



Human Rights Policy Statement

CureVac Group

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Human Rights Policy Statement



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I. Introduction

CureVac was founded in 2000 as a pioneer in RNA research. Where others saw obstacles in developing and manufacturing therapies using RNA technology, we discovered opportunities. This history, our joy in revolutionary research and scientific excellence, our unwavering optimism and focus on constructive, creative solutions continue to shape us today. With our mRNA technology, we want to deliver on the promise of innovative therapies and next-generation medicines.

People are at the heart of everything we do. We develop life-enhancing biopharmaceutical solutions for all people and strive to sustainably improve health and well-being in the world through easy access to our vaccines and medicines.

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In doing so, we also support Goal 3 of the United Nations Sustainable Development Goals: to ensure healthy lives and the promotion of well-being for all people of all ages.

In our pursuit of progress and success, we never forget our values. As employees of CureVac (RNA people), sustainability, protection of human rights, protection of the environment, the highest standards of ethical behavior and integrity are the basis for our actions. This is the only way we can work honestly and fairly as RNA people with each other and with our business partners and live up to the trust that patients and our shareholders place in us. We have therefore made these values mandatory for our employees in our Code of Conduct.

As a biopharmaceutical company, we bear a special responsibility and are a beacon of hope for many people – we want to live up to this claim through our actions and appearance.

In this Human Rights Policy Statement we outline the key steps and actions we take in our business to identify and prevent potential human rights and environmental risks and injuries in our own business and supply chain, and to take appropriate remedial action. It implements the requirements of the Supply Chain Due Diligence Act (hereinafter referred to as »LkSG«).

The Human Rights Policy Statement is reviewed once a year and on an ad hoc basis to ensure that it is up-to-date and, if necessary, amended.

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II. Scope

This statement applies to CureVac N.V., CureVac SE and all of their affiliates (hereinafter collectively referred to as CureVac).

CureVac expects all RNA people, from the Management Board to interns, to adhere to the principles set out in this Statement.



CureVac also requires its suppliers and other relevant business partners, for whom this is required by law, to comply with the principles of this Statement and CureVac's Supplier Code of Conduct. We also expect our suppliers and other relevant business partners to implement appropriate processes to respect human rights and protect the environment.

III. Human Rights Standards and guiding principles



CureVac respects all internationally recognized human rights as set out in the Universal Declaration of Human Rights (UDHR), the International Covenant on Civil and Political Rights (ICCPR), the International Covenant on Economic, Social and Cultural Rights (ICESCR), the Declaration of the International Labor Organization; ILO) on fundamental principles and rights at work, the UN Guiding Principles on Business and Human Rights, the UN Global Compact, the UN Sustainable Development Goals and the OECD Guidelines for Multinational Enterprises.

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In particular, the following principles are included:

- the prohibition of child labour
- the prohibition of forced labour and all forms of slavery
- the prohibition of discrimination
- strengthening the freedom of association
- compliance with occupational health and safety and appropriate working conditions
- the prohibition of habitat destruction
- the prohibition of eviction
- the prohibition of human rights violations through the use of security forces.

In addition, we recognize and embrace the importance of the following conventions:

- the Minamata Convention on Mercury
- the Stockholm Convention on Persistent Organic Pollutants (also known as the "POPs Convention")
- the Basel Convention on Transboundary Movements of Waste

We comply with applicable national laws for the protection of human rights, such as the Supply Chain Due Diligence Act (LkSG).

Grundsatzklärung zur Menschenrechtsstrategie



We always comply with applicable law. In the event that internationally recognized human rights are restricted due to local laws, we strive to find ways to enforce human rights according to internationally recognized standards. If local laws go beyond internationally accepted standards, we will also comply with these laws.



In addition, CureVac pays attention to the impact of our operations on our neighborhood, especially local communities and society at large. By sponsoring local projects as well as projects thematically related to our work, we also want to support social change.

