Annual Report 2025

BAVARIAN NORDIC

Bavarian Nordic A/S
Philip Heymans Alle 3, DK 2900 Hellerup, Denmark

CVR no: 16 27 11 87

Annual Report 2025

Management's review

Financial statements

Read our

Remuneration Report 2025 →
Corporate Governance Report 2025 →

2025 in brief

A record-breaking year for our Travel Health business which was further expanded by our first-ever global product launch of a new vaccine against chikungunya. We also continued to support governments worldwide on their public preparedness against poxviruses.

Chikungunya is an emerging mosquito-borne viral disease, still unknown to many people. As part of our efforts to increase disease awareness globally, we launched a new website in 2025.

Read more at:
www.chikungunya.com →

2025 highlights

Travel Health

The approvals and launch of Vimkunya headlined the year

February
Approval of Vimkunya®
Vimkunya was approved in the U.S. and the EU as the first virus-like particle (VLP)-based chikungunya vaccine. In connection with the U.S. approval, we received a Priority Review Voucher, which was later sold, generating net proceeds of DKK 810 million.

February
Expanding global access
We entered into a strategic partnership in India to expand capacity for the future supply of Vimkunya to endemic low- and middle-income countries.

March
Vimkunya launched in the U.S.

April
Vimkunya receives first national recommendation
The U.S. CDC's ACIP committee recommended Vimkunya for persons aged 12+ traveling to outbreak or elevated chikungunya risk regions and for laboratory workers with potential exposure.

May
Vimkunya launched in Germany

May
Vimkunya approved in the UK

June
Vimkunya launched in France

September
Vimkunya launched in the UK and Denmark

October
Additional European launches
Vimkunya was launched in Sweden, Norway, Finland, Italy and Spain.

November
Vimkunya launched in Austria

December
Vimkunya launched in Portugal

Public Preparedness

Strengthening mpox and smallpox preparedness across the globe

March
Approval of freeze-dried JYNNEOS®
The FDA approved the freeze-dried version of JYNNEOS, supporting the ongoing contract with the U.S. government for stockpiling of the vaccine.

May
U.S. order for 2026 secured
The U.S. government exercised additional options of USD 143.6 million under the existing contract to supply freeze-dried JYNNEOS, with the majority planned for delivery in 2026.

October
Extended commitment from the EU
A new and larger framework contract was entered with the European Commission through HERA, enabling the EU, its member states and additional European countries to purchase up to 8 million doses of our smallpox/mpox vaccine over the next four years.

October
Supporting Africa through donations
We donated 110,000 mpox vaccine doses to Africa CDC to support the response to the ongoing mpox outbreak.

2025 in numbers

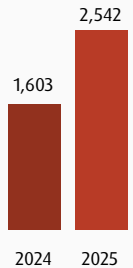
Financial performance

Revenue
mDKK

6,244

EBITDA before special items
mDKK

28%
EBITDA margin



Actual results compared to guidance
The actual and audited results were in line with the preliminary results reported on February 12, 2026.

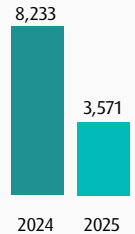
	Guidance Feb 3, 2025	Guidance Aug 22, 2025	Guidance Nov 14, 2025	Actuals 2025
Revenue, mDKK	5,700-6,700	6,000-6,600	~6,000	6,244
EBITDA margin before special items	26%-30%	26%-30%	~26%	28%
EBITDA margin including special items[1]		40%-42%	~40%	41%

[1] Other net operating income of DKK 810 million from the sale of the Priority Review Voucher was recognized in Q3 2025, contributing to a total EBITDA margin of 41% for the full year 2025.

Non-financial performance

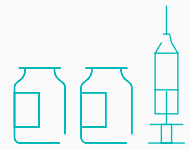
Emissions, Scope 1+2
tCO_2

↓57%



Continued reductions from own operations
57% reduction in CO_2 emissions from our own operations (Scope 1 and Scope 2, market-based) from 2024 to 2025.

10+
million doses delivered



Protecting and saving lives
We sold and distributed more than 10 million doses worldwide and donated 130,000 mpox vaccine doses to Africa CDC and UNICEF as part of our partnership to support the response to the mpox outbreak.

Read more
Sustainability statements →

Letter from the Chair

Dear shareholder,

2025 will be remembered for many things, not least the unsolicited takeover attempt from two private equity firms, Nordic Capital and Permira, which headlined the news on Bavarian Nordic throughout a long period. This, combined with geopolitical risk and uncertainty, added to an increasingly complex business environment, but we kept our promise to deliver on our financial targets for the year. As much as the unsolicited takeover offer was a clear recognition of the pure play vaccine platform we have created, it was also backed by a belief that the Company has further potential, which we are committed to further explore and pursue.

The process also reflected both passion and engagement from our long-term shareholders. While, importantly, the failed takeover did not impact on Bavarian Nordic's performance for 2025, the board and executive management are committed to strengthening the dialogue and ensuring continued trust with our shareholders. After the resignation of Luc Debruyne in November 2025, I stepped into the role as Chair. We want to thank Luc Debruyne for his dedication and leadership of the company for nearly two years.

The nomination committee has since worked with an external advisor and in dialogue with a few of our largest shareholders to identify new competent members to the Board for election at the annual general meeting in April 2026. It is essential that we ensure continuity, and that the Board's competencies remain aligned with the company's strategic direction and pursuit of value creation.

Our commitment to sustainability and our to aim to improve health and protect lives and communities through access to our vaccines are embedded in our purpose and strategy. We strive to create sustainable profitable growth and both short- and long-term value for shareholders, society, and employees.

Travel Health has once again demonstrated its role as the structural growth engine of the Company. The business delivered strong growth in 2025, supported by solid demand across the portfolio and the first commercial contribution from our chikungunya vaccine. The Board views this development as validation of the strategic transformation initiated six years ago. Travel Health is set to continue as a growth driver through increased focus on commercialization and organic growth initiatives, and, secondly, through selective and synergistic acquisitions.

Public Preparedness continued to underline the importance of our platform and global partnerships, which are twofold; due to geopolitical uncertainty, our smallpox vaccine has increasingly become an important element for governmental organizations for defense purposes; and the mpox outbreaks have created a need for public preparedness and meeting consumer demand. This business is by nature volatile, and efforts are invested in our product reach, strengthened manufacturing footprint, regulatory progress, and institutional relationships to grow this business and to be prepared to respond effectively to future public health events.

From a governance perspective, the Board has maintained close oversight of capital allocation, operational scalability, and risk management. The Company enters 2026 with a strong balance sheet and clear priorities. Our increasingly agile and resilient business model will going forward allow us to adapt our funding strategy to manage investments and acquisitions when they materialize, and also to review our capital structure with respect to our shareholder return.

In the beginning of March this year, the Company announced that President & CEO, Paul Chaplin, will step down at the latest end of 2026 to ensure a smooth transition to a new CEO. On behalf of the Board, I would like to thank Paul for his strong leadership and dedication throughout nearly 30 years. Paul has made a valuable contribution, not only to Bavarian Nordic's scientific advances, but also to recent years' commercial success and to global public health.

2025 was a remarkable year, and, on behalf of the Board, I want to thank our shareholders for your continued support and strong belief in Bavarian Nordic. I also want to thank the leadership team and our employees in Bavarian Nordic for their strong collaboration and performance in 2025 and for maintaining high focus and dedication in the execution of our strategy in a period of high uncertainty.

Anne Louise Eberhard
Chair of the Board of Directors

Letter from the CEO

A year of successful execution

We set out for 2025 with an expectation to grow our Travel Health business by 10%. We achieved 30% growth, delivering nearly DKK 3 billion in revenue from this business alone, yet again changing its growth trajectory. While we remain confident that we can still achieve our mid-term ambitions of delivering an average of 10-12% annual growth in this business over the next couple of years, it will now just continue from a higher base.

This is impressive for a business that was only established in Bavarian Nordic six years ago. Without significant investments in acquiring commercialized assets and building a global commercial infrastructure to support this growth, Bavarian Nordic would be in a completely different place today.

Mpox outbreaks have driven a surge in demand since 2022

Before these acquisitions, our only business, Public Preparedness, was largely based on one government customer, generating around DKK 0.5-1 billion in annual revenue. Back then, the scenario of a global mpox outbreak seemed far away, but it happened, and as the global leader in mpox vaccines, we stepped up to fulfil the global demand and made a significant positive impact on public health.

The emergence of mpox and other infectious diseases have called for an increased prioritization of public preparedness worldwide. We have successfully widened our engagement with more governments, expanding our base business for Public Preparedness to DKK 1.5-2 billion annually. In outbreak years, this number has been considerably higher, and we delivered just above DKK 3 billion in revenue in 2025, representing half of our total revenue for the year.

With global cases of mpox in decline, the Public Preparedness business is expected to normalize in 2026 with revenues expected at DKK 1.8-2 billion, of which DKK 1.4 billion has already been secured through contracts.

Driving growth through acquisitions

Since 2019, we have made two major acquisitions, each presenting different challenges and opportunities, but most importantly they have propelled our commercial transformation, delivering double-digit growth year-over-year.

The rabies and TBE vaccines acquired in 2020, remain our key revenue drivers in Travel Health, and continued a very strong performance in 2025 with 34% and 20% growth, respectively. Importantly, we completed the tech transfer of the TBE vaccine in 2025, thus now having full control of the supply chain for both products. A lengthy and challenging process, where our manufacturing skills and competencies truly came into play, but which was successfully completed on time and budget, and which will help drive improved margins for these products.

The acquisition from Emergent BioSolutions brought us not only two new commercial-stage products in the portfolio, but also a manufacturing site and a late-stage clinical asset. While the two products, typhoid and cholera vaccines, continue to face challenging markets, we still believe there is more value to be unlocked from these in the future. The third asset, however, is already showing great promise.

It's launch time

Highly anticipated, we launched our chikungunya vaccine in 2025. The vaccine, which was the third asset acquired from Emergent in 2023, was still only in the final stages of clinical development. We have since taken it through regulatory development, established commercial manufacturing and developed global marketing plans and more, representing the first full-scale launch of a product ever for Bavarian Nordic.

Upon approval in the U.S. and Europe in early 2025, we launched Vimkunya® in 12 markets before the end of the year. This highly successful launch delivered revenues of DKK 85 million in the first launch year. As we continue to launch in new markets and further grow our position in this emerging area in 2026, we expect revenue to triple already in the second year of launch, still with peak sales to be reached in years ahead.

Building a new market is always challenging and costly, but we benefit from our expanded commercial presence and excellence across markets – a strength to be leveraged for future products too.

A leader now and in the future
With the addition of Vimkunya, we now have several market-leading products in our portfolio, and we are working also to strengthen our position for other products. Organic growth is a valuable driver for our Travel Health business, and some products are yet to mature, adding to the potential for future revenue growth.

Organic growth alone is, however, not enough to take us where we want to go, and more importantly, where we need to go. Despite being a leader in the field, we remain vulnerable to the more unpredictable nature of our Public Preparedness business and need more resilience to preserve and build leadership across our portfolio, which can only be achieved by scaling.

With the commercial infrastructure in place and a proven track record of success in implementing and driving further value of acquired assets, we seek to further expand our portfolio to maximize our efforts globally.

Our journey to becoming a leading pure-play vaccine company has been driven by bold decisions but ultimately backed by people. We are now more than 1,800 employees worldwide, dedicated to our mission to improve and save lives. Many more have been part of the journey over the years since our inception in 1994. I joined Bavarian Nordic only five years later. Back then a small biotech company rooted in science, but now fully transformed into a fully integrated, global vaccine manufacturer, leading in its field, and leaving a strong footprint on public health. It has been a true privilege to lead this organization since 2014, but time has now come for me to start a new chapter in life, and I will be stepping down as CEO in 2026. I want to thank all employees, my fellow members in Executive Management, and the Board of Directors for their trust and collaboration throughout the years. I am proud of the achievements we have made together, which have created a strong foundation for the future of the company.

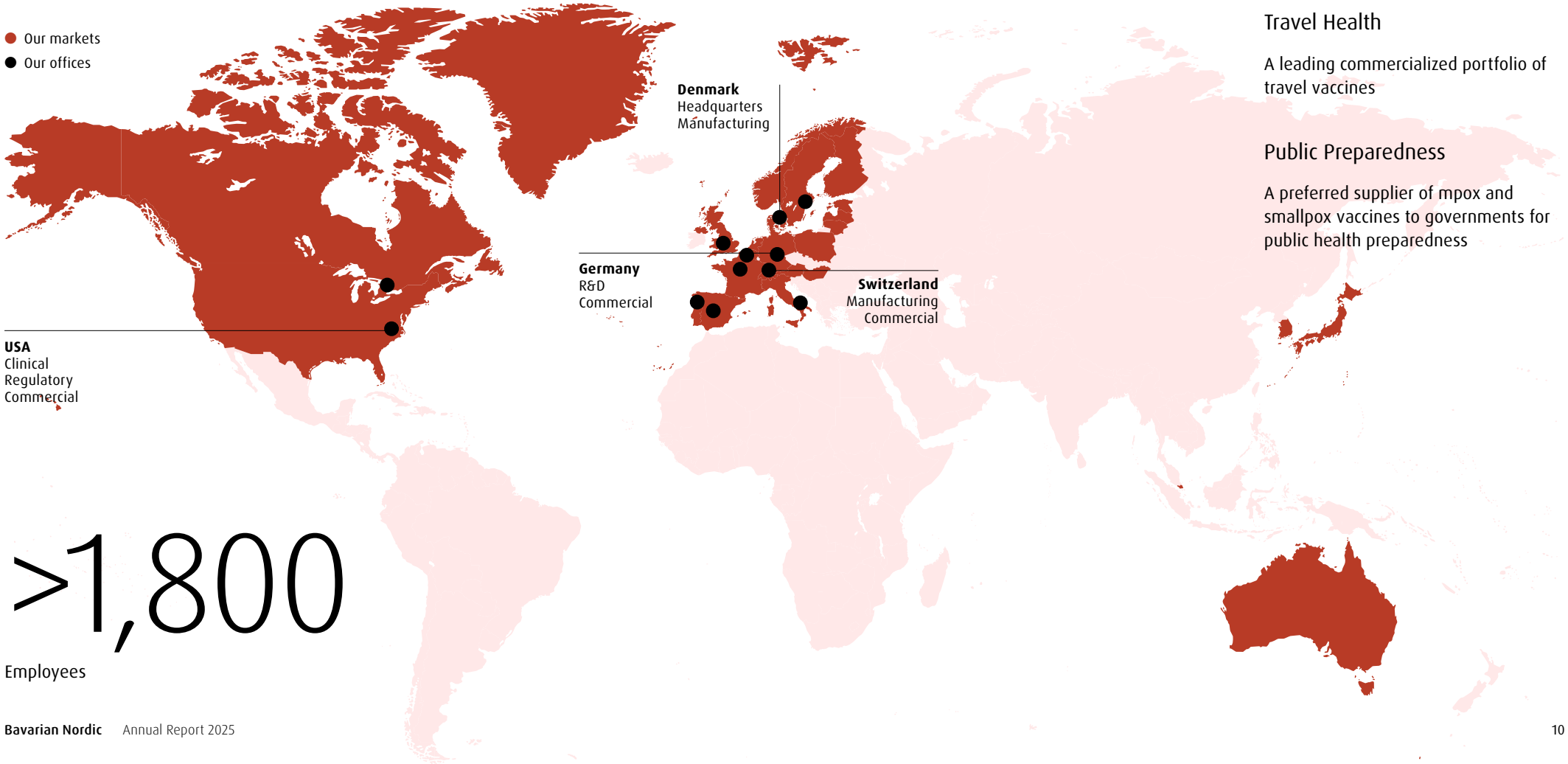
Paul Chaplin
President and CEO

"Our journey to becoming a leading pure-play vaccine company has been driven by bold decisions but ultimately backed by people. We are now more than 1,800 employees worldwide, dedicated to our mission to improve and save lives."

Business and strategy

A pioneering force in vaccines — expanding our reach and impact through life-changing solutions.

Bavarian Nordic at a glance



Travel Health

A leading commercialized portfolio of travel vaccines

Public Preparedness

A preferred supplier of mpox and smallpox vaccines to governments for public health preparedness

>1,800

Employees

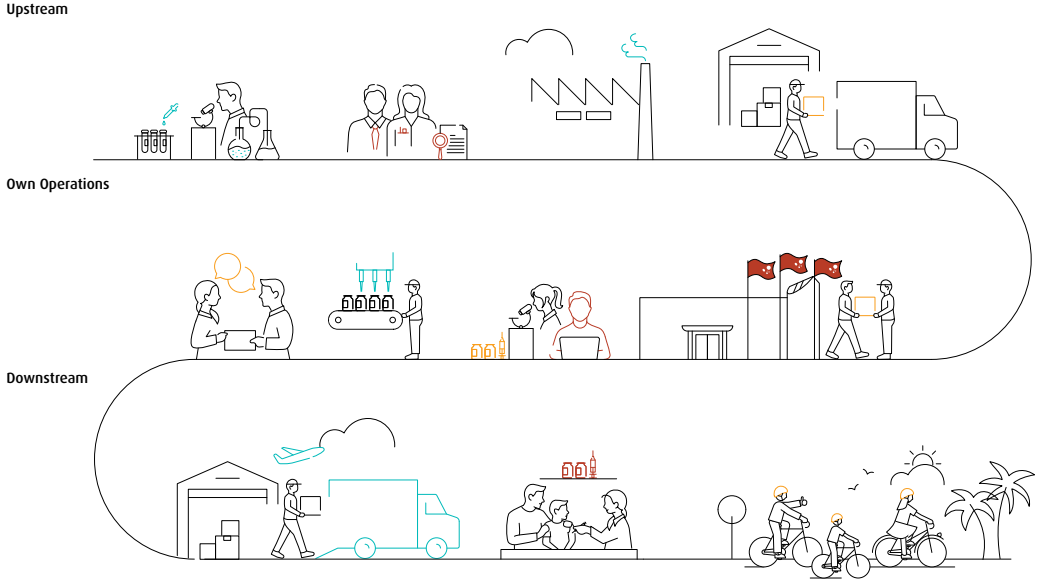
Our purpose and commitment

Protecting and saving lives is at the heart of what we do.

Building on nearly three decades of scientific excellence in Bavarian Nordic, we aspire to expand our reach and impact through the supply of life-saving vaccines that address unmet medical needs for the greater good of the global society.

Our business model spans the full value chain from early research, life-cycle management, development, over production to commercialization and distribution, and rests on the ability to innovate and commercialize new vaccines. Through own operations and collaboration with local partners and institutions, we aim to expand our commercial footprint while improving access to vaccines.

Our value chain



Upstream: raw materials, natural resources, contract research organizations, external manufacturing.
Own operations: employees, research & development, manufacturing, sales and marketing.
Downstream: end-users, customers, regulatory agencies, external manufacturing, distribution.

Committed to sustainability

Our commitment to developing a sustainable business is key to lasting success in global markets. With our vaccines, we aim to improve health and protect lives and communities. By preventing the spread of infectious diseases, vaccines contribute to healthier populations, and can help reduce the burden on health care systems and promoting resilience in the face of climate adaptation. Our goals are driven by actions within the ESG framework, and these priorities are integrated into our business strategy.

Our strategic focus in sustainability:

- Deliver on global health needs through access to our vaccines
- Foster trust amongst stakeholders
- Responsible stewards of the environment we affect

→ Read more in our sustainability statements

Strategic priorities

Delivering continued profitable growth

Our strategy remains unchanged with an emphasis on driving continued organic and inorganic revenue growth to enhance our resilience towards the more unpredictable governmental business.

The past three years have demonstrated impressive growth in both our business areas, Travel Health and Public Preparedness. While the growth in Travel Health primarily has been driven by solid organic market growth, particularly post-COVID-19, strong brand performance and also by the expansion of the commercial portfolio through an additional acquisition, Public Preparedness has been favored by the recent mpox outbreaks, globally and in Africa. This has temporarily elevated our revenues from this business, demonstrating the need to reinforce other revenue streams to ensure a more resilient business model and strengthen our ability to deliver the targeted profitability levels.

Deliver continued profitable growth

Our strategic focus:

- Drive growth in Travel Health
- Expand base business within Public Preparedness
- Strong focus on organic growth supported by selective and synergistic M&A

Transforming the company

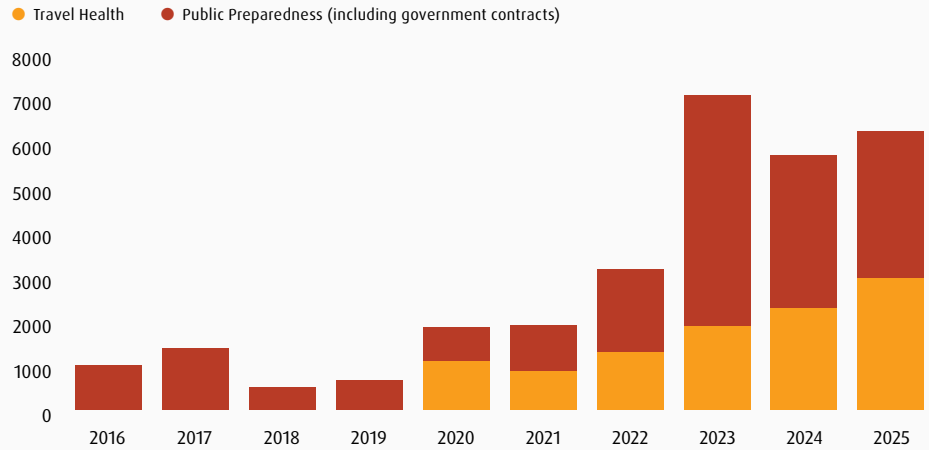
The addition of Travel Health as a business area in 2020, established through acquisitions, transformed the company and significantly diversified our risk profile by adding a sustainable revenue stream.

Still, Public Preparedness has accounted for approximately half of our revenue, largely as a result of mpox outbreaks in recent years.

We seek to further grow Travel Health, and potentially other areas, organically and inorganically to ensure continued profitability, also in years with low Public Preparedness revenue.

Annual revenues

mDKK



Key financial ambitions 2023-2027

For the period 2023-2027 we have outlined our annual financial ambitions:

	2023-2027	2026E
Travel Health	CAGR of 10-12%	CAGR of 10% (14% at CER)
Public Preparedness	Base business of DKK 1,500-2,000 million	DKK 1,800-2,000 million
EBITDA margin	25-30% from current product portfolio	~25%

Driving continued growth in our leading position within Travel Health

Our short-to-mid-term ambitions to deliver annual growth of 10-12% for Travel Health were established on the basis of our 2023 revenue. Since, we have delivered 22% and 30% growth in 2024 and 2025 respectively, establishing a higher basis.

Revenue from partnerships will cease, as our marketing and distribution agreement with Valneva on Ixiaro® and Dukoral® ended on December 31, 2025, and the agreement with Dynavax on Heplisav-B® will come to an end by April 2026.

Adjusted for discontinued partnerships, we are, however, still targeting a compound annual growth rate of 10-12% in Travel Health in the years 2026-2027.

Strong performance in endemic markets
Travel trends and disease outbreaks are impactful drivers in our Travel Health business. During COVID-19, global travel declined significantly, adversely impacting our business temporarily. The market has since recovered and has continued to grow. Our portfolio remains, however, somewhat resilient to down-trends in global travel, as we operate in markets, where diseases like rabies and TBE are endemic. In 2025, we continued to demonstrate a very strong performance for our rabies vaccine in key markets, the U.S. and Germany, and for the TBE vaccine in Germany, demonstrating significant growth.

The organic growth in key markets is expected to continue, and we remain focused on strong brand performance for the key products (rabies and TBE) to drive continued revenue growth.

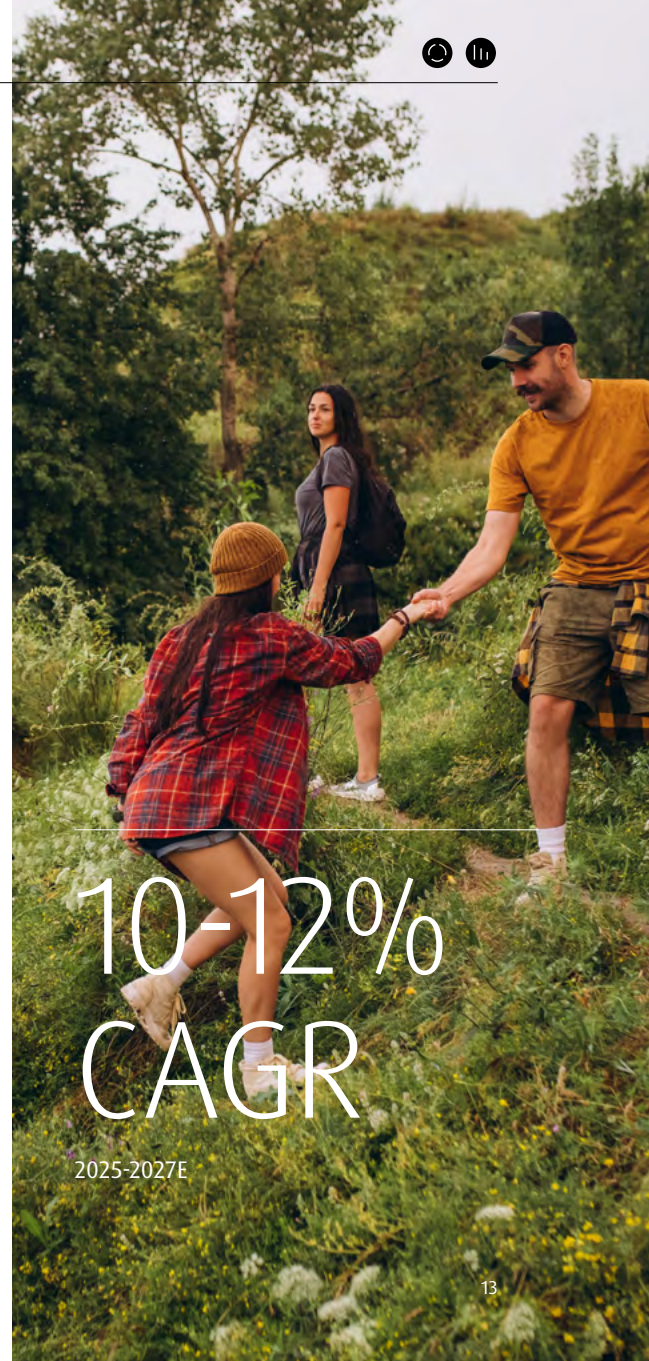
Growing the chikungunya vaccine market
We launched our chikungunya vaccine, Vimkunya, in March 2025 in the U.S. as our first market. Since then, we have launched the vaccine in 11 European countries and will add more markets in 2026, further supported by anticipated approvals in Switzerland and Canada.

Disease awareness remains low across markets. The increased occurrence of chikungunya across several southern European countries during 2025 and the first instance of local transmission of the virus reported in the U.S., however, have increased the attention towards this emerging disease, also from the local public health authorities. Our commercial efforts remain focused on increasing the disease awareness and highlighting the availability of our novel vaccine.

While first year revenue from the sale of Vimkunya reached DKK 85 million in 2025, we see a significant growth potential as our launch initiatives continue and expect revenues of approximately DKK 250 million in 2026, thus becoming our third-largest product in the Travel Health business, already in the second year on the market.

Key growth drivers in Travel Health:

- Organic growth in key markets expected to continue
- Maintain focus on brand performance for key products (rabies and TBE) to drive increased market shares
- Leverage our expanded market presence in Canada, the UK and Southern Europe
- Continue launch of chikungunya vaccine in new markets



Expanding the Public Preparedness base business

For nearly two decades, we have been a trusted partner to governments on their smallpox preparedness with the U.S. and Canada as key customers, and we have continued to build and strengthen our partnerships, also with other countries in response to recent mpox outbreaks.

The world was not prepared for these outbreaks, and they created a sudden and significant surge in demand for our vaccine, which we have successfully managed to fulfil, while also succeeding in establishing longer term partnerships with more governmental customers.

As we continue to supply our vaccine to the U.S. and Canada under our existing multi-year agreements, we have also strengthened our collaboration with the EU and its member states, and in 2025, we entered a new framework agreement with the European Commission, through the Health Emergency Preparedness and Response Authority (HERA), enabling the EU, its member states and additional European countries to purchase up to 8 million doses over the next four years. So far, 1.3 million doses have been committed under this agreement, of which the first 750,000 doses are expected to be delivered in 2026.

An attractive, but unpredictable business
The surge in demand drove record-high revenues in 2023-2025 in our Public Preparedness business, accounting for roughly half of our total revenue in this period. While it is an attractive business, it is unpredictable and we are focused on creating lasting partnerships to ensure stability, while at the same time offering improved public health security for our customers.

2026 is expected to be a more normalized year without the impact from ongoing outbreaks of mpox. We expect DKK 1,800-2,000 million in revenue from this business, in line with our mid-term financial ambitions.

Beyond government contracts – a private market emerging
In 2024, in the wake of the global mpox outbreak in 2022, we launched our vaccine for the private segment in key markets (U.S. and Germany). It is a small, but profitable market, which highly correlates with the prevalence of the disease and awareness during outbreaks worldwide.

The market continues to emerge, and we are leveraging our increased commercial presence across the markets to ensure product awareness and availability for the retail segment.

One product, dual purpose

JYNNEOS (also marketed as IMVANEX or IMVAMUNE) is indicated for both smallpox and mpox, serving different purposes for our customers, primarily governments and governmental organizations worldwide, but also including private markets in the US and Germany:

- Long-term stockpiling for public preparedness (smallpox)
- Public health preparedness and response during outbreaks (mpox)

Key growth drivers in Public Preparedness:

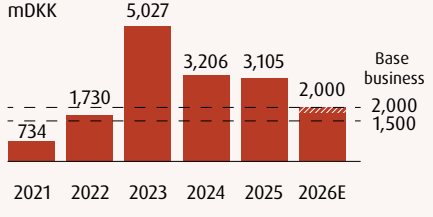
- Recurring orders from key government customers: U.S., Canada & EU
- Additional framework contracts aimed at long-term stockpiling
- Expansion of the customer base
- Private market in the U.S. and Germany

Returning to base

The Public Preparedness business is unpredictable. However, based on our historical performance, coupled with an increased customer base, we anticipate an annual base business of DKK 1,500-2,000 million.

For three consecutive years, we have exceeded our base business in Public Preparedness, reaching annual revenues above DKK 3,000 million.

In 2026, we expect revenue of DKK 1,800-2,000 million from this business, of which approximately DKK 1,400 million were secured by March 2026.



Business development and M&A to drive further commercial expansion

The commercial transformation of Bavarian Nordic was made possible through acquisitions, starting in 2020 with the addition of two revenue-generating assets which laid the foundation for our Travel Health business and enabled us to establish a full commercial infrastructure, which can be leveraged for driving further value.

The rabies and TBE vaccine acquired from GSK in 2020 continue to form the backbone of Travel Health, driving growth year-over-year. In 2025, we fully completed the tech transfer for both products to our own manufacturing, and we now have full control of the value chain, which will help drive better margins for both products.

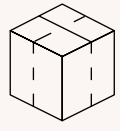
Since then, we acquired the travel vaccine portfolio from Emergent BioSolutions, including a manufacturing facility in Switzerland, which has further added to our capacity and flexibility to ensure a reliable supply. As part of this transaction, we acquired the chikungunya vaccine candidate, which we have taken through the final clinical development and regulatory approvals, enabling launch of the product in 2025, driving further growth in Travel Health in the years to come.

A continued source of growth

Recognizing the need to increase revenues from our commercial product portfolio, we continue to see M&A as a vital component in our strategy. While there is no certainty of the timing or nature of any future acquisitions, we are focused on areas where we see attractive profitability and clear synergies to our existing business, by targeting assets that will help increase scale and drive continued revenue growth.

Desired product profile for acquisition targets:

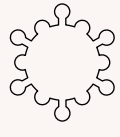
We are looking to acquire products that are:



De-risked by being commercialized

Profitable from day one

Synergistic to existing product portfolio and commercial setup

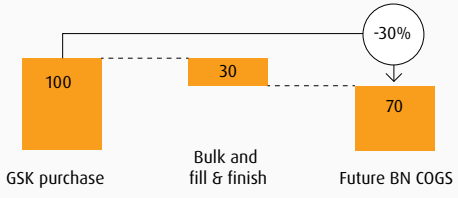


Within niche infectious diseases

Driving margin improvements from rabies and TBE tech transfers

In 2024, we completed the successful tech transfer of the rabies vaccine, including the transfer of the manufacturing process for our rabies vaccine from GSK to our facility in Denmark. This five-year process consisted of a reconstruction of the facility in Denmark and implementation of new manufacturing lines for both drug substance and drug product manufacturing.

Similarly, in 2025, we completed the tech transfer of the tick-borne encephalitis (TBE) vaccine.



From the rabies and TBE tech transfers, we expect approximately 30% savings in our cost of goods sold (COGS), leading to a +15-20pp improvement in gross margin for both products combined from 2026. From the rabies tech transfer, we expect the full gross margin improvement in 2026, while from the TBE tech transfer, we expect the full gross margin improvement in 2027.

Innovate to elevate

Through disciplined investments, we have focused our R&D efforts and established partnerships to drive added value to the commercial portfolio.

In 2026, our R&D investments are capped at DKK 750 million, prioritizing life-cycle management of the commercial portfolio as well as continued—though slower—advancement of the early-stage pipeline assets (EBV and Lyme), which are now expected to enter clinical development in 2027.

With this balanced approach, we seek to maximize the value of our R&D efforts, while retaining the overall profitability of the company.

Life-cycle management
Competitive edge is becoming increasingly important for success in the markets where we operate. Through continuous improvement and differentiation of our products, we retain the ability to defend and increase our market shares, which is accomplished through additional clinical studies and continuous optimization of our manufacturing processes.

For our chikungunya vaccine, we have certain post-approval study commitments agreed with the U.S. Food and Drug Administration, representing a significant part of our R&D investments in 2026.

In addition, we are working on a new cell line for our MVA-BN vaccine, designed to significantly increase the manufacturing efficiency compared to the current egg-based production.

Examples of life-cycle management initiatives to improve competitiveness of products:

- Process improvements in manufacturing
- Shelf-life extension
- Label expansion
- Geographical expansion
- Booster projects
- Post-approval studies

Pipeline

	Preclinical	Phase 1	Phase 2	Phase 3	Registration
Chikungunya					
MVA-BN cell line					
Equine encephalitis					
Lyme disease		2027			
Epstein-Barr (EBV)		2027			

Valued partnerships driving innovation
Building on our long history of partnerships with governments, we continue to collaborate on the development of novel vaccines. Through a fully funded development program by the U.S. Department of Defense, we have advanced the development of an MVA-BN based vaccine against equine encephalitis, currently in phase 2 clinical development. We have also formed partnerships with organizations and academia, co-funding and sponsoring the continued development of MVA-BN as an mpox/smallpox vaccine to ensure its availability for the most vulnerable populations.

Bring innovative solutions

- Improve competitiveness of existing product portfolio through life-cycle management
- Secure reliable supply
- Develop new pipeline programs and platforms

Ongoing and planned clinical studies

Area/disease	Phase	Study details	Study ID
Chikungunya	Phase 3	Follow-up study in healthy adults and adolescents enrolled in two previous phase 3 studies (NCT05072080 and NCT05349617) to evaluate both the safety and long-term immunogenicity of a single dose of CHIKV VLP in up to 5 years after vaccination and antibody responses after a booster vaccination administered 3, 4, or 5 years post-initial vaccination.	NCT06007183
Chikungunya	Phase 3	Study evaluating the safety and immunogenicity of CHIKV VLP in 720 children 2 to 11 years of age for two years.	NCT07003984
Chikungunya	Phase 3 *Planned*	A post-approval efficacy study of CHIKV VLP to be conducted in more than 6,000 individuals in a future outbreak area.	
Mpox	Phase 4	A study in the DRC, Uganda and Nigeria in more than 3,000 participants including children over 2 years of age evaluating post-exposure vaccination with MVA-BN, i.e. if the vaccine helps reduce the risk of secondary mpox cases, or, in case of mpox infection, can reduce the severity of illness. The study is led by McMaster University in Canada and co-funded by CEPI.	NCT05745987
Mpox	Phase 3	A study in the DRC evaluating the safety and immunogenicity of MVA-BN in 344 infants aged 4-24 months. The study is led by the University of Antwerp and the University of Kinshasa and co-funded by CEPI.	NCT06844487
Mpox	Phase 3	A study in the DRC evaluating the safety and immunogenicity of MVA-BN in 359 women (pregnant or breastfeeding). The study is led by the University of Antwerp and the University of Kinshasa and co-funded by CEPI.	NCT06844500
Mpox	Phase 2	A study in the DRC and Uganda comparing the safety and immunogenicity of MVA-BN between children and adults. Topline results were reported in October 2025, showing that the immune response in children was non-inferior to the adult group. Pending final results, data will be submitted to the European Medicines Agency (EMA) in 2026 to support an extension of the vaccine's approval to include children aged 2 years and older. The study was co-funded by CEPI.	NCT06549530
MVA-BN	Phase 2	A study comparing the safety, immunogenicity and reactogenicity of MVA-BN manufactured using different cell lines. The study is part of the Company's efforts to scale manufacturing capacity to meet future demand by introducing a proprietary cell line, designed to significantly increase the manufacturing efficiency compared to the current egg-based production.	NCT07199569
Equine encephalitis	Phase 2	A study in 400 healthy adults evaluating the safety as well as humoral and cellular immune responses from vaccination with MVA-BN WEV. Booster responses one year after completion of the primary vaccination as well as the durability of the responses will also be assessed. The program is funded by the U.S. Department of Defense's (DOD) Joint Program Executive Office for Chemical, Biological, Radiological and Nuclear Defense (JPEO-CBRND).	NCT06899802

Performance

A strong year supported by a 30% growth in Travel Health revenue and high performance in Public Preparedness due to continued surge in demand for mpox/smallpox vaccines.

Commercial performance

Travel Health

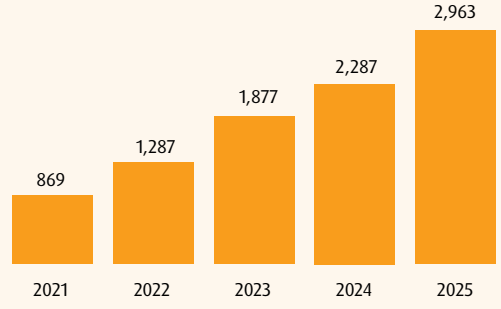
We have a leading portfolio of travel vaccines.

- Rabies — Rabipur® RabAvert®
- Tick-borne encephalitis (TBE) — Encepur®
- Chikungunya — Vimkunya®
- Typhoid — Vivotif®
- Cholera — Vaxchora®

2,963 mDKK

Revenue from our Travel Health portfolio increased by 30% to DKK 2,963 million (2024: DKK 2,287 million), driven by increased demand for Rabipur/RabAvert and Encepur vaccines, and supported by Vimkunya, our chikungunya vaccine launched in 2025.

Travel Health revenue
mDKK



Public Preparedness

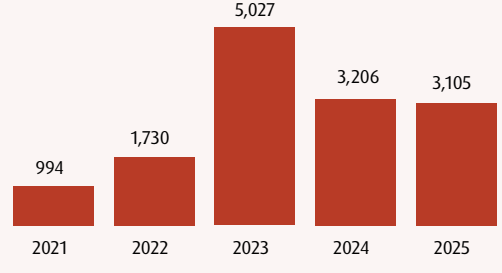
We are a preferred supplier of mpox and smallpox vaccines to governments to enhance public health preparedness.

- Smallpox — JYNNEOS® IMVAMUNE® IMVANEX®
- Mpox — JYNNEOS® IMVAMUNE® IMVANEX®

3,105 mDKK

Revenue from Public Preparedness amounted to DKK 3,105 million (2024: DKK 3,206 million), exceeding the normal annual base business by more than DKK 1,000 million as the surge in demand for mpox vaccines continued during 2025.

Public Preparedness revenue
mDKK



Travel Health

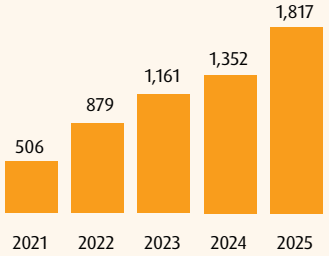
Rabipur/RabAvert
Rabipur/RabAvert sales increased by 34% to DKK 1,817 million (2024: DKK 1,352 million), driven by continued market growth in both Germany (48%) and the U.S. (10%) in 2025, and market share gain. Our market position remained strong, with the U.S. and Germany market shares of 78% in 2025 versus 76% prior year and 97% in 2025 versus 91% prior year, respectively.

Encepur
Encepur sales increased by 20% to DKK 598 million (2024: DKK 497 million), driven by strong market growth and strong brand performance. Germany, as the largest market, grew by 19% and achieved a market share of 31% in 2025 versus 28% prior year.

Vimkunya
First-year sales of our chikungunya vaccine amounted to DKK 85 million, exceeding the guidance of DKK 75 million for the year. The performance was driven by the U.S. and Germany that were the first markets where the product was launched.

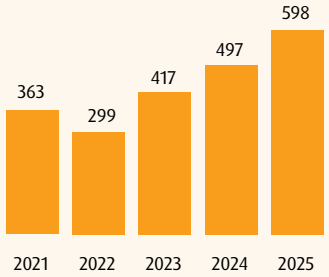
Rabipur/RabAvert revenue
mDKK

29%
of total revenue



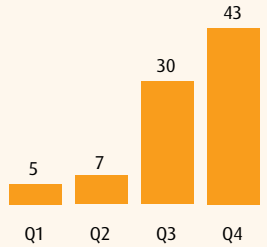
Encepur revenue
mDKK

10%
of total revenue



Vimkunya revenue 2025
mDKK

1%
of total revenue



Rabipur®/RabAvert® is a rabies vaccine for both pre-exposure use for travelers to endemic regions and for post-exposure use by persons in endemic countries potentially at risk after being bitten or scratched by animals carrying the disease.

The vaccine is market-leading in Western markets and >80% of its revenue is from the U.S. and Germany.

Encepur® is a vaccine against tick-borne encephalitis (TBE), a virus prevalent in Central, Eastern and Northern Europe. The vaccine is marketed in European countries with Germany being the largest market, representing ~80% of the product's total revenue.

Vimkunya® is a vaccine for immunization against chikungunya, a mosquito-borne disease, which has emerged across several regions in Asia, Africa, and the Americas, including many popular travel destinations. It is the first virus-like particle (VLP)- based chikungunya vaccine for persons aged 12 and older, which was approved and launched in the U.S., the UK and several European countries in 2025.

Vivotif/Typhoral
Vivotif sales increased by 11% to DKK 198 million (2024: DKK 179 million). We acquired the vaccine in 2023 and are still relaunching it in key markets, after discontinuation of marketing by the previous owner during the COVID-19 pandemic. Our focus is primarily on the U.S. market which represents ~60% of the product's total revenue. We have taken initiatives to accelerate the growth, and have started to see market share gains, however, the U.S. market for typhoid vaccines has been in decline.

3%
of total revenue

Vivotif®/Typhoral® is an oral vaccine for immunization against typhoid fever, a potentially life-threatening disease caused by a specific type of bacteria (Salmonella typhi), which is commonly found in Southeast Asia, Africa, the Caribbean, and Central and South America.

Vaxchora
Vaxchora sales amounted to DKK 38 million (2024: DKK 64 million). We acquired the vaccine in 2023 and are still relaunching it in key markets, after discontinuation of marketing by the previous owner during the COVID-19 pandemic. Our focus is on the U.S. and European markets.

1%
of total revenue

Vaxchora® is an oral vaccine for immunization against cholera, a potentially life-threatening disease caused by the bacteria Vibrio cholerae serogroup O1, which is regularly found in South and Southeast Asia and Africa.

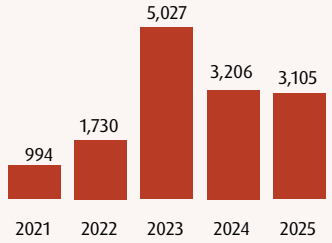
Third-party products
Sales of third-party products (DUKORAL, IXIARO and HEPLISAV-B) increased by 18% to DKK 228 million (DKK 194 million). Most of the revenue stems from sales of Valneva's products under the mutual marketing and distribution agreement which terminated at the end of 2025. Limited sales of HEPLISAV-B under the marketing and distribution agreement with Dynavax are included in the revenue. This agreement will terminate in April 2026.

Public Preparedness

JYNNEOS/IMVAMUNE/IMVANEX

Revenue from the sale of JYNNEOS/IMVAMUNE/IMVANEX amounted to DKK 3,105 million (DKK 3,206 million), driven by contracts with the U.S. government and the European Union in addition to contracts entered with various other governments and organizations. 2025 was another outbreak year, which led to a surge in demand for our mpox/ smallpox vaccine, driving temporarily higher revenues. After the launch of the private market in early 2024, we saw continued good private market sales in the U.S.

