures pursuant to Article 8 Taxonomy Regulation

CAPEX TEMPLATE FOR FISCAL YEAR 2022

Economic activities	Code(s)	Absolute CapEx €	Proportion of CapEx (%)	Substantial contribution criteria					
				Climate change mitigation (%)	Climate change adaptation (%)	Water and marine resources (%)	Circular economy (%)	Pollution (%)	Biodiversity and ecosystems (%)
A. TAXONOMY-ELIGIBLE ACTIVITIES									
A.1. Environmentally sustainable activities (Taxonomy-aligned)									
CAPEX OF ENVIRONMENTALLY SUSTAINABLE ACTIVITIES (TAXONOMY-ALIGNED) (A.1)				0%		0%	0%	0%	0%
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)									
7.7. Acquisition and Ownership of buildings	7.7	17,579,983.76	60%						
CAPEX OF TAXONOMY-ELIGIBLE BUT NOT ENVIRONMENTALLY SUSTAINABLE ACTIVITIES (NOT TAXONOMY-ALIGNED ACTIVITIES) (A.2)				17,579,983.76					
TOTAL CAPEX OF TAXONOMY ELIGIBLE ACTIVITIES (A.1 + A.2) (A)				17,579,983.76					
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES									
CAPEX OF TAXONOMY-NON-ELIGIBLE ACTIVITIES (B)				11,959,528.53					40%
TOTAL (A + B)				29,539,512.29					100%

Corporate Social Responsibility

Consolidated disclosures pursuant to Article 8 Taxonomy Regulation

DNSH Criteria							Minimum safeguards	Taxonomy aligned proportion of CapEx Year N	Taxonomy aligned proportion of CapEx Year N-1	Category (enabling activity)	Category (transitional activity)
Climate change mitigation	Climate change adaptation	Water and marine resources	Circular economy	Pollution	Biodiversity and ecosystems	Y/N		(%)	(%)	E	T
								0%			
								0%			

Corporate Social Responsibility

Consolidated disclosures pursuant to Article 8 Taxonomy Regulation

OPEX TEMPLATE FOR FISCAL YEAR 2022

Economic activities	Code(s)	Absolute OpEx €	Proportion of OpEx (%)	Substantial contribution criteria		
				Climate change mitigation (%)	Climate change adaptation (%)	Biodiversity and ecosystems (%)
A. TAXONOMY-ELIGIBLE ACTIVITIES						
A.1. Environmentally sustainable activities (Taxonomy-aligned)						
OPEX OF ENVIRONMENTALLY SUSTAINABLE ACTIVITIES (TAXONOMY-ALIGNED) (A.1)		0	0%	0%	0%	0%
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)						
OPEX OF TAXONOMY-ELIGIBLE NOT BUT NOT ENVIRONMENTALLY SUSTAINABLE ACTIVITIES (NOT TAXONOMY-ALIGNED ACTIVITIES) (A.2)		0	0%			
TOTAL OPEX OF TAXONOMY ELIGIBLE ACTIVITIES (A.1 + A.2) (A)		0	0%			
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES						
OPEX OF TAXONOMY-NON-ELIGIBLE ACTIVITIES (B)		105,085,810.83	100%			
TOTAL (A + B)		105,085,810.83	100%			

Corporate Social Responsibility

Consolidated disclosures pursuant to Article 8 Taxonomy Regulation

Climate change mitigation	Climate change adaptation	DNSH Criteria			Biodiversity and ecosystems	Minimum safeguards	Taxonomy aligned proportion of OpEx Year N	Taxonomy aligned proportion of OpEx Year N-1	Category (enabling activity)	Category (transitional activity)
		Water and marine resources	Circular economy	Pollution			(%)	(%)		
Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N			E	T
N	N	N	N	N	N	N	0%			
							0%			

Corporate Social Responsibility

Consolidated disclosures pursuant to Article 8 Taxonomy Regulation

Turnover KPI

Valneva has examined all Taxonomy-eligible economic activities listed in the Climate Delegated Act based on our activities as a pharmaceutical group. The Climate Delegated Act focuses on those economic activities and sectors that have the greatest potential to achieve the objectives of climate change mitigation and climate change adaptation, i.e., the need to avoid producing greenhouse gas emissions, to reduce such emissions or to increase greenhouse gas removals and long-term carbon storage. The sectors covered include energy, selected manufacturing activities, transport, and buildings.