This Statement serves as the foundation for CureVac's business practices and illustrates the values we strive to ensure in our own business and supply chain. We adhere to these important frameworks, demonstrating our commitment to doing business responsibly and sustainably. At the same time, we promote the above-mentioned principles that are of the highest priority for the company.

IV. Implementation in the company

CureVac aims to avoid causing or contributing to adverse impacts on human rights and the environment through its own operations or its global supply chains.

1. Description of measures for effective risk management



CureVac has implemented a tailor-made human rights and environmental risk management system. This includes carrying out a risk analysis, implementing preventive measures, taking remedial measures, setting up a complaints management process, and complying with documentation and reporting obligations.

a) Risk management



In order to comply with our due diligence obligations under the LkSG and to identify and analyze human rights and environmental risks and, if necessary according to the results of the risk analysis, to take appropriate preventive or remedial measures, we use our internally developed risk management processes. As part of our risk management system, we have appointed a Human Rights Officer. The Human Rights Officer is responsible for monitoring and controlling our risk management system. Our Sustainability Panel implements the requirements of the LkSG in close coordination with the specialist departments.

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b) Risk analysis



CureVac regularly conducts a risk analysis to identify human rights and environmental risks within its own business and its direct suppliers.

Indirect suppliers are included in the risk analysis if we have substantiated knowledge that human rights or environmental obligations are being violated by these indirect suppliers.

From now on, CureVac will carry out the risk analysis once a year and on an ad hoc basis if CureVac has to anticipate a significant change or significantly expanded risk situation in the supply chain, for example due to the introduction of new products, projects or a new business area.

We carry out the risk analysis in two steps for our own business unit as well as for our direct suppliers: The first step is the abstract risk analysis, in which we look in particular at country and industry risk. The second step is the concrete risk analysis, in which we check the plausibility of the results of the abstract risk analysis. In addition, an individual identification, weighting and prioritization of any identified specific human rights and environmental risks and violations is carried out.

CureVac has established a process according to which the results of the risk analysis are communicated to the relevant decision-makers, the Management Board and the Procurement department, and addressed through appropriate preventive and, if necessary, remedial measures.

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c) Preventive measures

We have established various measures to prevent human rights and environmental risks and violations in our own business area and in our supply chain.

The preventive measures we have established in our own business area include the submission and communication of this Statement, the conduction of training courses for our employees on the content of our human rights strategy, and the updating of our Code of Conduct, which is mandatory for our employees.



We have also established preventive measures vis-à-vis our direct suppliers. Firstly, we have updated our supplier onboarding process to take human rights and environmental considerations into account and enable for

further preventive measures where necessary. Secondly, we commit our direct suppliers to comply with our Supplier Code of Conduct. By agreeing to the Supplier Code of Conduct, the direct supplier contractually assures us that it will comply with our human rights and environmental expectations and address them appropriately along its own respective supply chain. Our Supplier Code of Conduct also includes an agreement on control mechanisms and regulations for their risk-based implementation in order to verify the compliance of our direct suppliers with our human rights strategy.

We review the effectiveness of the prevention measures once a year and on an ad hoc basis.

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To ensure occupational health and safety, we have also set up an EHS portal for our employees. As a member of the Association of Research-Based Drug Manufacturers (VFA), we are committed to ethical and transparent conduct. Through our works council and the cooperation with the IGBCE, we ensure the co-determination of our employees in the company.

d) Remedies



Our responsibility includes averting negative consequences for human rights and the environment. CureVac condemns (imminent) human rights and environmental threats. If CureVac determines that we have contributed to or caused adverse impacts on human rights or the environment within our own business or supply chain, we will consistently address such impacts and take appropriate remedial action.

If the violation of a human rights or environmental obligation by a direct supplier is such that CureVac cannot end it in the foreseeable future, we will immediately develop and implement a concept to terminate or minimize it.

CureVac will make reasonable use of all available contractual rights, which may include, as a last resort, termination, or suspension of the business relationship.