JYNNEOS/IMVAMUNE/IMVANEX revenue
mDKK



50%
of total revenue

JYNNEOS®/IMVAMUNE®/IMVANEX® was originally developed as a smallpox vaccine intended for government stockpiling. Since, it has been approved also for mpox and has been widely used during outbreaks. The vaccine has also been commercialized in key markets (the U.S. and Germany) for at-risk populations.

Financial review

Income statement

Revenue
Revenue for the year was DKK 6,244 million (DKK 5,716 million), comprised of DKK 3,105 million from Public Preparedness (DKK 3,206 million), DKK 2,963 million from Travel Health (DKK 2,287 million) and DKK 176 million in other revenue (DKK 223 million) stemming from ongoing contracts with the U.S. government.

In the Parent Company revenue was DKK 179 million (DKK 32 million) lower than in the Group as sale of RabAvert in the U.S. and Rabipur and Encepur in Switzerland is handled by the subsidiaries which is also the case for part of the sale of Vivotif and Vaxchora. The internal sale from the Parent Company to the subsidiaries follows a commissionaire transfer pricing setup. The variance in revenue between Group and Parent Company is influenced by phasing of both external and internal sale.

Production costs
Production costs amounted to DKK 3,195 million (DKK 2,897 million). Costs related directly to revenue amounted to DKK 1,995 million (DKK 1,733 million) of which cost of goods sold totaled DKK 1,870 million (DKK 1,580 million).

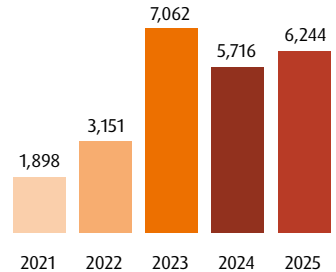
Other production costs amounted to DKK 823 million (DKK 848 million), of which net write-downs of inventory amounted to DKK 325 million compared to DKK 158 million in 2024. The write-downs were primarily related to provisions for potential write-downs of Encepur and MVA-BN batches. Development in write-downs is further described in note 18. In addition, non-provisioned scrap amounted to DKK 125 million, resulting in total write-downs and scrap of DKK 450 million recognized in other production costs. The underlying decrease in other production costs compared to 2024 was driven by an improved yield and a higher output success rate in bulk production leading to a higher absorption of indirect production costs. In 2025 cost of idle manufacturing capacity in Bern amounted to approx. DKK 93 million (approx. DKK 107 million).

The product rights to Rabipur/RabAvert and Encepur are amortized with DKK 285 million (DKK 279 million). The product rights for Vivotif, Vaxchora and Vimkunya are amortized with DKK 92 million (DKK 38 million). Amortization of product rights is recognized as production costs. Further described in note 15.

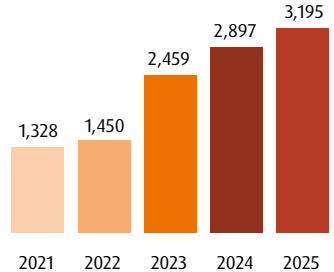
Sales and distribution costs
The sales and distribution costs amounted to DKK 717 million (DKK 500 million) split between costs for distribution of products of DKK 89 million (DKK 64 million) and costs for running the commercial organization and activities of DKK 628 million (DKK 436 million). The increase in distribution costs follows the increase in sales and the initial costs related to change of European distributors, whereas the increase in running costs is partly related to the launch of Vimkunya including added marketing costs, the establishment of sales entities in new countries and general commercial ramp up.

The financial review is based on the Group's consolidated financial information for the year ended December 31, 2025, with comparative 2024 figures for the Group in brackets. There are no significant differences between the development of the Group and the Parent Company, except where specifically noted.

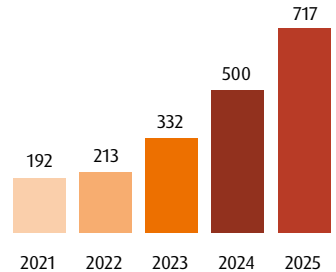
Revenue
mDKK



Production costs
mDKK



Sales and distribution costs
mDKK



Research and development costs
The total research and development spending was DKK 780 million (DKK 863 million). The amount excludes R&D costs of DKK 126 million (DKK 152 million) recognized as production costs. The decrease mainly reflects savings relating to consolidation of R&D activities in Europe following the closure of the R&D site in San Diego.

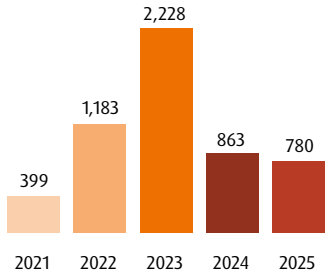
Administrative costs
Administrative costs totaled DKK 558 million (DKK 516 million). Costs related to the takeover offer process amount to approx. DKK 18 million. The other increase in administrative costs relates partly to establishment of new sales entities in new countries and general business growth.

Other operating income, net
Other operating income, net was related to the sale of the Priority Review Voucher and totaled a gain of DKK 810 million (DKK 0 million). The sales price of DKK 1,033 million was recognized as other operating income, whereas royalties to NIH and other fees of DKK 223 million were recognized as other operating expenses.

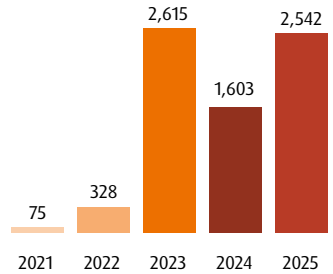
EBIT/EBITDA
Earnings before interest and tax (EBIT) was an income of DKK 1,804 million (income of DKK 940 million).

EBITDA was an income of DKK 2,542 million (income of DKK 1,603 million). Amortization of product rights and developed production processes amounted to DKK 414 million (DKK 349 million) whereas depreciation on other fixed assets amounted to DKK 300 million (DKK 276 million). Impairment losses amounted to DKK 24 million (DKK 38 million).

Research and development costs
mDKK



EBITDA including special items
mDKK



Financial income and financial expenses
Financial income was DKK 51 million (DKK 150 million) and consisted of income from bank and deposit contracts, DKK 37 million (DKK 48 million) and income from securities, DKK 14 million (DKK 35 million). In 2025, the net foreign exchange effect was a loss of DKK 10 million, compared to a gain of DKK 67 million in 2024.

Financial expenses were DKK 54 million (DKK 118 million) and consisted of interest expenses on debt, DKK 6 million (DKK 5 million), fair value adjustment on securities, DKK 7 million (gain DKK 8 million), net value adjustment of deferred consideration, DKK 24 million (DKK 105 million), other financial expenses DKK 7 million (DKK 9 million) and net foreign exchange losses DKK 10 million (net gain DKK 67 million). Other financial expenses were related mainly to commitment fee for the revolving credit facility.

For further details on financial income and expenses see note 11 and 12.

In the Parent Company, the financial income was DKK 55 million (DKK 150 million) and included interests on receivables from subsidiaries of DKK 6 million (DKK 4 million). The financial expenses were DKK 112 million (DKK 139 million) and included interest expense on payables to subsidiaries of DKK 16 million (DKK 22 million).

Income before company tax was an income of DKK 1,801 million (income of DKK 971 million).

Tax on income for the year
Tax on the income for the year was an expense of DKK 426 million (DKK 17 million) and related primarily to taxes in the parent company, DKK 388 million. The tax expense included both payable taxes and recognition of a deferred tax liability. Previous years no deferred tax asset or liability were recognized. As of December 31, 2025, the parent company has recognized the value of tax loss carried forward expected to be used within 3 years. The Group will reassess the recognition of deferred tax assets at each reporting date and recognize them if it becomes probable that future taxable profit will allow the deferred tax asset to be recovered. No Pillar II top-up tax costs are expected in 2025. See further description in note 13.

The effective tax rate for the Group was positive by 23.6% (negative by 1.7%).

Net profit
The Group reported a net profit for the year of DKK 1,375 million (net profit of DKK 988 million). The parent company had a net profit for the year of DKK 1,374 million (DKK 965 million).

Liquidity and capital resources
As of December 31, 2025, the Company had cash and cash equivalents of DKK 1,714 million (DKK 1,623 million) and held investments in securities of DKK 1,619 million (DKK 552 million). The net securities and cash position amounted to DKK 3,333 million (DKK 2,175 million).

The Company holds a revolving credit facility (RCF) agreement for DKK 1,000 million, the size of the agreement is as per the Company's request. The facility was undrawn as per December 31, 2025.

Cash flows
Cash flow from operating activities totaled a net contribution of DKK 2,722 million (DKK 1,950 million) following the positive EBITDA of DKK 2,542 million (DKK 1,603 million). Net change in working capital was positive by DKK 161 million (DKK 177 million).

Investment activities totaled DKK 2,485 million (DKK 1,871 million). Milestone payments to GSK and Emergent BioSolutions amounted to DKK 1,105 million (DKK 1,587 million). As per December 31, 2025, all milestones under the two purchase agreements were achieved and no deferred consideration was recognized, see further description in note 24. Payment of the completion milestone to GSK of EUR 70 million is still outstanding and has been recognized as trade payables.

Investments in property, plant and equipment totaled DKK 197 million (DKK 83 million). The net investment in securities amounted to DKK 1,074 million (DKK 153 million) following the strong cash position.

Cash flow from financing activities was negative by DKK 114 million (DKK 56 million positive), following the completion of a share buy-back program of DKK 150 million (DKK 27 million) partly offset by proceeds from warrant exercise of DKK 79 million (DKK 127 million).

The buy-back program was executed for the purpose of adjusting the capital structure and meeting the long-term obligations relating to the Company's share-based incentive programs for the Board of Directors and Executive Management.

The net cash flow for 2025 was positive by DKK 123 million (DKK 135 million).

Balance sheet

The balance sheet total was DKK 14,955 million as of December 31, 2025 (DKK 14,406 million).

Assets
Intangible assets stood at DKK 5,960 million (DKK 6,331 million) with the main asset being the product rights to Rabipur/RabAvert, Encepur, Vivotif, Vaxchora and Vimkunya of DKK 5,571 million (DKK 4,660 million). Product rights are amortized on a straight-line basis over their expected useful lives of 10-20 years.

Developed production processes stood at DKK 306 million (DKK 344 million), relating to the technology transfer from GSK to Bavarian Nordic of the manufacturing process for Rabipur/RabAvert and Encepur. The asset was finalized in the beginning of 2024 with an initial value of DKK 375 million and will be amortized over 10 years. The amortization costs are included as part of the cost for future manufactured vaccines.

Property, plant and equipment stood at DKK 2,071 million (DKK 2,161 million).

Inventories stood at DKK 2,514 million (DKK 2,327 million), of which the inventory of Rabipur/RabAvert and Encepur products amounted to DKK 1,328 million (DKK 1,625 million), smallpox/mpox vaccines amounted to DKK 606 million (DKK 303 million), Vivotif and Vaxchora products amounted to DKK 77 million (DKK 94 million) and Vimkunya products amounted to DKK 221 million (DKK 67 million), as per December 31, 2025.

Receivables stood at DKK 890 million (DKK 1,285 million), of which trade receivables amounted to DKK 780 million (DKK 1,176 million). The decrease in trade receivables compared to year-end 2024 relates to phasing of sales.

As of December 31, 2025, cash and securities stood at DKK 3,333 million (DKK 2,175 million).

Bavarian Nordic's cash and cash equivalents are primarily invested in deposit accounts with highly rated banks and in short-term Danish government and mortgage bonds.

Equity
After the transfer of the result for the year, equity stood at DKK 12,870 million (DKK 11,409 million).

Deferred consideration
Following the approvals of Vimkunya by the FDA and EMA in March 2025, the last milestone payments amounting to USD 50 million were paid to Emergent BioSolutions. As of December 31, 2025, the Company has no outstanding balance towards Emergent BioSolutions.

The last operational milestone (EUR 30 million) and the completion milestone (EUR 70 million) to GSK were both achieved in the second quarter of 2025. Hereafter the Company has no deferred consideration recognized on the balance sheet. As per December 31, 2025, the operational milestone was paid, whereas the completion milestone was recognized as trade payables.

Retirement benefit obligations
In the Swiss subsidiary Bavarian Nordic Berna GmbH, the Group has recognized a retirement benefit obligation of DKK 83 million (DKK 114 million). The pension plan is part of a collective foundation in which other plans of non-related employers also participate, and the different plans all participate in the various risks relating to the foundation. Changes in actuarial assumptions decreased the net obligation, see further in note 26.

Key figures

DKK million	2025	2024	2023	2022	2021
Income statement					
Revenue	6,244	5,716	7062	3,151	1,898
Production costs	3,195	2,897	2459	1,450	1,328
Sales and distribution costs	717	500	332	213	192
Research and development costs	780	863	2228	1,183	399
Administrative costs	558	516	541	376	293
Other operationg income	810	-	-	-	-
Income before interest and tax (EBIT)	1,804	940	1503	(71)	(314)
Financial items, net	(3)	32	-20	(261)	(141)
Income before company tax	1,801	971	1483	(332)	(454)
Net result for the year	1,375	988	1475	(347)	(465)
Balance sheet					
Total non-current assets	8,217	8,619	8,950	7,907	7,336
Total current assets	6,737	5,787	5,403	4,485	4,754
Total assets	14,955	14,406	14,353	12,391	12,089
Equity	12,870	11,409	10,340	7,150	7,375
Non-current liabilities	487	200	1,225	2,954	2,806
Current liabilities	1,598	2,797	2,788	2,287	1,909
Cash flow statement					
Securities, cash and cash equivalents	3,334	2,175	1,867	2,845	3,717
Cash flow from operating activities	2,722	1,950	1,119	220	(359)
Cash flow from investment activities	(2,485)	(1,871)	(946)	(877)	(2,877)
- Investment in intangible assets	(1,162)	(1,605)	(835)	(1,020)	(575)
- Investment in property, plant and equipment	(197)	(83)	(143)	(361)	(483)
- Acquisition of businesses	-	-	(1,832)	-	-
- Net investment in securities	(1,074)	(153)	1,902	674	(1,779)
Cash flow from financing activities	(114)	56	736	636	3,536

DKK million	2025	2024	2023	2022	2021
Key ratios[1]					
EBITDA	2,542	1,603	2,615	328	75
Earnings (basic) per share of DKK 10	17.6	12.6	19.2	(4.9)	(7.4)
Net asset value per share	162.4	144.7	132.4	101.1	104.7
Share price at year-end	190	190	177	213	269
Share price/Net asset value per share	1.2	1.3	1.3	2.1	2.6
Number of outstanding shares at year-end (thousand units)	79,237	78,855	78,098	70,735	70,468
Equity share	86%	79%	72%	58%	61%
Number of employees, converted to full-time, at year-end	1,795	1,611	1,379	975	759
Reconciliation of EBITDA					
Income before interest and tax (EBIT)	1,804	940	1,503	(71)	(314)
Depreciation and amortization (note 9)	714	625	554	399	388
Impairment losses (note 9)	24	38	558	-	1
EBITDA	2,542	1,603	2,615	328	75

[1] Earnings per share (EPS) is calculated in accordance with IAS 33 "Earning per share". Other financial ratios have been calculated in accordance with the guidelines from the Danish Society of Financial Analysts.

Outlook 2026

For 2026, Bavarian Nordic expects revenue of DKK 5,000 – 5,200 million and an EBITDA margin of approximately 25%.

The expected revenue is comprised of DKK 1,800 – 2,000 million from Public Preparedness, of which approximately DKK 1,400 million have already been secured by contracts by March 2026. The current outlook indicates that 2026 will be a more normalized year without the impact from ongoing outbreaks of mpox, however still in line with the Company's mid-term growth ambitions.

Furthermore, revenue of approximately DKK 3,000 million is expected from Travel Health, and approximately DKK 200 million from contract work.

As previously communicated, the partnership with Valneva ended on December 31, 2025, and the partnership with Dynavax will come to an end by April 2026. This means no material partnership revenue will be recognized in Travel Health in 2026.

Excluding revenue from discontinuing partnerships, the Travel Health revenue guidance corresponds to 10% growth over prior year and approximately 14% growth when using constant exchange rates.

The Travel Health revenue guidance includes DKK 250 million from the sale of Vimkunya (chikungunya vaccine).

The normal seasonality of the Travel Health business and the timing of revenue recognition of orders from Public Preparedness will cause variability in revenue and EBITDA throughout the year.

R&D spending has been capped at DKK 750 million for 2026 and will prioritize life cycle management of the commercial portfolio, including required additional studies for the chikungunya vaccine, as well as continued—though slower—advancement of the early-stage pipeline assets (EBV and Lyme), which are now expected to enter clinical development in 2027.

CAPEX is expected at approximately DKK 250 million whereas inventory levels are anticipated to be relatively unchanged. Approximately DKK 100 million related to process improvement initiatives will be capitalized.

The outlook is based on the following assumptions on currency exchange rates of DKK 6.30 per 1 USD and DKK 7.45 per 1 EUR.

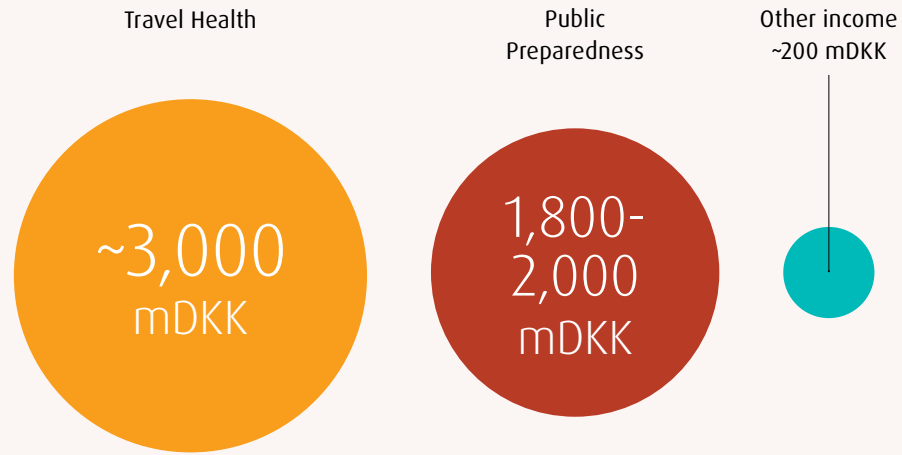
FY 2026 guidance

Revenue

5,000 – 5,200 mDKK

EBITDA margin

~25%



Corporate information

Shareholder information

Bavarian Nordic has been listed on the Nasdaq Copenhagen exchange since 1998. We are included in the OMXC25 index and the OMXC Large Cap index.

U.S. investors can trade Bavarian Nordic though a sponsored level 1 American Depositary Receipt (ADR) program with Deutsche Bank Trust Company Americas acting as the depositary bank. One ordinary Bavarian Nordic share represents three Bavarian Nordic ADRs, and the ADR ticker symbol is BVNRY. Additional information about the ADR program is available on our investor relations website.

Share price performance
Bavarian Nordic share closed the year at DKK 190.85, delivering a 1% return for the year, while OMXC25 and the Nasdaq Biotechnology (NBI) index closed the year at 3% and 32%, respectively. The year-low for the share was DKK 140.15 on April 7, 2025, and the year-high was DKK 242.10 on October 21, 2025, based on the daily closing prices of the share. The temporarily higher share price during the year was related to the potential takeover offer. At year end, our market capitalization was DKK 15 billion.

Share capital
The share capital was DKK 792,367,280 by year-end 2025, comprising 79,236,728 shares with a nominal value of DKK 10 each. Each share carries one vote.

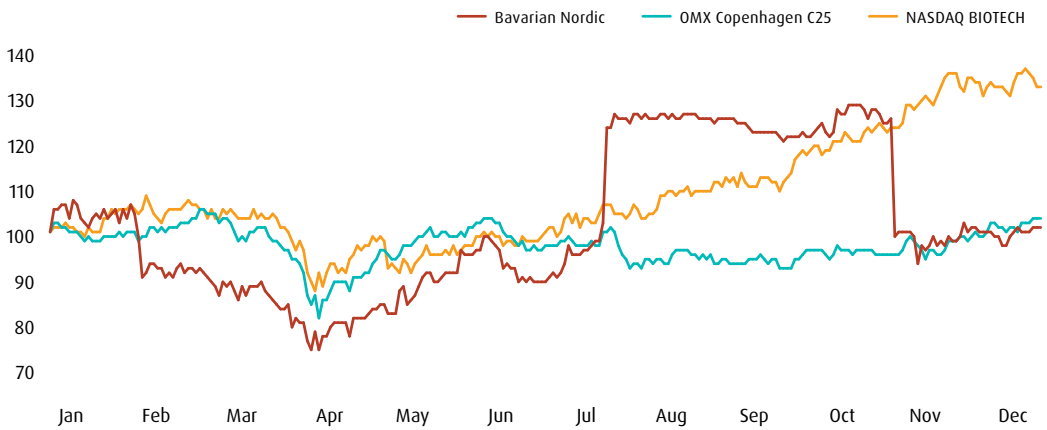
In September 2025, 363,156 new shares at DKK 206.82 and 18,715 shares at DKK 190.11 were issued as a result of employee warrant exercise, raising proceeds of DKK 78.7 million.

By December 31, 2025, there were 4,745,764 outstanding warrants, which entitle warrant holders to subscribe for 4,745,764 shares of DKK 10 each. Thus, the fully diluted share capital amounted to DKK 839,824,920 at year end, comprising 83,982,492 shares. For further information about outstanding warrants, see note 14 in the consolidated financial statements.

Share information

Ticker symbol	BAVA
Share capital	DKK 792,367,280
Number of shares	79,236,728
Number of treasury shares	966,845
Share classes	One class
Nominal denomination	DKK 10
Voting rights	One share carries one vote

Share price development 2025



Ownership and major shareholders
At the end of 2025, we had approximately 94,000 registered shareholders owning 94% of the share capital, while the remaining 6% were held by non-registered shareholders. The share of retail shareholders was around 20%, of which majority was Danish shareholders. We held 966,845 shares as treasury shares, corresponding to 1.22% of the share capital, which have been repurchased to meet obligations arising from the share-based incentive programs for the Board of Directors and Executive Management. Refer to note 29 in the consolidated financial statements.

At the end of 2025, the following shareholder owned five percent or more of Bavarian Nordic shares according to their publicly disclosed shareholder notification:

ATP Group, Hillerød, Denmark, 11.56% as of December 31, 2025

Capital allocation principles
In the mid- to long-term, we expect to further improve our financial flexibility through increasing cash flow generation, which we intend to use to invest in growing the current business and pipeline, while prioritizing synergistic M&A as well as returning excess cash to our shareholders.

In the context of a strong cash position, resulting from the sale of the Priority Review Voucher (PRV) and a continued positive cash flow from operations, in December 2025 we announced our intent to launch a one-time share buy-back program of up to DKK 500 million, to be executed over the next 12 months. The share buy-back program was launched in January 2026, with the first tranche of the program comprising buy-back of shares for up to DKK 150 million, which was completed in February 2026.

Investor relations
We maintain an active dialogue with shareholders, sell-side analysts, and other stakeholders by providing relevant, reliable and transparent information about relevant strategic, economic, financial, operational and scientific affairs in an open and timely manner. This work is carried out by management and investor relations through frequent interactions with existing and potential shareholders in investor roadshows, conferences, meetings and conference calls. The financial reports, company announcements, investor presentations and financial calendar are available on our investor relations website.

In connection with the publication of financial reports, management is hosting a conference call for investors and analysts to present the results followed by a Q&A session. The conference calls are webcast live and they can be accessed via the investor relations website where they will also be available for on demand viewing for up to one year.

Annual General Meeting
The 2026 Annual General Meeting will be held on April 21, 2026. Additional information will become available on our website no later than three weeks before the event. Shareholders who have subscribed to company news will receive a notification via e-mail. Once summoned, registered shareholders can request admission card and/or vote by proxy for the meeting through the shareholder portal, which can be accessed via our investor relations website. To register shares by name, shareholders must contact their custodian bank.

Visit our investor relations website →

Financial calendar 2026

- **April 21, 2026**
  Annual General Meeting
- **May 13, 2026**
  Three-month interim report (Q1)
- **August 21, 2026**
  Half-year interim report (Q2)
- **November 13, 2026**
  Nine-month interim report (Q3)

Risk management

Bavarian Nordic's business model encompasses the entire value chain from research and development through production to commercialization and is founded on the company's capacity for innovation and commercialization of vaccines.

The model includes partnerships, complex governmental sales, and direct sales channels. This broad scope inherently exposes the company to a range of risks across its operations.

Risk management at Bavarian Nordic is governed by a structured Enterprise Risk Management (ERM) framework, integrating risk identification, monitoring, and mitigation into operational and management processes. The Finance, Risk and Audit Committee (FRAC) oversees this framework quarterly and provides updates to the Board of Directors for consideration in strategic decision-making.

The process ensures comprehensive risk identification and management through both bottom-up and top-down approaches. Key risks are initially identified and described at the operational level, with mitigating actions implemented to reduce likelihood or impact. Where appropriate, residual risks are further mitigated through insurance. Each risk is assigned an executive-level owner and a responsible employee for ongoing monitoring and mitigation.

Beyond the risk listed below additional risks related to Environmental, Social, and Governance (ESG) topics are detailed under each ESG section in this report. These include reporting, compliance, and material risks that may affect Bavarian Nordic, its environment, and stakeholders.

Risk area	Description and impact	Mitigating actions
Manufacturing and quality of supply	Disruptions to Bavarian Nordic's supply chain caused by manufacturing issues, internal systems, or supply chain issues, could have a significant impact on the ability to supply products at the right time and could impact both customer relations and financial performance. Bavarian Nordic utilizes subcontractors and CMOs as part of the supply chain; any disruptions to the planning and execution at CMOs or subcontractors could impact Bavarian Nordic's ability to supply products timely.	• Update and maintain risk assessment for equipment and implement preventive maintenance where necessary. • Internal quality audits, including mock inspections. • Dual sourcing strategies. • Adequate safety inventory for core products. • Close supply chain control and direct monitoring of key vendors. • Constantly updated disaster recovery plans. • Updated and adequate factory IT. • Systematic and integrated Sales and Operations Planning model to ensure potential lack of capacity is flagged early.
Systems and processes	As we expand our presence and global supply coverage, potentially inefficient processes or systems, including Enterprise Resource Planning (ERP), could restrict our ability to scale up and deliver on the growth potential across products and markets.	• Investments and efforts to secure that Bavarian Nordic uses a structured ERP system and has a broadly covering BI system. Constant standardization of processes and quality systems, including identification of process and data owners. • Employee training.

Risk area	Description and impact	Mitigating actions
Cyber security	Disruptions, including hacking, malware, or other external attempts to disrupt our ability to operate could have a significant impact on our IT infrastructure and systems, from inability to perform operationally to inability to perform commercial sales or perform R&D. The impact could influence revenue and/or costs.	• Internal procedures for security monitoring and vulnerability assessment. • Constantly having continuity plans updated, including having updated internal processes for data recovery. • Plans for micro-segmentation to reduce the impact of attacks. • Training and awareness campaigns both inside the IT department and within the business. • Externally performed maturity assessments test, including gap analysis and gap closure plan identification. • Involvement of third-party cybersecurity specialist to ensure a constant overview of threats and preventative measures available. • Perform annual security penetration tests and audits by a third party. • Investments in strengthening the infrastructure and security.
Research and development	We are progressing studies and projects through the R&D pipeline, including life-cycle management activities for the current portfolio of products. Any research and development activities can be delayed or even abandoned. The product approval phase can be delayed or even fail. All clinical material and production facilities require regulatory approval; such approvals can be delayed or even fail. Delays, failures or paused projects could have an impact on our future pipeline and hence future profitability.	• Close dialogue with authorities (e.g., FDA and EMA) to secure optimal path to approval and compliance with GMP, etc. • Strong quality system in place to ensure compliance with standards agreed with and required by authorities. • Communication with experts and regulators, to discuss regulatory strategy and development of recommendation. • Shelf-life extension initiatives for products in the current portfolio.
Laws, regulations and compliance	Not complying with laws, incl. anti-corruption laws, regulations or any other compliance requirements could damage our reputation, result in significant fines and impede our ability to operate.	• Follow and monitor the established internal compliance structure and governance. • Internal and external legal resources available. • Continuous training of the organization in relevant laws, regulations and policies. • Monitor development in relevant laws and regulations. • Allocation of internal resources to secure adaptation of new rules and regulations. • Monitoring by the Business Ethics Compliance Committee.
Commercialization and competition	We compete in markets where prices may be determined by the local supply/demand, including products from competitors that are significantly larger than us. Pressure from local healthcare politics to reduce costs may impact Bavarian Nordic's pricing or volume. Geopolitical or macroeconomic changes or health crises, e.g., pandemics, could impact demand, pricing and access to vaccinations. Competitors might develop product candidates with higher potential which could reduce the value of our pipeline and products.	• Develop early-stage pipeline of vaccines, or new platforms, to stay competitive. • Ensure product availability through meticulous sales and operations planning. • Secure an engaged and competent sales, marketing and medical affairs organization, e.g. through continuous training. • Look for and leverage differentiation. • Further develop products in the market (lifecycle management). • Build strong relations through dedication and focus to achieve preferred supplier status.
Partnerships	Partnering with other companies and government bodies in the industry is a central element of our strategy. Loss of partnerships, e.g., due to collaboration issues, failed projects or similar, could have a significant impact on our reputation and future performance.	• Frequent interactions with partners to build and maintain common understanding. • Processes in place to resolve potential issues.

Risk area	Description and impact	Mitigating actions
Talent attraction and retention	We depend on the ability to attract and retain talents for many functions. In times of high competition for the right talents or adverse impact on our image, it could impact our ability to perform at high standards and compete against other companies.	• Perform employer branding. • Provide training and development. • Offer competitive remuneration package. • Identify and develop key talents, including talent programs.
Safety and incidents	We are fully committed to the safety and well-being of employees. Incidents or accidents can occur on our sites, and we maintain high standards and strong controls to prevent this from happening.	• Structured approach by the EHS organization to all workplace assessments. • Training employees in appropriate safety procedures to perform the job. • Adequately maintaining and communicating safety instructions. • Ensuring processes and equipment is fit for the purpose. • Permit to work systems for relevant jobs. • High focus on, and procedures in place where biosafety and biosecurity events could occur.
Intellectual property rights	The validity of patents is crucial for the Company to secure future revenues and return on the investments made in development. Patents might be challenged by competitors. It is also crucial for the Company to avoid costly and lengthy litigation actions on IP launched by third parties.	• Dedicated and experienced resources involved in the filing of patent applications to minimize vulnerability to future invalidity actions, and with ability to defend patents if such actions are filed. Appropriate resources are therefore spent on navigating the patent landscape to avoid third party patents.
Currency and tax exposure to risks	Significant fluctuations in the DKK/USD and other currencies which Bavarian Nordic could be exposed to, could impact financial positions. Potential disputes with tax authorities could result in additional tax payments	• Material net USD exposure is hedged using FX contracts or options. • Frequent monitoring of planned cash flows in other currencies allows for hedging when the risk is identified. • Taxes are paid where we operate. Inter-company transactions are governed by agreements in compliance with OECD's transfer pricing guidelines. • External and internal tax expertise is engaged whenever Bavarian Nordic is exposed to new tax risks to avoid lack of compliance or negative surprises. • • Currency risks and additional financial risks are further explained in note 23 in the consolidated financial statements.
Import tariffs	Introduction of significant import tariffs on our vaccines could result in reduced revenue and profits and thereby potentially reduce the company's ability to invest in R&D and provide competitive financial returns.	• Consider location of manufacturing in the strategic planning. A global presence with part- or full manufacturing in key markets will reduce impact. • Securing local inventory of vaccines will delay impact. • Consider passing on the costs in full or in part to customers where relevant and possible.

Corporate Governance

The Board of Directors

Bavarian Nordic is managed in a two-tier structure composed of the Board of Directors (the Board) and the Executive Management. The Board is responsible for the overall strategic management and the financial and managerial supervision of Bavarian Nordic, as well as for regular evaluation of the work of the Executive Management. In addition, the Board supervises the Company in a general sense and ensures that it is managed in an adequate manner and in accordance with applicable law and the Company's articles of association.

The Board discharges its duties in accordance with the rules of procedure of the Board, which are reviewed and updated by all members of the Board.

Board committees

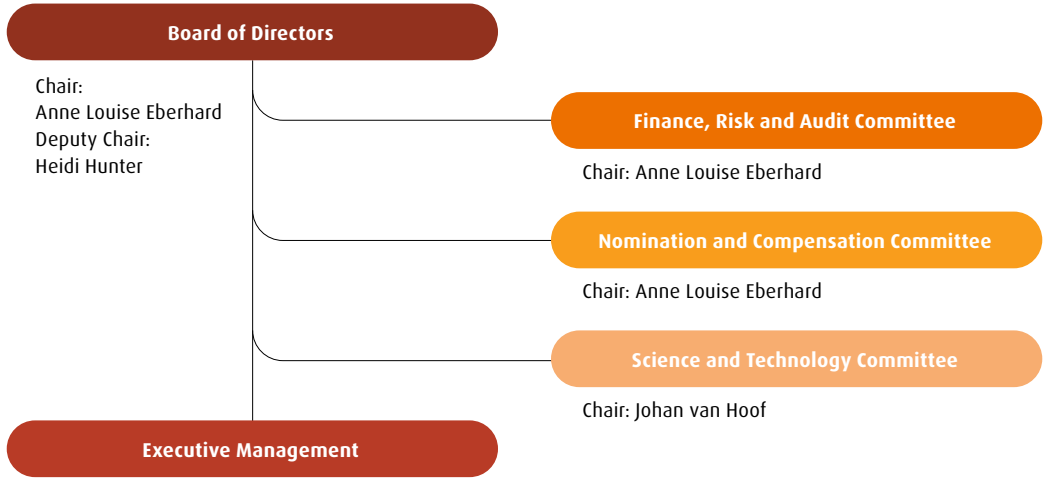
To support the Board in its duties, the Board has established and appointed three subcommittees: a Finance, Risk and Audit Committee, a Nomination and Compensation Committee and a Science and Technology Committee. The committees, which comprise only shareholder-elected members of the Board, are charged with reviewing matters pertaining to their respective fields that are due to be considered at board meetings. More information about the committees, including the terms of reference which specify the tasks and responsibilities for each of the committees, is available on the Company's website:

Board committees →

Composition of the board

The Board consists of eight non-executive members: five external members and three employee representatives. The external members are elected by the shareholders at the annual general meeting for terms of one year; retiring members are eligible for re-election. The Board elects a chair from among its members. The employee representatives are elected by the employees for a four-year term; the current four-year term expires in 2029. At year-end 2025, 63% of the board members were considered independent. All shareholder-elected members are considered independent, while employee representatives are not considered independent.

The composition of the Board should reflect a diversity of backgrounds, experiences and expertise relevant to the Company considering the industry and markets it is operating within, and which collectively enables the Board to oversee the strategy and development of the Company at any time.



Changes to the Board during 2025

At the annual general meeting in April 2025, Anders Gersel Pedersen, member of the Board since 2010 and deputy Chair since 2014, stepped down, and the Board was reduced from seven to six shareholder-elected members. Anne Louise Eberhard was appointed new deputy Chair. Following the departure of the Chair of the Board, Luc Debruyne in November 2025, before the end of his term, Anne Louise Eberhard was appointed new Chair. Subsequently, in December, Heidi Hunter was appointed new deputy Chair.

The composition of employee representatives on the Board changed at the annual general meeting, following a new, planned election amongst employees earlier in 2025 where the number of employee representatives on the Board was reduced from four to three. Anja Gjøl was re-elected for a four-year period, and Mette Boas Schwartzlose and Christina Teichert were elected new employee representatives, replacing Linette M. Andersen, Thomas A. Bennekov and Karen M. Jensen.

Meetings in 2025

The Board held 17 meetings in 2025 compared to 8-9 meetings held annually in recent years. The higher meeting frequency was due to the increased workload related to the takeover offer published on 28 July 2025 and withdrawn on 6 November 2025. The overall attendance for the Board at meetings in 2025, including meetings in the subcommittees, was 96 %. The attendance for each board member during their term is detailed in the table below.

	Board of Directors	Finance, Risk, and Audit Committee	Nomination and Compensation Committee[1]	Science and Technology Committee
Anne Louise Eberhard	●●●●●●●●●●●●●●●●●●	●●●●●	●●●●	
Heidi Hunter	●●●●●●●●●●●●●●●●●●	●●●●	●	●●●
Frank Verwiel	●●●●●●●●●●●●●●●●●○		●●●●●●	●●●
Johan van Hoof	●●●●●●●●●●●●●●●●●○	●●●●●		●●●
Montse Montaner[2]	●●●●●●●●●●○○○○○○○	●●●●●	●●●	
Luc Debruyne[3]	●●●●●●●●●●●●●○		●●●●●	●●●
Anders Gersel Pedersen[4]	●●●●	●		●
Anja Gjøl[5]	●●●●●●●●●●●●●●●●●●			
Mette Boas Schwartzlose[6]	●●●●●●●●●●●●●			
Christina Teichert[6]	●●●●●●●●●●●●●			
Linette M. Andersen[4]	●●●●			
Thomas A. Bennekov[4]	●●●●			
Karen M. Jensen[4]	●●●●			

[1] The composition of the Nomination and Compensation Committee changed during the year, resulting in an increased number of different meeting participants in 2025. Additionally, Anne Louise Eberhard attended two meetings in place of Montse Montaner due to conflict of interest (regarding the proposed takeover offer published 28 July 2025).
[2] Montse Montaner did not attend six board meetings due to conflict of interest (regarding the proposed takeover offer published 28 July 2025).
[3] Luc Debruyne retired from the Board on 13 November 2025.
[4] Retired from the Board following the end of their term at the annual general meeting on 9 April 2025.
[5] Reelected as employee-elected board member in 2025 (member of the Board since 2021.
[6] Elected new employee representative for the period 2025-2029. Joined the Board on 9 April 2025.

● Meeting attended ○ Meeting not attended

Evaluation of the Board

Each year, the Board and its subcommittees conduct an evaluation of the Board's and subcommittee's work, accomplishments and composition. The chair heads the annual evaluation, which is conducted at least every third year with external assistance.

The process, whether it is facilitated internally or by external consultants, evaluates topics such as board dynamics, board agenda, quality of the material that is submitted to the Board, discussions at the board meetings, the chair's leadership of the Board, strategy, board composition and board competencies.

Due to a number of other priorities for the Board in the second half of 2025, it was decided to postpone the board evaluation until the first quarter of 2026. The evaluation was performed in January 2026 through completion of a detailed questionnaire with the assistance of an external advisor. The results of the evaluation will be discussed at a board meeting in early 2026.

Executive Management

The registered Executive Management is appointed by the Board, which lays down their terms and conditions of employment and the framework for their duties. The Executive Management is responsible for the day-to-day management of Bavarian Nordic in compliance with the guidelines and directions issued by the Board. The day-to-day operations do not include transactions of an unusual nature or of material importance to the affairs of Bavarian Nordic.

As of December 31, 2025, the registered Executive Management consisted of Paul Chaplin, President and CEO and Henrik Juuel, Executive Vice President and CFO, both registered with the Danish Business Authority, assisted by two Executive Vice Presidents who together with the registered Executive Management are responsible for the day-to-day operations of the Company (collectively the Executive Management).

Board and management gender diversity

As of December 31, 2025, the Board had a representation of three female and two male members elected by the shareholders and three female members elected as employee representatives. The Executive Management consisted of four male members. The other management[1] in Bavarian Nordic had a representation of six female and eight male managers. Hence, there was an equal gender distribution among the shareholder-elected Board members and in other management levels as in accordance with the guidelines from the Danish Business Authority and is therefore not required to set a gender target figure[2]. However, there is not an equal gender distribution among the employee representatives on the Board whereto the necessary measures will be implemented regarding the gender balance among the employee representatives prior to the next election of employee representatives, when the current four-year term expires in 2029.

We always strive to attract and engage a highly qualified and diverse group of employees and aim to eliminate biases and create an inclusive atmosphere. In order to achieve these ambitions, Bavarian Nordic outlined the below specified ambitions and objectives for the work with diversity and inclusion.

We wish to:

- Have a balanced gender distribution in all managerial positions and at all levels in the organization.
- Seek an age-diverse workforce that brings new perspectives, knowledge and experiences.
- Develop a workplace that embraces diverse backgrounds and perspectives stemming from an increasingly global and specialized organization.
- Ensure that the compositions of the Board and Executive Management is diverse in terms of experience, competencies and gender.

Board and management gender diversity

Members of the Board, Executive Management and Other Management, total and by under-represented gender. The percentages in the table indicate the ratio of the under-represented gender in each category.

	2025		2024		2023	
	Number	*Percent*	*Number*	*Percent*	*Number*	*Percent*
Board of Directors, total	8	25%	11	45%	11	45%
Board of Directors, shareholder-elected	5	40%	7	43%	7	29%
Board of Directors, employee representatives	3	0%	4	25%	4	25%
Executive Management	4	0%	5	20%	6	33%
Other Management	14	43%	23	48%	21	48%

[1] Members of Executive Management employed by Bavarian Nordic A/S along with their direct reports with leadership responsibility, also employed by Bavarian Nordic A/S and direct reports with leadership responsibility that are employed by Bavarian Nordic A/S and are reporting to a member of Executive Management not employed by Bavarian Nordic A/S.
[2] Cf. the Gender Balance Act, Section 5

Remuneration policy and report

The remuneration of the Board and the registered Executive Management is governed by the remuneration policy which is approved by the annual general meeting.

In accordance with section 139b in the Danish Companies Act, Bavarian Nordic has prepared a report on the remuneration of the individual members of the Board and the registered Executive Management in 2025.

At the annual general meeting in April 2025, the 2024 Remuneration Report was submitted for an advisory vote. As the report did not obtain majority support, the Board has reviewed the concerns that may have contributed to this outcome. These concerns have been addressed by the Board in the 2025 Remuneration Report.

Remuneration Policy →
Remuneration Report →

Business ethics

We have established the Global Business Ethics Compliance Committee, which is represented by Executive Management and relevant business functions, to meet quarterly and oversee the Global Business Ethics Compliance Program. The Chief Compliance Officer has been appointed responsible for the Global Business Ethics Compliance Program and regularly reports on its status to the Finance, Risk, and Audit Committee. The Company has established a North America Compliance Committee and appointed a U.S. Compliance Officer. All employees, Executive Management, and the Board of Directors are trained on our Code of Conduct, Anti-Corruption Policy, and Speak-Up Policy. The Code of Conduct and Speak-Up Policy are accessible from our website.

Code of Conduct →
Ethics Hotline →

Data ethics policy

Our Data Privacy Policy includes our Data Ethics Policy establishing our eight principles to ensure strong data ethics:

1. Our Executive Management is dedicated to ensuring and maintaining a high standard of data ethics
2. We ensure accountability for data processing
3. We require an appropriate level of data ethics for processing activities carried out by third parties
4. We ensure that the processing activities carried out provide value to the data subjects, and are transparent and secure
5. We train our employees and monitor processing activities
6. We maintain an Ethics Hotline, where violations of data protection laws can be reported by internal and external stakeholders
7. We identify and monitor the use of new technologies for processing of data
8. We carry out internal controls

Employees are trained annually on our Data Privacy Policy including our Data Ethics Policy.

Corporate governance report

We remain focused on good corporate governance, having implemented the recommendations from the Committee of Corporate Governance (*Komitéen for god Selskabsledelse*) for companies listed on the Nasdaq Copenhagen exchange.

In accordance with Section 107 b of the Danish Financial Statements Act, we have published a statutory report on Corporate Governance for the financial year 2025. The report provides a detailed account of the two-tier management structure of Bavarian Nordic, including an overview of the Board and its committees and a review of their activities over the year. The statement also describes key elements of our internal control and risk management systems related to financial reporting processes.

Management intends that Bavarian Nordic shall be operated in compliance with guidelines and recommendations that support our business model and can create value for our stakeholders. Regularly and at least once a year, Management monitors adherence to the recommendations on corporate governance to ensure the best possible utilization of and compliance with the recommendations and legislation. However, in 2025 the Company did not comply with two out of the forty recommendations. For further explanation, see the Corporate Governance report, which is available on our website..

Corporate Governance →

Board of Directors

Anne Louise Eberhard
Chair

Chair of the Nomination and Compensation Committee.

Chair of the Finance, Risk and Audit Committee.

Other positions
Chair of the board of Finansiel Stabilitet SOV and Den Danske Unicef Fond. Deputy chair of the Board of Copenhagen Airports A/S. Member of the board of FLSmidth & Co. A/S and VL 52 ApS. CEO of EA Advice ApS. Advisory Board Member of the Center for Strategic CSRD by EY and Erhvervslivets Tænketank, and Faculty Member at Copenhagen Business School, Board Educations.

Heidi Hunter
Deputy chair

Member of the Science and Technology Committee.