After a thorough review involving all relevant divisions and functions, Valneva concluded that the core economic activities are not covered by the Climate Delegated Act

and consequently are Taxonomy-non-eligible activities (turnover KPI of nil). It can therefore be concluded that Valneva with its core business activities is not identified as a relevant source of GHG emissions.

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 pharmaceutical products as the core of our business activities.

Valneva's consolidated turnover can be reconciled to its consolidated financial statements,⁽¹⁾

CapEx and OpEx KPIs

CapEx KPI

The CapEx KPI is defined as Taxonomy-aligned 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. It includes acquisitions of tangible fixed assets (IAS 16), intangible fixed assets (IAS 38), right-of-use assets (IFRS 16). Valneva's total CapEx can be reconciled to Valneva's consolidated financial statements.⁽²⁾

TABLE 2: INDIVIDUALLY TAXONOMY-ELIGIBLE CAPEX AND THE CORRESPONDING ECONOMIC ACTIVITIES

Description of the Taxonomy-eligible purchased output or individual measure	Corresponding economic activity (Annex 1 to Climate Delegated Act)
Valneva acquisition and exercising of ownership of buildings (taking into account the legal and economic ownership from right of use from a lease of a building)	7.7 Aquisition and ownership of buildings

For investment that are required to meet the specific individual criteria, Valneva analyzed the investments against these specific criteria. In the reporting period, this approach was particularly relevant for the additions of real estate in the form of (leased) buildings. For these investments, we analyzed all available Energy Performance

Certificates (EPC) and assessed whether the respective real estate meets the specific criteria depending on the date when the building was built. Following the assessment of the EPC, the real estate was classified as Taxonomy-eligible but not Taxonomy-aligned.

OpEx KPI

The OpEx KPI is defined as Taxonomy-aligned OpEx (numerator) divided by Valneva's total OpEx identified by the Delegated Act (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 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 expense relating to the day-to-day upkeep of assets.

Based on the types of OPEX included in the taxonomy, the immateriality exemption does not apply to Valneva. The taxonomy OPEX denominator mainly comprises research and development expenses, mostly incurred in our Pharmaceuticals and Vaccines operations.

The OPEX denominator represents 22% of our consolidated OPEX⁽³⁾, i.e., an absolute value of €104.9 million.

⁽¹⁾ See section 4.1 of the URD.

⁽²⁾ See Notes 12, 13 and 14 of the Group's consolidated financial statement for the fiscal year 2022, in section 4.1.5 of the URD.

⁽³⁾ See section 4.1.1 of the URD.

11 Frameworks used to Draw up this Report

11.1 European Directives

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

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

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

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 CSR Data Reporting

In accordance with French law, Valneva's Corporate Social Responsibility Report focuses on the risks and opportunities linked to the Company's activities.

In order to manage these risks and opportunities, 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 Company has also identified opportunities that may have a positive 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 CSR 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 3.8 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.

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 2022. 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).

For 2022, emissions figures are based on gas and electricity consumption at these four sites.

12.3 Data Collection Method

Data collection in 2022 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 CSR 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;
 - one person in Nantes (France) to coordinate the data collection at the international level.
3. implementation of a dedicated CSR 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., Internship, PhD students, Summer students) are excluded.

Total headcount also excludes the Management Board members.

Average age

Average age is calculated by subtracting the birthdate from 12/31/2022. For example, 12/31/2022 - 12/16/1974 = 48.04 years.

Seniority

Calculated by the difference between Entry Date and December 31, 2022, 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 31st 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

$$\frac{\text{Number of employees who left during the year} \times 100}{(\text{Number of employees at the beginning of the year} + \text{number of employees at the end of the year}) / 2}$$

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

Only direct energy consumption (originating from a primary energy source) is taken into account. Consumption are expressed in MWh/m² for R&D sites or in MWh/batch for Manufacturing sites.

CO₂ Emissions

Direct greenhouse gas emissions are taken into account and expressed in tonnes of CO₂ per unit area in square meters.

The transport component (employees, suppliers, customers) is not taken into account here due to a lack of data.

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.

13.3 Social Indicators

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 Independent Third Party Auditor's Report

VALNEVA SE
6 Rue Alain Bombard
44800 Saint-Herblain
France

This is a free translation into English of the independent third party's report 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.

For the year ended December 31, 2022

To the Shareholders,

As an independent third party and certified by COFRAC under number 3-1860 (information available on www.cofrac.fr"), we hereby report to you on the non-financial statement for the year ended December 31st, 2022 (hereinafter the "Statement"), included in the 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).