We will review the effectiveness of the remedial measures once a year and on an ad hoc basis if CureVac has to anticipate a material change or significantly expanded risk situation in its own business area or at its direct supplier, for example due to the introduction of new products, projects or a new business area.

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e) Complaints management process



CureVac advocates a culture in which employees and external parties can communicate sensitive topics openly and without fear of negative consequences.

Possible compliance violations, in particular human rights and environmental risks as well as violations of human rights or environmental obligations, can be reported by employees and external third parties, especially employees of our suppliers or third parties adversely affected by the actions of our suppliers, via our complaint tool ["[Speak-Up](#)"]. We strongly encourage you to take advantage of this opportunity so that we can respond appropriately. If desired, the report can also be made anonymously. Reported data will be treated confidentially by us.

CureVac has agreed not to take any adverse action against any person for providing a notice, provided that the notice was made in good faith and not deliberately untrue. In addition, CureVac will use its influence with business partners in an appropriate manner to protect their employees along the supply chain from retaliation as much as possible.

We consistently investigate indications of violations and take the necessary measures based on the seriousness of the violation.



In addition, employees can also contact their Supervisors, the Human Rights Officer, the Legal & Compliance Department or (only in personnel matters) the Human Resources department at any time. If you have any questions about the values and obligations described here, please feel free to contact our Legal & Compliance department by e-mail: [legal@curevac.com].

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Further information on the use of our complaints hotline and the rules of procedure can be found on our Homepage and Intranet page.

We will review the effectiveness of the complaints management process once a year and on a case-by-case basis.

f) Measures against indirect suppliers

If CureVac has factual indications that a violation of a human rights-related or environmental obligation by indirect suppliers appears to be possible (substantiated knowledge), we will immediately

- carry out a risk analysis,
- establish appropriate preventive measures against the originator,
- create and implement a plan to prevent, terminate or minimize the risk, and

- if necessary, update this Policy Statement accordingly.

g) Documentation and Reporting



CureVac is committed to ongoing internal documentation of due diligence obligations.

We collect and store all information we need to comply with our obligations related to the protection of human rights and the environment, as prescribed by applicable laws (e.g. the German LkSG). This is done exclusively in accordance with applicable laws and regulations. To this end, all important decisions regarding the selection of suppliers and the drafting of contracts are made in a transparent and comprehensible manner. The relevant documents shall be kept for a period of seven years from the date of their creation.

2. Our human rights and environmental expectations of our employees and suppliers



CureVac has clear expectations for the protection and promotion of human rights and environmental protection within its own business and along the supply chain. In particular, these relate to compliance with the following principles:

- the prohibition of child labour,
- the prohibition of forced labour and all forms of slavery;
- disregard for occupational health and safety and work-related health hazards,
- strengthening freedom of association;
- the prohibition of unequal treatment in the workplace;
- the prohibition of withholding a fair wage,
- the prohibition of the destruction of natural resources,
- preventing unlawful eviction of land rights and water,
- prohibiting the recruitment or use of private/public security forces that may cause harm due to lack of training or control;
- the prohibition of the manufacture and/or use of substances falling within the scope of the Stockholm Convention, and
- the prohibition of the import/export of hazardous waste within the meaning of the Basel Convention.

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We are guided by international standards such as the UN Guiding Principles on Business and Human Rights, the UN Sustainable Development Goals (SDGs) and all applicable supply chain due diligence laws.



We explicitly ask our business partners and their subsidiaries to adhere to these principles and to take them into account along their supply chains and vis-à-vis their suppliers.



IV. Outlook for the future human rights strategy - Review and reporting

CureVac views supply chain due diligence as a continuous and dynamic process. CureVac will therefore regularly and permanently monitor the measures introduced and review them for potential optimizations in order to adjust them if necessary. Relevant developments in the risk situation or existing indications that the functionality of preventive measures (including the complaints management process) and/or remedial measures is impaired will be fully taken into account

V. Signatures



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