Member of the Nomination and Compensation Committee.

Other positions
Member of the board of Vicore Pharma Holding AB, IO Biotech, Inc., and Sutro BioPharma, Inc.

Frank Verwiel
Member of the Nomination and Compensation Committee.

Member of the Science and Technology Committee.

Other positions
Chair of the board of Intellia Therapeutics, Inc.

Johan van Hoof
Chair of the Science and Technology Committee.

Member of the Finance, Risk and Audit Committee.

Other positions
Independent advisor for the biotech/vaccine industry and for not-for-profit organizations/academia and Chief Scientific advisor to Ziphius Vaccines.

Montse Montaner
Member of the Finance, Risk and Audit Committee

Member of the Science and Technology Committee.

Other positions
Member of the board of the Children's Tumor Foundation, CureAge Therapeutics, Ellab A/S and Hipra S.A. CEO of Montaner & Associates GmbH.

Anja Gjøl
Employee representative.

Position
Scientist.

Mette Boas Schwartzlose
Employee representative.

Position
Senior Project Manager.

Christina Teichert
Employee representative.

Position
Environmental Operator.

For full leadership biographies, visit our website: Board of Directors →

Board overview

	First elected	Term expires	Independent	Gender	Nationality	Year of birth
Anne Louise Eberhard	2019	2026	Yes	Female	Danish	1963
Heidi Hunter	2023	2026	Yes	Female	American	1958
Frank Verwiel	2016	2026	Yes	Male	Dutch	1962
Johan van Hoof	2023	2026	Yes	Male	Belgian	1957
Montse Montaner	2024	2026	Yes	Female	Spanish	1968
Anja Gjøl	2021	2029	No [1]	Female	Danish	1980
Mette Boas Schwartzlose	2025	2029	No [1]	Female	Danish	1975
Christina Teichert	2025	2029	No [1]	Female	Danish	1969

[1] Employee representatives are not considered independent under the Danish Corporate Governance recommendations.

Board competencies

The shareholder-elected members of the Board possess leadership experience as well as board experience from public or private companies and organizations. In addition, each member brings different experience and skills relevant to their representation on the Board and its subcommittees, which collectively enable the Board to oversee the strategy and development of the Company.

The Board has identified the core competencies which collectively should be possessed by the shareholder-elected members to perform their duties in supporting the Company's strategy. To assess whether all core competencies are adequately represented, each member has identified their primary competencies as shown in the table below. The members may also have knowledge or experience in areas other than their primary competencies. Employee representatives are not part of the competency self-assessment.

Competency overview

	Corporate Leadership	Life Sciences	Public health	Product Development and Supply	Commercial Strategy, M&A and Business Development	Finance, Capital and Risk Management	People and Culture	ESG	Technology and Digitalization
Anne Louise Eberhard	●				●	●	●	●	●
Heidi Hunter	●	●		●	●	●	●		
Frank Verwiel	●	●			●	●	●		
Johan van Hoof	●	●	●	●	●				
Montse Montaner	●	●		●		●	●	●	
Anja Gjøl	Employee representative								
Mette Boas Schwartzlose	Employee representative								
Christina Teichert	Employee representative								

Executive Management

Paul Chaplin
President and
Chief Executive Officer

Henrik Juuel
Executive Vice President,
Chief Financial Officer

Jean-Christophe May
Executive Vice President,
Chief Commercial Officer

Russell Thirsk
Executive Vice President,
Chief Operating Officer

Executive management overview

	Joined	Nationality	Gender	Year of birth
Paul Chaplin	1999[1]	British	Male	1967
Henrik Juuel	2018	Danish	Male	1965
Jean-Christophe May	2020	French	Male	1967
Russell Thirsk	2022	British	Male	1968

1 Joined in 1999, appointed Vice President in 2004, and President and Chief Executive Officer in 2014.

For full leadership biographies, visit our website: Our leadership team →

Sustainability statements

Guide to the sustainability statements

2025 marks our second year of reporting in alignment with the EU Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS).

Our 2025 double materiality assessment (DMA) forms the foundation of our disclosures and, reflects our investigation of the impacts, risks, and opportunities (IROs) associated with our own operations as well as key areas across our broader value chain. Based on these insights, we report on the sustainability matters that are most essential to our business and strategic aspirations.

The general disclosures outline our business model, strategy, and governance, with particular emphasis on sustainability and our material IROs. In the topical ESRS, we present our approach to managing our material IROs through policies, processes, and actions. Where relevant, we further report on our ambitions and performance.

Through these disclosures, we aim to ensure transparency across all sustainability matters deemed material to our company, including how we impact people, society, and the environment as a vaccine company.

In these sustainability statements, we use acronyms and terms that have either been introduced by the CSRD and the ESRS or are in other ways not commonly used outside our sector. We have therefore included an index with key terms and acronyms (see the Appendix of these sustainability statements). All disclosures are prepared in accordance with the CSRD and the ESRS, ensuring a consistent and comparable reporting framework across all topics.

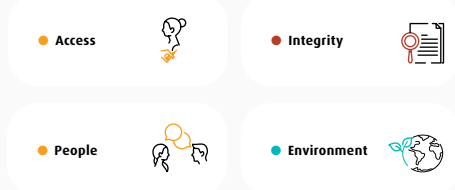
In line with our 2025 DMA, we report on the following ESRS

General	Environment	Social	Governance
ESRS 2 General disclosures	**E1** Climate change **E2** Pollution **E4** Biodiversity and ecosystems **E5** Resource use and circular economy	**S1** Own workforce **S2** Workers in the value chain **S4** Consumers and end-users	**G1** Business conduct

Our approach

At Bavarian Nordic we strive to embed sustainability throughout our business to create long-term value for employees, society, and shareholders by protecting our license to operate, winning market share, and fostering trust. Guided by our vision, we see sustainability as an enabler of our business strategy and a lens through which we consider our impact, responsibilities, and opportunities as a global vaccine company.

Our sustainability approach is framed around four central pillars, each reflecting an important dimension of our vision, our purpose, and how we understand our role as a global vaccine company. These pillars, which will be developed further in the course of 2026, provide a framework for how sustainability can enable our mission of expanding access to vaccines, improving and protecting lives, and embedding responsible practices into the way we operate.



ESRS 2

General disclosures

Basis for preparation

Our sustainability statements have been prepared on the same consolidated basis as the 2025 annual financial statements, applying the time horizons advised by the EU Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS), unless otherwise stated. Specifically, these refer to short-term as up to one year, medium-term as one to five years, and long-term as more than five years.

For the 2025 reporting year, we have decided to apply simplification measures to the EU Taxonomy disclosures, as introduced by the European Commission in the Delegated Regulation from 4 July 2025. No other changes have been made to the preparation or presentation of sustainability information, as we continue to report in alignment with the CSRD and the ESRS.

Value chain coverage
The sustainability statements cover our own operations and capture certain elements of our value chain. The instances in which disclosures within the sustainability statements are not limited to our own operations can be found in the following sections: "Climate change", "Biodiversity and ecosystems", "Workers in the value chain", "Consumers and end-users", and "Business conduct". The double materiality assessment (DMA) process provides a description of the scope we use to identify and assess material impacts, risks and opportunities (IROs) in our upstream and downstream value chain, as prescribed by the ESRS. Where relevant, policies, actions and targets to manage material IROs extend to applicable parts of the value chain. Value chain data is also included in relevant environmental, social and governance metrics.

Omission of information
We have not omitted any specific information corresponding to intellectual property, know-how, impending developments or matters in the course of negotiations. Aligned with our DMA, we report only on data points identified as material, mandated under the ESRS. We continue to apply all phase-in provisions set out in Appendix C of ESRS 1, following the recommended one- and three-year implementation periods where relevant. In addition, for disclosure requirements covered by the ESRS "quick-fix" delegated act, we apply the extended timelines that remain available to Wave 1 reporters in their subsequent reporting years.

Value chain estimations
Scope 3 greenhouse gas emissions disclosed in this report include upstream value chain data estimated using a spend-based method, which rely on sector-average emission factors as proxies. As these calculations are based on indirect sources rather than primary data, they are subject to inherent uncertainty. Further details on the methodology and assumptions applied are provided in the accounting policies for Scope 3.

Changes in comparative data
Comparative data is restated when prior-period reporting error corrections or changes in accounting policies are assessed to improve a fair view of the sustainability statements, ensuring that disclosures remain relevant and support informed decision-making.

In 2025, we conducted a review of our data as part of our ongoing efforts to improve accuracy and transparency. This review identified reporting errors in prior periods, primarily related to recognition of renewable energy sources and classification of substances of very high concern. These errors have been corrected in these sustainability statements, and comparative information has been restated where applicable. The adjustments reflect our commitment to strengthening data quality and build on lessons learned during our initial year of CSRD-aligned reporting.

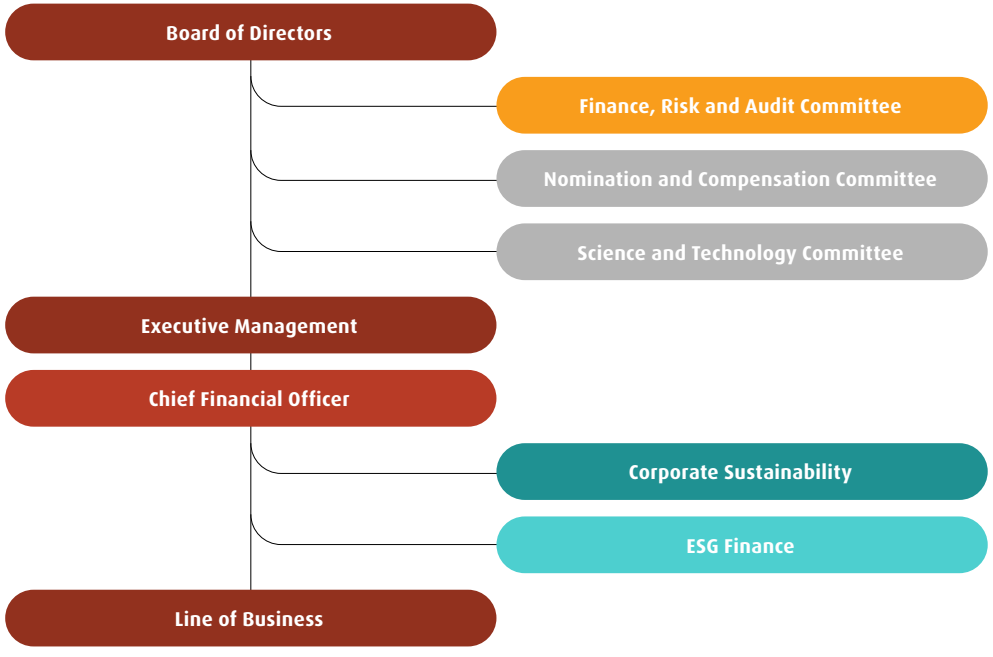
The corrections refer to: unavailability of information at the reporting date (see page 65), changes in accounting policies (see page 65), or a classification error (see page 69). Further details, including quantitative impact of these adjustments, are disclosed in the footnotes to the relevant metrics within the topical ESRS chapters.

Incorporation by reference
In the sustainability statements, ESRS disclosure requirements incorporated by reference to other sections of the Annual Report are as follows:

- GOV-1: information related to the composition and diversity of administrative, management, and supervisory bodies (21a, b, c, d, e) (see the Management review, Corporate Governance)
- GOV-4: statement on due diligence (see the Appendix of these sustainability statements)
- SBM-1: elements of our strategy that relate to or impact sustainability matters, our business model, and our value chain (see the Management review, Our purpose and commitment)
- IRO-2 (56): list of disclosure requirements complied with in preparing the sustainability statements and list of data points that derive from other EU legislation (see the Appendix of these sustainability statements)

Sustainability governance

Our governance framework provides oversight, accountability, and integration of sustainability and ethical business conduct across the organisation. It supports informed decision-making, and enables the identification, management, and monitoring of material impacts, risks, and opportunities (IROs) in line with regulatory requirements and stakeholder expectations.



The role of the Board and Executive Management & Sustainability matters addressed by management

Management and oversight of sustainability matters

Our Executive Management oversees governance processes, controls, and procedures for monitoring and managing IROs through delegated responsibilities.

The Corporate Sustainability department leads sustainability strategy development and, together with relevant business units, identifies and addresses, at a topical level, the material IROs identified in the double materiality assessment (DMA). Day-to-day management of sustainability is anchored with the Director, Corporate Sustainability, while the reporting process is anchored with both the ESG Finance and Corporate Sustainability departments. Oversight of ESG reporting and sustainability strategy is overseen by our Chief Financial Officer (CFO). Implementation of strategic initiatives is anchored within the line of business, and is overseen by the relevant Executive Vice President.

Our CFO holds the overall strategic responsibility for sustainability matters, and our Executive Management secures that appropriate skills for managing material IROs are available within their business units and decide on training or need for external support.

Oversight of sustainability reporting is anchored under the Finance, Risk and Audit Committee (FRAC), while the Board oversees the sustainability strategy, as outlined in the Board's terms of reference.

Informing supervisory bodies

The Board sets the strategic direction and oversees sustainability matters, while Executive Management handles day-to-day operations. Both the Board and Executive Management consider material IROs in strategy, major transactions, and risk management, including any trade-offs associated with these.

Sustainability and ESG reporting are standing items at all FRAC meetings. At these meetings, the Corporate Sustainability and ESG Finance departments each present items for information and/or the need for decision, including:

- Information on sustainability reporting progress, controls, and risks
- Information on sustainability strategy-related topics

- Request for decision of approval of the methodology for the DMA
- Request for decision of recommendation to the Board for signing off on the annual DMA

Our CFO represents management at FRAC meetings, and is accompanied with relevant staff to inform members of FRAC on sustainability matters and reporting progress. The Board and FRAC each meet at least four times annually.

2025 update
Started in Q2, 2025, we report internally on key KPIs to our Executive Management and relevant internal stakeholders quarterly, to inform on status and progress of strategic initiatives, public commitments, and tracking of general progress.

Target setting and tracking effectiveness
Executive Management monitors progress on company goals linked to incentive schemes (see Sustainability-related performance in incentive schemes). Targets disclosed under the topical European Sustainability Reporting Standards (ESRS) are set and progress is monitored by Executive Management, based on input from relevant departments, generally on a quarterly basis. The Board approves the overall strategic company goals proposed by our Executive Management.

Departments responsible for the implementation of set targets track the effectiveness of related policies and actions and are responsible for creating and/or updating such documents where relevant and needed. Executive Management holds the overall responsibility for ensuring progress and effectiveness of the sustainability-related targets at the corporate level. Not all identified material IROs have associated targets in alignment with the Minimum Disclosure Requirements.

Prioritized actions in 2025

Our Executive Management is informed annually about the outcome of the DMA and on a quarterly basis on selected strategic sustainability initiatives.

The following key sustainability matters were addressed by our Executive Management during 2025:

Access

Access to vaccines strategy roadmap in Low-Income Countries (LICs) and Lower-Middle-Income Countries (LMICs)

Environment

Initiation of a multi-year phased project to convert our heating and cooling system in our Swiss manufacturing site to a modular electric heat pump system

Integrity

The Responsible Value Chain Program, including a new policy that underlines our expectations to our suppliers' and business partners' commitments to sustainability due diligence in line with the UN Guiding Principles and OECD Guidelines

Sustainability-related performance in incentive schemes

All members of our Executive Management are entitled to an annual remuneration in accordance with the Remuneration Policy, which consist of fixed and variable remuneration components.

Our Executive Management has short and long-term incentives that also include sustainability targets. The remuneration principles for the Board and Executive Management are governed by the Remuneration Policy, which has been approved by the shareholders of Bavarian Nordic.

The proportion of remuneration deriving from short-term and long-term incentives dependent on sustainability-related targets in 2025 amount to 10% of the total incentive remuneration of Executive Management. The targets address sustainability areas that are key to Bavarian Nordic.

Sustainability targets for 2025 covered the following:

Reduction of our environmental footprint

- Implement energy-saving solutions designed to reduce future CO_2e emissions

Maintain a safe and healthy work environment

- Reduce health hazards in our operating sites through the completion of mitigating actions following site-specific risk assessments

Animal welfare

- Submit a regulatory file to support in-vitro potency testing with the purpose of reducing animal testing of produced batches

Access

- Further expanding access to vaccines in low- and middle-income countries through an additional partnership

We did not in 2025 assess performance against absolute greenhouse gas (GHG) emission reductions targets (goals). However, climate related considerations are factored into the remuneration of our Executive Management in terms of our target to implement energy-saving solutions to reduce future CO_2e emissions. With this goal, 2.5% of the total remuneration derives from climate-related considerations.

Risk management and internal controls over sustainability reporting

Our approach to risk management and internal controls for sustainability reporting is based on the principles of the COSO framework - an internationally recognized framework that can be used to set up internal controls. Our setup covers all material sustainability data and disclosures.

Risks are identified and assessed annually, with quarterly monitoring of key sustainability indicators. The process prioritizes risks that could impact reporting accuracy, such as data integrity, complexity, and gaps in competencies. Mitigation measures include enhanced documentation, cross-functional validation, and regular training to ensure data quality and compliance.

Control activities are embedded throughout the reporting process. All sustainability data is reviewed by the ESG Finance department, with additional controls applied in high-risk areas. Structured reporting tools support transparent data collection, review, and validation. Analytical procedures are performed quarterly to detect anomalies and ensure consistency.

Findings from risk assessments and control reviews are integrated into internal processes, enabling continuous improvement and alignment with evolving regulatory requirements. Any deficiencies or significant changes are reported quarterly to Executive Management and, when relevant, to the FRAC.

The main risks identified include human error and completeness of data. Mitigating strategies include a four-eye review process to reduce the likelihood of errors and the involvement of employees from the relevant parts of the business to validate completeness and provide subject-matter expertise.

1. **Identify & assess**
   Annual assessment of material risks
2. **Monitor indicators**
   Quarterly monitoring of KPIs
3. **Mitigate risks**
   Documentation, training, cross-functional validation
4. **Control & review**
   Four-eye principle, analytical procedure
5. **Report & escalate**
   Executive Management & FRAC
6. **Improve & adapt**
   Continuous improvement & regulatory alignment

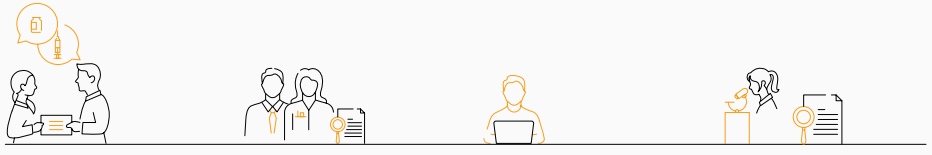
Interests and views of stakeholders

Our strategy and business model for expanding access to medicine is shaped by and dependent on our stakeholders. To operate effectively, we rely on input and consultation from key partners throughout our value chain, including our own workforce, the workers in our value chain, and our consumers and end-users.

Our key stakeholders
Read more on next page

Employees | Workers in the value chain | Consumers and end-users

Other stakeholders



Suppliers and business partners | Industry bodies and regulators | Investors, analysts and media | Animals for testing

We engage with our stakeholders through both structured and ad-hoc processes, including the double materiality assessment (DMA) and ongoing interactions within lines of business, as listed in the stakeholder overview table. Our engagements are integrated into our business model via dialogue directly with stakeholders several times yearly and through their representatives to enable an understanding of stakeholder concerns, expectations and viewpoints. These interactions have informed our DMA processes.

In addition, as part of our DMA process, we have implemented formalized sessions to engage with stakeholders, both directly and through proxy representatives. These sessions are aimed at identifying and assessing relevant topics as well as capturing the interests and views of our stakeholders (see The double materiality assessment process).

Amendments to strategy and/or business model
Through the engagement mechanisms described above, we engage with stakeholders on a recurring basis and incorporate their perspectives into our decision-making processes. This allows us to continuously review and strengthen our strategy and business model to remain aligned with stakeholder expectations. Our current commitment is to drive sustainable growth and deliver innovative, life-saving vaccine solutions, and we are therefore focused on executing our existing strategy.

Informing administrative and supervisory bodies
Stakeholder views and interests are communicated to the Board and Executive Management through several formal channels. Each year, stakeholder priorities are incorporated into our corporate goal-setting process, where individual and departmental objectives are aligned with overall strategic targets and presented to the Board and Executive Management for approval.

Insights from the DMA, informed directly through stakeholder engagement, are formally presented to the Board and Executive Management as part of the DMA process. The DMA serves as a recurring and structured annual process that ensures our governing bodies remain informed about stakeholder priorities, concerns, and expectations.

In 2025, we introduced internal quarterly sustainability reporting which provides relevant stakeholders and Executive Management with updates on sustainability-related impacts, risks, opportunities (IROs), and developments across key sustainability topics.

In addition to these formal structures, we maintain ad hoc dialogue with the Board and Executive Management on emerging stakeholder-related issues, particularly those linked to potential negative impacts or risks that require timely assessment or decision-making.

Interests and views of our own workforce

We strive to continuously integrate the rights, interests, and perspectives of our workforce into our strategy and business model, including respecting human rights. Our approach is designed to identify, address, and manage material impacts related to our operations, including those affecting workforce health, safety, and well-being. By embedding these considerations into our decision-making processes, we aim to foster a positive and sustainable impact on our employees while proactively mitigating any adverse effects, ensuring that the workforce remains a key contributor to sustainable value chain creation.

We recognize that our strategy and business model, including the intensive nature of certain operational activities, might create health and safety concerns and negatively impact our own workforce. To mitigate the negative impact that may come to exist, our established Global Environment, Health, and Safety (EHS) organization supports regular monitoring, reporting, and implementation of preventative measures (see Own workforce).

Interests and views of workers in the value chain

Through the further development of our Responsible Value Chain Program, our aim is to collaborate with suppliers and business partners to respect human rights and labor practices throughout the value chain. Through supplier and business partner engagement, directly via the responsible lines of business or indirectly via credible proxies, we monitor and identify impacts in relation to respecting the rights of affected workers in our value chain. The insights gained through engagements and ongoing sustainability due diligence inform our decision-making when selecting new suppliers and setting forth strategic initiatives, including the further development of our Responsible Value Chain Program (see Workers in the value chain).

Interests and views of consumers and end-users

As a provider of critical healthcare solutions, our strategy and business model are designed to deliver a positive impact on our consumers and end-users. As a pioneering force in vaccines, our core purpose is to expand access to life-changing solutions. This aligns directly with our commitment to prevent the spread of infectious diseases and provide vaccines to endemic countries, contributing to improved public health outcomes globally and mitigating the risks associated with infectious disease outbreaks.

To ensure these impacts are meaningful and sustainable, we actively engage with stakeholders directly or through credible proxies in various initiatives, including advisory boards, Medical Science Liaison (MSL) visits to healthcare professionals (HCPs), participation in congresses, and medical events. These ongoing engagement initiatives allow us to understand the needs, expectations, and concerns of our stakeholders. This insight is critical in enabling us to adapt our strategy and business model to better address these needs, ensuring our solutions remain relevant and impactful. By maintaining close dialogue with our stakeholders, we remain informed and equipped to refine our approach, supporting positive outcomes for consumers and end-users while advancing our mission to address global health challenges.

Our quality and safety processes and procedures support the collection, evaluation, and management of safety data and quality control. These systems are supported by procedures for reporting adverse events, reactions, and product quality complaints, enabling us to respond promptly and transparently (see Consumers and end-users).

Stakeholder engagement overview

	How we engage	Why we engage	Outcomes of engagement
Employees	• Inclusion of employee perspectives through representation by employee-elected board members • Employee relations and occupational health and safety Dialogue with worker councils in relevant countries several times yearly • Employee engagement surveys at least annually • Development dialogues between employee & manager at least twice yearly • Dialogue forums with employees, e.g. 1 to 1, team meetings, and town halls • Health and safety committee	• To encourage employees to actively participate in shaping and influencing an inclusive workplace and working environment • To foster a culture where employees feel valued, heard, and motivated to contribute • To gather EHS (Environment, Health, Safety) feedback to ensure continuous improvement of workplace	• Increased engagement and employee influence • Local agreements on changes and improvements • Including engagement as a regular topic on team meetings • Actions that support individual development • Reduced employee turnover • Safe and inclusive workplace for both off-site and on-site workers
Workers in the value chain	• Industry collaborations membership in the Pharmaceutical Supply Chain Initiative (PSCI) • Engagement with own workforce as proxy advisors for the workers in the value chain	• To gather an understanding of the working conditions provided • To collect knowledge about the needs of these stakeholders	• Desired long-term outcome: safe workplace for both off-site and on-site workers in our value chain • Support the development of our Responsible Value Chain Program
Consumers and end-users	• Advisory boards • MSL visits to HCPs, and reporting of insights • Participation congresses, and reporting of insights	• To collect insights and feedback to inform our research agenda and communication needss	• Research developed in function of needs of the public health community and HCPs • Communication adapted towards the needs of HCPs
Suppliers and business partners	• Supplier & business partner due diligence • Incorporation of sustainability criteria into contracts with suppliers and CMOs (Contract Manufacturing Organization) • Member of the PSCI • Industry collaborators • Regular supplier relationship management	• To meet the demands of the market • To alleviate internal production capacity • To assess and manage business ethics risks of third-party intermediaries	• Continuously implement sustainability clauses into contracts at relevant suppliers & business partners • Alignment on mutual sustainability actions and ambitions • Business continuation plans • Alignment on business ethics requirements with third-party intermediaries

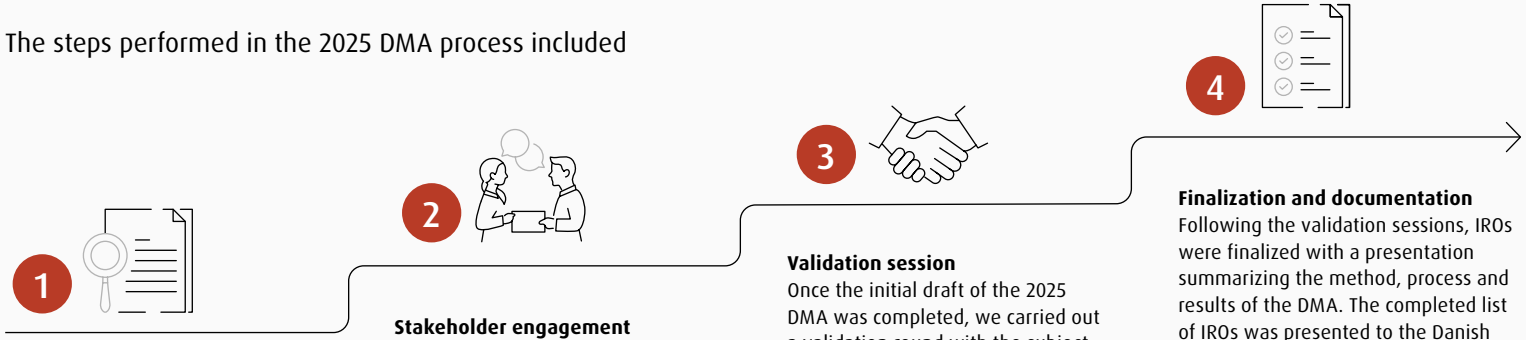
	How we engage	Why we engage	Outcomes of engagement
Investors, analysts & media	• Investor/sell-side meetings • Investor roadshows & conferences • Stock exchange announcements • Conference calls • Capital Market Days • Annual General Meetings • ESG questionnaires and ratings	• To provide relevant, timely, and accurate information about strategic, economic, financial, operational, and scientific affairs of the company	• Support of fair valuation of Bavarian Nordic shares • Improved transparency and disclosure of information • Maintenance of existing shareholder relations • Continued attraction of potential shareholders • Identified improvements in ESG targets
Industry bodies & regulators	• Direct dialogue with policymakers • Regulatory advice on manufacturing development plans, non-clinical and clinical studies • External ethical committees for clinical and animal studies • Submission of marketing approval of a product with regulators • Submission of new product information or changes to product information for request for dialogue with regulatory agencies on product information	• To share data analysis, reviews, studying data • To gain the regulators alignment on processes related to nonclinical studies, clinical trials, and manufacturing processes • To comply with international ethical standards for human research and animal welfare • To obtain a marketing license for a product • To discuss and align on product information contained within the label to maintain compliance and accuracy	• Provide information for policy makers to make a decision on product use • Implementation of latest regulations, ensuring compliance to good practice guidelines (GxP) in product development • Safe and ethical practices for patients and animals • Compliance with regulatory Good Practice (GxP) standards so consumer safety and product quality standards are met • Aligned product information agreed on with the regulatory agencies which is used to inform HCPs about the product
Animals for testing (silent stakeholder)	• Frequent consultations with Animal Welfare Officer and internal committee • Regular inspections and monitoring by veterinarians and trained staff • Internal audits and welfare assessments in line with EU Directive 2010/63/EU • Staff training on ethical handling and welfare standards	• To ensure compliance with ethical standards for animal care and use • To identify and act on opportunities to apply the 3Rs (reduce, refine, replace) • To drive continuous improvement in animal welfare practices and routines • To maintain an open forum to discuss welfare measures and alternative methods	• Continuous enhancement of housing, enrichment, and handling standards • Refined monitoring criteria and pain minimization techniques • Enhanced staff awareness and competence • Strengthened alignment of testing procedures with internal policies and regulatory standards • Gradual replacement of in-vivo tests

The double materiality assessment process

Our double materiality assessment (DMA) establishes a structured and consistent process for identifying, assessing, and prioritising our material impacts, risks, and opportunities (IROs), forming the foundation for our sustainability strategy and reporting.

The 2025 DMA was conducted in accordance with the European Sustainability Reporting Standards (ESRS) and constitutes the second of its kind. The DMA process was led by the Corporate Sustainability department and supported by the ESG Finance department. The assessment identified and evaluated our actual and potential-, positive and negative- IROs as well as the connections between these. This evaluation determined the materiality of sustainability matters, considering the sub-topics and sub-sub-topics presented by the ESRS.

The steps performed in the 2025 DMA process included



Mobilization and hypothesis: identifying sustainability matters
The assessment reviewed the sustainability matters outlined in the ESRS in the context of our own activities, business relationships, key activities and actors within the value chain, as detailed in ESRS 1 AR16. The process included an evaluation of material IROs among industry peers to provide a sector-specific perspective and to identify potential topics relevant to us, especially those that may give rise to heightened risks of adverse impacts.

Stakeholder engagement
Subject matter expert insights were used to identify and reassess material IROs through conversations and interviews as well as a review of relevant internal documentation. Where direct information on value chain impacts was limited, internal stakeholders were engaged as informed proxies based on their operational responsibilities and relationships with external partners.

Each interview was prepared using internal documents and the results from the 2024 DMA. They were structured around ESRS sustainability matters and sub-topics relevant to the individual expert's area of responsibility. Sustainability matters were assessed individually, with the subject matter experts asked to evaluate the likelihood, severity, and strategic relevance of potential IROs, including whether they could affect our strategy or business model over time.

Validation session
Once the initial draft of the 2025 DMA was completed, we carried out a validation round with the subject matter experts responsible for each topical ESRS area. They were asked to review the results and confirm whether the assessment accurately reflected their respective area. Feedback was provided back to the Corporate Sustainability department and incorporated into the assessment. This ensured a collaborative validation process with final DMA outcomes being informed by operational expertise.

Following this, a second round was conducted with our Executive Management where they were presented with the final outcome. Here, they had the opportunity to assess and comment on three key elements: (1) whether the applied thresholds were appropriate, (2) whether the distinction between material and non-material matters reflected a fair and balanced representation, and (3) whether each sustainability matter was accurately reflected.

Finalization and documentation
Following the validation sessions, IROs were finalized with a presentation summarizing the method, process and results of the DMA. The completed list of IROs was presented to the Danish Bavarian Nordic Workers Council, reviewed and signed off by our Executive Management and approved by the Board based on a recommendation for approval by the Finance, Risk and Audit Committee (FRAC).

Methodology & key assumptions

The 2025 DMA process was based on the methodology, thresholds, and conclusions from the 2024 DMA, which were prepared on the principles laid out in ESRS 1. Internal subject matter experts were selected to participate in a series of workshops based on their in-depth knowledge of affected stakeholders and users of the sustainability statements. The internal subject matter experts represented both internal and external stakeholders such as suppliers, investors and employees.

Scoring thresholds and methodology

The thresholds and time horizons used for scoring IROs were inspired by our Enterprise Risk Management (ERM) methods to the greatest extent possible; however, this was adjusted where not suitable. For topics with human rights relevance, lower thresholds were applied to reflect the heightened severity and sensitivity of potential adverse impacts on people.

Internal subject matter experts scored the IROs in collaboration with the ESG Finance and Corporate Sustainability departments, after which the results were reviewed by senior management.

Actual impacts were assessed on a gross basis, meaning they were evaluated at full magnitude without considering existing mitigation measures. Potential impacts and risks were also scored on a gross basis for severity, including potential financial effects, while likelihood was assessed based on expected occurrence before the effects of any current response or control measures. The scoring parameters used throughout the process were based on the ESRS:

- Impact materiality: Scale, scope, irremediability, likelihood (based on if an impact is positive/negative and actual/potential). For potential negative human rights impacts, severity (assessed based on scale, scope and irremediability) took precedence over the likelihood of the impact when scoring. For positive impacts, materiality was determined according to scale, scope and (for potential positive impacts) likelihood. These adjustments are made in alignment with ESRS 1, 45.
- Financial materiality: Financial magnitude of risk/opportunity, likelihood, and the nature of the financial effect.

Decision-making and internal control procedures

Key decisions during the 2025 DMA process related to identifying relevant internal subject matter experts, defining and scoring IROs, assessing their materiality, and validating and signing off the final outcomes. The DMA process was led by Corporate Sustainability and supported by ESG Finance, while individual topical experts contributed scoring and IRO insights within their specific responsibilities. This structure ensured that the assessment was overseen by three different internal parties, providing both methodological control and operational validation.

Throughout the process, regular sense checks were conducted to confirm that no material sustainability matters were overlooked or insufficiently considered. Scoring was tracked in a structured IRO work-

Key assumptions

Point-in-time assessment:

Sustainability issues evolve over time, influencing their impact, risk, and significance for Bavarian Nordic or affected stakeholders. The DMA conducted provides a snapshot of material IROs at that specific point in time.

Anticipated financial effects:

The financial effects of sustainability matters were assessed qualitatively. Given the early stage of understanding these IROs, quantifying them was deemed premature at this stage.

Best available knowledge:

Evaluations of potential impacts, outcomes, and effects were performed by individuals with industry expertise, using the best information available. However, research and comprehension of sustainability matters vary depending on the topic.

Use of internal stakeholders as proxies:

Internal stakeholders (also referred to as subject matter experts) acted as representatives for external parties such as suppliers, investors, and employees. The subject matter experts were selected for their insights and acted as proxies in the absence of direct external engagement.

Identification of relevant stakeholders and impacts:

Our subject matter experts identified relevant stakeholders and potential impacts using their expertise and the best available knowledge. While there is a risk of missing certain impacts or stakeholders, this was mitigated by reviewing material IROs against industry peers.

book managed jointly by the Corporate Sustainability and ESG Finance departments to ensure consistent application of the methodology. Each score was accompanied by a documented rationale, including potential linkages between impacts and financial risks and opportunities. The assessment of the IROs were made based on predetermined criteria, with input from all participants, and were approved during workshops and validation sessions. This internal review and approval procedure ensured accountability, traceability of decisions, and a controlled application of the materiality methodology.

Future steps: integration, monitoring and review
Currently, there is no formalized process to integrate the DMA results of IROs into our ERM process, although both processes influence and inspire one another. The 2024 DMA has formed the baseline for our 2025 DMA, conducted in alignment with the Corporate Sustainability Reporting Directive (CSRD). We will continue to conduct an annual review of the DMA and its findings to account for evolving trends, shifting assumptions, changing contexts, and new regulatory developments.

When deemed necessary, an evaluation of the DMA process will be carried out to ensure it continues to accurately reflect our material IROs. Additional internal documents and data as well as external sources such as scientific articles, reports and regulatory information were used as proxies to identify and assess material IROs.

Climate change DMA process

Our DMA is the foundation upon which we assess and determine material IROs. Climate-related IROs are a fundamental part of that assessment. Additionally, our assessments based on the Task Force on Climate-related Financial Disclosures (TCFD) recommendations also inform this process to identify and assess material climate-related IROs.

To integrate the identification and management of climate hazards and/or the risks posed by the transition to a low-carbon economy into our existing systems and processes, we have integrated climate assessments into our ERM process. The ERM process is coordinated by the Finance department with responsibility for overseeing our ERM program and reports to the FRAC. Each risk has a defined risk mitigation plan directed by relevant members of the senior leadership team.

In 2024, we reviewed our 2022 TCFD assessment. The review considered updated information, including the acquisition of two new sites, a refreshed governance structure, as well as new additions to our vaccine portfolio. The 2022 TCFD assessment involved a screening exercise across our facilities in Denmark to identify sources of greenhouse gas (GHG) emissions, primarily focusing on scope 1 and 2 emissions. The updated version in 2024 also captures our Swiss manufacturing site and updated product portfolio. Actual and potential impacts on climate change were assessed with specific emission data reported for heating, electricity generation and transport emissions. We did not update the assessment in 2025 as we believe the conclusions remain the same, and that our resilience was captured and assessed in both our annual ERM assessment and in our 2025 DMA. This process evaluated energy efficiency initiatives, such as the implementation of LED lighting and heat pumps to reduce operational emissions. We also explored the purchase of renewable energy certificates.

Scenario analysis

We assessed climate-related physical and transition risks and opportunities against two physical and two transition scenarios under different time periods. This analysis covered our own operations and our upstream and downstream value chain.

Scenario analysis for physical climate risk
For the purpose of considering the physical risks that climate change may pose to us by mid-century, the Intergovernmental Panel on Climate Change's Shared Socioeconomic Pathway (SSP) 5-8.5 and 2-4.5 were used. Assessing against these scenarios helps us identify climate-related hazards and how our assets and business activities are exposed to such hazards.

The former is a 'worst case-high emissions' scenario that assumes 'business-as-usual', while the latter is considered a 'middle of the road' approach to mitigation and adaptation, with a reduction in GHG emissions and lower warming threshold than SSP5-8.5. The timeframes for our physical risk scenario analysis are split into near-term (present-2040), where initial impacts like increasing heatwave frequency and water scarcity are expected to begin affecting operations; Medium-term (2040-2060), where the severity of extreme weather events is anticipated to increase further. These time horizons were selected based on the expected lifetime of our assets, strategic planning horizons, and the evolving capital allocation plans for infrastructure upgrades.

Scenario analysis for transition risk
For the transition risk assessment, the Net Zero Emissions by 2050 Scenario and the Stated Policies Scenario from the 2022 World Energy Outlook report, published by the International Energy Agency were selected. These scenarios represent a 'worst case' and a 'favorable case' respectively, enabling a stress test of our resilience to the transition to a low-carbon economy. These scenarios were considered over three time frames: short-term (time of assessment - 2025), medium-term (2025-2030) and long-term (2030–2040).

The key drivers considered in these scenarios include:

- Policy assumptions: For example, carbon pricing and increasing energy efficiency standards are central in both scenarios

- Energy usage and technology assumptions: The transition scenarios evaluated the expected shift towards clean energy sources and the adoption

of low-carbon technologies like heat pumps and electrification of vehicles. These assumptions were critical in assessing how quickly our facilities and supply chains could adapt to future regulations and market changes

- Macroeconomic trends: The analysis considered trends like rising carbon prices and the introduction of emissions trading schemes, which could increase operational costs and affect our competitiveness

The transition risk assessment covered both transition risks and opportunities. For each risk and opportunity, the scenario analysis assessed different points in time and the potential impact on our business was classified between very low to very high based on predefined materiality criteria, including financial and reputational thresholds. The outcomes of the scenario analysis reflect the anticipated level of risk at those future points in time, rather than aggregated risks over that period. The process to identify transition risks and opportunities included our assets and business activities that may be deemed incompatible with or need significant efforts to be compatible with a transition to a climate-neutral economy in that it included scope 1 and 2 emissions, which allows us to track and identify high-emission assets or activities.

The climate scenarios used in our analysis have been evaluated in the context of our financial planning and assumptions to ensure consistency. Specifically, the financial thresholds used in the scenario analysis, as well as the DMA, are consistent with the financial materiality thresholds of our ERM system. We have not conducted a resilience analysis as defined under the ESRS. However, we believe that the core elements of resilience are embedded in our climate-related risk assessment processes and actions, which are informed by the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

Similar to other areas, climate-related topics are taken into consideration in our ERM. As mentioned previously in this section, we performed a climate scenario analysis in 2022 (and updated in 2024) and it assessed potential impacts across near-, medium-, and long-term horizons and informed mitigation measures such as energy efficiency initiatives, renewable energy sourcing, and supplier engagement. The analysis, and ongoing actions provide insight into how our strategy and our business model respond to climate-related risks (See Climate change).

DMA process for remaining topics

Environmental topics

During the DMA process, interviews with internal subject matter experts were used to identify and assess pollution-related, water-related, biodiversity-related and resource use-related actual and potential IROs relating to our business activities.

In our assessment of biodiversity and ecosystems, we identified dependencies in our upstream value chain, specifically our reliance on horseshoe crab blood for endotoxin testing, but 'systemic risks' were not considered as we have yet to develop the methodology to do this. Additionally, biodiversity assessments were conducted again this year for our Danish and Swiss manufacturing sites, using WWF Biodiversity Risk Filter. The 2025 assessments indicated a physical risk score of 3.32 (Medium) for our Danish manufacturing site and 2.95 (Medium) for our Swiss manufacturing site. Compared to 2024, the results show minor variations in overall risk levels, with our Swiss manufacturing site moving from a low to a medium risk category.

At our Danish manufacturing site, a lake classified as a protected area under the Danish Protection of Nature Act §3 was identified. The lake serves to capture and retain rainwater for ours and neighboring properties. This highlights a dependency on ecosystem services, which we are investigating and investing in, to further increase resilience and enhance nature.

In 2025 we concluded our biodiversity monitoring project, which involved continuous data collection on flying insect species at our Danish and Swiss manufacturing sites. Species diversity and abundance were used to compare against reference sensors to inform potential mitigation or enhancement options. We have begun to engage with communities regarding shared biological resources and ecosystems at our Danish manufacturing site.

Our assessments and actions reflect a commitment to understanding and addressing biodiversity and ecosystem-related dependencies, impacts and opportunities. Monitoring and further evaluations will support our decisions on potential mitigation initiatives. We did not conduct consultations with affected communities in E2 and E5 as the material IROs are centred around internal use and waste streams onsite.

Business conduct

This process looked more specifically at areas relating to the research, development, manufacturing and commercialization of vaccines, with a pharma and healthcare angle.

The identification of IROs in relation to business conduct matters therefore involved a mapping of key activities and locations within our value chain which had elevated potential impacts or risks associated with corruption and bribery risks and non-respect for human rights and other breaches of our Code of Conduct. In the process we also assessed high-risk factors including geographic risks and types of interactions (carried out by us) or on our behalf in our value chain. Similarly, in relation to animal welfare, we focused our attention on our in-house facilities and processes related to housing and handling of mice.

