

# Valneva's Corporate Environmental, Occupational Safety and Health Policy

Effective Date: January 2025

## 1. Applicability/Scope

This Valneva EOHS Policy applies to everyone who is working for Valneva in any capacity, anywhere in the world. "Any capacity" means in particular, but not limited to, all directors, officers and employees (full or part-time, consultants and any temporary employee). Visitors are at all time supervised by a Valneva employee.

## 2. Purpose

This Policy is intended to establish a framework of reference for integrating our commitment, responsibility and accountability to human beings and the environment.

This Policy strives to promote health and safe work conditions that are recognized as a human right and addressed in authoritative intergovernmental instruments. Healthy and safe work conditions involve both prevention of physical and mental harm, and promotion of workers' health.

## 3. Objectives and Goals

Valneva's aim is to contribute actively and decisively to a carbon-neutral, safe and sustainable future, minimizing the impacts of our activities and promoting the adoption of all actions available for this purpose, an effort that naturally is compatible with our corporate interest.

The principle of mitigation hierarchy (avoid, minimize, restore and compensate as a last resort) applies in all activities.

Valneva aims to build a strong culture where everybody in the organization is accountable for preventing accidents, avoiding health risks and promoting well-being and thus, is committed to providing a safe and healthy working environment for all employees, contractors and visitors.

Valneva articulates the following main principles of conduct that apply to all activities and that shall be integrated within the internal decision-making processes:

- 1) Develop a sustainable business model that is respectful of nature and human beings. We evaluate and consider possible effects on humans and the environment at the earliest possible stage of the manufacturing process of vaccines and products.
- 2) Comply with applicable law and standards relating to environmental and occupational safety. We take specific measures to prevent hazards to humans and the environment and, when this is not possible, to reasonably minimize those. Monitoring systems are in place to continuously assess compliance with those standards.

## 4. Procedures

### **Healthy and safe working environment:**

All managers are responsible for ensuring that health and safety policies are effectively implemented and communicated. Employees must follow safety procedures, report unsafe conditions, and take reasonable care for their own safety.

All accidents, incidents and near misses must be reported immediately, and appropriate action will be taken to prevent recurrence. To ensure consistency in reporting, clear guidance and definitions on types of accidents are documented within a Safety Reporting Protocol and aligned with Global Reporting Initiative (GRI) 403.

We will comply with all relevant local and EU health and safety legislation and continually improve our processes and systems. With the aim of reducing any injuries or negative impacts, we prepare a Facility Risk Profile (FARIP) and Risk Assessments and carry out safety inspections before a new process, new organization, new chemical, etc. is implemented.

All necessary personal protective equipment (PPE) will be provided, and it is the responsibility of each employee to use it correctly. Equipment is inspected and maintained according to a maintenance plan by the relevant function on each site.

**Committed to environmental care:**

We will comply with all relevant environmental legislation, minimize pollution, and continually improve our environmental performance.

Valneva is committed to using natural capital sustainably. In particular, Valneva will:

- Make rational and sustainable use of all resources, managing the potential risks and ensuring that resources used are returned to the environment in the required condition.
- Support the use of renewable energy, if technically possible and economically reasonable, and support the prioritization of energy-efficient materials and equipment.
- Continue analyzing and identifying specific actions in the fight against climate change that allow for detecting and exploiting the opportunities that might arise from a decarbonized economy and increase the ability to adapt, strengthen resiliency and reduce vulnerability to climate change in accordance with the goal established in the Paris Agreement.
- Improve the circularity of our manufacturing activities and those of our supply chain, through the sustainable use of natural resources, the implementation of life cycle analysis, the eco-design of our products, the application of the waste hierarchy, as well as the optimization of waste management and the use of recycled materials, including those in our packaging.
- Conduct periodic reviews to assess and refine emission control measures, ensuring that the facility meets all regulatory standards for air and wastewater quality. The Group adheres to pollution control permits specific to air and wastewater emissions, and follows guidelines provided by regulatory bodies like the U.S. Environmental Protection Agency (EPA) or equivalents.
- Integrate the protection and promotion of biodiversity into the Group-level strategy and develop a business model that is sustainable and positive for nature.

**Communication, engagement and transparency**

Valneva strives to have a good and respectful relationship with surrounding communities, and is mindful not to affect the neighbors and the community in a negative way.

All relevant stakeholders are informed about Valneva's performance towards material Environmental, Occupational Safety and Health topics via the website, the Company's Sustainability Statements, and other channels.

Valneva's Code of Conduct for Business Partners sets forth Valneva's expectation that its business partners uphold the highest standards of Environmental, Occupational Safety and Health, and comply with all applicable laws and regulations in that respect. The Code is actively communicated to the Company's business partners and available on Valneva's website.

We encourage employees to be actively involved in improving workplace safety and consult with them regularly through meetings and forums. This policy will be available on the Company's intranet and website and communicated via email to our employees.

### **Communication, Training and Compliance**

To fulfill these high standards, effective and sustainable processes and measures are implemented throughout the Group. This allows Valneva to ensure compliance with existing legal requirements and official standards and to ensure appropriate and continuous improvement in the fields of environmental protection, climate change mitigation and adaptation and occupational safety and health management.

All employees will receive adequate training on health and safety procedures relevant to their role. Regular updates and communication will ensure that everyone remains informed about safety issues.

This Policy will be reviewed annually or when significant changes occur. Monitoring will be conducted through regular audits and inspections.

Valneva's expectations related to environmental protection by its business partners are reflected in the Company's Code of Conduct for Business Partners. This document is available on the Company's website and is also actively communicated via email to the business partners. Valneva uses the EcoVadis platform to assess business partners' compliance to the requirements defined in that Code.

This policy will be available on the Company's intranet and website and communicated via email to our employees.

## **5. Non-Compliance with this Policy**

Valneva employees and personnel in scope of this Policy shall comply with this Policy. Not observing any of the provisions of this Policy may cause effects detrimental to Valneva, such as:

- Compliance issues on a local or global level
- Increased legal and operational risks

Non-compliance with this Policy will be reported to the relevant Supervisor. Violations may lead to disciplinary actions involving Valneva's HR Department. Furthermore, Employees could be subject to criminal prosecution according to national and international environmental regulations.

## **6. Corporate References**

- Valneva Code of Conduct & Ethics
- All relevant global policies, local instructions within EHS area
- Local Site Maintenance Plans