The entity's responsibility

Pursuant to legal and regulatory requirements, the Board of Directors is responsible for preparing the Statement, including a presentation of the business model, a description of the principal non-financial risks, a presentation of the policies implemented considering those risks and the outcomes of said policies, including key performance indicators.

The Statement has been prepared in accordance with the internal procedures.

Independence and quality control

Our independence is defined by the provisions of article L. 822-11-3 of the French Commercial Code. In addition, we have implemented a system of quality control including documented policies and procedures regarding compliance with the applicable legal and regulatory requirements.

Responsibility of the independent third party verifier

On the basis of our work, our responsibility is to provide a report expressing a conclusion on:

- the compliance of the Statement with the provisions of Article R. 225-105 of the French Commercial Code;
- the fairness of the information provided in accordance with Article R. 225-105 I, 2° and 3° of the French Commercial Code, i.e., the outcomes, including key performance indicators, and the measures implemented considering the principal risks (hereinafter the "Information").

However, it is not our responsibility to comment on the entity's compliance with other applicable legal and regulatory provisions, in particular the French duty of care law and anti-corruption and tax evasion legislation and the compliance of products and services with the applicable regulations.

Nature and scope of our work

The work described below was performed in accordance with Article A. 225-1 and following articles of the French Commercial Code:

- we carried out a provisional planning of the mission, carried out an internal kick-off meeting and a kick-off meeting with the client to take note of the Statement, the scope, the risks of inaccuracies and to adjust the planning;
- we conducted a critical review to assess the overall coherence of the Statement;
- We verified that the Statement covers each category of information required by Article L. 225-102-1, III in terms of social and environmental performance, respect for human rights and the fight against corruption and tax evasion, we verified that the Statement presents the information required by Article R. 225-105, I, and the information required by Article R. 225-105, II, when relevant to the principal risks, and includes, where applicable, an explanation of the reasons for the absence of the information required by Article L. 225-102-1, III, 2°;
- we presented our interim findings and reviewed the corrections made;
- we verified that the Statement covers the scope of consolidation, i.e. all the companies included in the scope of consolidation in accordance with Article L. 233-16 within the limitations set out in the Statement;
- we identified the persons in charge of the collection processes and examined the collection, compilation, processing and control processes aimed at ensuring the completeness and accuracy of the information;
- we assessed the consistency of the evolution of the results and key performance indicators;
- we identified the detail tests to be performed and listed the evidence to be collected;
- we referred to documentary sources and conducted interviews in order to corroborate the qualitative information that we considered to be the most important;

- we verified the accuracy of a selection of key performance indicators and quantitative results (historical data) that we considered the most important⁽¹⁾ through substantive tests (verification of the proper application of definitions and procedures, verification of consolidation, reconciliation of data with supporting documents). This work was carried out on a selection of contributing entities and covers between 6% and 100% of the data selected for these tests.

Means and resources

Our work was carried out by a team of 4 people between December 2022 and March 2023 and took a total of 4 months. We conducted nine interviews with people responsible for preparing the Statement.

Conclusion

Based on our work, nothing has come to our attention that causes us to believe that the non-financial statement is not in accordance with the applicable regulatory provisions and that the Information, taken as a whole, is not presented fairly.

Comments

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

- the information "Measures taken in favor of people with disabilities" is not processed without justification within the CSR report
- the "Maintaining Vaccine Confidence" and "Responsible Manufacturing" policies do not include commitments and/or targets for improvement
- no key performance indicators are presented for the "Maintaining Vaccine Confidence" risk policy
- the reporting process needs to be more reliable at the internal control level

Toulouse, March 16, 2023

INDEPENDANT THIRD PARTY AUDITOR (ORGANISME TIERS INDÉPENDANT) SAS CABINET DE SAINT FRONT

Pauline de Saint Front

Président

⁽¹⁾ List of the information that we considered the most important:

- Percentage of Valneva's annual revenue spent on improving production sites
- Percentage of employees who completed cybersecurity awareness training and passed the end-of-training assessment
- Turnover
- Gender pay index
- Overall CO² emissions per square meter
- Percentage of waste buried
- Percentage of waste incinerated
- Percentage of waste incinerated with valorization
- Percentage of waste recycled
- Percentage of waste re-used
- Frequency rate of work-related accidents
- Severity rate



**A EUROPEAN COMPANY (SOCIETAS
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