Our material impacts, risks and opportunities

Our value chain

Upstream

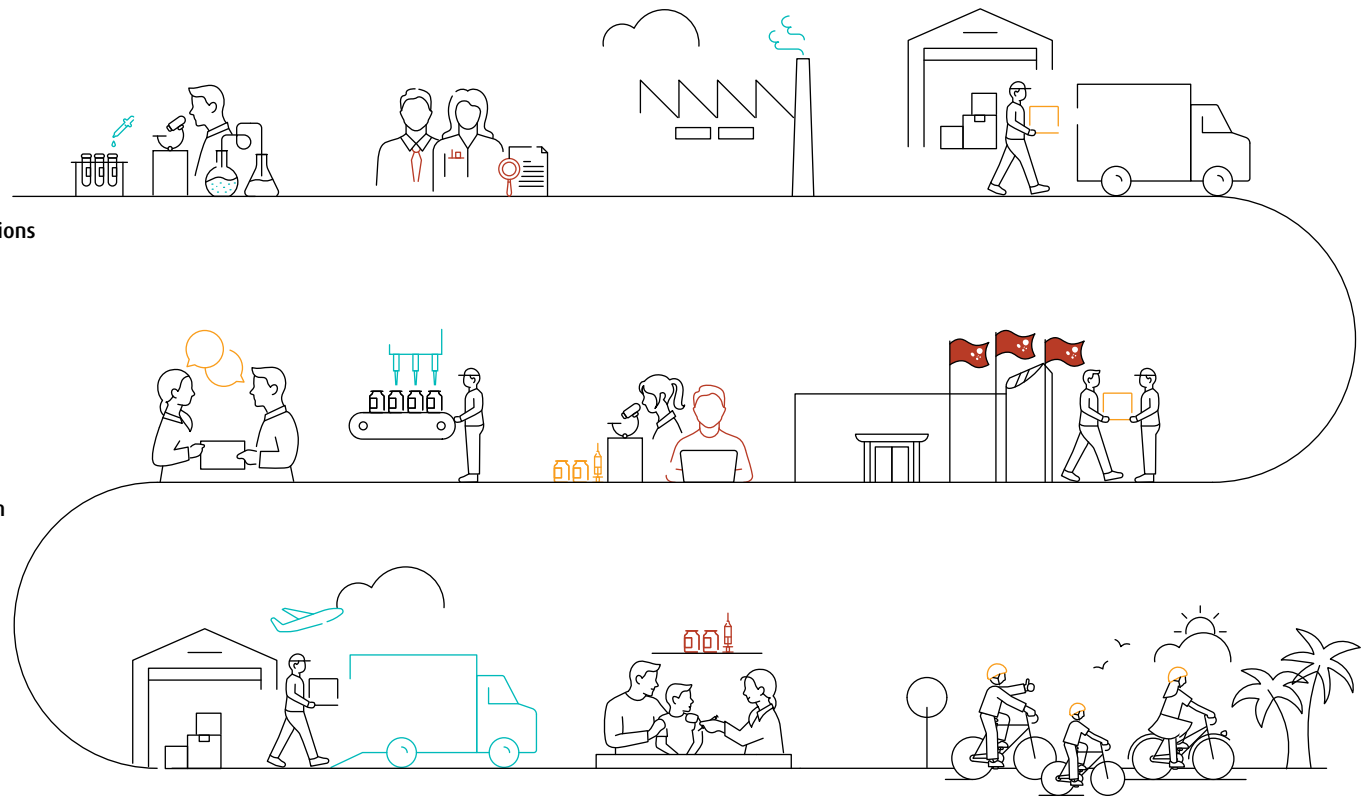
1 5
13
18

Own Operations

1 2 3
4 6 7
8 9 10
11 12 13
14 15 16
17 18

Downstream

1 3
14 15
17



E1 Climate Change

1. GHG emissions contributing to climate change
2. Systems controlling use of refrigerants
3. Extreme weather events

E2 Pollution

4. Use of substances of concern/very high concern

E4 Biodiversity and ecosystems

5. Reliance on horseshoe crabs for endotoxin testing

E5 Circular economy

6. Waste from operations
7. Change of certain manufacturing methods can reduce resource use

S1 Own workforce

8. Inclusion across our global workforce
9. Enabling a resilient and capable workforce
10. Employee well-being
11. Breach of personnel data
12. Health & safety

S2 Workers in value chain

13. Health & safety

S4 Consumers and end-users

14. Access to vaccines
15. Safety
16. Responsible marketing practices

G1 Business conduct

17. Corporate culture and corruption & bribery
18. Animal welfare

The presented table summarizes the impacts, risks, and opportunities (IROs) deemed material through our 2025 double materiality assessment (DMA). All identified IROs are covered by European Sustainability Reporting Standards (ESRS) disclosure requirements. Most material IROs relate to our own operations and are closely linked to vaccine manufacturing. Material IROs in our upstream value chain primarily concern carbon emissions and working conditions among workers in our supply chain. In our downstream value chain, material IROs relate mainly to consumers and end-users of our vaccines.

Our impacts stem directly from activities central to our business model and affect people and the environment to varying degrees, depending on our ability to manage them effectively. There are no current significant financial effects related to our identified risks and opportunities. Detailed descriptions of each material IRO can be found in the respective topical ESRS sections.

Resilience of our strategy and business model

Our strategy and business model demonstrate inherent resilience in managing material sustainability-related IROs. As a vaccine company, our core purpose of protecting people naturally aligns with key sustainability priorities, including access to vaccines, safeguarding our workforce, and ensuring a responsible value chain. These priorities are embedded in our operations and reinforce our ability to address material IROs proactively through processes and actions disclosed in these statements. General resilience considerations related to identified material IROs are captured on a qualitative basis through discussions with subject matter experts. This included the application of the same time horizons assessed in the DMA.

Changes to material impacts, risks, and opportunities

In 2025, all material IROs identified in the 2024 DMA were reassessed. Where applicable, this reassessment resulted in updates to wording and definitions, adjustments to time horizons, and refinements to the assessed direction and magnitude of IROs across the value chain. For some IROs, the 2025 DMA has resulted in more significant changes. These are outlined below.

Climate change, Pollution, Biodiversity

In E1 Climate change, the actual negative impact “Reliance on energy sources stemming from the use of fossil fuels” has been assessed as not material. The 2025 assessment concluded that this impact is sufficiently covered within other material E1 impacts, and we will maintain the material information (data points) which relate to energy use, and therefore no longer require separate impact disclosure.

In E2 Pollution, the risk “Further restriction on the use of substances of very high concern” has been assessed as not material. Based on the 2025 assessment, this risk did not meet the materiality thresholds due to a greater understanding of our use and dependence on the respective substances of very high concern (SVHCs), and as such no longer deemed the topic as material risk.

In E4 Biodiversity and ecosystems, the risk "Continued regulation on horseshoe crab reliance" has been assessed as not material. Based on the 2025 assessment, this risk is no longer deemed likely as we have begun planning for transition from LAL to a recombinant alternative in our manufacturing processes. Additionally, regulatory requirements to maintain processes reliant on LAL for endotoxin testing are loosening. Therefore, this is no longer deemed a material risk.

Own workforce

In S1 Own Workforce, the topic was fully reassessed in 2025 using a more granular assessment approach. This resulted in more detailed scoping and descriptions of material impacts and risks and led to an increased number of identified material impacts and risks compared with 2024.

In 2025, the potential negative impact "Health & safety of our own workforce" has been replaced by three separate potential negative impacts and one risk, providing a more precise representation of underlying elements. Furthermore, the 2024 risk “Equal treatment and opportunities” has been removed. The underlying elements are now addressed within other material S1 impacts and risks identified through this more granular assessment.

Disclosure requirements covered in the sustainability statements

Double materiality assessment for other topics

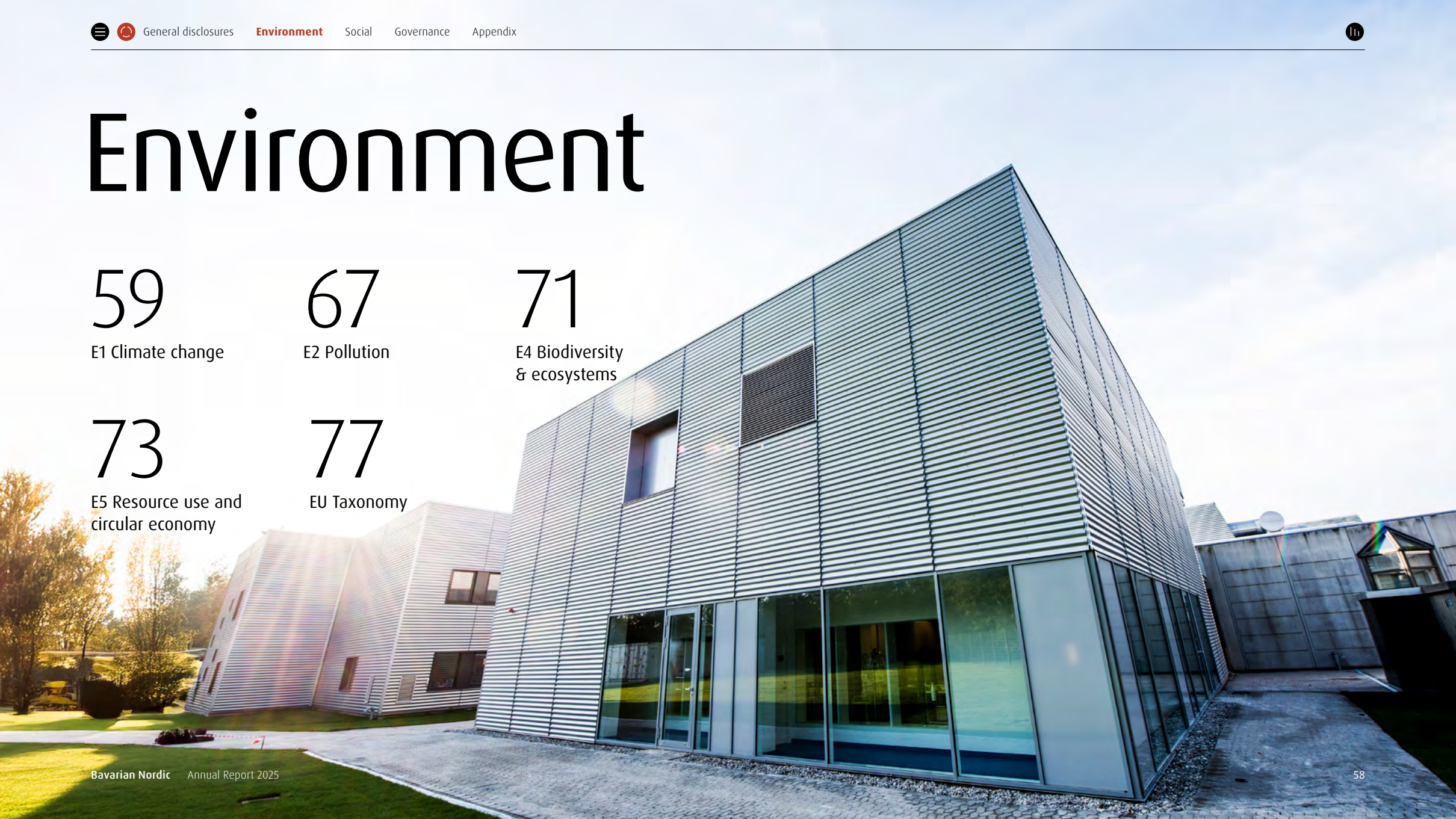
The identified IROs related to ESRS E3 Water and Marine Resources and ESRS S3 Affected communities were not deemed material because they did not meet the materiality thresholds established during the DMA. Our operations, which primarily involve the production of vaccines, are not heavily water-dependent and do not materially affect any communities through our operations, resulting in minimal impact and negligible financial or reputational risk in these areas.

Determination of material information

To determine the material information disclosed in our sustainability statements, we conducted an assessment of our material IROs.

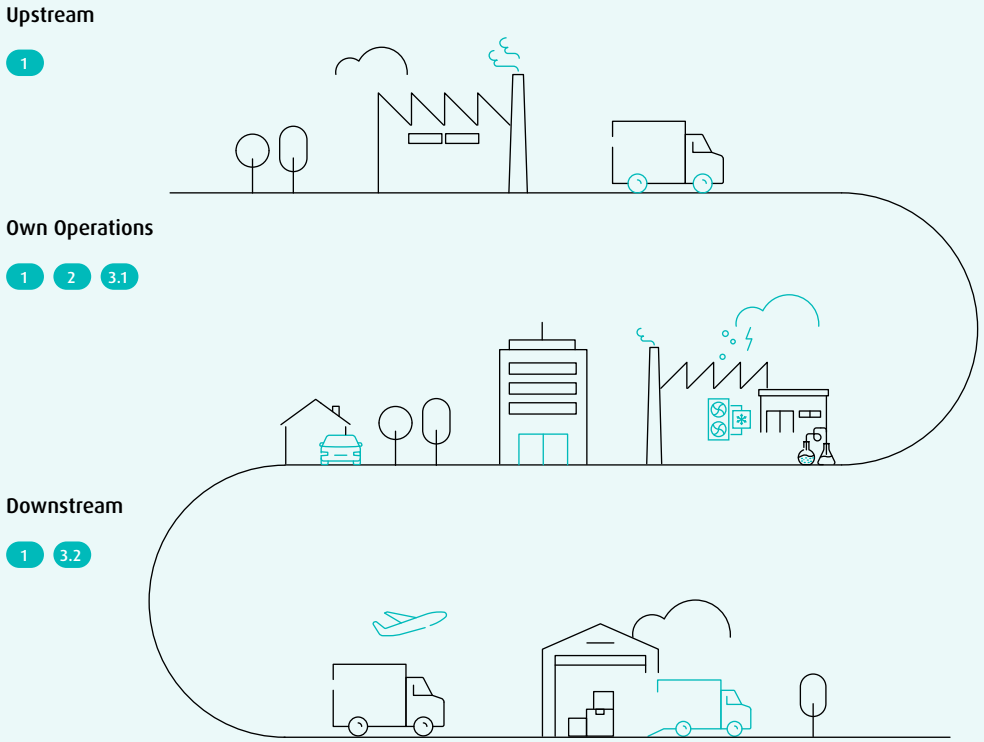
This effort was carried out through collaboration between the Corporate Sustainability and ESG Finance departments, ensuring an integrated approach across functions. The process was designed to align our disclosed information with the outcome of the DMA (see The double materiality assessment process).

Environment



E1 Climate change

Climate change is a global challenge affecting human health, ecosystems, and societal resilience. We recognize our responsibility to address our emissions and manage climate-related impacts and risks.



Name of IRO	Time horizon: Short-term	Medium-term	Long-term
1 **GHG emissions contributing to climate change** Actual Negative Impact We emit greenhouse gasses as a part of activities related to research, development, manufacturing and distribution of vaccines, processes which are dependent on various energy sources and use of fossil fuels, both in our own operations (Scope 1 and 2) and throughout our value chain (Scope 3).	●	●	●
2 **Systems controlling use of refrigerants** Potential Negative Impact A potential failure of systems controlling refrigerants which would result in a release of CO_2 equivalents into the atmosphere.	●	●	●
3.1 **Extreme weather events at production sites** Risk Due to weather related effects of climate change there could be an increased frequency and intensity of extreme weather events, such as storms and floods. Potential flood could disrupt manufacturing operations at our Danish manufacturing site.	●	●	●
3.2 **Extreme weather events in supply chain** Risk Cases of extreme weather events, without adequate mitigating actions, could delay production and transportation, specifically in relation to shortages and deliveries from Contract Manufacturing Organizations.		●	

Interaction with strategy and business model

Our climate-related impacts and risks are closely linked to the nature of our business model and global value chain. As a pure-play vaccine company, our operations span research and development, manufacturing, commercialization, and distribution of vaccines. These activities are resource-intensive and rely on both internal capabilities and external partners, including contract manufacturing organizations, raw material suppliers, and logistics providers.

We recognize the need to address climate change and align with the goals of the Paris Agreement. In response to assessing material impacts, risks and opportunities (IROs), we review our greenhouse gas emissions (GHG) and decarbonization opportunities on a quarterly basis, and continue to assess and outline the steps we will take to advance our commitment to reducing our GHG footprint. Bavarian Nordic is not excluded from the EU Paris-aligned benchmarks.

Our internal governance documents drive the management of climate change-related impacts and risks. We currently do not have a policy directly addressing climate change mitigation, adaptation, energy efficiency or renewable energy, because our actions to reduce our impact on climate change are captured within our Global Environmental, Health and Safety Policy. Our climate transition plan includes an evaluation of the most efficient decarbonization levers to reduce GHG emissions, priorities, timelines and targets.

We have not in 2025 allocated significant monetary amounts, in relation to CapEx and OpEx, to implement actions taken or planned, in neither line items or notes in the financial statements, nor key performance indicators required under Commission Delegated Regulation (EU) 2021/2178 (EU Taxonomy).

Material impacts, risks and opportunities

We identify and assess our material climate-related IROs to understand how climate change may influence our operations, value chain, and long-term business environment. This assessment supports transparency and informed decision-making, and helps ensure that climate considerations are appropriately reflected in our strategy, risk management processes, and ongoing sustainability reporting.

Systems controlling use of refrigerants

The potential failure of systems controlling refrigerants could release CO_2 equivalents. Some refrigerants are classified as having a high global warming potential, and failures in containment systems can result in significant GHG releases. This potential impact is a result of our requirement for temperature-controlled operations in the manufacturing, storage, and distribution of biopharmaceutical products and is essential to maintain the stability and efficacy of temperature-sensitive products.

Actions

To mitigate the risk of refrigerant leaks, refrigeration units are inspected and serviced annually according to legislation in Denmark and the EU. We have service agreements for inspection and maintenance of all units every year which include leak testing for refrigerants. Some units are inspected over and above requirements because cold storage of production materials and final products is so critical. Measures to track effectiveness of refrigerant inspections include monitoring the frequency of inspections relative to the identification of issues or leaks.

Extreme weather events at production sites and in supply chain

Our production sites could face a physical risk from extreme weather events, such as flooding, which could disrupt manufacturing operations. Increased frequency and intensity of storms and floods, accelerated by climate change, may impact facility integrity and production continuity in the medium-term. This could lead to repair costs, operational downtime and disruptions to supply of products to market if not taken into consideration and mitigated correctly through adaptive preventative maintenance

programs and infrastructure investment. Flooding at production sites could have effects on our business model by causing production delays and increased costs. In the medium-term, we may face the need to allocate additional resources to flood prevention measures or rapid response systems to ensure operational continuity.

We could face physical risks associated with extreme weather conditions, which could potentially disrupt our supply chain in the medium-term. Extreme weather events, such as floods, storms, or heatwaves, have the potential to delay or disrupt supplier deliveries. This could have a cascading effect on our business model, leading to increased costs and delays although our current financial position has not been affected.

Actions

Currently we work with minimum inventory levels and have business continuity plans in place to mitigate and respond to extreme weather events, and we are further assessing what can be done in case of such events. We have a specific project underway to increase the capacity of our Danish manufacturing site to manage surface water and prevent flooding. To mitigate the potential risk of extreme weather events in our supply chain further, we aim to employ dual sourcing and work with minimum inventory levels. Measures to track effectiveness of business continuity plans include testing performance in scenario-based simulations, and strengthening mitigation based on identified gaps.

GHG emissions

GHG emissions contributing to climate change

Our current manufacturing processes rely partly on energy sources that originate from fossil fuels. This reliance leads to release of GHG emissions associated with fossil fuel combustion, contributing to climate change. For example, steam production is a requirement of our manufacturing processes, and we are currently using natural gas and heating fuel to produce steam.

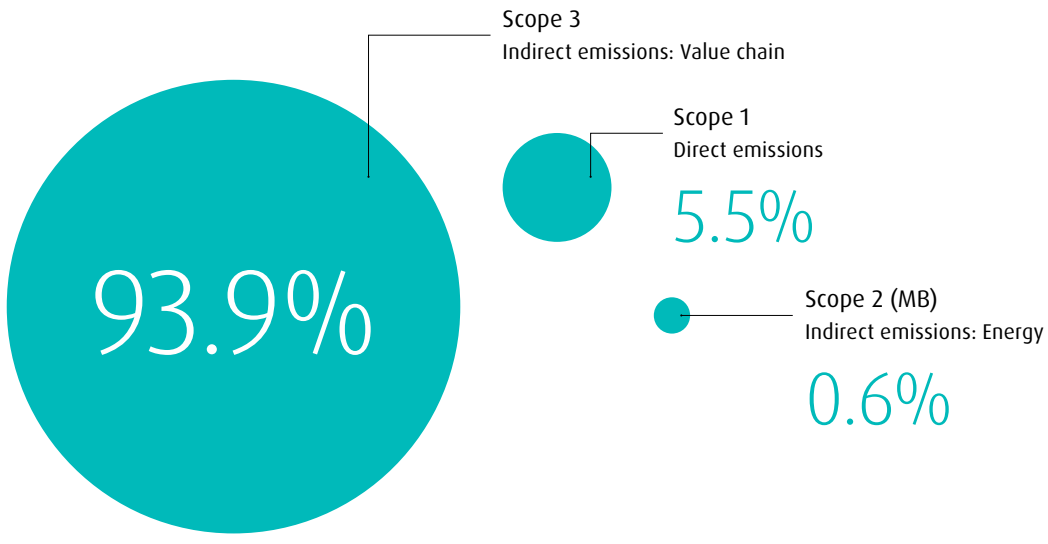
Transition plan for climate change mitigation

In 2024, we began to assess the compatibility of our GHG emission reduction targets with a 1.5°C pathway. Recognizing the importance of adhering to the Paris Agreement, we align with the Science-Based Targets initiative (SBTi). We also aim to secure third-party validation for our emissions targets, to reinforce the integrity and transparency of our commitments.

The transition plan is our starting point in our commitment to mitigate climate change risks and takes into consideration the identified main decarbonization levers (electrification, renewable energy sourcing, energy efficiency), resilience actions (preventive maintenance and flood prevention, supplier engagement targets), and business continuity planning across the value chain. With input, involvement and approval by Executive Management, the analysis and targets show our commitment to mitigating material climate change-related impacts and risks and subsequently constitute an alignment with our overall business strategy and financial planning.

We have conducted a qualitative assessment of potential GHG emissions from Scope 1 and 2 sources. This assessment focused on assessing locked-in emission sources associated with energy-intensive equipment that requires long-term planning to abate. By focusing efforts on persistent operational dependencies on fossil fuels or legacy systems, we prioritize decarbonization levers that will have the most significant positive impact. While we focus on the most material emission sources, we also take the opportunity to make reductions and transitions wherever we can. Progress on implementation of the transition plan can be found in the sections below.

GHG emissions by Scope in 2025
(% of Total Emissions)



Actions

We are focused on actions to align with our climate commitments and science-based target ambitions. In 2024, to drive meaningful progress toward our emission reduction goals, we concentrated on optimizing energy systems, transitioning to renewable energy and developing a near-term science-based climate target. In 2025, we went deeper into Scope 1 and 2 reductions through equipment electrification, transitioning to biofuels and increasing our investments in renewable energy.

Action 1

Scope 1 emissions in manufacturing

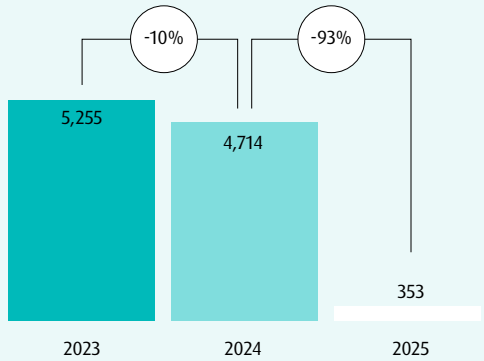
During the reporting year, we implemented two key initiatives to reduce Scope 1 emissions. Firstly, at our Swiss manufacturing site, we have started a multi-year phased project to convert our heating and cooling system to a modular electric heat pump system. Once fully implemented, this change will eliminate thousands of tons of CO_2. As this is a phased project, the first phase was approved in 2025 and will be initiated in 2026. The third and last phase is expected to be completed, at latest, by 2030. Secondly, at our Danish manufacturing site, we are transitioning from fossil fuel based diesel to hydro-treated vegetable oil to power our emergency generators.

Action 2

Renewable energy sourcing

In 2024, we signed our first Power Purchase Agreement (PPA) for our Danish manufacturing site, ensuring the use of at minimum 80% renewable electricity. The agreement took effect in November 2024 and covered the final two months of the year, resulting in 750 tonnes of CO_2e savings. In 2025, we strengthened our commitment by sourcing nearly 100% of the site's electricity from wind and solar assets through the PPA. With the agreement active for the full year, our annual Scope 2 (market-based) emissions savings increased to approximately 3,600 tonnes - an improvement of 2,850 tonnes compared with 2024 (see Metrics). From 2026 onward, we do not expect similarly large year-over-year improvements, as the full-year PPA benefit will remain consistent going forward.

Gross Scope 2 GHG emissions 2024-2025 (MB)

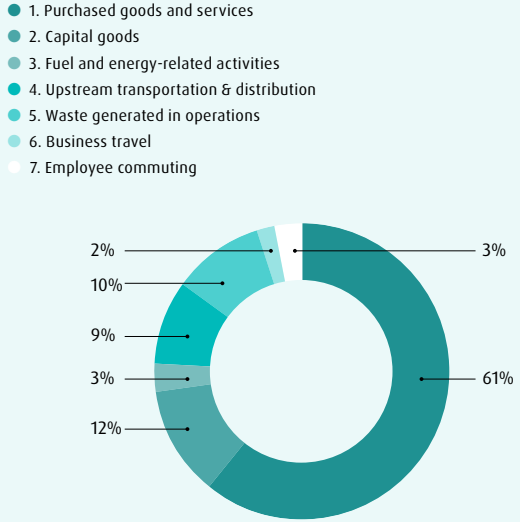


Action 3

Supplier engagement

In 2025, we have matured our approach to Scope 3 emissions using a tool to evaluate and track the climate target maturity of our top suppliers. We prioritize suppliers within the categories Purchased goods and services, Capital goods, and Upstream transportation and distribution. This initiative supports our broader climate strategy by ensuring that key partners align with our values and reduction targets, and that we select suppliers considering their actions to mitigate climate change.

Significant Scope 3 GHG emissions



Targets

In 2024 we committed to a near-term science-based targets to reduce GHG emissions in line with a 1.5°C global warming pathway. This commitment is grounded in quantitative goals across Scope 1, 2 and 3 emissions, with targets aligned to support near-term (2030) objectives. We also aim to reach net-zero emissions across Scopes 1, 2, and 3 by 2050. We intend to pursue SBTi validation of our near-term targets in 2026. The target setting process involved several key departments, including the following key teams through meetings and workshops: Global EHS, Corporate Sustainability, Global Engineering, and Global Procurement.

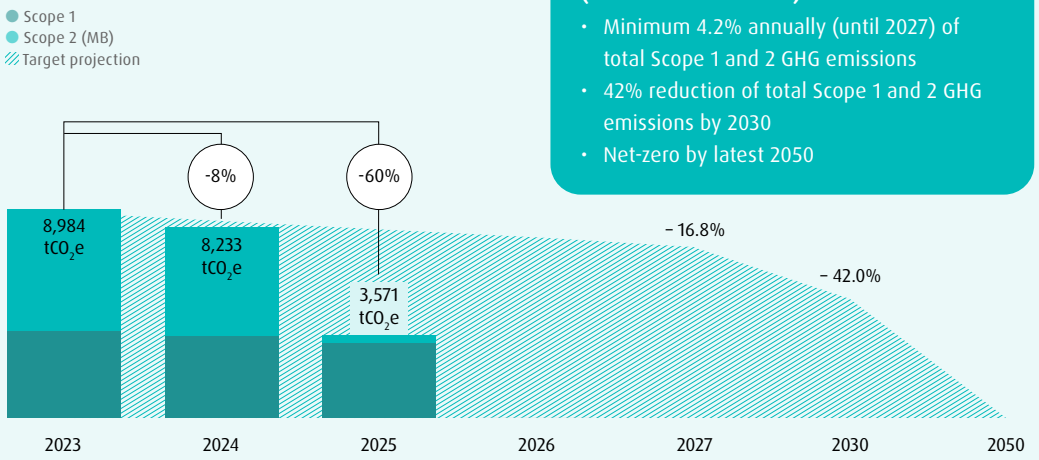
The current targets for Scope 1 and 2 emissions involve a 42% absolute reduction by 2030, using 2023 as the base year. These are gross targets, with no reliance on GHG removals, carbon credits, or avoided emissions.

For Scope 3 emissions, we have committed to working with suppliers to align their practices with our climate goals. The target is for 70% of suppliers, by spend, covering purchased goods and services and capital goods, and 90% of suppliers by spend covering upstream transportation and distribution, to establish science-based targets by 2029.

Our targets follow a sectoral decarbonization pathway using a climate scenario model aligned with the Paris Agreement. The SBT feasibility analysis incorporated future factors such as shifts in customer demand, regulatory developments, and technology advancements, which are expected to influence both emissions levels and reduction potential.

We also use internal annual CO_2 reduction targets focusing on energy efficiency and fossil fuel reduction projects. The allocation of our annual bonus pool is linked to achievement of these targets (see Sustainability-related performance in incentive schemes).

Scope 1 and 2 GHG emission reduction targets and progress



Scope 1 and 2 reduction targets (from a 2023 baseline):

- Minimum 4.2% annually (until 2027) of total Scope 1 and 2 GHG emissions
- 42% reduction of total Scope 1 and 2 GHG emissions by 2030
- Net-zero by latest 2050

Key decarbonization levers

To achieve our GHG reduction targets, we have identified key decarbonization levers across our operations:

Renewable energy sourcing
We have committed to renewable energy sourcing, including a PPA for our Danish manufacturing site and Renewable Energy Credits for our Martinsried site.

Biogenic fuels
We have committed to a transition from fossil fuel derived diesel to bio-based alternative at our Danish manufacturing site, and will investigate opportunities for other sites, which would reduce approximately 2.5 kg CO_2e per liter compared to conventional diesel.

Electrification of key systems
Electrifying core operational systems to replace fossil fuel-dependent processes would reduce Scope 1 CO_2e emissions by 73% compared to the 2023 baseline.

Supplier engagement
Our suppliers setting their own science-based targets is a lever for reducing Scope 3 emissions. This initiative focuses on high-emission categories such as purchased goods and services, and upstream transportation. By covering 70-90% of key supplier emissions by 2029, this action will align our supply chain with our climate goals.

With 2023 serving as a baseline year, we will monitor the progress of our actions against our climate targets. With the updated baseline, due to restatements, with the reductions we have seen in scopes 1 and 2 in 2025, this will not affect our progress to meet our near-term targets.

Metrics

Scope 1

Our Scope 1 emissions are primarily driven by the usage of natural gas and diesel oil for steam production and heating. Their modest decrease in 2025 is primarily associated with the closure of our natural-gas-dependent research site in San Diego early this year.

Scope 2

We achieved a substantial reduction in our Scope 2 market-based emissions in 2025, which can be primarily attributed to the full-year effect of our Power Purchase Agreement (PPA) for the Kvistgaard site (see Renewable energy sourcing). Additionally, further improvements in 2025 came from a cleaner residual mix in the Danish grid, reflected in a 28% decrease in the market-based emission factor.

Our Scope 2 location-based emissions also declined compared to 2024, mainly due to a 31% decrease in the location-based emission factor for electricity production in Denmark and a 7% decrease in Germany. This improvement reflects the growing share of renewable energy in the national grids, where the majority of our Scope 2 emissions are generated. Around 300 tonnes of emissions decrease are also resulting from the closure of the research site in San Diego in 2025.

Scope 3

Our Scope 3 emissions increased compared to 2024 and this development can be mainly attributed to GHG emissions yearly rise in categories 1, 2 and 5.

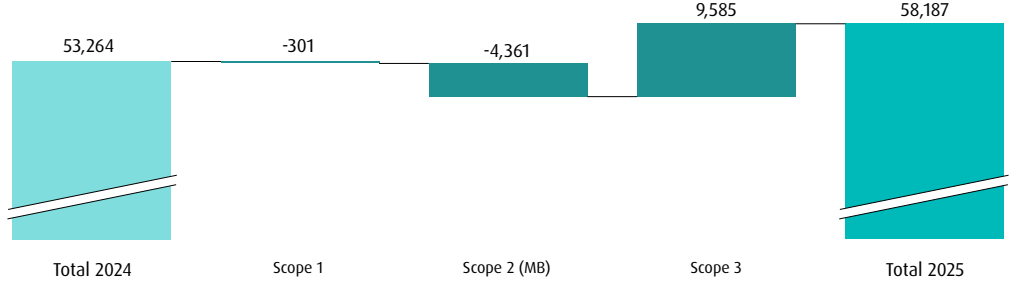
Increased GHG emissions in category 1 reflect higher operational spending this year, mainly due to launch of our chikungunya vaccine which includes added marketing costs, the establishment of sales entities in new countries and general commercial ramp-up.

Growth of our GHG emissions in category 2 was primarily driven by expansion of our Swiss facility and construction of a new production building in 2025.

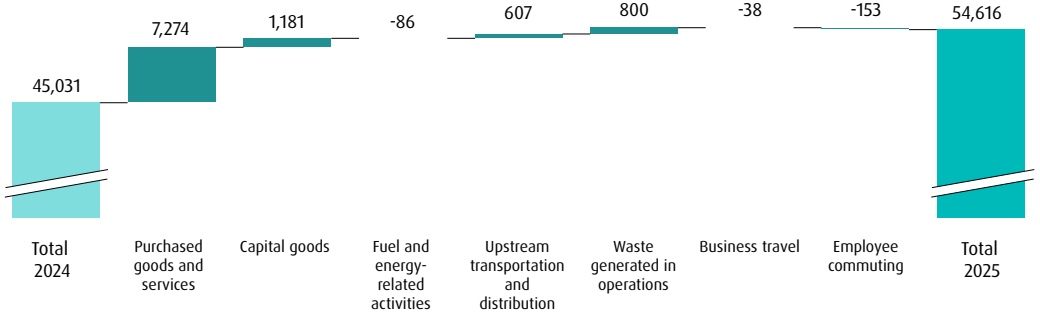
Yearly development of emissions in category 5 is a result of increased wastewater volumes generated at our Danish production site. Wastewater generated at this location accounts for 96% of our emissions in this category (see Resource use and circular economy).

In accordance with the GHG Protocol Scope 2 Guidance, we have applied both the location-based and market-based methods to calculate our Scope 2 GHG emissions. For the market-based method, we utilized the following bundled instruments to cover a portion of our purchased energy consumption: Power Purchase Agreement (PPA) covering 58% of our purchased energy and a green electricity certificate covering 4% of our consumption. We did not use any unbundled instruments during the reporting period.

Total GHG emissions (MB) 2024-2025



Total Scope 3 GHG emissions 2024-2025



Gross scopes 1, 2, 3 and total GHG emissions

E1 - table 1

in tonnes of CO_2e	2025	2024	2023 (Base year)	2024/2025 % change
Scope 1 GHG Emissions				
Gross Scope 1 GHG emissions	3,218	3,519[2]	3,729[2]	-9%
Percentage of Scope 1 GHG emissions from regulated emission trading schemes	- %	-%	- %	- %
Scope 2 GHG Emissions				
Gross location-based Scope 2 GHG emissions	1,130	1,715	3,038	-34%
Gross market-based Scope 2 GHG emissions	353	4,714[3]	5,255[3]	-93%
Significant Scope 3 GHG emissions				
1) Purchased goods and services	33,385	26,111	40,390[1]	28%
2) Capital goods	6,580	5,399	37,812[1]	22%
3) Fuel and energy-related activities (not included in Scope 1 or Scope 2)	1,533	1,620	1,733[1]	-5%
4) Upstream transportation and distribution	5,111	4,504	4,139[1]	13%
5) Waste generated in operations	5,230	4,430	212[1]	18%
6) Business travel	1,248	1,286	1,148[1]	-3%
7) Employee commuting	1,530	1,683	1,582[1]	-9%
Total Scope 3 GHG emissions	54,616	45,031	87,024[1]	21%
Total GHG emissions				
Total GHG emissions (location-based)	58,964	50,266	93,791	17 %
Total GHG emissions (market-based)	58,187	53,264	96,008	9 %
Outside of scopes emissions				
Biogenic emissions	693	604[2]	651[2]	15 %

1 Not subject to assurance.
2 We source gas from a grid-supplied pipeline containing both fossil natural gas and biomethane. Previously, all gas consumption was classified as fossil-based. To better reflect our impact, prior years have been corrected by allocating gas use between fossil and biogenic components based on supplier data - Scope 1 emissions decreased by 635tCO_2e in 2023 and by 592tCO_2e in 2024.
3 In 2025, we received documentation confirming that electricity supplied by our Martinsried site landlord in 2023 and 2024 was covered by renewable energy certificates. Previously reported figures have been restated to reflect renewable energy use - emissions decrease by 1,063tCO_2e in 2023 and by 508tCO_2e in 2024.

GHG intensity based on net revenue

E1 - table 2

in tonnes of CO_2e/million DKK	2025	2024
Total GHG emissions (location-based) per net revenue	9.4	8.8
Total GHG emissions (market-based) per net revenue	9.3	9.3

Energy consumption and mix

E1 – table 3

in megawatt hours (MWh)	2025	2024
Fuel consumption from coal and coal products	0	0
Fuel consumption from crude oil and petroleum products	8,541	8,027
Fuel consumption from natural gas	5,797	6,534[1]
Fuel consumption from other fossil sources	0	0
Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources	6,027	13,955[2]
Total fossil energy consumption	**20,365**	**28,516**
Share of fossil sources in total energy consumption (%)	**60 %**	**82 %**
Consumption from nuclear sources	0	0
Share of consumption from nuclear sources in total energy consumption (%)	**- %**	**- %**
Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc,)	3,655	3,190[1]
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	10,201	2,906[2]
The consumption of self-generated non-fuel renewable energy	0	0
Total renewable energy consumption	**13,856**	**6,096**
Share of renewable sources in total energy consumption	**40 %**	**18 %**
Total energy consumption	**34,221**	**34,612**
Energy intensity per net revenue (MWh/mDKK)	**5.5**	**6.1**

1 We source gas from a grid-supplied pipeline containing both fossil natural gas and biomethane. Previously, all gas consumption was classified as fossil-based. To better reflect our impact, prior years have been corrected by allocating gas use between fossil and biogenic components based on supplier data - 3,190MWh of our gas usage reclassified to renewable energy consumption.
2 In 2025, we received documentation confirming that electricity supplied by our Martinsried site landlord in 2024 was covered by renewable energy certificates. Previously reported figures have been restated to reflect renewable energy use - change by 705MWh.

Accounting policies

Scope 1
Scope 1 emissions are reported based on the Greenhouse Gas (GHG) Protocol and cover all direct emissions of greenhouse gases generated by us. They include GHG emissions from fuels combustion and fugitive emissions from refrigerants.In calculating CO_2e emissions, specific emission factors relevant for the emissions type are used. Applied emission factors are based on the most recent data provided by third parties, such as the Department for Environment, Food & Rural Affairs (DEFRA) or refrigerant suppliers.

Scope 2
Scope 2 emissions are reported based on the GHG Protocol and include indirect GHG emissions from the generation of electricity and heat purchased and consumed by us. When calculating emissions in Scope 2, both the location-based method and the market-based method are utilized, as recommended by the GHG Protocol. Location-based emissions are based on national average emission factors for the respective locations. Market-based emissions are based on either supplier specific emission factors (for the electricity associated with contractual instruments such as Power Purchase Agreements or Guarantees of Origin) or on residual mix emission factors.

Scope 3
Scope 3 emissions are calculated based on activity data and reported in line with the GHG Protocol, where the scope 3 inventory is split into 15 subcategories. In 2025, our scope 3 inventory included the following:

- Category 1 (Purchased goods and services) based on spend data multiplied by relevant spend-category-specific emission factors,
- Category 2 (Capital goods) based on spend data (CapEx) multiplied by relevant spend-category-specific emission factors,
- Category 3 (Fuel- and energy-related activities) based on actual fuel consumption multiplied by relevant emission factors,
- Category 4 (Upstream transportation and distribution) based on spend data multiplied by relevant spend-category-specific emission factors. It includes fuel for transportation and distribution of both materials sourced from our suppliers and products delivered to our customers, provided the transportation is a service purchased by Bavarian Nordic,
- Category 5 (Waste generated in operations) based on actual waste data multiplied by relevant emission factors,
- Category 6 (Business travel) based on emissions data provided by travel management service providers or on spend data multiplied by relevant spend-category-specific emission factors,
- Category 7 (Employee commuting) based on the employees' survey used to estimate the distance travelled and travel type (e.g. car or train).

The following categories are not included in our Scope 3 inventory:

- Category 8 (Upstream leased assets) as we do not have any leased assets which are not in our control,
- Category 9 (Downstream transportation and distribution) as our outbound logistics is included in Category 4 as a purchased service,
- Category 10 (Processing of sold products) as our vaccines are the final products and they do not undergo any additional processing,
- Category 11 (Use of sold products) as there are no significant emissions associated with administration of our vaccines to the patients,
- Category 12 (End-of-life treatment of sold products) as estimated emissions in this category are insignificant (below 1%),
- Category 13 (Downstream lease assets) as we do not act as a lessor,
- Category 14 (Franchises) as we do not use franchises in our business model,
- Category 15 (Investments) as we do not have any significant investments which are not already captured under other categories.

We have set operational control as the organizational boundaries which means that areas where the company has the authority to introduce and implement operating policies are captured under Scope 1. In calculating CO_2e emissions, specific emission factors based on calculation method and emissions type are used. Applied emission factors are based on the data provided by third parties, such as DEFRA, Exiobase and Ecoinvent. Category 5 emissions for Danish sites were pre-calculated by the external waste handling supplier.

Percentage of GHG scope 3 calculated using primary data
As of 2025 the majority of Scope 3 emissions calculation is estimated based on spend data. Emissions calculated using primary data from suppliers or other value chain partners account for 17% of our total Scope 3 emissions.

Biogenic emissions (outside of scopes)
Biogenic emissions refer to carbon dioxide (CO_2) released from the combustion of biomass-based fuels such as biomethane and biodiesel. In accordance with the GHG Protocol, biogenic CO_2 emissions are reported separately and excluded from Scope 1 totals, while non-CO_2 gases (e.g., CH_4, N_2O) from these fuels remain included in Scope 1. We allocate natural gas consumption between fossil natural gas and biomethane based on the grid composition and disclose biogenic emissions in the separate line item. Emission factors are sourced from Department for Environment, Food & Rural Affairs (DEFRA).

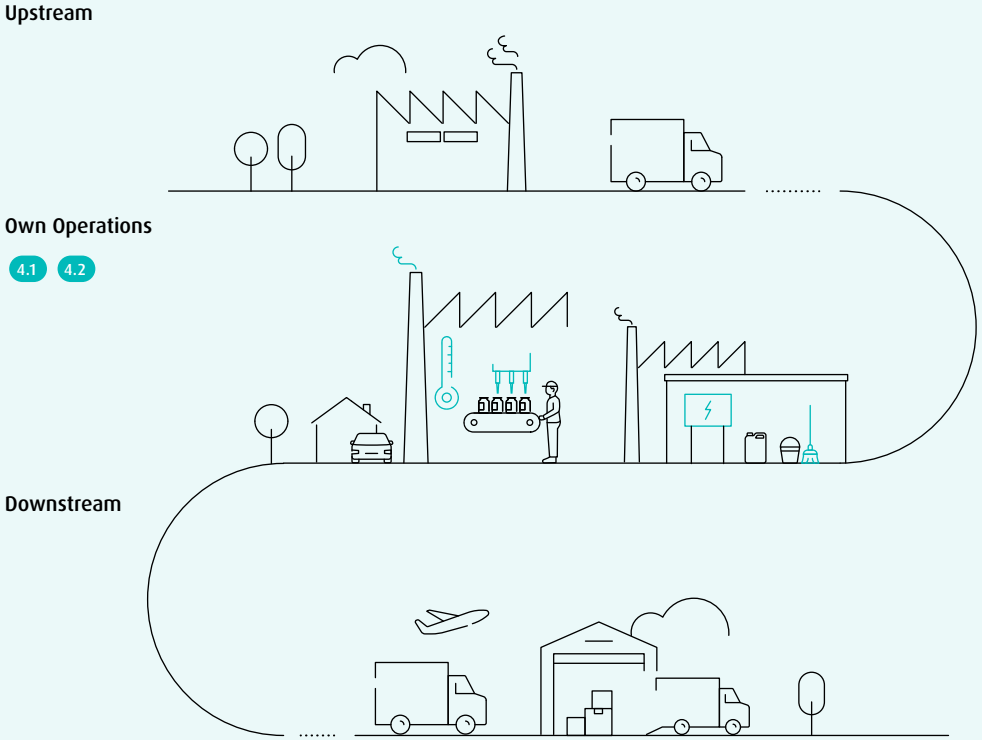
GHG intensity
GHG intensity based on net revenue has been calculated as total gross scope 1, scope 2 location-based/ market-based, and gross scope 3 emissions divided by total reported net revenue in mDKK. See note 3 in our financial statement for net revenue used for the metric.

Energy consumption and mix
Energy volumes data are based on meter readings and suppliers' statements. Energy is considered to be derived from renewable sources if the origin of the purchased energy is clearly defined in the contractual arrangements with its suppliers. This includes renewable power purchase agreements and market instruments such as Guarantees of Origin from renewable sources. Otherwise, it is reported under energy from fossil sources.

Energy intensity based on net revenue
This metric is relevant for companies operating in high climate impact sectors only which covers all of our activities (biotechnology and pharmaceuticals – NACE code C21). Energy intensity has been calculated as total energy consumption from all our activities divided by reported total net revenue in mDKK. Since we operate in high climate impact sectors only, we have applied our total net revenue for the intensity calculation. See note 3 in our financial statement for net revenue used for the metric.

E2 Pollution

Certain substances used in vaccine production require careful attention. We focus on understanding and managing substances of concern and substances of very high concern in ways that enable safe research, development, and manufacturing of vaccines.



Name of IRO	Time horizon: Short-term	Medium-term	Long-term
4.1 **Use of substances of concern** Actual Negative Impact A part of our processes in manufacturing makes use of substances classified as substances of concern which could be harmful to the environment and/or for people handling the substances.	●	●	●
4.2 **Use of substances of very high concern** Actual Negative Impact A part of our processes in manufacturing makes use of substances classified as substances of very high concern which could be harmful to the environment and/or for people handling the substances.	●	●	

Interaction with strategy and business model

Our commitment to safeguarding the environment is integral to our mission to improve public health through research, development, manufacturing, and distribution of vaccines. While the general pollution topic is not material to our operations, we have deemed substances of concern (SoC) and substances of very high concern (SVHC) to be material, as the use of such chemicals is part of our research and vaccine manufacturing process.

Material impacts, risks and opportunities

The use of certain substances is an inherent part of researching, developing, and manufacturing vaccines. Without appropriate risk mitigation, substances of concern and substances of very high concern can pose risks to the environment and to the people handling them. We have therefore worked to eliminate unnecessary use and limit remaining applications to essential activities, while continuing to evaluate safe handling practices and potential alternatives.

Substances of concern and very high concern

Without appropriate risk mitigation, SoC and SVHC can be harmful to the environment and/or to people handling the substances. The processes in which we use these substances are related to our business model and strategy as they are crucial parts of our ability to research, develop, and manufacture vaccines. We use SoC and SVHC in research and manufacturing in-house as well as through business relationships with CROs and CMOs. The risk of using these substances is evaluated as part of the daily operations and strategic decision-making performed by the Environmental, Health, and Safety (EHS) department. The current use of SoC and SVHC is crucial to certain parts of our operations. There is some transitional risk related to potentially having to switch out the use of some of these substances as a result of restrictions. Due to the likelihood of restriction and the availability of alternatives as well as the costs of process and procedure changes, there is no material financial impact of this risk.

SoCs and SVHCs play a critical role in our manufacturing processes, ensuring that our vaccines meet the highest standards of quality and safety. We have appropriate authorizations in place for the use of regulated substances. We do not engage in the production, distribution, commercialization, or import/export of these substances. Our focus remains on ensuring safe and compliant use within our facilities, adhering to all relevant regulations and policies.

Policies

Our commitment to environment, health and safety is reflected in our comprehensive policies designed to manage and mitigate the impacts and risks associated with SoCs and SVHCs. It is primarily our manufacturing sites that use the substances, and they have policies on handling and storage of such substances to minimize the risk of negative impacts from the use of these chemicals. These policies include management's and employees' responsibilities in regard to the management of hazardous substances and guidelines on safety measures, both in terms of protective equipment and chemicals storage and disposal requirements. The policies apply to all employees involved in chemicals storage and handling within our own operations. Heads of the sites are accountable for implementation of those policies.

We also have a policy on monitoring changes in environmental, health and safety laws and compliance which is described in our EHS Rules and Regulation. The purpose of the policy is to define the responsibilities for tracking changes in the legislation and to establish a procedure for evaluation of compliance which takes place every quarter. Application of this policy secures our compliance with legislation, helping to increase the safety of chemicals handling and limit the risk of health or environmental hazards associated with usage of these substances. The policy applies to specifically listed groups of employees at our Danish sites having EHS responsibilities within our own operations. The Head of Site at our Danish manufacturing site is accountable for implementation of this policy.

Our EHS Assessment – Chemicals/Products policy addresses the risk associated with the introduction of new SoC and SVHC in relation to environmental, health and safety hazards, risks and regulations. This policy requires us to continuously work on evaluating lower-risk alternatives and to prioritize, where possible, reducing the use of SVHC. The purpose of the policy is to ensure that we seek safer alternatives to reduce our dependency on high-risk substances and prepare us for potential future restrictions. The policy applies to all employees at our Danish sites who introduce, order or buy chemicals. Head of Site Kvistgaard (Danish manufacturing site) is accountable for implementation of this policy.

All the policies are accessible to affected stakeholders through our Quality Management System, which is available to all employees.

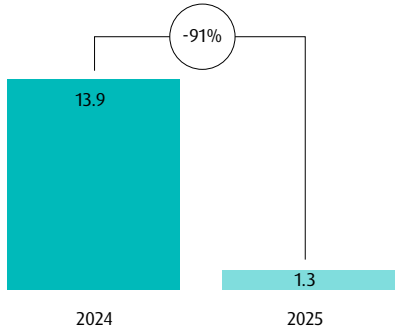
Actions and progress

Substances of very high concern (SVHC)

In 2025, we discontinued the use of the most significant SVHC by weight in use at Bavarian Nordic, replacing it with safer alternatives. This resulted in a decrease of 91% in the use of SVHC in the produc-

tion from 2024 to 2025. The product, containing a reproductive risk, was being used in our utilities system at our Danish manufacturing site. We underwent an analysis of many different products to identify an alternative with no health or environmental hazards that also met our performance requirements. We also underwent evaluations of all other products reported as SVHC in 2024. These products had SVHC concentrations below thresholds for hazard labelling and we found legacy substances that would be phased out, and products with no alternatives. Going forward, we will continue to evaluate and phase out SVHC wherever possible to maintain this progress.

Reduction of SVHC 2024-2025
SVHC in kg



Substances of concern (SoC)

In 2025, we also continued a complex multi-year project to better identify all the potential SoC used in our operations through the implementation of a global chemicals register covering all our locations. This solution is needed to streamline and unify our chemicals management and reporting processes linking operations, EHS risks and procurement. Progress toward the implementation of our global chemical register will be reported when relevant as part of the quarterly EHS update report.

Compared to 2024, the use of SoC in our production processes remained largely unchanged. Diesel oil continues to account for approximately 99% of the total by weight. Its primary function is steam generation, which is critical to the manufacturing process as it enables disinfection and helps maintain optimal temperature and humidity levels. In addition, diesel oil powers emergency generators to ensure backup energy supply during electricity shortages and provides general heating for buildings at one of our production sites.

In 2026 and going forward, we will continue to evaluate SVHC and some SoC to ensure safe handling procedures, minimize risk and identify alternatives. The objective of this action is to minimize any risk of SoC and to reduce and eliminate the use of SVHC where possible. The scope of this action encompasses our own activities. This includes all geographical locations where we operate.

Substances of concern
E2 - table 1

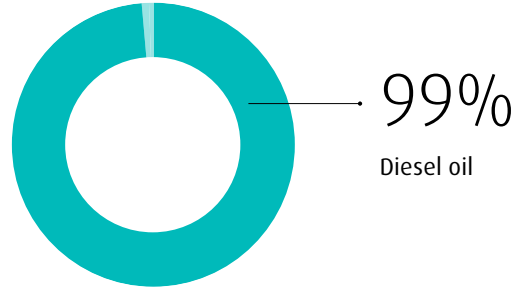
in tonnes	2025	2024
Hazard class		
Health hazard	2	8[1]
Environmental hazard	6	1
Health & Environmental hazard incl. diesel oil	588	603
Health & Environmental hazard excl. diesel oil	*0*	*4*
Total	**596**	**612**

Substances of very high concern
E2 - table 2

in tonnes	2025	2024
Hazard class		
Health hazard	0.0011	0.0135[1]
Environmental hazard	0.0002	0.0004
Health & Environmental hazard	0.0000	0.0000
Total	**0.0013**	**0.0139**

1 Following an internal review conducted in 2025, we identified an error in chemicals classification in 2024 - some substances classified as SVHC should have been classified as substances of concern - correction of 1,613 kg.

Substances of concern
Diesel oil is used for steam generation essential to disinfection and process control, and to power emergency generators ensuring backup energy supply.



Accounting policies

Substances of concern and substances of very high concern
Only substances of concern and substances of very high concern consumed at the manufacturing sites are considered in the disclosure. Substances used at the research and development facilities are assessed immaterial for sustainability reporting purposes.

The following three hazard classes have been defined as the main hazard classes for Bavarian Nordic:

Health hazard, which include the substances of at least one of the following characteristics:

- carcinogenicity categories 1 and 2;
- germ cell mutagenicity categories 1 and 2;
- reproductive toxicity categories 1 and 2;
- endocrine disruption for human health;
- Persistent, Mobile and Toxic or Very Persistent, Very Mobile properties;
- Persistent, Bioaccumulative and Toxic or Very Persistent, Very Bioaccumulative properties;
- respiratory sensitization category 1;
- skin sensitization category 1;
- specific target organ toxicity, repeated exposure categories 1 and 2;
- specific target organ toxicity, single exposure categories 1 and 2; or

Environmental hazard, which include the substances of at least once of the following characteristics:

- endocrine disruption for the environment;
- chronic hazard to the aquatic environment categories 1 to 4;
- hazardous to the ozone layer;

Health and environmental hazard, for substances associated with hazards from both hazard classes described above. To avoid duplication, substances captured under this category are not included in the previous categories.

Substances classified under any of the hazard classes listed above are considered substances of concern. Substances of very high concern (SVHCs), a sub-group under substances of concern, are disclosed separately.

Substances of very high concern include substances meeting the hazard classes described in Article 57 of Regulation (EC) No 1907/2006 (REACH) and the process to identify Candidate List substances in accordance with Article 59(1) of that Regulation.

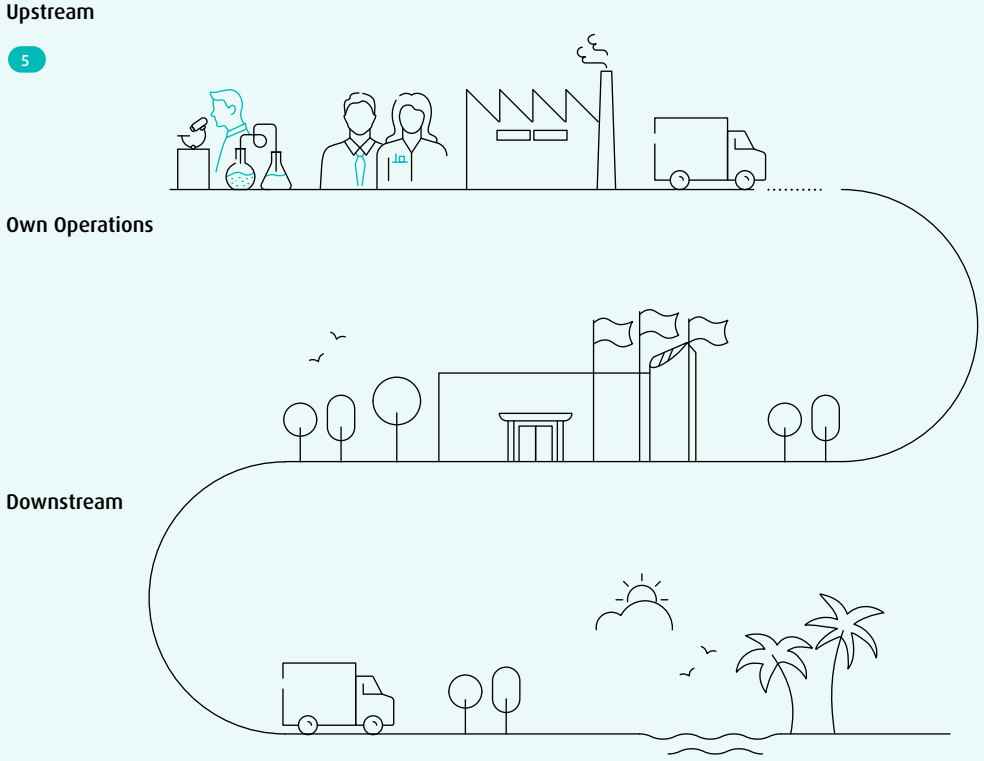
SVHC are disclosed similarly to the substances of concern, using the main hazard classes described above.

Relevant substances to be reported by Bavarian Nordic are identified based on the mapping from our internal chemicals' management systems. Volumes of the substances used in the production are extracted directly from the local ERP systems where consumption of materials is registered upon their transfer from a warehouse to production. The volume units are determined upon the registration of the substance being delivered to our production sites. As liquids are typically measured in liters, their volumes have been converted to kilograms. We performed the conversion with a substance-specific factor where possible, otherwise we assumed a uniform density of one kilogram per liter.

We have not identified any substances of concern or very high concern leaving our facilities as emissions, products or part of our products.

E4 Biodiversity & ecosystems

The safety of vaccines depends on reliable testing methods, some of which draw on natural resources. One such method involves the use of Limulus Amebocyte Lysate (LAL), widely used in the pharmaceutical industry for bacterial endotoxin testing and forms part of our quality assurance processes.



Name of IRO	Time horizon: Short-term	Medium-term	Long-term
5 **Reliance on horseshoe crabs for endotoxin testing** Actual Negative Impact Impact on horseshoe crabs (a species listed on the IUCN Red List) stems from our dependency on Limulus Amebocyte Lysate, (LAL) which is derived from horseshoe crab blood. The substance is used for endotoxin (safety) testing and is currently a part of our regulatory compliance with quality assurance processes for endotoxin testing.	●	●	

Interaction with strategy and business model

Biodiversity plays an important role in maintaining healthy ecosystems. As part of our sustainability reporting, we assess where our operations or value chain may interface with biodiversity and ecosystems. Our use of Limulus Amebocyte Lysate (LAL), which is extracted from the blood of horseshoe crabs, has an impact on this vulnerable species. This substance is commonly used in the pharmaceutical industry for bacterial endotoxin testing, which is a part of our regulatory compliance with quality assurance processes for testing and product release, to ensure the safety of our vaccines.

No biodiversity offsets, mitigation measures, or incorporation of local knowledge and nature-based solutions have been undertaken at this time.

Material impacts, risks and opportunities

We assess material impacts, risks, and opportunities related to our use of Limulus Amebocyte Lysate (LAL) to understand how our activities may affect horseshoe crabs and associated ecosystems, and how regulatory, operational, and scientific developments may influence our approach to endotoxin testing and vaccine quality assurance.

Reliance on horseshoe crabs for endotoxin testing

LAL is isolated from the blood of the North American horseshoe crab, which is currently a species listed as "Vulnerable" on the IUCN Red List. When the blood harvesting process is completed, the horseshoe crabs are released back to the wild. Harvesting results in some mortality and impacts reproduction and marine ecosystems.

The LAL that we use is sourced from an external supplier who is committed to the high standards for licensed and regulated collection of horseshoe crabs which include handling practices and limits for duration of time out of water. Our supplier also participates in a multi-stakeholder process guided by state authorities on the best practices for the handling of horseshoe crabs. These state authorities also undertake regular monitoring to ensure horseshoe crab populations remain healthy.

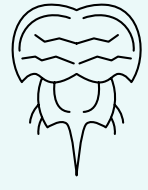
We have not conducted a resilience analysis as defined under the European Sustainability Reporting Standards (ESRS). However, we believe that the core elements of resilience are embedded in our analysis of our current reliance on LAL, where we have considered our own operations and our value chain with regards to the physical, transition and systemic risks and key assumptions related to availability, and regulatory expectations. Based on this assessment and consultation with our supplier, Quality Control and EHS departments, we have assessed that we are resilient to any risk, in the short- and medium-term. This is because of the continued supply of LAL for legacy products licensed with LAL. In addition, the sustainable and regulated management of the horseshoe crab fishery and our initiated actions to transition from our reliance on LAL for endotoxin testing further reduces risk and strengthens resilience. Based on the assessment, we have initiated a transition plan in line with the time horizons applied in the double materiality assessment (DMA) process. To track progress of our transition plan, the EHS department monitors and reports on performance as part of the quarterly EHS update report.

Policies

Our efforts to reduce our environmental impacts are anchored in our Global Environmental, Health and Safety Policy. We have not adopted biodiversity and ecosystem policies specifically related to horseshoe crabs. Our efforts are focused on understanding our material impact and planning an effective transition.

Actions

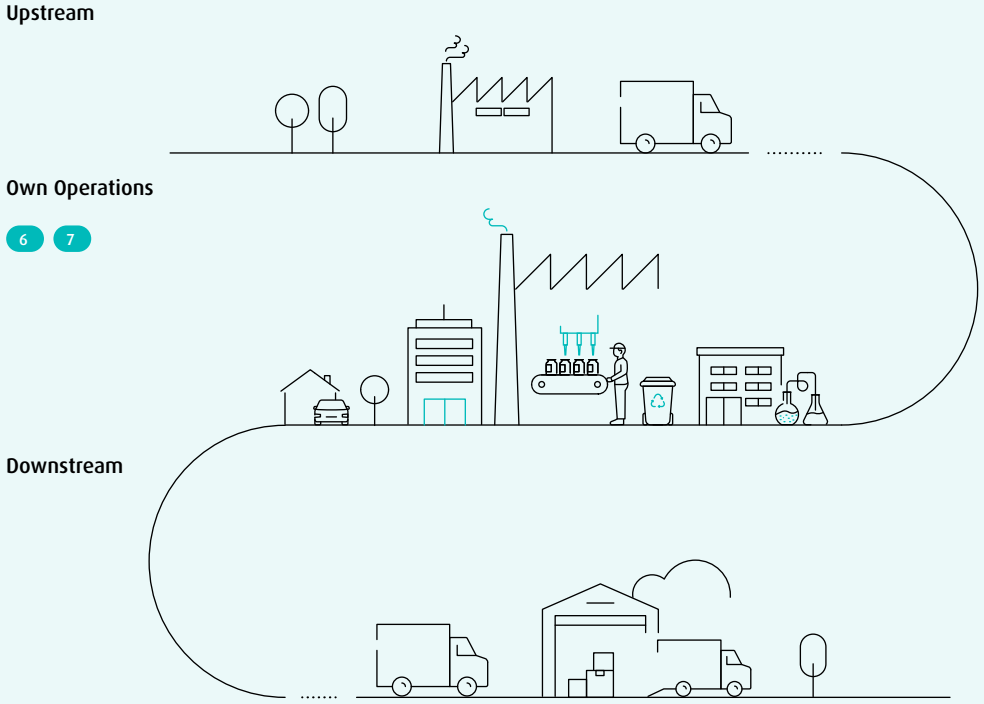
In 2025, we began a transition plan to explore how we can reduce our reliance on horseshoe crabs for the use of LAL endotoxin testing methods. We use LAL methods at our Danish manufacturing site. We have identified that no major capital expenses are required to transition methods, and we have ordered a new testing equipment and software as a step toward adopting synthetic Recombinant Cascade Reagent (rCR) methods. A synthetic method is currently in use at our Swiss manufacturing site, and we are assessing opportunities to share knowledge between our sites. We have also engaged in a dialogue with our supplier of LAL testing supplies about transition and mitigation for horseshoe crab populations. In 2026, we will identify the documentation and filing requirements from health authorities that would be required to switch testing methods



Horseshoe crabs play a key role in coastal ecosystems. Sustainable collection practices and responsible transition strategies are important to protect both the species and associated ecosystems.

E5 Resource use and circular economy

Efficient use of resources and responsible waste management are important elements of sustainable operations. We seek to understand how materials and resources are used across our activities and improve resource efficiency while maintaining the quality and reliability of our products.



Name of IRO	Time horizon: Short-term	Medium-term	Long-term
6 **Waste from operations** Actual Negative Impact We generate waste from our research and manufacturing facilities, and non-recyclable waste is sent to either incineration and/or landfill, both of which negatively impact the natural environment.	●	●	●
7 **Change of certain manufacturing methods can reduce resource use** Opportunity We are exploring opportunities to optimize production process which could potentially decrease resource inflow and at the same time increase productivity, amounts of certain vaccines produced per batch, improve COGS, and other benefits.		●	

Interaction with strategy and business model

As part of our resource outflow, we generate general waste and hazardous waste. We have an impact from the waste generated at our research and manufacturing facilities. The waste is primarily generated from our activities in manufacturing sites located in Denmark and Switzerland, as well as research facilities in Denmark and Germany. This impact is connected to our business model in research and manufacturing of vaccines. The management of this impact is part of our daily operations, conducted by the Environmental, Health and Safety (EHS) functions globally and locally.

We have an opportunity to decrease our use of and dependency on certain raw materials by changing production methods for one of our vaccines. The change would also positively affect production volume and lower the risk of contamination in each batch.

Material impacts, risks and opportunities

We identify and assess material impacts and opportunities related to resource use and waste to better understand how our operations influence resource consumption and waste streams, and to identify opportunities to improve efficiency.

Change of certain manufacturing methods

We are pursuing an opportunity to change parts of our current production methods for one of our vaccines. The update relates to a change of cell substrate, where the updated method is based on a continuous cell line compared to primary cells being used today.

The potential outcome of this would result in significantly less dependence on certain raw materials and agents required today, significant increase in doses per batch, and less potential for contamination in each batch. As such, this opportunity is currently being pursued as part of our strategic roadmap to secure preparedness to meet global demands in case of future outbreaks.

Policies

With regards to the change of certain manufacturing practices, we do not have a corporate policy, as implementation and governance are captured in several other areas and processes. These relate to several quality and clinical requirements (GxP), all of which are governed by our Quality Department, and Research and Development Department.

Actions

To change production methods, we must take several steps in our own operations which (amongst other things) involve regulatory submissions and approvals. Throughout 2024 and 2025 we have interacted with the health authorities, FDA and EMA, and shared information to seek their advice.

Additionally, we have initiated a phase-2 clinical trial bridging study in adults, as it is required to 'prove' comparability of the new versus the old production method. These actions in 2025 serve as important steps in our ability to realize the opportunity in the medium-term. The overall program is anchored with our Strategy Execution Office and is overseen by our Executive Management.

We are also working on establishing production capability and capacity at our Swiss manufacturing site, to be able to produce with the new method. This is anchored in our Global Operations and our Swiss Manufacturing site, and is overseen by our Chief Operating Officer.

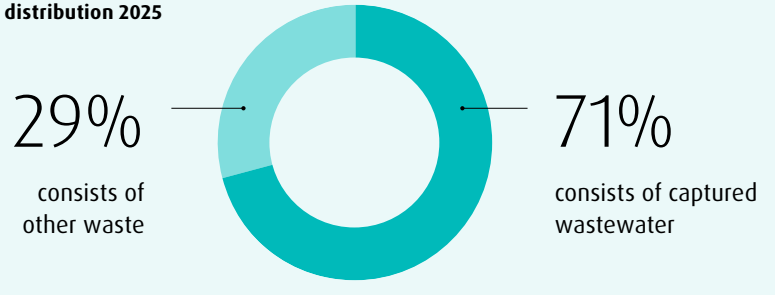
To monitor progress on change of certain manufacturing methods, the Strategy Execution Office informs, on a weekly basis, members of our Executive Management. Other key stakeholders are informed when key milestones are met.

Waste from our operations

Given the nature of our business and industry, we generate hazardous waste in our manufacturing and research activities, including chemicals and biological materials.

The waste generated from operations includes a variety of materials, with single-use plastics playing a significant role due to their usage in equipment, connections, hoses, and bags for media or buffer solutions. Discarded plastic items and vials may contain product residues, including viruses, which must be incinerated as biosafety waste. Our waste also comprises empty raw material packaging in plastic, glass, and cardboard. Chemical waste emerges from both laboratory and production processes, encompassing residues from analytical processes, expired materials, and substances like ethanol. Non-recyclable waste is sent to either incineration or landfill.

Total waste distribution 2025



Waste streams

Captured wastewater is our primary waste stream, accounting for over 70% of our overall waste by weight. While the majority of our wastewater is composed of water, it also includes organic matter, inactivated virus, media solutions and antibiotics. It is discarded and captured in a holding tank as hazardous waste which is collected by a specialized waste management service provider.

Our wastewater is combined with waste from other companies and incinerated to ensure that hazardous substances are destroyed. In 2025, the volume of captured wastewater increased by 19% compared with 2024 (1,756 tonnes in 2024 vs. 2,093 tonnes in 2025). This increase reflects both higher production volumes and a more precautionary approach to capturing liquid waste, aiming to minimize the risk of antibiotics or other potentially harmful substances being released into the environment.

Policies

Our commitment to the environment is reflected in our policies designed to manage and mitigate the negative impact associated with waste generated. Each of our production and research facilities has a local policy on the handling of residual waste. These policies are implemented to ensure that the waste is properly classified, segregated, transported, recycled and destroyed by proper disposal methods in order to comply with local regulations and protect the environment and human health. The scope of the policies includes all employees involved in the management of production and laboratory waste within our own operations. Heads of sites are accountable for implementation of these policies. All the policies are accessible to affected stakeholders through our Quality Management System, which is available to all employees.

Actions

In 2025, we expanded our Global EHS department. This has enabled us to allocate more resources to further our understanding and management of our waste streams and the development of initiatives aimed at increasing the rate of recycled waste from our manufacturing and research facilities. In 2026, we will begin piloting waste tracing studies to develop further insights into the flow of waste materials, processes, and treatment. The analysis will include information about companies that receive our waste and their respective treatment processes, offering transparency and traceability throughout the waste management chain. Progress toward the waste tracing studies will be monitored and reported as part of the quarterly EHS update report.

Metrics

Year-on-year developments in our waste metrics continue to be primarily influenced by our largest waste stream: captured wastewater at the Danish production site. Our non-hazardous waste also increased notably in 2025. This development was driven mainly by increased production volumes and by expansion of the Bern facility, which generated more than 110 tonnes of construction-related waste during the year.

Total amount of waste generated

E5 - table 1

in tonnes	2025	2024
Type of waste		
Hazardous waste	2,212	1,817
Non-hazardous waste	752	612
Radioactive waste	0	0
Total waste	**2,964**	**2,429**

Total waste diverted from disposal breakdown by the recovery operation types

E5 - table 2

in tonnes	2025	2024
1) Preparation for reuse		
Hazardous waste	0	0
Non-hazardous waste	7	5
2) Recycling		
Hazardous waste	2	3
Non-hazardous waste	276	146
3) Other recovery operations		
Hazardous waste	113	1
Non-hazardous waste	381	108

Total waste directed to disposal by waste treatment types

E5 - table 3

in tonnes	2025	2024
1) Incineration without energy recovery		
Hazardous waste	2,096	1,808
Non-hazardous waste	25	281
2) Landfill		
Hazardous waste	0	0
Non-hazardous waste	64	72
3) Other disposal operations		
Hazardous waste	1	5
Non-hazardous waste	0	0

Total non-recycled waste

E5 - table 4

in tonnes	2025	2024
Non-recycled waste		
Amount	2,680	2,166
Percentage	90 %	89 %

Accounting policies

Waste

All waste generated across our sites is managed by local waste handling companies, who collect disposals directly from our facilities. For our manufacturing sites and for our research and development facility in Hørsholm (Denmark), we maintain direct contracts with the suppliers, allowing us to obtain precise waste data, including waste type, amounts, and treatment methods. For our research site in Martinsried, Germany, which is located in a shared commercial building, waste management and contracts with waste collectors are managed by both the landlord and ourselves. This arrangement results in certain data limitations. Consequently, for this site, we have applied estimates based on interviews with the landlord, who confirmed the capacity of containers and the frequency of waste collection by the external service supplier. Our office facilities are excluded from the metrics as the waste generated there is considered not material for sustainability reporting purposes. Only waste generated at manufacturing sites and research facilities is considered in the disclosure. All waste subcategories are split between hazardous and non-hazardous waste, defined in accordance with the EU's Waste Framework Directive. We have not identified any radioactive waste in our operations.

Non-recycled waste

The total amount of non-recycled waste is calculated by summing the waste sent for disposal (incineration, landfill, and other disposal operations) and the waste directed to other recovery operations, primarily incineration with energy recovery. The percentage rate is calculated as a total amount of non-recycled waste divided by a total amount of waste generated.

EU Taxonomy

The EU Taxonomy is a European sustainability classification framework. It enables corporations to communicate to stakeholders which of their business activities have the potential to be considered sustainable (i.e. are Taxonomy-eligible) and which activities will be reported as EU Taxonomy-aligned (i.e. fulfil EU requirements to be considered sustainable). For each relevant business activity, we must disclose how much of its Turnover, Capital Expenditures (CapEx) and Operating Expenditures (OpEx) can be considered eligible and aligned, respectively.

In 2025, we identified eligible economic activities based on the six published environmental objectives. Each of the economic activities was assessed on its percentage of Taxonomy-eligibility. As a result, we report 96%, 100% and 21% Taxonomy-eligible Turnover, CapEx and OpEx in 2025, respectively.

Eligibility and alignment

We continuously assess our business and economic activities and the environmental impact hereof. We utilized a two-step approach in formulating our Taxonomy disclosures. Initially, we screened the economic activities outlined in the EU Taxonomy to identify those relevant, considering our business model. Based on our review, we identified one economic activity to report on in 2025: 'PPC 1.2 Manufacture of medicinal products' under the environmental objective of 'Pollution Prevention and Control'. The screening was performed across revenue generation, costs, and investments, considering materiality.

Manufacture of medicinal products is our primary economic activity which drives the high eligibility percentage for turnover.

The identified eligible CapEx consists of additions in 2025 related to intangible assets, property plant and equipment and right-of-use assets in note 15, 16 and 17 of the Annual Report 2025.

We are still assessing our production process against the technical screening criteria pertaining to the manufacture of medicines to work towards alignment. For this reporting year, we have decided not to pursue the alignment as we prioritized other initiatives more relevant to our current sustainability objectives.

Accounting policies

Turnover: Total Turnover consists of total revenue from sales of goods and services, as defined under IFRS. The Turnover KPI is defined as Taxonomy-eligible Turnover divided by total turnover.

CapEx: The denominator consists of additions to tangible assets, intangible assets, and right-of-use assets during the financial year considered before depreciation, amortization, and any re-measurements, including those resulting from revaluations and impairments, for the relevant financial year, excluding any fair value changes. The numerator equals to the part of the capital expenditure included in the denominator that is any of the following: (a) related to assets or processes that are associated with Taxonomy-aligned economic activities; (b) part of a CapEx plan to expand Taxonomy-aligned economic activities; (c) related to the purchase of output from Taxonomy-aligned economic activities. In respect of (a), we assess intangible assets, which have successfully finalized stage 3 clinical studies, to be associated with our Taxonomy-aligned (eligible) economic activities. The CapEx KPI is defined as Taxonomy-eligible CapEx divided by total CapEx.

OpEx: The denominator consists of direct non-capitalized costs that relate to research and development, building renovation measures, short-term lease, maintenance and repair, and any other direct expenditures relating to the day-to-day servicing of assets of property, plant and equipment by the undertaking or third party to whom activities are outsourced that are necessary to ensure the continued and effective functioning of such assets. OpEx does not include amortizations and impairments. The numerator equals to the part of the operating expenditure included in the denominator that is any of the following: (a) related to assets or processes that are associated with Taxonomy-aligned economic activities; (b) part of a CapEx plan to expand Taxonomy-aligned economic activities; (c) related to the purchase of output from Taxonomy-aligned economic activities. The OpEx KPI is defined as Taxonomy-eligible OpEx divided by total OpEx.

Contextual information about the KPIs

We perceive the principal part of Bavarian Nordic's revenue related to the manufacture of medicinal products, cf. note 3 to the Consolidated financial statements. As Taxonomy-eligible, we only include CapEx directly associated with the manufacturing processes. Eligible CapEx for 2025 mainly relates to investments in plant and machinery. Eligible OpEx relates to research and development directly associated with manufacturing processes, cf. note 4 to the Consolidated financial statements. The narrow EU Taxonomy OpEx definition is the main reason for a reported low eligibility.

When allocating CapEx and OpEx to economic activities, we prioritize those that directly contribute to our primary economic activity first. Secondly, we allocate to other environmental objectives for which specific technical screening criteria are set. This is how we avoid double counting where activities contribute to multiple environmental objectives. We are adjusting the R&D cost for amortizations to not double count these costs, as the amortization would also have been part of CapEx in prior years.

EU Taxonomy

Summary KPIs

Financial year (N) **2025**

KPI (1)	Total (2)	Proportion of Taxonomy eligible activities (3)	Taxonomy aligned activities (4)	Proportion of Taxonomy aligned activities (5)	Breakdown by environmental objectives of Taxonomy aligned activities: Climate Change Mitigation (6)	Climate Change Adaptation (7)	Water (8)	Circular Economy (9)	Pollution (10)	Biodiversity (11)	Proportion of enabling activities (12)	Proportion of transitional activities (13)	Not assessed activities considered non-material (14)	Taxonomy aligned activities in previous financial year (N-1)(15)	Proportion of Taxonomy aligned activities in previous financial year (N-1)(16)
	DKK thousand	%	*DKK thousand*	%	%	%	%	%	%	%	%	%	%	*DKK thousand*	%
Turnover	6,243,956	96%	0	0%					0%		0%	0%	0%	0	0%
CapEx	297,933	100%	0	0%					0%		0%	0%	0%	0	0%
OpEx	773,950	21%	0	0%					0%		0%	0%	0%	0	0%

Turnover

Reported KPI **Turnover**
Financial year (N) **2025**

Economic Activities (1)	Code (2)	Taxonomy eligible KPI (Proportion of Taxonomy eligible Turnover) (3)	Taxonomy aligned KPI (monetary value of Turnover) (4)	Taxonomy aligned KPI (Proportion of Taxonomy aligned Turnover) (5)	Environmental objective of Taxonomy aligned activities: Climate Change Mitigation (6)	Climate Change Adaptation (7)	Water (8)	Circular Economy (9)	Pollution (10)	Biodiversity (11)	Enabling activity (12)	Transitional activity (13)	Proportion of Taxonomy aligned in Taxonomy eligible (14)
		%	*DKK thousand*	%	%	%	%	%	%	%	(E where applicable)	(T where applicable)	%
Manufacture of medicinal products	PPC 1.2	96%	0	0%					0%				0%
Sum of alignment per objective									0%				
Total KPI (Turnover)		**96%**	**0**	**0%**					**0%**		**n/a**	**n/a**	**0%**

EU Taxonomy

CapEx

Reported KPI **CapEx**
Financial year (N) **2025**

Economic Activities (1)	Code (2)	Taxonomy eligible KPI (Proportion of Taxonomy eligible CapEx) (3)	Taxonomy aligned KPI (monetary value of CapEx) (4)	Taxonomy aligned KPI (Proportion of Taxonomy aligned CapEx) (5)	Environmental objective of Taxonomy aligned activities: Climate Change Mitigation (6)	Climate Change Adaptation (7)	Water (8)	Circular Economy (9)	Pollution (10)	Biodiversity (11)	Enabling activity (12)	Transitional activity (13)	Proportion of Taxonomy aligned in Taxonomy eligible (14)
		%	*DKK thousand*	%	%	%	%	%	%	%	(E where applicable)	(T where applicable)	%
Manufacture of medicinal products	PPC 1.2	100%	0	0%					0%				0%
Sum of alignment per objective									0%				
Total KPI (CapEx)		**100%**	**0**	**0%**					**0%**		**n/a**	**n/a**	**0%**

OpEx

Reported KPI **OpEx**
Financial year (N) **2025**

Economic Activities (1)	Code (2)	Taxonomy eligible KPI (Proportion of Taxonomy eligible OpEx) (3)	Taxonomy aligned KPI (monetary value of OpEx) (4)	Taxonomy aligned KPI (Proportion of Taxonomy aligned OpEx) (5)	Environmental objective of Taxonomy aligned activities: Climate Change Mitigation (6)	Climate Change Adaptation (7)	Water (8)	Circular Economy (9)	Pollution (10)	Biodiversity (11)	Enabling activity (12)	Transitional activity (13)	Proportion of Taxonomy aligned in Taxonomy eligible (14)
		%	*DKK thousand*	%	%	%	%	%	%	%	(E where applicable)	(T where applicable)	%
Manufacture of medicinal products	PPC 1.2	21%	0	0%					0%				0%
Sum of alignment per objective									0%				
Total KPI (OpEx)		**21%**	**0**	**0%**					**0%**		**n/a**	**n/a**	**0%**

Social

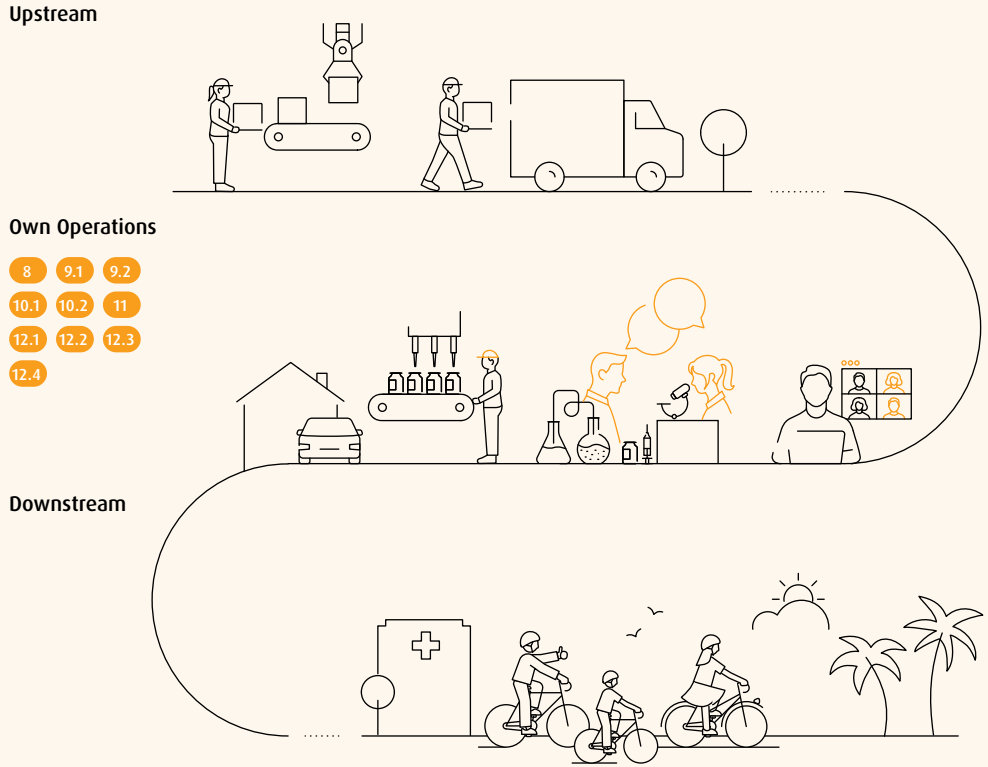
81
S1 Own workforce

98
S2 Workers in the value chain

102
S4 Consumers and end-users

S1 Own workforce

Our people are fundamental to delivering life-saving solutions. From research and manufacturing, to quality, commercial operations, and corporate functions, our employees contribute to driving innovation, securing reliability, and fostering responsible growth across our organisation.



Name of IRO (Title)	Time horizon: Short-term	Medium-term	Long-term
8 **Diversity & inclusion** Potential Negative Impact A lack of diversity and an inclusive culture at Bavarian Nordic, whether in hiring, leadership development, team dynamics, or everyday workplace interactions, it can lead to groupthink, reduced innovation, and disengaged employees. Without an environment where individuals feel valued and included, collaboration suffers, talent retention becomes harder, and the company's ability to operate effectively in diverse global markets is weakened.	●	●	●
9.1 **Attraction and retention of talent and employees** Risk We may face financial risks if we fail to attract and retain qualified talent, especially in competitive or specialized areas such as vaccine research, manufacturing, global distribution, and commercial operations. High turnover or prolonged vacancies can increase recruitment and training costs, reduce productivity, and delay critical projects. In the commercial organization, talent gaps can directly impact market access, sales performance, and strategic execution. Difficulty in attracting top talent may also limit innovation and growth opportunities, ultimately affecting our profitability and long-term competitiveness.	●		
9.2 **Training and skills development** Potential Negative Impact Lack of adequate training and skills development may negatively affect employees' ability to perform their roles effectively, both during onboarding and throughout their continued professional development. This can hinder individual performance, reduce overall productivity, and limit career progression, ultimately impacting employee engagement and retention.	●	●	●
10.1 **Harassment in the workplace** Potential Negative Impact Cases of harassments at any workplace is a possibility. Without proper processes, actions and training Bavarian Nordic could negatively impact people in the company by causing psychological distress and a sense of unsafety at work.	●	●	●

Name of IRO (Title)	Time horizon: Short-term	Medium-term	Long-term
10.2 **Work-life balance** Potential Negative Impact As an employer, we play a key role in shaping employees' work-life balance, which directly influences their overall well-being, engagement, and job satisfaction. If personal needs and preferences, such as flexible scheduling or work-life boundaries, are not adequately considered, we may create strain for some employees. Due to the nature of operations, certain roles may involve non-standard working hours, including night shifts, rotating schedules, or business travel. These working patterns can increase the risk of fatigue, affect physical and mental health, and place pressure on employees' ability to maintain a healthy work-life balance.	●	●	●
11 **Breach of personnel data** Potential Negative Impact We hold sensitive personal data on its employees. A breach of this data, whether through cyberattack or internal error, could lead to significant privacy concerns such as identity theft and psychological distress for affected individuals.	●	●	●
12.1 **Physical injury impact** Potential Negative Impact Ineffective, inefficient or missing health and safety management arrangements could lead to physical injury to employees, non-employees and visitors.	●	●	●
12.2 **Adverse Health Impact from Management Failures** Potential Negative Impact Ineffective, inefficient or missing health and safety management arrangements could lead to adverse health impact to employees, non-employees and visitors.	●	●	●
12.3 **Risk of Harm from Ineffective Safety Management** Risk Inadequate or missing health and safety management systems may lead to physical injuries, chronic illnesses, or psychological harm across our workforce. This could result in higher costs from sick leave, insurance premiums, legal claims, and workforce turnover, as well as reputational damage and operational disruption.	●	●	●

Name of IRO (Title)	Time horizon: Short-term	Medium-term	Long-term
12.4 **Psychological Harm from Management Failures** Potential Negative Impact Ineffective, inefficient, or absent health and safety management systems may lead to negative psychological impacts on employees.	●	●	●

Our global workforce

Our employees are a key group of stakeholders, playing a crucial role in driving our strategic ambitions. They are at the core of our mission of protecting lives by creating access to vaccines. As a knowledge-based company, our success relies on the expertise, skills, and dedication of our people.

Attracting and retaining top talent is essential to maintaining our competitive edge and advancing our innovative agenda. As such, our impact on employees remains a key focus for us, ensuring that we continue to foster an environment that supports, develops, and retains the people of Bavarian Nordic.

The identified impacts and risks are disclosed thematically, divided into five overall sections, representing how we manage and interpret the respective impacts and risks:

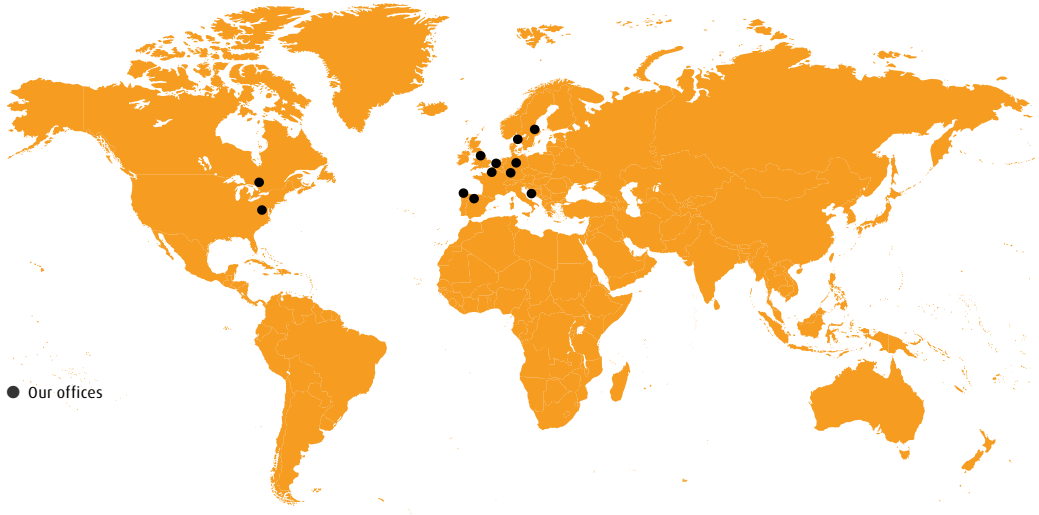
- Our global workforce
- Enabling a resilient workforce
- Employee well-being
- Breach of personnel data
- Health & safety

Diversity & inclusion

We believe that an inclusive culture is essential to ensuring equal opportunities, fair treatment, and access to growth for everyone. As a global vaccine company, we bring together employees from many countries, cultures, and professional backgrounds. This diversity strengthens how we work, enriches our perspectives, and reflects the communities we serve. Our business model of operating in multiple markets and being an end-to-end vaccine company means that we depend on a workforce with varied roles, knowledge, and experiences to deliver on our mission.

Based on the above, diversity and inclusion therefore cut across all our workforce impacts and risks, shaping how we develop and collaborate across the organization. Through this framework, we value equal opportunities across the organization as a natural and integral part of how we operate across the business, strengthening belonging, collaboration, and long-term organizational resilience.

The value of equal opportunities is embedded across our policies, practices, and culture. Therefore, the management of the related impact is not presented as a standalone disclosure. Instead, the topic is integrated into the disclosure of our general approach, reflecting how these considerations inform and influence all other workforce-related impacts and risks. The management of material impacts and risks described throughout this chapter therefore applies equally to diversity and inclusion.



Denmark	Germany	USA	Switzerland	Other
↑7%	↑16%	↓10%	↑29%	↑49%
979 → 1,045	301 → 350	123 → 111	215 → 278	35 → 52
2024 2025	2024 2025	2024 2025	2024 2025	2024 2025

Headcount development
The number of employees increased from 1,653 to 1,836 during the reporting period, primarily driven by growth in Global Operations and the Commercial department.

The increase reflects a ramp-up of production in Denmark and the establishment of additional global roles, as well as expanded activities in Germany. Furthermore, the approval of our chikungunya vaccine has led to increased production activities in Switzerland, requiring additional operational capacity.

Growth in the Commercial department is linked to entry into new markets and the commercialization of our chikungunya vaccine, supporting our continued expansion and long-term growth strategy.

Affected stakeholders

- Non-employees cover individuals working under a contract of employment with a contract end-date. This group can be either self-employed or third-party employed and are compensated through invoice payments and not processed via our payroll system. Non-employees are registered with a Bavarian Nordic email in our HR system. Non-employees are not included in the quantitative metrics in this topic.
- All impacts and risks generally apply to our entire workforce. However, some may pose greater impacts or risks for specific groups. Where this is the case, the increased relevance for these groups is explicitly stated in the individual impact and risk descriptions.
- None of the identified material impacts individually meet the financial threshold to be considered a standalone material risk. However, when assessed collectively, all material workforce impacts influence our identified risk related to employee attraction and retention. However, our material impacts within Health & Safety specifically influence the identified risk within this sub-topic.
- The identified impacts and risks related to our own workforce do not require changes to our strategy and business model, as the current mitigating actions described below are deemed sufficient to prevent the associated potential impacts.

Our approach

The following information applies to all material impacts and risks related to our own workforce.

Policies

Diversity and inclusion policy

To support our integrated approach to diversity and inclusion, our policy guides our actions across all regions and functions. It outlines our commitment to ensuring equal treatment, fairness, and opportunities for all employees, which are core principles in both our culture and our sustainability ambitions.

The policy promotes a zero-tolerance approach to discrimination, covering, but not limited to, gender, age, ethnicity, educational background, physical ability, religion, and sexual orientation. Diversity at Bavarian Nordic is understood in a broad sense and seen as a driver of innovation, adaptability, and cultural insight. We believe that an inclusive culture rooted in togetherness and belonging is essential to unlocking the full potential of our diverse workforce.

The policy also addresses material risks and impacts by promoting bias-free recruitment, selection, and promotion processes, and by preventing discriminatory behavior in any form. It reinforces inclusion as a shared responsibility of all employees and leaders, ensuring that decisions and interactions reflect our values of respect and equity, and that all employees feel a sense of belonging and togetherness across cultures, functions, and backgrounds.

Accountability for implementation lies with Executive Management, supported by our VP of People & Organization. Reporting and monitoring of progress are done through our annual sustainability reporting.

The policy is aligned with our Code of Conduct, Global Policy on Bullying & Harassment, and our commitment to the UN Sustainable Development Goals (SDGs). The policy is available both on our external website and on our company intranet.

Human Rights Policy

Our commitment to providing a sustainable impact on society, patients, and employees is reflected through our Human Rights Policy, which ensures that our workplace practices uphold the highest standards of fairness and respect.

We follow internationally recognized human rights, as defined by the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights (ICCPR), the International Covenant on Economic, Social and Cultural Rights (ICESCR), and the ILO Core Labor Standards.

Guided by authoritative global frameworks, such as the UN Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises, we identify and address potential adverse impacts arising from our operations or business relationships. We have not identified any risks of child labor or forced labor in our operations.

We adhere to the principles of freedom of association, the right to collective bargaining, and the elimination of discrimination, forced labor, and child labor as well as minimizing the adverse impacts from suppliers related to labor.

Our policy does not explicitly address trafficking in human beings, however our commitment to this is reflected in our commitment to respect internationally recognized human rights instruments and upholding applicable employment laws.

Our commitment extends to the human rights of any individual who may be impacted by our activities, including employees, patients, and business partners with a focus on fair employment conditions, data privacy, and responsible sourcing in collaboration with suppliers and partners.

The Human Rights Policy Statement was adopted by the Board in December 2023, and Executive Management is accountable for the implementation of the policy. The policy is available on our intranet and website.

Code of Conduct

Our Code of Conduct sets out the ethical principles that guide how we act and operate our business. It includes our commitment to provide equal opportunities where possible and to maintain a healthy and safe working environment. These commitments are reflected through the material impacts and risks presented in this section and shape our overall approach to managing these (see Business conduct).

Staff handbooks

Our country-specific staff handbooks are guides designed to support employees throughout their employment by outlining company policies, procedures, benefits, and cultural values. They provide clarity on topics such as employment rules, absence registration, flexible work arrangements, compliance requirements, and well-being programs, while reinforcing our core values.

Engaging with our workforce

We are committed to maintaining an open and transparent relationship with our workforce. This includes actively engaging employees in matters that affect them and providing clear, accessible channels for raising concerns.

We incorporate workforce perspectives into decision-making through continuous dialogue and structured engagement mechanisms, enabling employees to share views, ask questions, and influence how we work.

At the same time, we recognize the importance of ensuring that all employees can speak up safely and without retaliation. We therefore maintain formal processes and grievance mechanisms that allow

concerns to be raised, investigated, and addressed in a fair and confidential manner.

Employee engagement survey

Our main employee engagement initiative is our employee engagement survey. This engagement effort aims to facilitate two-way communication and collaboration, while addressing matters essential to topics such as workplace culture, work-life balance, job satisfaction, strategic priorities, overall employee well-being, and transformation & change.

All employees across sites, functions, and organizational levels are encouraged to participate. Employees are informed about the surveys through email reminders, intranet announcements, Teams notifications, and other internal communication channels.

Feedback is collected anonymously, where aggregated results are shared in each team, and presented into actionable insights for managers and leaders, providing a holistic view of organizational health while identifying areas for targeted improvement at local level.

In 2025, two surveys were conducted, which we aim to implement as the standard process. The survey is conducted by our People & Organization department, where our VP of People & Organization has the overall operational responsibility for ensuring that this engagement happens.

Workers councils

The workers councils ("Betriebsrat" in Germany and "Samarbejdsudvalg" in Denmark) function as formal channels to incorporate employee perspectives into organizational decision-making. It addresses the principles governing local working conditions, welfare arrangements, and the overarching personnel policies in Denmark and Germany.

Serving as a structured platform for dialogue, the council brings together company-appointed representatives and employee-elected representatives to discuss significant matters. This ensures that both leadership perspectives and employee interests are reflected in key decisions affecting working conditions, policies, and workplace practices.

BN Asks – Open dialogue and early feedback

Our internal employee inbox, BN Asks, provides an accessible way for employees to share comments, views, or general concerns directly with the organization. Available through our intranet, the channel is managed by our Corporate Communications and Executive Office department. Submissions can cover any topic, from workplace experiences to organizational suggestions, and are reviewed to ensure recognition.

Formal channels for raising concerns

We aim to address workplace concerns as early and directly as possible through promoting open communication across our organization.

As a first step, employees are encouraged to raise any issues including concerns, inappropriate behavior, or potential misconduct with their immediate manager and/or the relevant HR Business Partner from our People & Organization department. Additionally, employees have access to formal grievance mechanisms and escalation channels, such as our Ethics Hotline to Legal & Compliance.

These formal channels ensure that potential negative impacts, such as violations of our Code of Conduct, discrimination, or other inappropriate behavior, can be reported safely and investigated appropriately.

We uphold a strict non-retaliation policy to protect employees who report concerns in good faith. Guidance on how to raise concerns and access these mechanisms are communicated through documents such as our Staff Handbooks, Code of Conduct, and Speak Up Policy (see Business conduct).

Number of employees by gender

S1 – table 1

in headcounts	2025	2024
Male	857	766
Female	979	887
Total employees	**1,836**	**1,653**

Number of employees by country

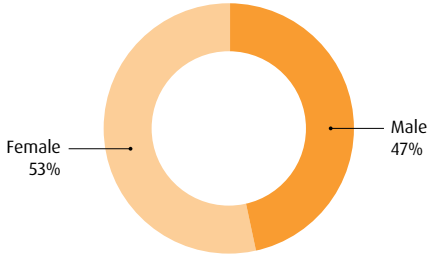
S1 – table 2

in headcounts	2025	2024
Denmark	1,045	979
Germany	350	301
Switzerland	278	215
United States of America	111	123
Other*	52	35
Total employees	**1,836**	**1,653**

*Countries with less than 50 employees are reported aggregated as other.

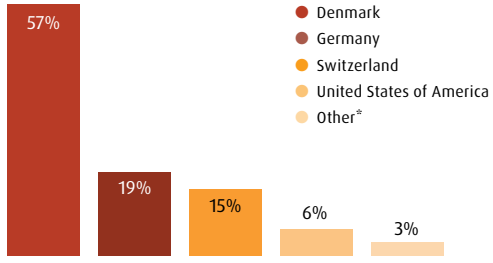
Number of employees by gender

in headcounts, 2025



Number of employees by country

in headcounts, 2025



Number of employees by employment characteristics

S1 – table 3

in headcounts	2025		2024	
	Female	Male	Female	Male
Number of permanent employees	893	799	856	749
Number of temporary employees	86	58	31	17
Total employees	**979**	**857**	**887**	**766**

Gender distribution in Top Management

S1 – table 4

in headcounts	2025		2024	
	Number	Share	Number	Share
Female	10	50 %	11	46%
Male	10	50 %	13	54%
Total employees	**20**	**100 %**	**24**	**100%**

Age distribution in own workforce

S1 – table 5

in headcounts	2025	2024
Under 30 years old	254	228
30-50 years old	1,074	963
Over 50 years old	508	462
Total employees	**1,836**	**1,653**

Remuneration metrics

S1 – table 6

	2025	2024
Gender pay gap (%)*	1.3%	1.6%
CEO remuneration ratio	28	29

*The gender pay gap reflects a pay gap in favor of males

Total number of severe human rights impacts

S1 – table 7

in numbers	2025	2024
Severe human rights incidents	0	0
Fines, penalties and compensation for damages resulting from severe human rights incidents (in DKK)	0	0

Rate and number of employees leaving the company

S1 – table 8

in headcounts	2025	2024
Rate of employee turnover	13.5%	17.4%
Number of employees who left the company	221	255

Total number of incidents and complaints

S1 – table 9

in numbers	2025	2024
Incidents of discrimination, including harassment	6	0
Complaints filed through channels for people to raise concerns, other than incidents of discrimination, including harassment	0	0
Fines, penalties, and compensation for damages resulting from discrimination (in DKK)	0	0

Accounting policies

Number of employees breakdown by gender and country
Employees refer to individuals working part-time or full-time under a contractual agreement with Bavarian Nordic. This definition encompasses employees under local terms and conditions of employment, such as entitlements, payment of social security contributions, and other applicable obligations. The number of employees (head counts) by gender and country are recognized based on records from the HR system at the end of the reporting period. Please refer to the note 8 staff costs in the consolidated financial statements for the most representative number in the financial statement.

Number of employees by employment characteristics
The number of employees is disaggregated by employment classification, including permanent, temporary, and non-guaranteed hours employees, and is reported in number of headcounts. Permanent employees refers to employees employed on an indefinite contract, either full-time or part-time, subject to local terms and conditions of employment. Temporary employees refer to employees hired for a specific duration, either full-time or part-time, to fulfill short-term needs such as apprenticeships, backfilling, or covering parental leave. Temporary contracts end at a predefined date or upon project completion.

Gender diversity at top management level
Top Management is defined as positions at the Vice President level and above. Gender distribution is shown as headcounts and share distributed between male and female. The gender breakdown of employees at the Top Management level is based on records from the HR system at the end of the reporting period.

Age distribution
The age breakdown of employees is based on records from the HR system at the end of the reporting period.

Gender pay gap
Gender pay gap is defined as the difference of average pay levels between female and male employees, expressed as percentage of the average pay level of male employees. The metric is calculated based on total annual remuneration which includes both fixed and variable components.

CEO remuneration ratio
The CEO remuneration ratio reflects the annual ratio between the total remuneration of the CEO (the highest paid individual) and the average remuneration of all employees (measured in FTEs) within the company, excluding executive management. The calculation of the ratio is consistent with the calculation of CEO pay ratio disclosed in our Remuneration Report.

Severe human rights incidents
The metrics represent the number of severe human rights cases reported to the Ethics Hotline or to our Legal & Compliance team in the reporting period.

Turnover rate
The employee turnover rate, expressed as a percentage, reflects the proportion of employees who left the organization within a calendar year either voluntarily or due to dismissal, retirement or death in service. The turnover rate is determined by dividing the number of employees (measured by headcount) who left during the reporting period by the average number of employees (headcount) for the same period and multiplying it by one hundred.

Incidents and complaints
The metrics represent the number of discrimination incidents and complaints cases reported to the Ethics Hotline or to our Legal & Compliance team in the reporting period.

Material impacts, risks and opportunities

Enabling a resilient and capable workforce

Our ability to attract, develop, and retain skilled employees across the entire organization is essential to delivering on our strategy, sustaining our business model, and driving innovation.

Operating in a highly regulated and specialized sector means that specialized competencies in research, development, manufacturing, and commercial functions are critical. At the same time, we depend on specialized capabilities and knowledge across all functions to help maintain effective and compliant operations. This creates a responsibility to continuously train and develop our whole workforce, so they have the skills needed to operate.

Policies

Enabling a resilient and capable workforce relies on the people who are part of our journey. Being in the vaccine sector, we are highly dependent on being able to attract and retain our critical resources, and the first step in being able to attract and retain the intended employees is by knowing who our strategy and business model relies on and how the current external and internal landscape is shaped.

The management of ensuring that our employees receive proper training and that we are able to attract and retain skilled employees is guided by all policies mentioned in the general section.

Specifically, our efforts are guided by our staff handbook, outlining our Equal Employment Practices, and guidelines for supplementary training and education. Referring specifically to training our employees, temporary staff, contractors, and external service providers, our Training Policy, owned by our Quality Assurance department, outlines our training framework for both GxP and non-GxP areas.

Processes for engagement and channels to raise concerns

Apart from the mentioned policies, we manage the respective risk and impact through structured annual processes that guide our strategic priorities and actions. These processes help us identify appropriate measures to address and mitigate the impact and risk effectively.

Organizational Review Process

To support our delivery on company objectives and strategic goals, we conduct annual Organizational Reviews involving the EVP leadership teams and our Executive Management. This process is designed to support the ongoing alignment of our global organization with evolving business needs and strategic priorities.

The review is grounded in our corporate strategy, business model, and annually conducted forecasting and business assumptions. It applies across all business units globally and includes both company-wide and department-specific evaluations. Leaders represent the general workforce and are encouraged to consider local focus areas, and challenges to support relevance and responsiveness at all organizational levels.

The objective of the process is to identify and assess risks and opportunities related to our workforce, specifically in terms of capacity, capabilities, and organizational structure. It aims to create a link between our business strategy, headcount, and organizational culture, and to proactively manage potential gaps in staffing or skills.

Responsibility for the process lies with the People & Organization department in collaboration with our Executive Management. The outcomes of the review feed directly into our workforce planning activities and talent development strategies. Where relevant, input from employee representatives is considered to ensure that workforce perspectives inform planning decisions.

People Review Process

Our annual People Review process is a key part of our performance management and talent development framework. Its purpose is to enable leaders to evaluate employees' performance and growth potential, focusing on individual performance, future potential, and business-critical roles. The process supports the development of employees

Professional growth and well-being

We are committed to fostering an environment that supports professional growth and well-being, ensuring that all employees have the resources and training required to perform effectively and advance their careers. Our impacts and risk exposure are also shaped by external market dynamics, including fluctuating vaccine-sector demand and global competition for talent. In this competitive labor market, challenges in attracting or retaining employees, particularly in high-demand scientific, technical, and operational roles, represent a material risk to our business performance and strategic objectives.

by ensuring that assessments are balanced, fair, and aligned with organizational needs. It also helps to minimize bias and subjectivity in evaluations, promoting fairness and equal treatment across all employee groups.

Assessing people's performance and potential is inherently sensitive, which is why we place great emphasis on ensuring objectivity. The People Review Process is structured around dedicated People Review Meetings, where each employee's performance is first assessed by their direct manager and then discussed collectively with other leaders. This two-step approach helps reduce unconscious bias by enabling cross-team feedback and peer input. Leaders provide insights on employees from other teams and receive feedback on their own team members.

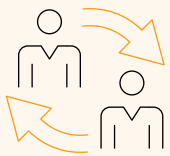
We include succession planning as part of our People Review Process to mitigate the risk of business-critical roles being left without a qualified successor. Through this process, we identify key positions across the organization and assess potential successors to support business continuity and organizational resilience. As part of our structured approach, we evaluate where successors are in place, where development actions are needed to strengthen readiness, and where there are gaps or leaver risks that require targeted mitigation.

Succession planning enables us to agree on concrete actions to develop and retain selected talents. Our aim is to minimize productivity loss when key employees leave, to promote that critical roles are filled by qualified and motivated individuals, and to build the leadership and professional capabilities needed to meet both current and future organizational requirements.

Actions

We believe that a resilient and capable workforce is built through continuous development and ongoing improvement. Our approach is therefore to maintain strong, scalable processes while gradually enhancing them to support evolving business and workforce needs.

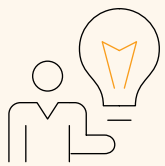
Accordingly, our actions comprise a combination of recurring, ongoing initiatives and targeted actions planned specifically for 2025, ensuring both continuity in our core practices and focused improvements where gaps or new needs are identified.



Action 1

Recruitment

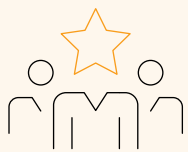
In 2025, we strengthened our global recruitment framework through a series of interconnected initiatives designed to ensure a consistent, compliant, and efficient recruitment experience.



Action 2

Skills & knowledge

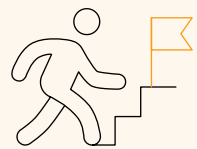
In 2025, we enhanced global onboarding and training platforms to build critical skills, ensure compliance, and strengthen project execution across the organization.



Action 3

Career paths & opportunities

In 2025, we launched a career accelerator pilot to develop employees, strengthen internal expertise, and support long-term capability building.



Action 4

Developing our people

In 2025, we strengthened people and leadership development through structured performance dialogues and the roll-out of our LeadPioneers program, supporting continuous growth and future-ready capabilities.

We continuously monitor our performance in relation to talent attraction and retention, including training and skills development for our employees. This is done through various processes, including tracking turnover rates, employee engagement surveys, performance and development talks, leadership development program, one-on-one dialogue with managers, and exit-interviews.

Recruitment

To support resilience in our internal processes, we have taken a strategic approach to strengthen recruitment capabilities across all business units. During Q4 2024 and 2025, we implemented a series of interconnected initiatives designed to create a consistent, compliant, and efficient recruitment framework globally.

We introduced a global recruitment process that standardizes key steps such as requisition approval, advertising, screening, interviewing, and offer management. This process clarifies roles and responsibilities through our new Talent Acquisition (TA) Operating Model, ensuring accountability between HR, TA, and hiring managers.

Supporting our ambition to align recruitment efforts globally, we deployed a new Applicant Tracking System (ATS) in Q4 2024, providing an end-to-end digital recruitment platform that enhances compliance and data accuracy. The ATS enables streamlined workflows, improved analytics, and better data security, while supporting data-driven decision-making and monitoring of hiring KPIs.

Additionally, we implemented a recruitment module in our HR system, integrating recruitment activities into our centralized system for greater efficiency and transparency.

Resources for these actions include human, financial, and technological investments, and effectiveness is monitored through monthly KPI reviews, such as time-to-hire and quality-of-hire, and feedback loops from business units. These actions were identified through a Talent Acquisition review and feedback from business units.

Skills & knowledge

Onboarding

In 2025, we updated our internal global onboarding site to enhance on-demand availability of onboarding material, aiming to create an environment of self-paced learning and information search. Our People & Organization department oversees global coordination, while line managers ensure completion of role-specific onboarding locally.

Participation and completion are tracked through our learning systems. Our onboarding approach aligns with our general policy objectives of aiming to mitigate the risk of delayed productivity, disengagement, or early turnover, while ensuring every employee has a foundational training and understanding of our business and quality culture.

Following the nature of our business model, industry-specific onboarding is required. Training in handling fundamental GxP and non-GxP documents, as well as Global Pharmacovigilance training is mandatory for all employees, including temporary staff, contractors, and consultants hired on similar terms performing work on-site or within our systems. Training is offered for all new employees and must be completed within the onboarding period. Periodic refreshers and additional sessions are assigned when regulations, roles, or procedures change. Only qualified trainers deliver GxP courses, and effectiveness is verified through testing or practical assessment (see Responsible marketing practices).

We complement our global onboarding with local and department-specific initiatives such as our Bootcamp and FastTrack program, targeted operators and supporters in our production. These programs are structured training programs designed to provide new operators and supporters in our production with the competencies required for their role, and necessary to meet local regulatory requirements and operational standards. The program is hosted multiple times a year depending on hiring waves and production demands.

Internal courses

We offer general training opportunities, on-demand self-learning tools, and courses that promote professional growth and continuous learning. These are available to all employees and are promoted through our intranet.

In 2024, we launched a company-wide Project Management Training Program and Project Management toolbox to strengthen project execution capabilities across Bavarian Nordic. During 2025, we hosted two foundational project management courses and one advanced project management course. Led by our Strategy Execution Office, the program builds practical skills in planning, stakeholder management, and cross-functional collaboration.

Industry specific training

Our Global Training & Development department is dedicated to standardizing training administration based on best practices, as well as tailoring training support that drives performance and increases compliance.

In 2025, our Global Training & Development platform was updated, with the aim of gathering our global training standards and resources, to optimize training across the organization, and promote everyday training. The training content includes both GxP and non-GxP areas within Bavarian Nordic and is aimed at supporting functions within our Global Operations department. All training is managed and documented in our electronic Learning Management System.

Career paths & opportunities
We are committed to developing our people and ensuring that existing talent can continue to grow within the organization while contributing their expertise where it matters most. Guided by our general policies, we have implemented globally aligned initiatives that create transparency, strengthen career development, and promotes the professional growth opportunities provided.

Career accelerator pilot

In 2025, we launched a Career Accelerator Pilot to nurture internal talent and strengthen the capabilities shaping our future. The program is designed to accelerate the growth of high-potential employees and build an internal pipeline of subject-matter experts for critical functions, aiming to reduce our reliance on external recruitment while deepening organizational knowledge.

The pilot was introduced in our Global Operations department and our Quality Assurance department, currently engaging five participants. Each participant follows a structured development journey combining targeted learning, mentoring, and hands-on project experience.

Oversight lies with our Head of Global Training and Development, who monitors progress through regular feedback, progress tracking, and capability assessments. A mid-term evaluation was carried out in November and included feedback from participants, their line managers, and mentors. Based on these insights, the continuation of the pilot has been approved through Q2 2027. The potential rollout of additional cohorts will be assessed during 2026.

Career accelerator pilot program
The program remains in a pilot phase and represents one way of addressing workforce-related development needs while strengthening internal capability and long-term talent retention.

Developing our people
We believe that people development is viewed as an ongoing process, not a one-time event. As our company grows and evolves, so must our employees.

People development

To support the long-term development of our employees, we facilitate a structured Performance Dialogue process that promotes that all employees have regular, two-way conversations with their manager about performance, development needs, and career aspirations. This process enables us to identify and provide relevant training and development opportunities based on each employee's role, ambitions, and feedback.

Performance Dialogues are held at least twice a year, with additional follow-ups as needed. Each discussion provides an opportunity for reviewing progress, identifying skill gaps, and agreeing on development activities that support both individual growth and business priorities. Employees are, in collaboration with their manager, recommended to discuss and agree on a Personal Development Plan, and to document it in our personnel data management system, to support accountability and promote development opportunity. The process is owned by our People & Organization department, who train and support managers to facilitate constructive dialogues with employees.

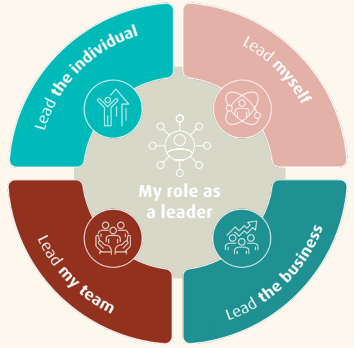
By embedding the Performance Dialogue processes in our broader talent and performance management framework, we take a proactive approach to competence building, career development, and long-term employee retention, ensuring that learning and growth remain central to a sustainable and future-ready workforce.

Leadership Development

Strong leadership is essential for our success. Leaders at Bavarian Nordic are expected to shape culture, drive results, as well as supporting growth and well-being in their teams. Leadership development is embedded in our people development approach, ensuring that current leaders are equipped to lead with integrity and impact in alignment with our general policies.

In 2025, we strengthened our focus on leadership capabilities by rolling out our leadership development initiative, LeadPioneers. The program, built on our Leadership Commitments, combines targeted training modules, peer learning, and cross-functional collaboration to enhance strategic leadership, team performance, and personal effectiveness.

To support ongoing growth, leaders have access to a suite of leadership tools and resources, including frameworks for goal setting, coaching, employee engagement, and performance management. Owned by our People & Organization department, our dedicated Leadership & Training Partner holds the operational responsibility for the program.



Employee well-being

Employee well-being is at the heart of how we support our people, recognizing that a healthy, balanced, and inclusive working environment enables individuals to thrive, feel supported, and perform at their best every day.

Mental health in Bavarian Nordic

The well-being of our employees, and ensuring that everyone has a safe and supportive place to work, remains one of our highest priorities. Our approach to well-being is rooted in the salutogenic perspective, which highlights how a person's sense of coherence, which is their ability to understand, manage, and find meaning in everyday life, helps them stay healthy even when facing pressure or stress. This way of thinking shifts the focus from risks to resources, building on strengths, fostering resilience, and enabling people to navigate challenges in a constructive way.

With this in mind, our well-being and mental health efforts aim to reduce stressors that can undermine a healthy work environment, including issues such as workplace harassment or an unbalanced relationship between work and personal life.

To support our employees across all locations, we run a range of global and local initiatives that promote mental health, psychological safety, and healthy work-life boundaries. These initiatives include mental health campaigns and internal educational resources, on-demand workshops for teams, facilitated insights sessions, and general employee support measures.

Creating awareness

A significant milestone in 2025 was our Global Mental Health Week, hosted by our EHS organization in connection with World Safety Day. Through a mix of global broadcasts and local events, the week created a safe and open space for conversations about well-being, while providing hands-on tools and practical advice for managing stress and balancing work and life. The initiative also aimed to break down stigma by encouraging employees to share experiences and learn together.

Accessible support and professional care

Beyond our internal resources, we offer professional external support and resources for our employees aimed at both preventing and addressing work-related and personal health challenges whether physical, mental, or related to crisis situations. Through our insurance schemes, employees in Denmark, Germany, Switzerland, and the US are covered by healthcare and pre-healthcare programs that offer confidential and specialized assistance for mental health and well-being.

In addition, employees can always turn to a range of internal support channels such as our intranet resources, our EHS department, our People & Organization department, and local management.

A culture of support and mutual care

Ultimately, our goal is to nurture a workplace culture where people look out for one another. We encourage open conversations to normalize asking for help. Through our actions, our goal is to create an environment where employees feel safe sharing concerns and confident in the support available to them.

Our mental health and well-being efforts are a continuous journey, and one we are deeply committed to, because a healthy workforce is essential to a thriving company. Our people are at the heart of our success. We continuously track progress and performance, through our engagement initiatives, to support that our harassment prevention and resolution efforts remain effective.

Harassment in the workplace

A workplace free from harassment is fundamental to achieving our strategic goals and sustaining long-term value. Harassment undermines trust, collaboration, and productivity, which are critical drivers of innovation and success. Our business is powered by engaged and motivated employees working across geographies and functions, where a culture of mutual respect is key to employee well-being. Therefore, our goal is to promote a respectful and inclusive culture where we aim to protect the dignity and rights of every employee.

Policies

We are committed to maintaining a workplace where everyone is treated with respect and dignity, and where harassment, bullying, and discrimination are never tolerated. To support this commitment, we have implemented global policies that clearly define expected behavior and reinforce our zero-tolerance stance toward harassment in any form.

Our Diversity & Inclusion Policy sets the direction for an inclusive culture that values different backgrounds, perspectives, and experiences. It outlines our commitment to equal opportunity and fair treatment across all aspects of employment.

Our Global Policy on Sexual Harassment provides clear definitions of inappropriate behavior and establishes expectations for professional conduct across all sites and regions.

Our Policy on Bullying and Harassment at Work makes it clear that any form of bullying, harassment, or victimization is unacceptable and subject to disciplinary action.

These policies are embedded in our Code of Conduct, reflecting our commitment to responsible business conduct and employee well-being. They are reflected in all local staff handbooks, ensuring consistent implementation and accessibility across our global organization. Our Speak Up Policy is in place to guide both internal and external stakeholders on how to report misconduct and other concerns (see Business conduct).

Processes for engagement & channels to raise concerns

We maintain an open dialogue with employees to understand their experiences of workplace culture and respect. Insights from our employee engagement surveys, work-environment assessments, engagement with HR Business Partners, and employee representatives help us strengthen psychological safety and identify areas for improvement.

If specific challenges in teams are identified, we provide targeted workshops to address cultural, behavioral, or situational issues within teams. These sessions provide practical tools for conflict resolution, respectful communication, and reinforce leadership responsibility in sustaining a safe and inclusive workplace.

Employees are formally encouraged to speak up through multiple channels outlined in our policies, such as direct conversations with the immediate manager, HR Business Partners, union or Betriebsrat representatives, Health & Safety representatives, or through anonymous reporting using our Ethics Hotline.

Feedback from engagement activities and reporting mechanisms is reviewed and monitored by our Global EHS department, our People & Organization department, our Legal & Compliance department, and management teams to identify trends and strengthen prevention. These insights drive continuous improvements to our policies, leadership practices, and awareness initiatives. Through these efforts, we sustain a workplace culture built on trust, dignity, and respect, where every employee can feel both safe and valued.

Actions

Our mental health initiatives are key factors in preventing harassment. Through these, we build awareness and positive interaction, fostering a culture where all employees feel valued and supported (See Mental health in Bavarian Nordic).

We also take direct action to prevent and address harassment. All employees complete mandatory Code of Conduct training, which includes modules on harassment prevention, how to recognize inappropriate conduct, and how to report concerns. This training is regularly reinforced to maintain awareness and accountability across all sites and functions.

Work-life balance

Operating in the vaccine sector means navigating a dynamic environment shaped by shifting market demands and urgent responses to disease outbreaks. These external pressures may require periodic rapid adjustments to production schedules or extended working hours across departments. If not managed effectively, such conditions may impact employees' work-life balance, causing fatigue, stress, and reduced well-being.

We recognize that a healthy work-life balance is vital for employee well-being, motivation, and operational effectiveness. All employees may face periods of non-standard hours, with production and commercial roles facing the greatest exposure to non-standard hours or frequent travel. Therefore, workload management and flexibility remain priorities for all employees.

Policies

Our approach is based on global and local policies that provide a framework for employee well-being. These include our Office Areas Working Environment options and guidelines, covering both physical and mental health, our Remote Working Policy and our staff handbook guidelines, which set clear expectations for flexibility, time management, and rest.

To help employees recover and attend to personal or family needs, we provide a framework of leave arrangements including statutory, parental, and compassionate leave, which are aligned globally but adapted locally for legal and cultural relevance. As our operations require non-standard working hours, we have established a Policy for Production Supporters, establishing clear guidelines for employees providing production support during non-standard shifts. The policy objective is to ensure fair compensation, proper scheduling, and compliance with labor regulations while maintaining operational flexibility. This policy applies to all non-unionized employees engaged in production support during second and third shifts, weekends, and public holidays.

Processes for engagement & channels to raise concerns

We actively engage with employees to understand their experiences, expectations, and challenges around work-life balance. Insights come from our employee engagement survey, local work-environment assessments, and regular dialogue with HR Business Partners, managers, and employee representatives.

Policies, handbooks, and internal guidance are continuously reviewed and updated to reflect evolving workforce needs, local legislation, and best practices. Insights from this engagement and monitoring drive improvements in flexible work arrangements, time-management guidance, and well-being resources.

Actions

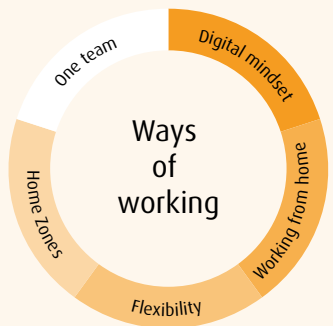
Our mental health initiatives are central to our efforts to manage stress and prevent stressors, forming a key part of our work-life balance strategy. In 2025, we placed a particular focus on promoting a healthy remote work environment through dedicated intranet campaigns. These included guidance and best practices for working from home, exercises and movement breaks to support physical well-being, and tips for maintaining a realistic boundary between work and non-work tasks. By encouraging mindful remote work habits, we aim to prevent fatigue, reduce stress, and limit physical strain.

We continuously monitor our performance to track progress in promoting working conditions supporting work-life balance. Managers monitor registered working hours to handle workload and maintain adherence to internal standards and local regulations. Feedback from Mental Health Week and related programs further informs how effectively employees manage workloads and maintain healthy boundaries.

Ways of working

We believe that flexibility is essential to maintaining a healthy work-life balance and supporting the mental well-being of our employees. Recognizing that people thrive under different working conditions and that personal needs evolve over time, we have established a framework that empowers employees to balance professional and personal responsibilities sustainably.

Introduced in 2021 and now embedded in our workplace culture, our New Ways of Working initiative continues to guide how we collaborate and use our workspace. It promotes flexibility and well-being by encouraging employees to choose work environments that suit their tasks, whether working remotely, using shared desks, or meeting in open or quiet zones.



Breach of personnel data

We are committed to life-saving vaccines which involve acting lawfully and with integrity in our global activities. As part of our business model as a vaccine company, we are required to collect and process not only general personnel information, such as contact details, employment history, and payroll data, but also sensitive health data for specific employee groups whose roles necessitate vaccination or other health-related requirements. Despite existing cybersecurity controls and data protection measures, we acknowledge that breaches are an inherent risk.

Policies

To support our commitment to ethical operations, we have established a Global Compliance Program, including a framework of policies and procedures to safeguard the personal data of our employees, reflecting both regulatory requirements and our commitment to privacy and security. Our data privacy policies and processes are also supported by our Code of Conduct (see Business conduct). All policies and related documents are accessible to employees via our internal platforms and are regularly reviewed and updated to reflect changes in legislation and best practice.

Our Privacy Policy outlines the principles and standards for the collection, processing, storage, and retention of employee data. The Policy is designed to ensure compliance with applicable laws and

regulation when processing personal data, including applicable national data privacy law as well as the General Data Protection Regulation (GDPR) and the Danish Data Protection Act. The Policy defines the roles and responsibilities for data handling, mandates the use of secure IT systems, and requires that sensitive information is managed according to formal security protocols. The Policy applies to all our employees, including temporary workers, consultants, and all processing activities carried out by any legal entity within Bavarian Nordic.

Processes for engagement & channels to raise concerns

We actively involve employee groups in identifying training needs and providing input on which topics require additional focus. This engagement supports the alignment of training content and resources with the real challenges employees face in their daily work with personal data.

We have formal processes for handling personnel data breaches, ensuring both immediate and ongoing responses in line with regulatory requirements and best practice. If a data breach is suspected or detected, employees are required to act immediately by reporting the incident via the dedicated data breach reporting form on our intranet or directly to our Legal & Compliance department. Detailed guidelines and training are provided to all staff, outlining how to recognize, report, and respond to potential breaches, and emphasizing that swift action is essential regardless of the perceived severity or origin of the incident.

Employees are informed of their rights and the types of data collected through communication efforts including our formal document, Privacy Notice to BN Employees. We conduct an annual data privacy awareness campaign communicated through our intranet. The campaign provides employees with targeted information and updates on data privacy. The purpose of the campaign is to strengthen employee awareness of the structures and processes in place for raising concerns, as well as their roles and obligations in safeguarding personal information.

Monitoring progress

Our Legal & Compliance department is responsible for assessing and managing reported breaches. This includes determining whether notification to supervisory authorities and affected individuals is required.

To support continuous improvement and organizational learning, we systematically monitor and review data breaches. We report on data breaches, including an assessment of their severity, and review these incidents to identify trends, root causes, and opportunities for strengthening our controls. In addition to scheduled reviews, breaches are also monitored and addressed on an ad-hoc basis throughout the year, ensuring that urgent issues receive immediate attention and that our remediation processes remain agile and effective.

Actions

IT security training

We require all employees to complete monthly IT security training, which includes dedicated modules on phishing awareness and secure data handling. This training is designed to support employees in recognizing and responding to potential threats, understanding their responsibilities under our data protection policies, and maintaining vigilance in their daily work. The training is updated annually to reflect emerging risks and regulatory changes, and is improved based on lessons learned from incidents, audits, and regulatory development.

Training in handling personal data

As we are responsible for processing personal data in accordance with relevant privacy laws, we require all employees to complete our data privacy training. The training provides guidance on what constitutes and how to recognize a personal data breach, and the immediate steps to take if a breach is suspected or detected. Furthermore, the training provides knowledge on data privacy laws, our internal policies and procedures, and covers both internal and third-party (data processor) breaches. New employees are offered training within the first three months of employment through the global onboarding program. For employees with elevated data handling responsibilities, we provide additional and specialized training. These modules offer instruction on secure data handling in compliance with both internal policies and external regulations. The training is updated annually to reflect evolving risks and best practices.

Centralized HR system

Our HR system functions as a core organizational measure to maintain controlled and compliant storage, processing, and access to personal data. As an integral part of our data protection actions, the system provides role-based access controls that limit data visibility to authorized personnel only, advanced security features, and audit trails that record data access and modifications. The system is embedded into our people and compliance workflows, enabling standardized and automated processes for onboarding, data updates and offboarding, thereby reducing manual handling and the likelihood of human error. The system is continuously updated to address emerging cybersecurity threats and evolving regulatory requirements, and its performance is reviewed annually as part of our organizational data protection assessment.

Health & safety

As an end-to-end vaccine developer and manufacturer, our manufacturing and research activities involve processes that inherently carry a higher likelihood of physical health and safety impacts. These activities may expose individuals in certain roles to potential injuries and other adverse physical effects due to the nature of our operations. While employees in mentioned roles face higher likelihood of physical impacts, all employees may be exposed to both physical and psychological health and safety concerns in their daily work. In addition, non-employees and visitors performing activities on our sites may be impacted, though only in relation to physical health and safety risks.

If not effectively managed, health and safety impacts may result in psychological harm, operational disruptions, and higher costs. Because these impacts are inherent to our business model, mitigating any negative health and safety outcomes remains a priority at all sites. The potential impacts and risk described inform both our daily and strategic decision-making.

Policies

Global Environmental, Health & Safety Policy

Our Global Environmental, Health & Safety (EHS) Policy applies to all business areas and locations. The policy commits us to maintaining high standards of EHS performance, ensuring full compliance with legal requirements, managing EHS risks responsibly, and continuously looking for ways to improve our EHS performance. It emphasizes the importance of building awareness and competence among employees and key stakeholders, internally and externally, so that work is carried out safely and responsibly. Through open communication, we aim to promote constructive engagement and safe practices across our organization. EHS governance structures at all levels within the business ensure that performance is tracked, reviewed, and improved over time to deliver value to our stakeholders. Site Heads hold direct responsibility for implementing the policy and ensuring its effectiveness. The policy content was reviewed in 2024, and the updated version was formally issued in early 2025.

Employee vaccination program

Our Employee Vaccination Program safeguards employees who work in areas where exposure to infectious agents may occur. It sets clear requirements for vaccination among personnel operating in high-risk environments involving live viruses. The program's objectives are to protect employees from occupational health risks, maintain strict access controls to high-risk areas, and align with international biosafety and public health standards. The policy applies to all employees potentially exposed to infectious agents, including those in production, quality control, environmental monitoring, and related support roles, working in designated high-risk zones.

Engaging with our workforce

We place strong emphasis on maintaining the health and safety of our workforce through structured and ongoing engagement with employees and their representatives.

Our EHS Committee operates at a strategic level, partnering with Site Heads and EHS representatives to guide and coordinate efforts to protect employees, safeguard the environment, and prevent risks. The committee ensures that our decisions reflect our ongoing commitment to safe and healthy workplaces. Engagement occurs both directly and through employee representatives, integrating workforce perspectives into the planning, implementation, and review phases of health and safety initiatives. Regular meetings, surveys, and feedback sessions facilitate open dialogue and continuous improvement.

The Global EHS Director holds overall accountability for setting strategic direction and ensuring alignment across all global functions, while maintaining workforce engagement as a central focus. Site Heads carry local responsibility, as mandated under national legislation in most countries. At the operational level, our Global EHS Operations team collaborates closely with site management to conduct and support risk prevention activities. These groups help resolve EHS issues locally or escalate them to the EHS Committee when necessary. The committee also acts as a key communication bridge between employees and the workplace organization, ensuring coordinated action and effective information flow.

We take special care to protect pregnant workers. Our internal policy specifies which activities pregnant employees should avoid to prevent potential health and safety risks. Each pregnant employee must undergo an individual risk assessment. If any hazard cannot be fully eliminated, alternative work arrangements are made to protect both mother and child. These measures help ensure a safe and supportive work environment for expectant and breastfeeding employees.

Processes for remediation

We have defined procedures to address and remediate any negative health and safety impacts affecting our workforce, supported by accessible channels for raising concerns. Employees can report issues through several routes, including our health and safety management system, designated representatives, or their line managers. We encourage all employees to report incidents, near misses, and unsafe conditions to help uphold a safe and compliant workplace. Our management system ensures that such reports are documented, analyzed, and resolved in alignment with legal and regulatory requirements.

Our goal is to implement a harmonized global health and safety management system to standardize processes and performance across all sites. Work is ongoing to establish internal global standards that

promote continuous improvement in addition to legal compliance. While each site currently operates its own system, sites without a formal management system follow local manuals, procedures, and documented processes that meet national legal requirements.

Dedicated EHS specialists oversee local systems, manage reporting and documentation, and collaborate with HR on health-related matters and notifications to authorities. All processes comply with relevant local regulations, ensuring consistent and lawful management of health and safety matters.

Actions

In 2024, we launched a new Global EHS Strategy to clarify our roadmap and key focus areas. Implementation of the strategy continued through 2025, and we have expanded our EHS department by recruiting several dedicated full-time specialists to advance our strategic ambitions, particularly in areas linked to identified potential impacts. This effort strengthens our governance, leadership, and technical capability at both global and local levels across all EHS disciplines. By investing in additional expertise, we enhance our ability to identify and mitigate risks, deliver targeted training, and foster a safe and inclusive work environment for all employees. The updated Global EHS Policy forms part of this strategy, addressing health and safety impacts across our own workforce as well as those working on- or off-site on our behalf.

Targets

In 2025, we set a health and safety target applicable to all workers at our operational sites, regardless of employment type, in support of our Global EHS Policy and Global EHS Strategy. Developed with input from the EHS department and Executive Management, the target focused on reducing occupational health hazards by expanding site-level risk assessments and closing 90% of identified mitigation actions. We are pleased to confirm that this target was achieved. For 2026, our health and safety target focuses on maintaining a safe and healthy work environment through the implementation of Site and Functional EHS Improvement Plans. The target requires that 100% of identified improvement opportunities are assessed for potential execution, with 90% of associated actions completed by year-end.

Health and safety metrics related to own workforce employees

S1 – table 10

in numbers	2025	2024
Percentage of workforce covered under health & safety management system	100%	100%
Fatalities as a result of work-related injuries & ill health	0	0
Recordable work-related accidents	17	6
Rate of recordable work-related accidents	5.8	2.3

Accounting policies

The percentage of employees covered health and safety management system

The metric is determined through information gathered from the health and safety responsible person in each of our locations. The percentage coverage is calculated as the number of employees (headcounts) covered by health and safety management systems divided by all employees (headcounts).

The number of fatalities as a result of work-related injuries and work-related ill health

The number of fatalities is determined based on records from our HR system. It refers to death of employees resulting from work-related accidents and work-related ill health. All types of employees are considered for the metric.

The number and rate of recordable work-related accidents

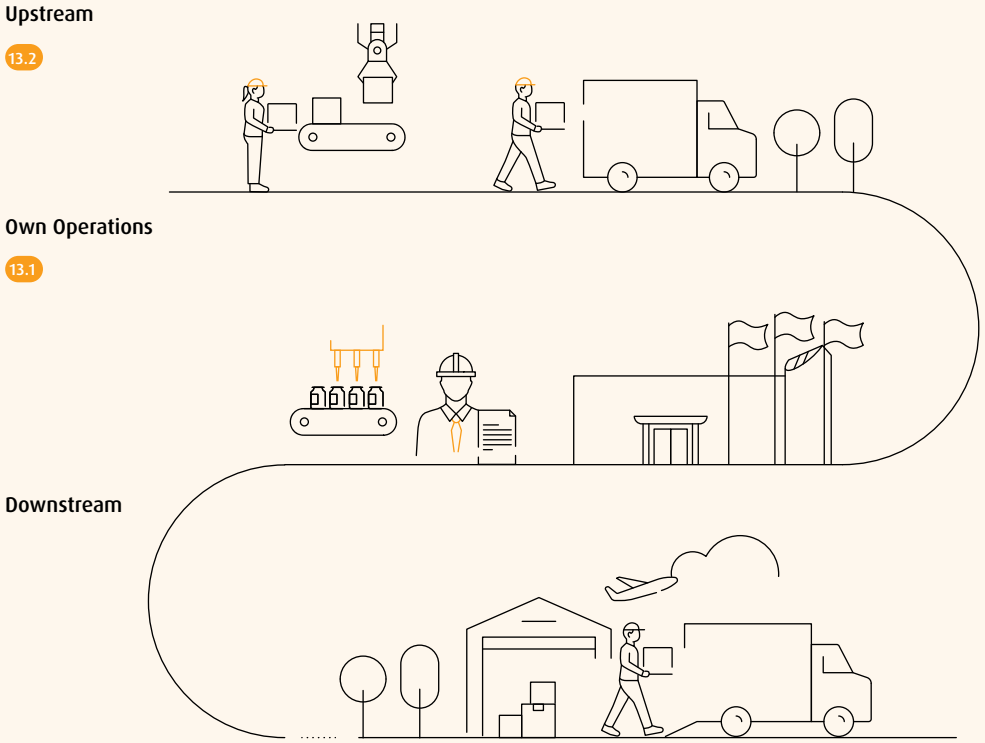
A recordable work-related accident is registered if the accident results in the employee being unable to perform their usual work for one day or more, excluding the day of the injury.

The rate of work-related accidents represents the number of cases per one million hours worked. It is calculated by dividing the total number of work-related accidents by the total hours worked by our own employees, and multiplying the result by one million.

The number of hours worked by our employees is estimated based on standard full-time equivalent (FTE) hours, taking into account entitlements to leave periods, including vacation and public holidays. The calculation excludes individually registered vacation days.

S2 Workers in the value chain

People in our value chain are fundamental to delivering life-saving solutions, both off-site and on-site.



Name of IRO (Title)	Time horizon: Short-term	Medium-term	Long-term
13.1 **Health & safety of on-premise workers in the value chain** Potential Negative Impact We make use of external companies and individuals who carry out various services across our operations, some of whom may be exposed to conditions or processes that can result in negative impacts on their physical health, overall well-being, or psychological safety due to inadequate or ineffective health and safety management.	●	●	●
13.2 **Health & safety of off-premise workers in the value chain** Potential Negative Impact Ineffective, inefficient, or absent health and safety management systems may lead to negative physiological impacts such as physical injuries or negative health impacts on employees of our suppliers as a result of their operations.	●	●	●

Interaction with strategy and business model

We depend on workers in our value chain to perform services, either as contracted services at our premises (on-premise workers), or as part of services and/or production at supplier or business partner premises (off-premise workers). Due to the nature of our business model, there is an inherent risk related to negative health and safety impacts for people located on-premise and off-premise. Managing these potential impacts remains a priority throughout our value chain, and they inform our decision-making in relation to on-site management, as well as when we select and engage with suppliers and business partners.

On-premise services include repairs, maintenance, construction work, and other similar work performed by people who are not classified as employees or non-employees (see Own workforce) but are performing work or services at our sites. Off-premise tasks involve upstream activities of sourcing of raw materials used in our vaccines and contract research and manufacturing (CROs and CMOs).

As a part of the double materiality assessment process, we have gathered an increased understanding of how people in our value chain are actually and potentially exposed to specific impacts,

risks, and opportunities - for both on-site and off-site workers. As such, the scope of the following disclosure includes only people in our value chain who perform services that are subject to the identified material potential health and safety impacts. We have not identified any significant risks of child labor or forced labor among the stakeholders in our value chain.

The disclosures related to policies are presented at an aggregate level, followed by disclosures on processes, actions, and targets, which are presented alongside each impact.

General policies and processes

Workers in our value chain are covered under several company-wide policies that define expectations for health, safety, labor rights, and ethical conduct.

Our Global Environmental, Health & Safety (EHS) Policy applies to all operations, including work carried out by both on-premise and off-premise workers. It sets requirements for risk assessment, hazard control, compliance with legislation, and continuous improvement. The policy also establishes expectations for reporting, training, and incident learning applicable to all individuals working within our operational footprint.

Our Standards for Responsible Business Conduct outline our expectations to all external collaborations regarding human rights, labor rights, health and safety performance, environmental responsibility, animal welfare and business ethics. The policy applies globally across the upstream and downstream value chain and is based on international principles and guidelines. Executive Management is accountable for the implementation of the policy, which is available on our website.

Our Code of Conduct applies to employees, contractors, suppliers, and their workers. It mandates ethical conduct, adherence to the law, transparent communication, and responsible behavior, and encourages reporting of concerns, unsafe practices, or violations through formal grievance mechanisms (see Business conduct).

Our Human Rights Policy explicitly prohibits forced labor, child labor, discrimination, and unsafe working conditions, and requires suppliers to uphold freedom of association, fair treatment, and decent working conditions (see Own workforce).

See Business conduct for information about our Ethics Hotline. To date, no reported cases of adverse human rights impacts involving value-chain workers have been received.

Material impacts, risks, and opportunities

Health & safety of on-premise workers in the value chain

We make use of external companies and individuals who carry out various services at our manufacturing sites, some of whom may be exposed to processes that could result in a negative impact on their physical health. This impact applies to potential individual incidents of on-premise workers in the value chain who perform services at our sites.

These types of services are related to our business relationships, as the workers performing these do not fall into the categories defined in Own workforce (see Own workforce). As the impact potentially occurs in our site operations, it is a direct impact, which can potentially involve a reputational risk for us, however there are no identified material risks associated with this impact.

Processes for remediation

We have established processes to address and remediate negative impacts affecting on-premise value-chain workers. These processes align with those for employees, including incident reporting, root cause analysis, implementation of corrective actions, and tracking through site-level and global systems. Monthly EHS meetings ensure continued oversight.

Engaging with on-premise value chain workers

On-premise value chain workers are primarily engaged through mandatory induction programs. Induction covers hazard awareness, site rules, required behaviors, Personal Protective Equipment expectations, emergency procedures, and access restrictions.

All visitors and external workers must sign documentation confirming their understanding. Depending on access level, some external workers must be escorted or supervised by Bavarian Nordic employees. Site Heads ensure engagement, supported by monthly EHS coordination meetings that address incidents, lessons learned, and contractor safety performance.

Workers with particular vulnerabilities are assessed on an individual basis and provided with tailored protective measures where necessary.

Actions
Actions taken and planned to minimize the likelihood of negative impacts include implementation of the Global EHS Strategy, expansion of the EHS department, and updating the EHS Policy to cover on-premise workers (see Own workforce). Furthermore, we have strengthened contractor and visitor induction processes at our Danish manufacturing site by revising our visitor induction presentation and making it available in a video format, enabling visitors to view it before arrival at our site. Progress is monitored jointly by Site Heads and the EHS department.

The health and safety target disclosed for our own workforce also applies to on-premise value chain workers (see Own workforce).

Health and safety of off-premise workers in the value chain

Suppliers and partners in our value chain manage and handle chemicals, which can potentially have a direct impact on the health and safety of workers in the value chain.

As an inherent part of our business model, we engage in business relationships with suppliers from whom we source raw materials and CMOs whose workers perform services such as vaccines research and manufacturing. As such, this impact is connected with our business model, as we have dependencies on the workers in the value chain working for suppliers and business partners.

This impact applies to potential individual incidents of off-premise workers in the value chain. It is an indirect impact as it originates from our business relationships with suppliers and partners. Though it can potentially involve a reputational risk for us, there are no identified material risks associated with this impact.

Engaging with off-premise value chain workers
Engagement with off-premise workers occurs primarily through our involvement in the Pharmaceutical Supply Chain Initiative (PSCI). Through monthly and ad hoc meetings, we receive insights into working conditions, health and safety risks, labor practices, and industry benchmarks across pharmaceutical supply chains. The Director, Corporate Sustainability, holds responsibility for PSCI engagement, supported by EHS, Procurement, and Corporate Sustainability.

The Global EHS Director leads operational engagement with suppliers and CMOs, while Procurement and External Manufacturing maintain day-to-day supplier interactions. Insights from PSCI engagement are evaluated regularly and integrated into supplier management processes.

As the PSCI is an organization solely focusing on pharmaceutical supply chains, the insights provided by them are deemed to take into consideration the perspectives of workers that may be particularly vulnerable to impacts.

Processes for remediation
We are advancing our Responsible Value Chain Program to better capture, track, and mitigate health and safety impacts across the supply chain. This includes risk-based supplier screenings, targeted engagements, and structured monitoring of supplier performance. Also see Business Conduct for information about our Ethics Hotline.

Actions
Our completed and planned key actions related to the potential negative impact are described below.

Further developing our supplier management program
Building on the introductory steps made in 2024, we initiated the roll-out in 2025 with the implementation of our global Standards for Responsible Business Conduct (SRBC). Following this milestone, we launched a pilot program with a selection of suppliers. The aim is to engage with key suppliers on their management of the areas covered in the SRBC, as well as to embed the SRBC contractually within existing agreements.

Furthering the development of our supplier management program continues to be a strategic priority and a part of our Responsible Value Chain Program. The purpose of the program is to further develop our supplier management and engagement processes to enable an understanding of our adverse impacts and how to address these in collaboration with suppliers.

As a part of our commitment to the PSCI and its Principles for Responsible Supply Chain Management, we have initiated work to increase the coverage of supplier audits. This action is anchored with our Responsible Value Chain Program.

Our Global Environmental, Health & Safety (EHS) Policy addresses health and safety impacts related to our own workforce as well as on- and off-premise workers (see Own workforce).

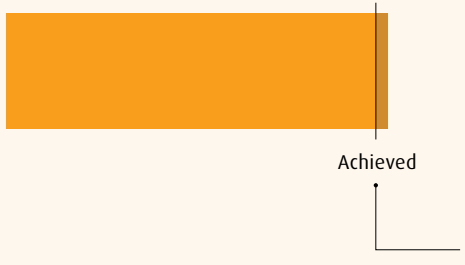
Our actions are tracked and assessed monthly by the key stakeholders involved in driving forward the strategic initiative to ensure that the intended outcomes are met.

Targets

To track the effectiveness of our actions related to our Responsible Value Chain Program, we have set a target to increase the share of scoped suppliers that have undergone an audit in accordance with the PSCI audit standards or similar. Our long-term target is for 70% of all in-scope suppliers and business partners to have undergone an audit in accordance with PSCI audit principles. The long-term target is due in 2027 with annual milestone targets.

The target setting process involved internal subject matter experts and the target was approved by Executive Management. The monitoring of progress is performed by the Corporate Sustainability and ESG Finance departments.

In 2025, we did not meet our target of 25%, but we still recognize the effort and achievement of 24.2% which serves as an important milestone in expanding our scope of in-scope suppliers and business partners on the journey of further advancing our Responsible Value Chain Program.



97%

of the 2025 target was achieved, corresponding to a 24.2% audited supplier share, just below the 25% ambition for PSCI-aligned audit standards or similar.

Vendor audit rate

S2 – table 1

in percentage

Period	Target	Actual
2024	12.5%	12.6%
2025, YE	25%	24.2%
2026, YE	40%	
2027, YE	70%	

Accounting policies

Vendor audit rate

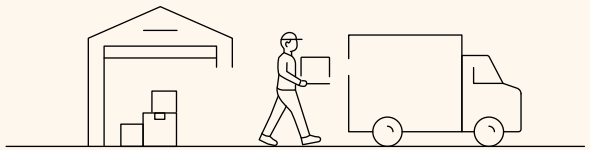
Suppliers and business partners in scope refer to Contract Manufacturing Organizations (CMOs) or other manufacturing organizations or suppliers providing critical production raw materials for commercial products.

The metric indicates the proportion of scoped suppliers that have been audited in compliance with PSCI audit standards or equivalent. This proportion reflects the ratio of our total expenditures on audited vendors to all scoped vendor-related expenditures in the reporting period. No individual vendor exceeded 10 percentage points of the metric.

S4 Consumers and end-users

Consumers and end-users are central to our purpose of protecting and saving lives. Our activities are guided by a commitment to quality, safety, and responsible engagement, with the aim of supporting public health, strengthening communities, and fostering trust.

Upstream

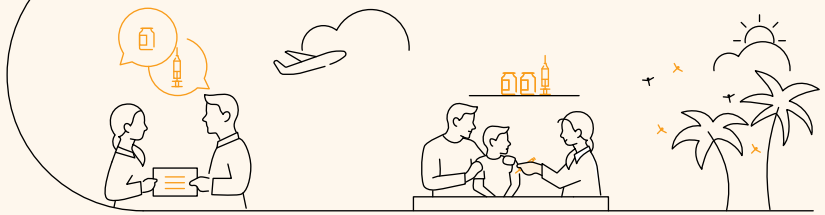


Own Operations

14.5 15.1 15.3 16

Downstream

14.1 14.2 14.3 14.4 14.6 15.2 15.4



Name of IRO (Title)	Time horizon: Short-term	Medium-term	Long-term
14.1 **Prevention of spread of infectious diseases** Actual Positive Impact People who have been vaccinated, with a vaccine for which we hold the market authorization, can through increased coverage contribute to the prevention of the spread of infectious diseases.	●	●	●
14.2 **Vaccines can prevent the spread of infectious diseases due to climate change** Actual Positive Impact We have an opportunity to provide vaccines which can prevent the spread of infectious diseases which can be correlated to the effects of climate change. Therefore, through our Public Preparedness and Travel Health portfolio, we can have a positive impact on human adaptation to certain effects of climate change.	●	●	●
14.3 **Opportunity to prevent the spread of infectious diseases related to climate change** Opportunity With our current portfolio of vaccines, we have a growing opportunity to distribute vaccines that can prevent the spread of certain infectious diseases, whose increasing prevalence can be attributed to the impact of climate change on natural habitats.		●	●
14.4 **Expanding access to vaccines in endemic countries** Potential Positive Impact We have an opportunity to distribute vaccines, in our current portfolio, to endemic low- and lower-middle income countries reaching markets currently not served. This could have a positive impact on underserved communities by reducing the spread of preventable infectious diseases.	●	●	●
14.5 **Potential to further expanding vaccine portfolio** Opportunity We have an opportunity to develop or acquire new vaccines to our portfolio which could serve new disease areas and prevent the spread of infectious diseases.			●

Name of IRO (Title)	Time horizon: Short-term	Medium-term	Long-term
14.6 **Access barriers** Risk Distributing vaccines to a global market, we may face situations where access barriers can prevent or slow our ability to deliver vaccines to persons in need. Such barriers may be linked to local regulatory processes, lack of cold-chain transportation, affordability, etc., and could impact our ability to do business, and deliver vaccines, to certain markets.	●	●	●
15.1 **Potential adverse effects on patients enrolled in clinical trials** Potential Negative Impact During clinical trials, participants' health could be adversely affected from unexpected adverse reactions / events to a vaccine candidate in any stage of clinical trials.	●	●	●
15.2 **Adverse events due to vaccines administration (marketed vaccines)** Potential Negative Impact Adverse events due to vaccine administration can happen and could negatively impact patient health.	●	●	●
15.3 **Potential adverse effects on patients enrolled in clinical trials** Risk During clinical trials, adverse events linked to the drug substance represents significant risk as it could stop or pause the development of a vaccine candidate.	●		
15.4 **Adverse events as a result of vaccine administration** Risk Adverse events as a result of vaccine administration can occur, and if not handled properly, could result in lawsuits and/or regulatory enforcement.	●	●	●
16 **Potential to breach responsible marketing standards** Risk For companies in the pharmaceutical industry, there are strict rules and regulations in place regarding the marketing to customers. These regulations vary across countries; however, violating these regulations or industry codes could lead to misinformation of health care workers, legal & financial penalties, fines, and damage to a company's reputation.	●		

Interaction with strategy and business model

In 2025, our continued commitment to saving and improving lives, through the power of the immune system, has further strengthened our impact on global health. Expanding access to vaccines across geographies remains central to our business strategy, supported by responsible stakeholder engagement and the delivery of safe, and efficacious vaccines.

The material impacts, risks, and opportunities (IROs) related to consumers and end-users are disclosed on an aggregate level, divided into three overall sections:

- Access to vaccines
- Safety
- Responsible marketing practices

Within each of these sections, we have disclosed applicable policies, procedures, actions, and targets.

All three areas are central to our business model and strategy from research, development, manufacturing, distribution, and sales, and are as such anchored in a combination of our own operations and in our upstream and downstream value chain.

Affected stakeholders

In our double materiality assessment (DMA), we have IROs related to three groups of consumers and end-users, namely vaccine recipients, clinical trial participants, and healthcare professionals (HCPs). These stakeholder groups are dependent on accurate and accessible information relating to our marketed products and clinical trials. All actual and/or potentially affected end-users are included in the scope of these disclosures, which is detailed in each section. The risks and opportunities described arise from dependencies on all three groups of potentially affected stakeholders.

Human rights

Our policies reflect our commitment to human rights throughout our organization and supply chain, as defined by the United Nations Guiding Principles on Business and Human Rights (UNGPs), International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, principles of the UN Global Compact, and the Universal Declaration of Human Rights (UDHR) (see Own workforce).

In 2025, there are no cases of non-respect of human rights in our downstream value chain.

Material impacts, risks and opportunities

Access to vaccines

Access to vaccines saves lives, empowers people, and strengthens communities. We are proud to lead in advancing vaccine development and distribution to protect against infectious diseases.

We are committed to the prevention of infectious diseases through innovation in the development, manufacture and supply of life-saving vaccines. We do not have a formal policy related to access to vaccines, because we have assessed that the governance in this area is sufficiently supported by our strategy and actions in which we manage the associated impacts, risks and opportunities.

We have ongoing engagement with supranational organizations, NGOs, governments and other partners as described in the Actions section. We consider these business partners as credible proxies for the people potentially in need of one of our vaccines. Our Vice President, Commercial, Rest of World is the most senior position within Bavarian Nordic that has the operational responsibility for this type of engagement.

Our stakeholders

Vaccine recepients
Individuals who rely on our vaccines for prevention of infectious diseases and protection of public health.

Clinical trial participants
Individuals participating in clinical studies to evaluate the safety and effectiveness of our vaccines.

Healthcare professionals (HCPs)
Healthcare professionals who prescribe, administer, and advise on the appropriate use of our vaccines.

Global health security: Prevention of the spread of infectious diseases, including those due to climate change

The marketed vaccines in our portfolio protect lives by immunizing against infectious diseases, helping reduce their spread, improving public health, and easing pressure on healthcare systems.

Some of these infectious diseases are becoming more prevalent due to a warming and changing climate, and vaccines have a potential to support human adaptation to these climate-related health challenges. This positive impact is immediate and benefits patients, communities, and public health systems where our vaccines are used.

Expanding access to vaccines in endemic countries

By expanding access to vaccines in our current portfolio in both high-income countries as well as to low- and lower-middle-income countries, we can help reduce the spread of preventable infectious diseases in endemic areas and positively impact communities. This affects patients living in endemic regions, both who can afford and those who cannot afford, or face challenges to access our vaccines.

Expanding our vaccine portfolio

We have the opportunity to expand our vaccine portfolio by developing or acquiring vaccines that target new disease areas and help prevent infectious disease spread.

Addressing unmet medical needs through vaccine innovation is central to our strategy. This opportunity, which is dependent on successful clinical development, regulatory approval, or acquisition, is a central part of our strategy to drive revenue growth in the medium and long-term.

Access barriers that slow or prevent the delivery of vaccines

Distributing vaccines to a global market, we may face situations where access barriers slow or prevent our ability to deliver vaccines to people in need, particularly in low-income countries (LICs) and lower-middle-income countries (LMICs). These barriers may be linked to local regulatory processes, lack of cold-chain transportation, affordability, acceptability, and several other factors, which could impact our ability to do business, and deliver vaccines, to certain markets.

Access barriers that prevent us from delivering vaccines to people in need could have a negative financial effect on us in the medium and long term as well as potentially causing negative reputational consequences for Bavarian Nordic.

Actions

The following actions all contribute to our Access to vaccines strategy and cover the before-mentioned IROs.

Action 1

Mpox: Working with partners to reach populations in low- and lower-middle-income countries

To strengthen the response in the African region, we collaborate with global health partners, including World Health Organization (WHO), European Commission's Health Emergency and Response Authority (HERA), United Nations Children's Fund (UNICEF), Gavi, The Vaccine Alliance, Africa Centers for Disease Control and Prevention (Africa CDC), US Government and other partners to provide our mpox vaccine, which served as an important tool to help control the mpox outbreaks since 2022.

Since 2024, Africa is experiencing one of the largest known mpox outbreaks to date, with the majority of cases occurring in the Democratic Republic of Congo (the DRC). Although the World Health Organization (WHO) lifted the Public Health Emergency of International Concern (PHEIC) in September 2025, Africa CDC kept the status of Public Health Emergency of Continental Security (PHECS) for the remainder of 2025 and lifted this in January 2026.

As of 2025, mpox vaccination activities have started in 14 African countries with our vaccine, targeting population groups at high risk of exposure. With the continued collaboration of the key global health partners and coordination by the WHO's Access and Allocation Mechanism (AAM), in total more than 1.2 million vaccine doses have been administered in these 14 countries in 2025, out of which 687,016 doses of our vaccine have been administered in the Democratic Republic of the Congo.

12 African countries have received up to 700,000 doses of our vaccine through the Advanced Procurement Agreement (APA) with Gavi, the Vaccine Alliance and an agreement with UNICEF, both documents signed in September 2024.

Through these contracts, we have worked together with all aforementioned parties to ensure vaccine access with the lowest price for the 77 low- and lower-middle-income countries.

With the joint efforts of HERA and EU member states, US Government and the Government of Canada, over 900,000 doses of our vaccine have been delivered to African countries, fulfilling the short-term requirement as expressed by Africa CDC and allowing an immediate response in the affected countries.

WHO Prequalification

In September 2024, our vaccine became the first mpox vaccine to receive prequalification from WHO, a prerequisite for governments and organizations like Gavi and UNICEF to procure and distribute vaccines in African countries.

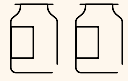
Donations

As part of our partnership with African CDC and UNICEF, Bavarian Nordic has donated a total of 130,000 doses of our mpox vaccine to help strengthen outbreak response. Of these, 110,000 doses were donated to Uganda through Africa CDC, and 20,000 doses were donated to UNICEF and delivered to Liberia.

Action 2

Access to vaccines strategy in low-income (LIC) and lower-middle-income countries (LMIC)

During 2025, we took steps to further formalize our access and approach to access to relevant vaccines in our portfolio in LICs and LMICs. While our work in 2024 defined the overall strategy approach, timelines, and governance structures, we progressed in 2025 with settling specific KPIs for our access to vaccines strategy. The strategy focuses on vaccines which have the highest impact on unmet medical needs, where our business model is well suited to manufacture and distribute vaccines. The overall strategy is anchored with Executive Management and runs to 2028. Actions related to our Access to vaccines strategy are managed cross-functionally and led by the Commercial department.



Action 3

Increasing access to vaccines with life cycle management

As a means of increasing access to our existing portfolio of vaccines, we manage their life cycle. Our Product Strategy Team is working with key senior decision makers in our Life Cycle Management (LCM) Steering Committee to explore opportunities in the area. LCM spans across various aspects of the product, and the LCM Steering Committee works to review, prioritize and bring forward recommendations for new LCM projects to increase product value and support public health.

Action 4

Chikungunya: Expanding our vaccine portfolio

Our chikungunya vaccine candidate was approved in February 2025 by the U.S. Food and Drug Administration (FDA) and received a marketing authorization in Europe in February 2025. Chikungunya is a mosquito-borne viral disease caused by the chikungunya virus (CHIKV).

CHIKV disease typically presents acute symptoms, including fever, rash, fatigue, headache, and often severe and incapacitating joint pain. While mortality is low, morbidity is high; nearly 50% of individuals with CHIKV disease have debilitating long-term symptoms that can intensify with age. In the past 20 years, CHIKV has emerged in several previously non-endemic regions in Asia, Africa, southern Europe, and the Americas, often causing large, unpredictable outbreaks.

Action 5

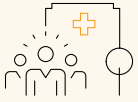
License and Manufacturing Agreement

Mpox

With the signed License and Manufacturing Agreement for our mpox vaccine with Serum Institute of India (SII) in 2024, the company is undertaking a technology transfer of the current manufacturing process. SII has the license to sell and distribute the vaccine in India, enabling supply to a market not previously served. Furthermore, the agreement enables SII, should a need arise, to perform contract manufacturing of the mpox vaccine for Bavarian Nordic which expands the manufacturing capacity, safeguarding supply to contain mpox outbreaks of any significance.

Chikungunya

In March 2026, we expanded our strategic partnership with SII by signing a contract manufacturing agreement, under which we will conduct a full tech transfer of the manufacturing process for the chikungunya vaccine to SII to allow for scaling of capacity to enable future supply to endemic low- and middle-income countries. This agreement builds on the existing mpox vaccine license and manufacturing agreement with SII, and replaces the agreement previously entered with Biological E. Limited.



Action 6

Clinical initiatives to expand access to groups in need

Topline results from a clinical study co-funded by the Coalition for Epidemic Preparedness Innovations (CEPI) were positive for vaccination with our mpox vaccine in children aged 2-11 years. Our mpox vaccine is currently approved by the European Commission for individuals aged 12 years and older. The positive results mark another step towards a potential expansion of the age indication, increasing our ability to support the public health response to current and future mpox outbreaks.

Targets

As one of the three KPIs included in our Sustainability Linked Loan (SLL) credit facility, our target for 2025 was to meet the following KPIs:

- To finalize the technology transfer plan between Bavarian Nordic and a designated partner.
- To complete the technical runs of the mpox vaccine drug substance at Serum Institute of India.

The first KPI was met with a gap analysis and an agreed plan completed in July 2025. The second KPI was also achieved with successful small-scale technical runs of the mpox vaccine drug substance at Serum Institute of India. In 2026, we aim to continue with the next steps as defined in our SLL agreement.

The KPI was set in collaboration with key internal functions, including the Corporate Sustainability department, the Strategy Execution Office, Business Development, Finance, and Commercial, as well as the respective banks involved in providing the revolving credit facility.

Safety

Being an integrated part of our business model and the industry we operate in, vaccine development and the administration of marketed vaccines come with inherent risks and impacts. In our DMA, we have identified two potential negative impacts and two risks related to the safety for end-users. Protecting the safety of vaccine recipients and clinical trial participants remains a core priority and an essential part of our business model as well as our business partners. Generally, vaccine development and delivery operate under rigorous regulatory frameworks, supported by comprehensive inspections and approvals that uphold high standards across every stage, from early research and preclinical work to clinical trials, product authorization, commercial manufacturing, and global distribution. Any occurrence would relate to individual incidents.

Policies
Our Quality Management System (QMS) is designed to ensure compliance with applicable legislation, safety requirements, and all Good Practice (GxP) standards across our trials, manufacturing. and testing. It aligns with regulatory expectations and industry best practices to maintain the highest quality standards. The procedures governing our QMS are accessible to all employees and mandatory training is required to ensure full understanding and adherence. The Senior Vice President of Global Quality oversees the implementation of the QMS, ensuring quality objectives are met, roles and responsibilities are clearly defined, and sufficient resources and authority are in place across the organization.

Code of Conduct

Our Code of Conduct acknowledges our responsibility to ensure patient safety. We develop and supply innovative, high-quality products, and we require all employees to comply with all relevant laws and regulations governing product quality and safety as well as all requirements for reporting adverse events and product quality complaints. If our employees become aware of an adverse event or other potential safety issue, they are instructed to report it to the company's pharmacovigilance team.

Engaging with consumers and end-users
Our pharmacovigilance system supports the ongoing collection, assessment, and notification of relevant safety data. Procedures are in place for reporting adverse events, reactions, and/or product quality complaints, and our employees are trained in the proper handling of information, should they become aware of an adverse event, reactions, or other potential safety issue related to our products. The Chief Medical Officer position, interim basis held by our CEO, represents the most senior role within Bavarian Nordic with operational responsibility.

Following regulatory requirements and industry standard practices, all clinical trials are reviewed and approved by independent review boards (IRB), independent bioethics committee (IBC), or an independent ethics committee (IEC) tasked with protecting the human rights of the individuals involved in clinical trials and ensure that our clinical trials are ethical, follow applicable regular standards, and appropriately protect the rights, safety and well-being of clinical trial participants.

In compliance with associated regulations and ethical standards, we require that all clinical trial participants be provided an opportunity for informed consent, including risks associated with participation, and that their informed consent is documented. Our processes require that both adverse safety events and deviations from the approved protocol be documented, investigated, assessed, and reported to the IRB and regulatory authorities, as appropriate.

We use a Corrective and Preventive Action (CAPA) system to assign and resolve corrective actions to remedy identified issues and to help prevent future similar problems. In collaboration with regulatory authorities, relevant safety information from clinical trials and post-marketing adverse events reports are included in our product labels to inform HCPs and the general public about both the risks and the benefits of our products.

Processes for remediation
Efforts to remediate negative impacts for participants in clinical trials are handled internally or through the Contract Research Organization (CRO), to whom we transfer obligations but maintain oversight and assessment through the standard operating procedure for selection and management of vendors for services in the Development department. In case of an adverse event happening in connection with a clinical trial, the clinical trial participant is advised by the responsible HCP.

Participants in clinical trials can contact the respective investigators or the CRO. All communications via this channel are addressed through channels established by the investigators, the CRO and in agreement with us, and all such engagements are treated in accordance with data privacy laws. Vaccine recipients of marketed products experiencing adverse effects can report concerns via a public email channel established by Bavarian Nordic, which is managed through established procedures and complies with data privacy laws.

Both affected stakeholders can report incidents without the risk of retaliation as per Bavarian Nordic's Code of Conduct (see Business conduct). The effectiveness and perceived trustworthiness of both channels are evaluated through mandated regulatory quality and compliance processes.

Actions & targets
When needed, we update our framework of quality and safety policies and procedures to align with changes made by national health regulations. Internal and external audits are also undertaken

Policies, procedures, and guidelines
Our commitment to end-user safety is supported through our framework of quality and safety policies and procedures (GxP) which include, as applicable:

- Good Clinical Laboratory Practice (GCLP)
- Good Manufacturing Practice (GMP)
- Good Distribution Practice (GDP)
- Good Pharmacovigilance Practice (GVP)

We follow the regulatory guidelines from the International Council for Harmonization (ICH), which provide guidelines on safety, quality, and efficacy topics, the Declaration of Helsinki, Good Clinical Practice (GCP).

to ensure the effectiveness of the framework. All employees working in areas that impact product quality, patient safety, or data integrity are required to complete "GxP" refresher trainings every 2 years and when the applicable GxP policies, SOPs or guidance are updated, either as part of regulatory requirements or our own initiatives. All employees in our organization are required to complete training in pharmacovigilance, managed in the Quality Management System.

Our Safety Committee works to continuously evaluate our pharmacovigilance program, requires pharmacovigilance training for all employees, and routinely assess the safety of our products to appropriately inform regulatory authorities, HCPs and the general public about both the risks and benefits of our products.

Responsible marketing practices

Operating within a highly regulated pharmaceutical industry, we recognize the potential risks associated with non-compliance in marketing and promotional activities. Regulations governing both marketing of pharmaceutical products and interactions with HCPs and the public vary across jurisdictions, and violations can result in misinformation, legal and financial penalties, fines, and damage to trust. We are committed to ensuring that all promotional and communication activities are conducted ethically, transparently, and in full compliance with applicable laws, regulations, and industry codes. To uphold this commitment, we have established robust policies, procedures, and systems.

Policies

Our approach to responsible marketing to HCPs and the public is anchored in our Code of Conduct, which is supported by documented processes and procedures for marketing approval in the countries where we operate.

Our documented processes include descriptions of roles and responsibilities for the review and approval of promotional material, disease awareness (lay public educational material), and other relevant communications.

We respect all local laws and regulations with regard to our marketing materials. Where appropriate, our processes include Medical Affairs, Commercial, Regulatory Affairs, Legal & Compliance and Clinical Safety & Pharmacovigilance review, participation or approval. Additionally, we utilize a system of record for all advertising and promotional materials to ensure appropriate review and that approvals have been obtained, to document the approvals and uses of materials, to conduct periodic reviews, for version control, and to expire and cease use of material that is no longer relevant. These processes include all products for which Bavarian Nordic is a distributor and are designed to ensure that we are operating ethically and in compliance with all local rules.

Code of Conduct

Our Code of Conduct is committed to compliance with all applicable legal and regulatory requirements, including promotion of our products.

We communicate to HCPs about our products to help HCPs make the best treatment choice for their patients. We only promote our products consistent with the regulations of each country, and the product or commercial information that is shared with HCPs and patients is scientifically sound, accurate, balanced, fair, objective and substantiated. We have policies, procedures, and systems in place to ensure that our promotion of pharmaceutical products and other communication activities, including social media activities, comply with all applicable laws and regulations.

The Code of Conduct applies to all employees, from temporary staff and employees employed on fixed-term contracts, to our Executive Management and the Board. Third parties acting on behalf of Bavarian Nordic must also adhere to the standards of the Code of Conduct which is publicly available on our website. The Code of Conduct was most recently approved by the Board in December 2024.

Actions & targets

To ensure understanding of the Code of Conduct, all employees receive annual training and ongoing communication. As part of our onboarding process, new employees are also introduced to Bavarian Nordics marketing activities to ensure awareness of our internal guidelines. We have not developed any formalized targets due to the differences in local promotional regulations and the evolving regulatory landscape. However, Bavarian Nordic requires that the respective materials review committees ad hoc re-review previously approved marketing materials to ensure that they remain truthful and non-misleading, and to update or cease use of the materials as appropriate.

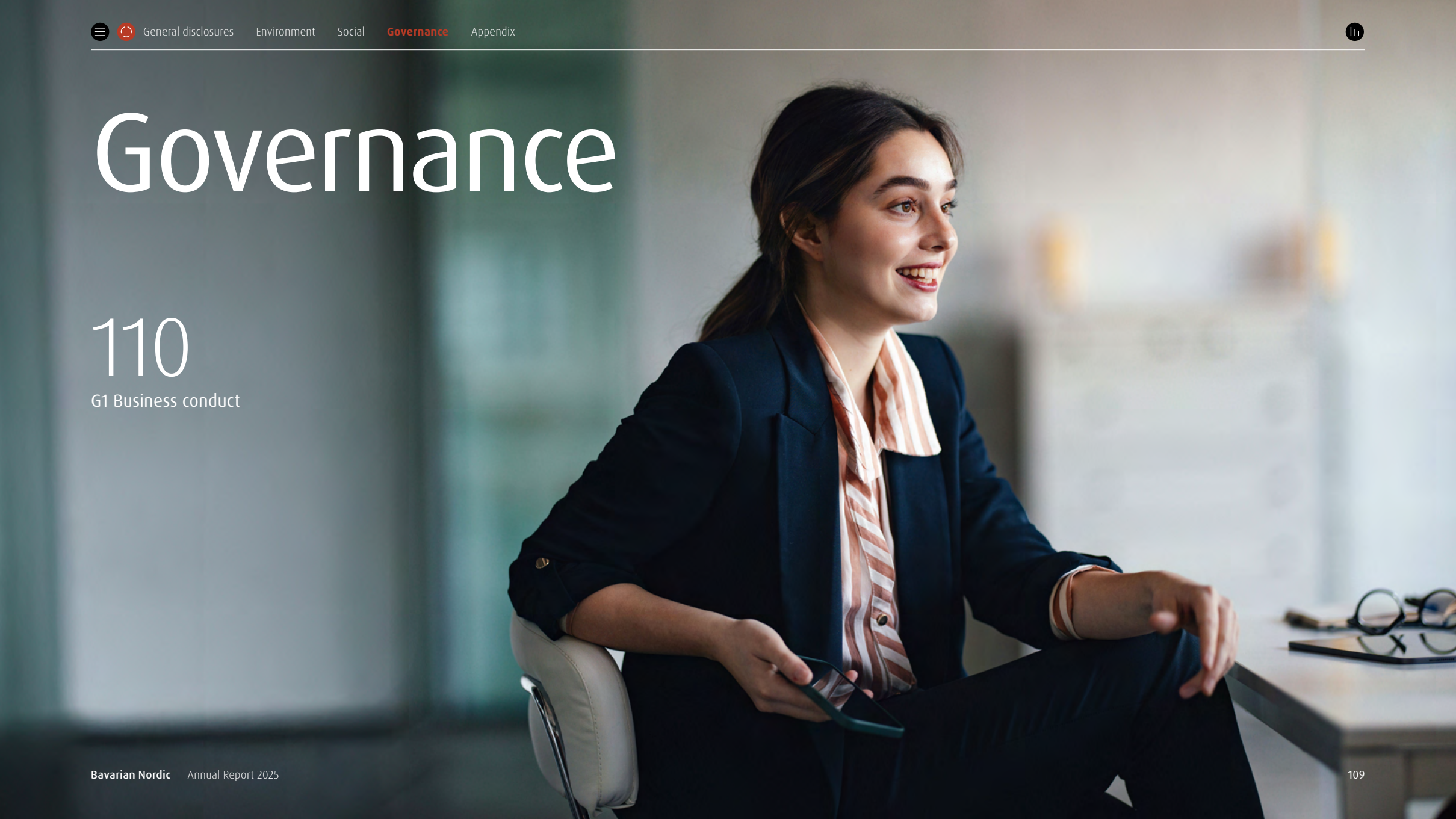
Processes for raising concerns

HCPs and members of the public (in countries where direct-to-consumer advertising is permitted) have a range of options to raise concerns about our marketing and promotion activities. These include:

- The Bavarian Nordic Ethics Hotline (see Business conduct).
- Regulatory authorities such as the US Food and Drug Administration (FDA) and Health Canada, the European Medicines Agency and the national competent authorities in each member state.
- National advertising oversight bodies, where applicable.

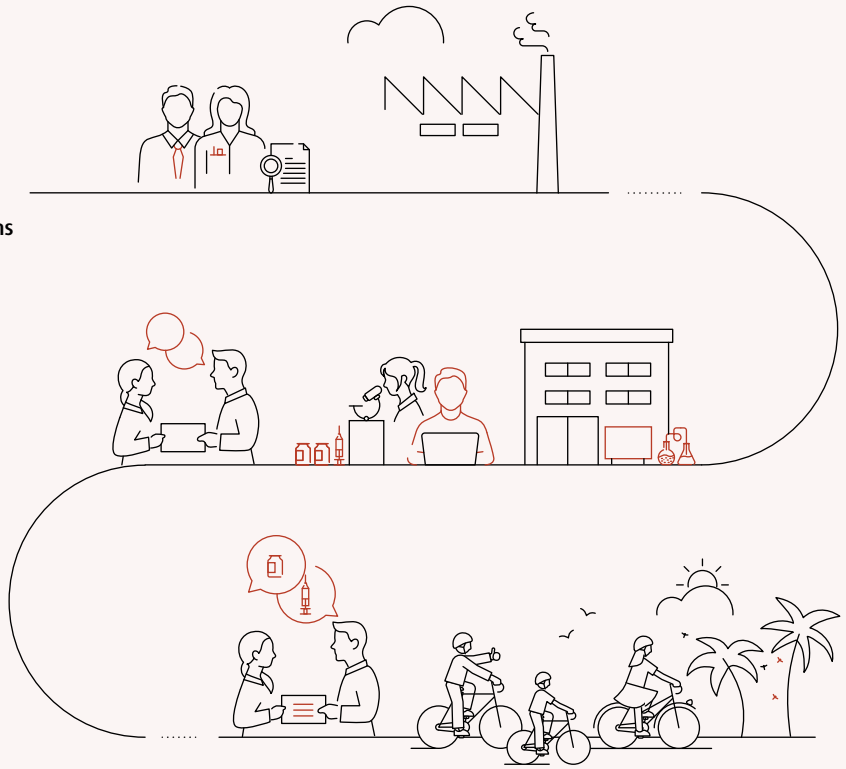
Governance

110
G1 Business conduct



G1 Business conduct

Responsible and ethical business conduct is fundamental to our operations and long-term value creation. We seek to operate with integrity, transparency, and respect for applicable laws and standards, and to promote a culture of compliance across our organisation and our value chain.



Name of IRO (Title)	Time horizon: Short-term	Medium-term	Long-term
17.1 **Maintaining the corporate culture** Potential Negative Impact Our corporate culture is fundamental to establish and maintain appropriate procedures and governance to ensure ethical business conduct. Employees failing to complete designated trainings and/or adhere to our Code of Conduct could jeopardize the integrity of our company.	●	●	●
17.2 **Breach of bribery and corruption laws** Risk We operate in an industry where interactions with government officials and health care professionals is a prerequisite of doing business, and breach of our standards for governing these interactions could result in legal and financial penalties.	●	●	●
18.1 **Use of mice in in-vivo studies** Actual Negative Impact To fulfill regulatory requirements in preclinical studies and as part of the batch-release protocols we perform safety and efficacy tests through in-vivo studies (testing on mice). This negatively impacts the mice as studies can cause various levels of pain and/or distress, and we are required to euthanize the mice at the end of the study.	●	●	●
18.2 **Potential for in-vitro studies in batch-release testing** Opportunity We have an opportunity to move away from in-vivo studies in batch release testing (QC testing in mice) to in vitro studies which would not require the testing on mice in conjunction with batch releases. This would represent a reduction in the number of mice needed for testing, and a financial opportunity to save on costs compared to in-vivo testing.		●	
18.3 **Increasing regulatory complexity in animal studies** Risk Increasing regulatory control over animal studies, combined with limited resources and lengthy approval processes, often delays research and development activities. This can negatively impact vaccine development timelines and, in some cases, delay batch releases, potentially risking market supply and patient safety.			●

Interaction with strategy and business model

As a means of conducting business ethically and with integrity, we are dependent on maintaining a healthy corporate culture by actively mitigating the risk of corruption and bribery. Our policies and procedures establish the minimum requirements for how we does business and always in compliance with applicable laws.

As part of conducting business responsibly, we have an obligation to maintain high standards of animal welfare across our research, development, and quality control activities. The use of animals in our studies is a regulatory requirement, necessary to provide safety and efficacy of our vaccines. All work involving animals is conducted under legal frameworks, ensuring full compliance with national and international legislations.

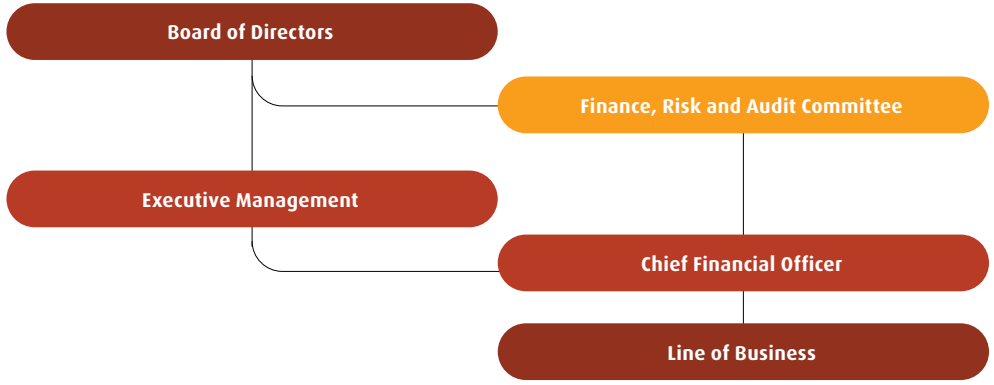
Additionally, our commitment to animal welfare is embedded throughout our clinical study processes, ensuring that all animals under our care are treated with professionalism, following requirements set by relevant regulatory authorities, taking into account recommendations from animal welfare organizations. All testing procedures, including both preclinical studies and quality control testing, undergo internal and external review to confirm that they are justified and scientifically necessary.

The role of the administrative, management and supervisory bodies

The administrative, management, and supervisory bodies at Bavarian Nordic play a crucial role in providing oversight and management of business conduct matters. The Board and the Finance, Risk & Audit Committee (FRAC) oversee the Global Business Ethics Compliance Program, ensuring that business conduct aligns with our ethical standards and regulatory requirements. Our Chief Compliance Officer, who reports directly to our Chief Executive Officer and independently to FRAC, is responsible for implementing the compliance program and heads the Legal & Compliance Function.

Our Executive Management oversees day-to-day operations and is responsible for the implementation of our business conduct policies. Our Executive Management is responsible for embedding ethical practices into our operational processes and ensuring compliance with regulatory standards.

The expertise of these bodies in business conduct matters is extensive. Members of our Executive Management and the Board bring significant experience in governance, compliance, and ethical business practices.



Reporting of violations

Reported violations of the Code of Conduct and applicable laws and regulations are handled according to the Speak-Up Policy. The Ethics Hotline enables confidential and anonymous reporting of suspected violations of the Code of Conduct and applicable laws and regulations. Claims reported to the Ethics Hotline are subject to an initial assurance review by outside counsel and Legal & Compliance which has an independent reporting line to the Board through FRAC.

Reports are managed by external counsel or qualified lawyers in Legal & Compliance, data is stored in a secure and restricted system, and quarterly reporting is anonymized to secure the integrity of the process and to protect whistleblowers and those cooperating with investigators.

During the reporting period there have been no reported incidents of corruption or bribery, no confirmed incidents, no convictions or fines, and no actions taken as a result.

Material impacts, risks and opportunities

Corporate culture and corruption & bribery

Our policies and procedures are key, as we operate in an industry where interactions with government officials and healthcare professionals (HCPs) are a prerequisite for doing business, as breaches of anti-corruption and anti-bribery laws could result in litigation, fines, and charges. To promote and evaluate our corporate culture and risk mitigation efforts relating to corruption and bribery, we regularly review and update our policies and training programs, and conduct annual assessments to measure compliance and identify areas for improvement.

Policies
The Code of Conduct, Anti-Corruption Policy, and Speak-Up Policy prohibit corruption and bribery and establish an obligation to report suspected violations, and apply to all employees, our Executive Management, the Board, and third parties acting on our behalf. The Global Business Ethics Compliance Program includes annual monitoring activities including third parties and HCPs.

All employees, our Executive Management, and the Board receive training on the Code of Conduct, Anti-Corruption Policy, and Speak-Up Policy. All functions-at-risk identified in the annual Global Business Ethics Compliance Risk Assessment and their management are trained on the Anti-Corruption Procedure. Ad-hoc training is provided as necessary. Trainings include read & understand campaigns, and face-to-face or virtual trainings.

Animal welfare

Use of mice in in-vivo studies
Both preclinical and quality control testing in mice are carried out at the in-house animal facility, and are governed by a comprehensive framework of external and internal requirements, including our internal policies, and standard operating procedures (SOPs). Each study is conducted under a specific animal welfare permit, reviewed and approved by the relevant authorities.

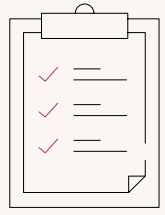
Potential for in-vitro studies
In-vivo studies, which in quality control involve safety and potency testing in mice, have an impact on well-being of the animals involved. To reduce our reliance on such animal-based methods, we are progressing with the evaluation and implementation of an alternative in-vitro approach. This method replaces the current in-vivo potency testing in our quality control protocols. In-vitro testing offers significant advantages, such as significantly limiting the need for testing in mice, while also reducing lead times in quality control protocols for certain vaccines, and generating cost savings once fully implemented.

Increasing regulatory complexity in animal studies
In addition, as an operational benefit, in-vitro testing is less affected by the increasing regulatory restrictions associated with animal testing. We are experiencing a growing administrative and operational workload as regulatory frameworks for animal testing become increasingly stringent and complex. To address this, we have implemented targeted training programs designed to improve process efficiency, and to support employees in managing the added complexity of compliance activities.

Policies
To ensure proper conduct in our animal-related research and testing, we have developed several policies that apply to all employees working with animals at our facility and define their responsibilities in safeguarding animal welfare.

Our Animal Facility Policy specifies the operational framework for animal care, including facility access, hygiene standards, personnel responsibilities, and procedural guidelines. It also defines staff training and the response to unexpected events or deviations.

The Daily Check Policy describes procedures for daily routine checks to ensure proper living conditions for animals in the facility. It covers equipment and animal inspections, documentation requirements,



From in-vivo to in-vitro
For one of our marketed vaccines, we have submitted a rationale to relevant authorities on moving from the in-vivo to the in-vitro method. The submitted rationale is a scientific justification supported by data packages explaining the proposed change. We are now engaged in an ongoing dialogue with the regulatory authorities to provide additional data to support the approval and smooth transition to the new method, which will be running into 2026.

and monitoring of critical systems such as ventilation, lighting, and environmental controls.

We also maintain a comprehensive set of supporting policies covering facility management, conditions, and testing procedures to ensure consistent ethical, regulatory, and quality standards across all activities. All policies are published in our Quality Management System for required review by employees working with animals. Responsibility for internal animal welfare policies rests with the Vice President of Research and the Head of Global Quality Control, ensuring accountability at all levels.

Code of Conduct

The section for animal welfare in our Code of Conduct reflects our commitment to ethical standards in the care and use of animals in studies. It outlines key practices, including adherence to the 3R principle and compliance with all relevant regulations. It also highlights the responsibilities of employees involved in animal work, covering training requirements, professional competence, and ongoing evaluation to ensure proper care and handling. For external partners, including contract research organizations and laboratories, it emphasizes expectations for animal welfare, with regular audits and assessments to confirm compliance with these standards.

Through these efforts, we continue to advance the highest standards of animal welfare while fulfilling our regulatory responsibilities and supporting the implementation of validated non-animal testing methods where possible.

Enhanced standards for responsible animal welfare practices

In 2025, we developed an Animal Welfare Policy that provides a comprehensive and structured approach to the ethical use of laboratory animals, emphasizing adherence to the 3R principle (Reduce, Refine, Replace). The policy specifies requirements for breeding, housing, handling, monitoring, and documentation, ensuring that all practices comply with applicable legislation and internal requirements. By establishing these standards, the policy ensures that all employees are equipped to safeguard the health of the animals under their care.

Sustainability statements appendix

Appendix 1

ESRS2 GOV-4 Statement on due diligence

Core elements of due diligence	Page
a) Embedding due diligence in governance, strategy and business model	45-47, 56-57, 59-61, 67-68, 71-74, 81-83, 88, 93-94, 96, 98-100, 102-104, 106, 108, 110-112
b) Engaging with affected stakeholders in all key steps of the due diligence	45-46, 48-55
c) Identifying and assessing adverse impacts	52-57
d) Taking actions to address those adverse impacts	60-62, 68-69, 72, 74-75, 89-95, 97, 100, 104, 107-108
e) Tracking the effectiveness of these efforts and communicating	63-65, 69, 72, 74-76, 86-87, 93-95, 97, 100-101, 106-108,

Appendix 2

ESRS2 IRO-2 Content index of material disclosure requirements

Disclosure requirement		Page
ESRS2 General Disclosures		
BP-1	General basis for preparation	44
BP-2	Specific circumstances	44
GOV-1	Governance roles	34, 45
GOV-2	Information on sustainability matters	45-46
GOV-3	Sustainability-related performance	47
GOV-4	Statement on due diligence	114
GOV-5	Risk management and internal controls	47
SBM-1	Strategy, business model and value chain	11
SBM-2	Interests and views of stakeholders	48-51
SBM-3	Interaction with strategy and business model	56-57, 59, 67, 71, 73, 81-82, 98, 102, 110
IRO-1	Identification and assessment of material topics	52-55
IRO-2	Disclosure requirements in ESRS covered	57
E1 – Climate change		
GOV-3	Sustainability-related performance	47
E1-1	Transition plan	61
SBM-3	Interaction with strategy and business model	59-61
IRO-1	Identification and assessment of material topics	54-55
E1-2	Policies	60
E1-3	Actions	60-62
E1-4	Targets	63
E1-5	Energy consumption and mix	65
E1-6	Scopes 1, 2, 3 and Total GHG emissions	64-65

Disclosure requirement		Page
E2 - Pollution		
IRO-1	Identification and assessment of material topics	55
E2-1	Policies	68
E2-2	Actions	68-69
E2-3	Targets	69
E2-5	Substances of concern and substances of very high concern	69
E4 - Biodiversity and ecosystems		
E4-1	Transition plan	72
SBM-3	Interaction with strategy and business model	71-72
IRO-1	Identification and assessment of material topics	55
E4-2	Policies	72
E4-3	Actions	72
E4-4	Targets	72
E5 – Resource use and circular economy		
IRO-1	Identification and assessment of material topics	55
E5-1	Policies	74-75
E5-2	Actions	74-75
E5-3	Targets	74-75
E5-5	Resource outflows	74-76
S1 – Own workforce		
SBM-2	Interests and views of stakeholders	49
SBM-3	Interaction with strategy and business model	81, 83, 88, 93-94, 96
S1-1	Policies	84, 88, 93-94, 96
S1-2	Processes for engagement	84, 88, 93-96
S1-3	Remediation and channels to raise concerns	84, 88, 93-96
S1-4	Actions	89-95, 97
S1-5	Targets	93-95, 97
S1-6	Characteristics of employees	86

Disclosure requirement		Page
S1-9	Diversity metrics	86
S1-14	Health and safety metrics	97
S1-16	Remuneration metrics	86
S1-17	Incidents, complaints and severe human rights impacts	87
S2 – Workers in the value chain		
SBM-2	Interests and views of stakeholders	49
SBM-3	Interaction with strategy and business model	98-100
S2-1	Policies	99
S2-2	Processes for engagement	99-100
S2-3	Remediation and channels to raise concerns	99-100
S2-4	Actions	100
S2-5	Targets	100-101
S4 – Consumers and end-users		
SBM-2	Interests and views of stakeholders	49
SBM-3	Interaction with strategy and business model	102-104, 106, 108
S4-1	Policies	103, 107-108
S4-2	Processes for engagement	104, 107-108
S4-3	Remediation and channels to raise concerns	104, 107-108
S4-4	Actions	104, 107-108
S4-5	Targets	106-108
G1 – Business conduct		
GOV-1	Governance roles	111
IRO-1	Identification and assessment of material topics	55
G1-1	Policies and corporate culture	112
G1-3	Prevention and detection of corruption and bribery	112
G1-4	Incidents of corruption or bribery	111

Appendix 3

ESRS2 IRO-2 Datapoints derived from EU legislation

Disclosure requirement and related datapoint			Data point	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Page number
ESRS2	GOV-1	Board's gender diversity paragraph	21 (d)	●		●		36
ESRS2	GOV-1	Percentage of board members who are independent paragraph	21 (e)			●		34
ESRS2	GOV-4	Statement on due diligence	30	●				114
ESRS2	SBM-1	Involvement in activities related to fossil fuel activities paragraph	40 (d) i	●	●	●		Not material
ESRS2	SBM-1	Involvement in activities related to chemical production paragraph	40 (d) ii	●		●		Not material
ESRS2	SBM-1	Involvement in activities related to controversial weapons paragraph	40 (d) iii	●		●		Not material
ESRS2	SBM-1	Involvement in activities related to cultivation and production of tobacco paragraph	40 (d) iv			●		Not material
ESRS	E1-1	Transition plan to reach climate neutrality by 2050	14				●	61
ESRS	E1-1	Undertakings excluded from Paris-aligned Benchmarks paragraph	16 (g)		●	●		60
ESRS	E1-4	GHG emission reduction targets	34	●	●	●		63
ESRS	E1-5	Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors)	38	●	●			65
ESRS	E1-5	Energy consumption and mix	37	●				65
ESRS	E1-5	Energy intensity associated with activities in high climate impact sectors	40 - 43	●				65
ESRS	E1-6	Gross Scope 1, 2, 3 and Total GHG emissions	44	●	●	●		65
ESRS	E1-7	GHG removals and carbon credits	56				●	Not material
ESRS	E1-9	Exposure of the benchmark portfolio to climate-related physical risks	66			●		Phase-in
ESRS	E1-9	Disaggregation of monetary amounts by acute and chronic physical risk;' ESRS E1-9 Location of significant assets at material physical risk	66 (a); 66 (c)		●			Phase-in
ESRS	E1-9	Breakdown of the carrying value of its real estate assets by energy-efficiency classes	67 (c)		●			Phase-in
ESRS	E1-9	Degree of exposure of the portfolio to climate- related opportunities	69			●		Phase-in
ESRS	E2-4	Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil	28	●				Not material
ESRS	E3-1	Water and marine resources	9	●				Not material
ESRS	E3-1	Dedicated policy	13	●				Not material
ESRS	E3-1	Sustainable oceans and seas	14	●				Not material

Disclosure requirement and related datapoint			Data point	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Page number
ESRS	E3-4	Total water recycled and reused	28 (c)	●				Not material
ESRS	E3-4	Total water consumption in m³ per net revenue on own operations	29	●				Not material
ESRS2	IRO-1 E4	List of material sites in its own operations, including sites under operational control	16 (a) i	●				Not material
ESRS2	IRO-1 E4	Identification of material negative impacts with regards to land degradation, desertification or soil sealing	16 (b)	●				Not material
ESRS2	IRO-1 E4	Operations that affect threatened species	16 (c)	●				71-72
ESRS	E4-2	Sustainable land / agriculture practices or policies	24 (b)	●				Not material
ESRS	E4-2	Sustainable oceans / seas practices or policies	24 (c)	●				Not material
ESRS	E4-2	Policies to address deforestation	24 (d)	●				Not material
ESRS	E5-5	Non-recycled waste	37 (d)	●				76
ESRS	E5-5	Hazardous waste and radioactive waste	39	●				75
ESRS2	SBM-3 S1	Risk of incidents of forced labour	14 (f)	●				84
ESRS2	SBM-3 S1	Risk of incidents of child labour	14 (g)	●				84
ESRS	S1-1	Human rights policy commitments	20	●				84
ESRS	S1-1	Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8	21			●		84
ESRS	S1-1	Processes and measures for preventing trafficking in human beings	22	●				84
ESRS	S1-1	Workplace accident prevention policy or management system	23	●				96
ESRS	S1-3	Grievance/complaints handling mechanisms	32 (c)	●				84-85, 93-96
ESRS	S1-14	Number of fatalities and number and rate of work-related accidents	88 (b), 88 (c)	●		●		97
ESRS	S1-14	Number of days lost to injuries, accidents, fatalities or illness	88 (e)	●				Phase-in
ESRS	S1-16	Unadjusted gender pay gap	97 (a)	●		●		86
ESRS	S1-16	Excessive CEO pay ratio	97 (b)	●				86
ESRS	S1-17	Incidents of discrimination	103 (a)	●				87
ESRS	S1-17	Non-respect of UNGPs on Business and Human Rights and OECD	104 (a)	●		●		84
ESRS2	SBM-3 S2	Significant risk of child labour or orced labour in the value chain	11 (b)	●				99

Disclosure requirement and related datapoint			Data point	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Page number
ESRS	S2-1	Human rights policy commitments	17	●				99
ESRS	S2-1	Policies related to value chain workers	18	●				99
ESRS	S2-1	Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines	19	●		●		99
ESRS	S2-1	Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8	19			●		99
ESRS	S2-4	Human rights issues and incidents connected to its upstream and downstream value chain	36	●				99
ESRS	S3-1	Human rights policy commitments	16	●				Not material
ESRS	S3-1	Non-respect of UNGPs on Business and Human Rights, ILO principles or and OECD guidelines	17	●		●		Not material
ESRS	S3-4	Human rights issues and incidents	36	●				Not material
ESRS	S4-1	Policies related to consumers and end-users	16	●				103
ESRS	S4-1	Non-respect of UNGPs on Business and Human Rights and OECD guidelines	17	●		●		103
ESRS	S4-4	Human rights issues and incidents	35	●				103
ESRS	G1-1	United Nations Convention against Corruption	10 (b)	●				Not material
ESRS	G1-1	Protection of whistle-blowers paragraph	10 (d)	●				Not material
ESRS	G1-4	Fines for violation of anti-corruption and anti-bribery laws	24 (a)	●		●		111
ESRS	G1-4	Standards of anti- corruption and anti- bribery	24 (b)	●				111

Appendix 4

Key terms and abbreviations

The abbreviations and respective definitions apply to the sustainability statements.

- Terms with a single "*" are terms and/or abbreviations which related to our company
- Terms with a double "**" relate to industry specific terms or abbreviations
- All others relate to CSRD and ESRS related abbreviations and terms

CSRD
Corporate Sustainability Reporting Directive is an EU regulation that mandates companies to disclose detailed sustainability information, including environmental, social, and governance impacts, risks, and opportunities.

DMA
Double materiality assessment is a process that evaluates both how sustainability issues impact a company's financial performance and how the company's activities affect the environment and society.

ESRS
European Sustainability Reporting Standards are a set of reporting standards developed under the Corporate Sustainability Reporting Directive. They define the requirements for companies to disclose sustainability-related information, covering environmental, social, and governance factors.

FRAC*
Finance Risk and Audit Committee is a governance body within an organization responsible for overseeing financial reporting, risk management, and audits.

IROs
Impacts, risks, and opportunities refer to the key sustainability-related impacts, risks, and opportunities identified through a double materiality assessment.

Impact
Refers to the positive or negative effects that a company's activities, products, operations have on the environment or society.

Risk
Refers to a potential negative effect that sustainability-related factors may have on a company's financial performance.

Opportunity
Refers to a potential positive effect that sustainability-related factors can have on a company's financial performance.

NFRD
Non-Financial Reporting Directive is an EU regulation that requires large companies to disclose non-financial information related to environmental, social, and governance factors.

Subject matter expert*
Is a professional with knowledge and expertise in a specific field or industry.

Sustainability matter
Refers to any environmental, social, or governance (ESG) issue that is relevant to a company's operations, value chain, or stakeholders. These matters can include topics, sub-topics and sub-sub-topics.

TCFD
Task Force on Climate-related Financial Disclosures is a framework for identifying companies' climate-related financial risks and opportunities.

3R principles**
Reduce, Reuse, Recycle are key guidelines for sustainable waste management aimed at minimizing environmental impact.

CMOs**
Contract Manufacturing Organizations are third-party companies that produce products on behalf of another company.

CROs**
Contract Research Organizations are companies that provide outsourced research services for another company.

EHS*
Environmental, Health and Safety.

ERM*
Enterprise Risk Management is a structured approach used by organizations to identify, assess, manage, and monitor risks that could impact their operations, strategy, and financial performance.

GHG Protocol
The Greenhouse Gas Protocol is the global standard for measuring, managing, and reporting **greenhouse gas** (GHG) emissions. It provides guidelines and frameworks for organizations to track their

carbon footprint and develop strategies for reducing emissions.

GO
Guarantee of Origin is an energy certificate that verifies that a specific amount of electricity was produced from renewable sources.

GxP**
GxP is a general abbreviation for the Good "x" Practice which are quality guidelines and regulations which apply to the pharmaceutical sector (amongst other sectors). The "x" stands for the various fields for example Good Clinical Practice (GCP), Good Manufacturing Practice (GMP), etc.

HCPs**
Healthcare Professionals are individuals who provide medical care, treatment, and health-related services to patients.

IUCN Red List
The **International Union for Conservation of Nature Red List** is the global indicator on the conservation status of species, assessing their risk of extinction from Least Concern to Extinct. A species classified as Vulnerable faces a high risk of extinction in the wild due to factors like habitat loss, climate change, pollution, or overexploitation, indicating a significant population decline that requires conservation efforts to prevent further deterioration.

MSL**
Medical Science Liaison is a scientific expert who acts as a bridge between pharmaceutical or biotech companies and healthcare professionals.

NACE code
Nomenclature of Economic Activities is a European industry classification system used to categorize businesses based on their economic activities. It is used for statistical, regulatory, and administrative purposes within the EU.

PPA*
Power Purchase Agreement is a long-term contract between an energy producer and a buyer. It defines the terms for purchasing electricity.

PSCI**
Pharmaceutical Supply Chain Initiative is a non-profit industry organization focused on promoting responsible supply chain management in the pharmaceutical and healthcare industries.

SBT*
Science-Based Target is a specific, measurable emissions reduction target set by a company to align with climate science and the goals of the Paris Agreement.

SBTi
Science Based Targets initiative is an independent organization that provides guidance, validation, and certification for companies setting Science-Based Targets to ensure they meet credible climate science criteria.

SLL*
Sustainability-Linked Loan is a type of loan where the interest rate and terms are tied to the borrower's sustainability performance.

SSP
Shared Socioeconomic Pathways are scenarios used in climate research to describe possible future global developments based on different economic, social, and environmental trends.

UN Global Compact or UNGC *
The **UN Global Compact** is a **United Nations** initiative that encourages businesses worldwide to adopt sustainable and socially responsible practices. It is based on ten principles covering human rights, labor, environment, and anti-corruption, helping companies align their strategies with global sustainability goals. It also supports the **UN Sustainable Development Goals (SDGs)**, which are 17 global objectives designed to address climate change, poverty, inequality, and environmental protection by 2030.

Financial statements

Financial statements – Group

Contents

Financial statements

Notes

Consolidated income statement

For the years ended December 31, 2025 and 2024

DKK thousand	Note	2025	2024
Revenue	3	6,243,956	5,716,206
Production costs	4,8,9	3,195,343	2,897,448
Gross profit		**3,048,613**	**2,818,758**
Sales and distribution costs	5,8	716,546	500,336
Research and development costs	6,8,9	780,303	862,510
Administrative costs	7,8,9,10	558,053	516,142
Total operating costs		**2,054,902**	**1,878,988**
Other operating income		1,032,896	-
Other operating expenses		222,808	-
Other operating income, net		**810,088**	**-**
Income before interest and tax (EBIT)		**1,803,799**	**939,770**
Financial income	11	51,043	150,065
Financial expenses	12	53,887	118,478
Income before company tax		**1,800,955**	**971,357**
Tax on income for the year	13	425,577	(16,620)
Net result for the year		**1,375,378**	**987,977**
Earnings per share (EPS) - DKK			
Basic earnings per share of DKK 10	14	17.6	12.6
Diluted earnings per share of DKK 10	14	17.6	12.6

Consolidated statement of comprehensive income

For the years ended December 31, 2025 and 2024

DKK thousand	Note	2025	2024
Net result for the year		**1,375,378**	**987,977**
Other comprehensive income			
Remeasurements of defined benefit plans	26	36,105	(17,390)
Income tax	13	(6,191)	4,171
Items that will not be reclassified to the income statement		**29,914**	**(13,219)**
Amounts reclassified from cash flow hedge reserve to financial items		29,203	(45,887)
Effective portion of financial instruments change in fair value entered into to hedge future cash flows		10,260	(29,203)
Exchange rate adjustments on translating foreign operations		5,893	(8,927)
Income tax	13	(2,124)	-
Items that will be reclassified to the income statement		**43,232**	**(84,017)**
Other comprehensive income after tax		**73,146**	**(97,236)**
Total comprehensive income for the year		**1,448,524**	**890,741**

Consolidated statement of cash flow

For the years ended December 31, 2025 and 2024

DKK thousand	Note	2025	2024
Net result for the year		**1,375,378**	**987,977**
Adjustment for non-cash items:			
Financial income	11	(51,043)	(150,065)
Financial expenses	12	53,887	118,478
Tax on income for the year		425,577	(16,620)
Depreciation, amortization and impairment	9	738,126	663,375
Share-based payment	29	84,486	78,672
Changes in inventories		(186,610)	(683,573)
Changes in receivables		104,679	617,864
Changes in provisions		(707)	19,636
Changes in current liabilities		220,156	222,987
Cash flow from operations (operating activities)		**2,763,929**	**1,858,731**
Received financial income		86,392	141,146
Paid financial expenses		(16,695)	(32,188)
Paid company taxes		(111,723)	(17,857)
Cash flow from operating activities		**2,721,903**	**1,949,832**

DKK thousand	Note	2025	2024
Investments in product rights	15,24	(1,105,244)	(1,586,633)
Investments in other intangible assets	15	(48,763)	(18,343)
Investments in property, plant and equipment	16	(205,288)	(82,661)
Change in financial assets		(51,174)	(29,766)
Investments in securities		(1,796,300)	(1,448,447)
Disposal of securities		721,902	1,294,987
Cash flow from investment activities		**(2,484,867)**	**(1,870,863)**
Payment on loans	25	(2,090)	(1,921)
Repayment of lease liabilities	25	(40,813)	(41,639)
Proceeds from warrant programs exercised		78,666	126,794
Purchase of treasury shares		(150,121)	(27,459)
Cash flow from financing activities		**(114,358)**	**55,775**
Cash flow of the year		**122,678**	**134,744**
Cash and cash equivalents as of January 1		1,623,490	1,477,234
Currency adjustments		(31,670)	11,512
Cash and cash equivalents as of December 31		**1,714,498**	**1,623,490**

Consolidated statement of financial position – Assets

December 31, 2025 and 2024

DKK thousand	Note	2025	2024
Non-current assets			
Product rights		5,570,541	4,660,426
Acquired rights and development in progress		-	1,286,782
Developed production processes		306,133	343,619
Software		24,211	21,371
Intangible assets in progress		58,765	18,694
Intangible assets	15	**5,959,650**	**6,330,892**
Land and buildings		906,043	939,006
Leasehold improvements		12,850	18,316
Plant and machinery		348,678	417,210
Fixtures and fittings, other plant and equipment		570,330	626,376
Assets under construction		232,837	159,660
Property, plant and equipment	16	**2,070,738**	**2,160,568**
Right-of-use assets	17	**98,423**	**81,899**
Other receivables	20	15,150	9,086
Prepayments	21	73,268	36,421
Financial assets		**88,418**	**45,507**
Total non-current assets		**8,217,229**	**8,618,866**

DKK thousand	Note	2025	2024
Current assets			
Inventories	18	**2,513,919**	**2,327,309**
Trade receivables	19	780,298	1,175,744
Tax receivables		13,901	928
Other receivables	20	61,436	43,665
Prepayments	21	34,252	64,324
Receivables		**889,887**	**1,284,661**
Securities	23	1,619,004	551,538
Cash and cash equivalents		1,714,498	1,623,490
Securities, cash and cash equivalents		**3,333,502**	**2,175,028**
Total current assets		**6,737,308**	**5,786,998**
Total assets		**14,954,537**	**14,405,864**

Consolidated statement of financial position – Equity and liabilities

December 31, 2025 and 2024

DKK thousand	Note	2025	2024
Equity			
Share capital		792,367	788,548
Treasury shares		(9,669)	(2,843)
Retained earnings		11,817,397	10,434,197
Other reserves		269,983	188,659
Equity		**12,870,078**	**11,408,561**
Liabilities			
Debt to credit institutions	25	10,890	13,053
Retirement benefit obligations	26	82,966	113,589
Deferred tax liabilities	13	318,617	-
Lease liabilities	27	74,462	73,653
Non-current liabilities		**486,935**	**200,295**

DKK thousand	Note	2025	2024
Deferred consideration	24	-	1,081,465
Debt to credit institutions	25	2,147	2,074
Lease liabilities	27	43,371	39,470
Prepayment from customers	28	9,949	131,408
Trade payables		967,744	1,045,134
Company tax		11,078	-
Other liabilities	22	563,235	497,457
Current liabilities		**1,597,524**	**2,797,008**
Total liabilities		**2,084,459**	**2,997,303**
Total equity and liabilities		**14,954,537**	**14,405,864**

Consolidated statement of changes in equity

December 31, 2025

DKK thousand	Share capital	Treasury shares	Retained earnings	Reserves for currency adjustment	Reserves for cash flow hedge	Share-based payment	Equity
Equity as of January 1, 2025	**788,548**	**(2,843)**	**10,434,197**	**2,005**	**(29,203)**	**215,857**	**11,408,561**
Comprehensive income for the year							
Net result for the year	-	-	1,375,378	-	-	-	1,375,378
Other comprehensive income	-	-	29,914	5,893	37,339	-	73,146
Total comprehensive income for the year	**-**	**-**	**1,405,292**	**5,893**	**37,339**	**-**	**1,448,524**
Transactions with owners							
Share-based payment	-	-	-	-	-	84,486	84,486
Warrant programs exercised	3,819	-	90,604	-	-	(15,757)	78,666
Warrant programs expired	-	-	18,263	-	-	(18,263)	-
Costs related to issue of new shares	-	-	(38)	-	-	-	(38)
Purchase of treasury shares	-	(7,603)	(142,518)	-	-	-	(150,121)
Transfer regarding restricted stock units	-	777	11,597	-	-	(12,374)	-
Total transactions with owners	**3,819**	**(6,826)**	**(22,092)**	**-**	**-**	**38,092**	**12,993**
Equity as of December 31, 2025	**792,367**	**(9,669)**	**11,817,397**	**7,898**	**8,136**	**253,949**	**12,870,078**

The share capital comprises a total of 79,236,728 shares of DKK 10 as of December 31, 2025 (78,854,857 shares). The shares are not divided into share classes, and each share carries one vote.

Treasury shares
In January 2025, the Board of Directors decided to launch a share buy-back program, under which the Company bought back 760,275 of its own shares (162,288 shares in 2024). The purpose of the share buy-back program was to adjust the capital structure and to meet the Company's obligations arising from the share-based incentive program for the Executive Management and the Board of Directors.

Treasury shares represent 1.22% (0.36%) of the total share capital.

For further information about share based payment see note 29.

Consolidated statement of changes in equity

December 31, 2024

DKK thousand	Share capital	Treasury shares	Retained earnings	Reserves for currency adjustment	Reserves for cash flow hedge	Share-based payment	Equity
Equity as of January 1, 2024	**780,978**	**(1,537)**	**9,330,002**	**10,932**	**45,887**	**173,670**	**10,339,932**
Comprehensive income for the year							
Net result for the year	-	-	987,977	-	-	-	987,977
Other comprehensive income	-	-	(13,219)	(8,927)	(75,090)	-	(97,236)
Total comprehensive income for the year	**-**	**-**	**974,758**	**(8,927)**	**(75,090)**	**-**	**890,741**
Transactions with owners							
Share-based payment	-	-	-	-	-	78,665	78,665
Warrant programs exercised	7,570	-	147,806	-	-	(28,582)	126,794
Warrant programs expired	-	-	474	-	-	(474)	-
Costs related to issue of new shares	-	-	(112)	-	-	-	(112)
Purchase of treasury shares	-	(1,623)	(25,836)	-	-	-	(27,459)
Transfer regarding restricted stock units	-	317	7,105	-	-	(7,422)	-
Total transactions with owners	**7,570**	**(1,306)**	**129,437**	**-**	**-**	**42,187**	**177,888**
Equity as of December 31, 2024	**788,548**	**(2,843)**	**10,434,197**	**2,005**	**(29,203)**	**215,857**	**11,408,561**

Transactions on the share capital

DKK thousand	2025	2024	2023	2022	2021
Share capital as of January 1	788,548	780,978	707,354	704,684	584,501
Issue of new shares	3,819	7,570	73,624	2,670	120,183
Share capital as of December 31	**792,367**	**788,548**	**780,978**	**707,354**	**704,684**

The share capital comprises a total of 78,854,857 shares of DKK 10 as of December 31, 2024 (78,097,834 shares). The shares are not divided into share classes, and each share carries one vote.

Rules on changing Articles of Association
Changing the Articles of Association requires that the resolution passes by at least 2/3 of the votes as well as 2/3 of the voting capital represented.

Note 1

Material accounting policies

Basis of preparation
The consolidated financial statements for Bavarian Nordic have been prepared in accordance with the IFRS Accounting Standards class D as adopted by the EU and Danish disclosure requirements for the consolidated financial statements of listed companies. Danish disclosure requirements for the presentation of consolidated financial statements are imposed by the Statutory Order on Adoption of the IFRS Accounting Standards issued under the Danish Financial Statements Act.

The accounting policies are unchanged from last year except for changes due to implementation of new and revised standards that were effective January 1, 2025.

The consolidated financial statements are presented in Danish kroner (DKK), which is the functional currency of the Parent Company.

The consolidated financial statements are presented on a historical cost basis, apart from derivative financial instruments and securities, which are measured at fair value.

The accounting policies have been consistently applied for the financial year and for the comparative figures except for implementation of new standards and amendments, see further below.

In the narrative sections of the consolidated financial statements comparative figures for 2024 are shown in brackets.

Implementation of new and revised standards and interpretations
Management has assessed the impact of new or amended and revised accounting standards and interpretations issued by the IASB and the IFRS Accounting Standards endorsed by the European Union effective on or after January 1, 2025. It is assessed that application of amendments effective from January 1, 2025 has not had a material impact on the consolidated financial statements for 2025. Furthermore, Management does not anticipate any significant impact on future periods from the adoption of these amendments.

Standards and interpretations not yet in force
At the date of publication of the consolidated financial statements, a number of new and amended standards and interpretations have not yet entered into force or have not yet been adopted by the EU. Therefore, they are not incorporated in the consolidated financial statements. None of the new or amended standards and interpretations are expected to have a material impact on the consolidated financial statements.

None of the new or amended standards and interpretations are expected to have a material impact on the consolidated financial statements.

The Group is still in the process of assessing the impact of the new IFRS 18 accounting standard, particularly with respect to the structure of the Group's income statement, the statement of cash flows and the additional disclosures required for MPMs. The Group is also assessing the impact on how information is grouped in the financial statements, including for items currently labelled as 'other'.

Applying materiality
The consolidated financial statements are a result of processing large numbers of transactions and aggregating those transactions into classes according to their nature or function. The transactions are presented in classes of similar items in the consolidated financial statements. If a line item is not individually material, it is aggregated with other items of a similar nature in the consolidated financial statements or in the notes.

The specific disclosures required by the IFRS Accounting Standards are provided in the Consolidated Financial Statements unless the information is considered immaterial to the users of the financial statements.

Accounting policies
The accounting policies for specific line items are described in the notes to the financial statements. Set out below is a description of the accounting policies for the basis of consolidation, foreign currency translation and the cash flow statement.

Recognition and measurement
Income is recognized in the income statement when generated. Assets and liabilities are recognized in the balance sheet when it is probable that any future economic benefit will flow to or from the Group and the value can be reliably measured. On initial recognition, assets and liabilities are measured at cost, except for financials instruments which are measured at fair value. Subsequently, assets and liabilities are measured as described in the description of the accounting policies in the respective notes to the financial statements.

Basis of consolidation
The consolidated financial statements include Bavarian Nordic A/S and the subsidiaries in which the Group holds more than 50% of the voting rights or otherwise has control.

Principles of consolidation
The consolidated financial statements are prepared on the basis of the financial statements of the Parent Company and the individual subsidiaries, and these are prepared in accordance with the Group's accounting policies and for the same accounting period.

Intra-group income and expenses together with all intra-group profits, receivables and payables are eliminated on consolidation. In the preparation of the consolidated financial statements, the book value of shares in subsidiaries held by the Parent Company is set off against the equity of the subsidiaries.

Foreign currency translation
On initial recognition, transactions denominated in currencies other than the Group's functional currency are translated at the exchange rate ruling at the transaction date.

Receivables, payables and other monetary items denominated in foreign currencies that have not been

Note 1

Material accounting policies *(continued)*

settled at the balance sheet date are translated at the exchange rates at the balance sheet date.

Exchange differences between the exchange rate at the date of the transaction and the exchange rate at the date of payment or the balance sheet date, respectively, are recognized in the income statement under financials. Property, plant and equipment and intangible assets, inventories and other nonmonetary assets acquired in foreign currency and measured based on historical cost are translated at the exchange rates at the transaction date.

On recognition in the consolidated financial statements of subsidiaries whose financial statements are presented in a functional currency other than Danish kroner (DKK), the income statements are translated at the average exchange rates of the respective months.

Balance sheet items are translated at the exchange rates at the balance sheet date. Exchange differences arising on the translation of foreign subsidiaries' opening balance sheet items to the exchange rates at the balance sheet date and on the translation of the income statements from average exchange rates of the respective months to exchange rates at the balance sheet date are recognized as other comprehensive income.

Segment reporting
The Group does not prepare segment reporting internally and therefore only reports one operating segment externally.

Geographic spilt of revenue and revenue from major customers is disclosed in note 3 to the consolidated financial statements. Geographic location of non-current assets is disclosed in note 15 and 16 to the consolidated financial statements.

Cash flow statement
The cash flow statement is prepared in accordance with the indirect method on the basis of the Group's net result for the year. The statement shows the Group's cash flows broken down into operating, investing and financing activities, cash and cash equivalents at year end and the impact of the calculated cash flows on the Group's cash and cash equivalents.

Cash flows in foreign currencies are translated into Danish kroner (DKK) at the exchange rate on the transaction date.

In the cash flows from operating activities, net profit for the year is adjusted for non-cash operating items and changes in working capital.

Cash flows from investing activities include cash flows from the purchase and sale of intangible assets, property, plant and equipment, investments and securities.

Cash flows from financing activities include cash flows from the raising and payment of loans and capital increases.

Additionally, cash flows from assets held under finance leases are recognized by way of lease payments made.

Reporting under the ESEF Regulation
The Commission Delegated Regulation (EU) 2019/815 on the European Single Electronic Format (ESEF Regulation) requires the use of a particular electronic reporting format for annual reports of listed companies in the EU. More specifically, the ESEF Regulation requires the annual report to be prepared in XHTML format with iXBRL tagging of the consolidated financial statements including notes.

The Company's iXBRL tagging has been made using the ESEF taxonomy disclosed in the annexes

to the ESEF Regulation and developed based on the IFRS Accounting Standards taxonomy published by the IFRS Foundation.

The line items in the consolidated financial statements are XBRL-tagged to the elements of the ESEF taxonomy that are considered to match the content of those line items. For line items not considered to be covered by line items defined in the taxonomy, entity-specific extensions to the taxonomy have been incorporated. Except for subtotals, these extensions are anchored to standard elements of the ESEF taxonomy.

Consistently with the requirements of the ESEF Regulation, the annual report approved by Management is comprised of a ZIP file bava-2025-12-31-en.zip, which includes an XHTML file that may be opened using standard web browsers, and a number of technical XBRL files enabling mechanical retrieval of the XBRL data incorporated.

Net asset value per share:

$$\frac{\text{Equity}}{\text{Number of shares at year-end}}$$

Share price/Net asset value per share:

$$\frac{\text{Market price per share}}{\text{Net asset value per share}}$$

Equity share, %:

$$\frac{\text{Equity} \times 100}{\text{Total assets}}$$

Earnings per share and diluted earnings per share are calculated in accordance with IAS 33 "Earnings per share" and specified in note 14.

Note 2

Key accounting estimates and judgments

Key accounting estimates

In the preparation of the consolidated financial statements, Management makes a number of accounting estimates and judgments, which form the basis for the presentation, recognition and measurement of the Group's assets and liabilities.

The recognition and measurement of assets and liabilities often depend on future events that are somewhat uncertain. In that connection, it is necessary to assume a course of events that reflects Management's assessment of the most probable course of events.

The key accounting estimates and judgments identified are those that have a significant risk of resulting in a material adjustment to the measurement of assets and liabilities in the following reporting period. Management bases its estimates and judgments on historical experience and various other assumptions that are held to be reasonable under the circumstances. The underlying assumptions are reviewed on an ongoing basis. If necessary, changes are recognized in the period in which the estimate and judgment are revised. Management considers the key accounting estimates and judgments to be reasonable and appropriate based on currently available information. The actual amounts may differ as more detailed information becomes available.

Management has assessed the qualitative and quantitative impact of climate-related matters, geopolitical risks including US tariffs and reference pricing, and other uncertainties. It is Management's assessment that, based on the current facts, these uncertainties do not significantly impact estimates and assumptions

Management has made the following accounting estimates and judgments which significantly affect the amounts recognized in the consolidated financial statements:

Accounting policy	Key accounting estimates and judgments	Note
Revenue	Estimate of US sales deductions and provisions for sales rebates	3
Intangible assets	Estimate regarding impairment of assets; judgment whether future sales and development milestones have become probable; judgment whether development costs should be expensed or capitalized	15
Inventories	Estimate of indirect production costs capitalized and inventory write-down	18

Note 3

Revenue

Accounting policies

Sale of goods

Revenue from sale of goods is recognized when Bavarian Nordic has transferred control of products sold to the buyer and it is probable that Bavarian Nordic will collect the consideration to which it is entitled for transferring the products. Control of the products is transferred at a point in time, typically on delivery. The amount of sales to be recognized is based on the consideration Bavarian Nordic expects to receive in exchange for its goods. When sales are recognized, Bavarian Nordic also records estimates for a variety of sales deductions, including product returns as well as rebates and discounts to government agencies, wholesalers, health insurance companies, managed healthcare organizations and retail customers. These sales deductions are recognized as "Gross to net deduction" under other liabilities. Revenue is measured net of value added tax, duties, etc. collected on behalf of a third party.

Where contracts contain customer acceptance criteria, Bavarian Nordic recognizes sales when the acceptance criteria are satisfied.

The pricing mechanisms in the US market and the different kind of rebates are described below.

Pricing mechanisms in the US market

In the US, sales rebates are paid in connection with government and commercial programs. Key customers in the US include private payers, Group Purchasing Organizations (GPOs) and government payers. GPOs play a role in negotiating price concessions with drug manufacturers for the commercial channels, and determine which drugs are offered as preferred options on their drug lists.

US Medicaid & Medicare rebates

Medicaid & Medicare are government insurance programs. Medicaid and Medicare rebates have been estimated using a combination of historical experience, product and population growth, price increases, and the impact of contracting strategies. The calculation also involves interpretation of relevant regulations that are subject to changes in interpretative guidance from government authorities. Bavarian Nordic adjusts the provision periodically to reflect actual sales performance.

Wholesaler charge-backs

Wholesaler charge-backs relate to contractual arrangements between Bavarian Nordic and indirect customers whereby products are sold at contract prices lower than the list price originally charged to wholesalers. A wholesaler charge-back represents the difference between the invoice price to the wholesaler and the indirect customer's contract price. Accruals are calculated for estimated charge-backs using a combination of factors such as historical experience, current wholesaler inventory levels, contract terms and the value of claims received but not yet processed.

Other discounts and sales returns

Other discounts are provided to wholesalers, hospitals, pharmacies, etc. They are usually linked to sales volume or provided as cash discounts. Accruals are

Note 3

Revenue *(continued)*

Accounting policies *(continued)*

calculated based on historical data and recorded as a reduction in gross sales at the time the related sales are recorded. Sales returns are related to damaged or expired products.

Sale of services and licenses
Furthermore, revenue comprises the fair value of the consideration received or receivable for income derived from development services where revenue is measured at the expected net sales price.

Sales of licenses that transfer the rights associated with ownership of intellectual property are recognized at a point in time when control is transferred. Revenue from development services and licenses that do not transfer the right of ownership to intellectual property are recognized over time in line with the execution and delivery of the work.

Agreements with commercial partners generally include non-refundable upfront license and collaboration fees, milestone payments, the receipt of which is dependent upon the achievement of certain clinical, regulatory or commercial milestones, as well as royalties on product sales of licensed products, if and when such product sales occur, and revenue from the supply of products. For these agreements that include multiple elements, total contract consideration is attributed to separately identifiable components on a reliable basis that reasonably reflects the selling prices that might be expected to be achieved in stand-alone transactions provided that each component has value to the partner on a stand-alone basis. The allocated consideration is recognized as revenue in accordance with the principles described above.

Key accounting estimates

Provisions for sales deductions
Sales discounts and rebates are predominantly issued in the US in connection with the US Federal and State Government Healthcare programs, namely Medicare and Medicaid, and commercial rebates.

The estimate of sales discounts and rebates is based on a calculation which includes a combination of historical utilization data, combined with expectations in relation to the development in sales and utilization. Furthermore, specific circumstances regarding the different programs are considered. The obligations concerning sales discounts and rebates are incurred at the time the sale is recorded. However, the actual discount or rebate related to a specific sale may be invoiced later.

Bavarian Nordic considers the provisions established for sales discounts and rebates to be reasonable and appropriate based on currently available information. However, the actual amount of discounts and rebates may differ from the amounts estimated as more detailed information becomes available.

Partner contracts
Whether a component of a multiple element contract has value to the partner on a stand-alone basis is based on an assessment of specific facts and circumstances and is associated with judgement. This applies also to the assessment of whether a license transfers rights associated with ownership of an intangible asset. Furthermore, allocation of the total consideration of a contract to separately identifiable components requires considerable estimates and judgement to be made by Management. At inception and throughout the life of a contract Management is performing an analysis of the agreement with its partners based on available facts and circumstances at each assessment date such as historical experience and knowledge from the market to the extent obtainable. This includes also an understanding of the purpose of the deliverables under the contract and the negotiation taken place prior to concluding the contract.

Note 3

Revenue *(continued)*

DKK thousand	2025	2024
Travel health		
Rabipur/RabAvert	1,816,707	1,352,461
Encepur	598,071	497,130
Vivotif	198,361	179,212
Vaxchora	37,880	64,153
Vimkunya	84,565	-
Other product sale	227,883	193,629
	2,963,467	**2,286,585**
Public preparedness		
Mpox/smallpox vaccine sale	3,104,974	3,206,186
Sale of goods	**6,068,441**	**5,492,771**
Contract work	175,515	223,435
Sale of services	**175,515**	**223,435**
Revenue	**6,243,956**	**5,716,206**
Total revenue includes:		
Fair value adjustment concerning financial instruments entered into to hedge revenue	72,931	5,486

Other product sale consists of the following:
- Sale of Dukoral and Ixiaro licensed from Valneva
- Sale of Heplisav licensed from Dynavax

DKK thousand	2025	2024
Geographic split of revenue:		
USA	2,697,034	2,702,900
Germany	1,159,979	972,759
France	723,946	268,766
Canada	223,461	493,208
England	213,589	98,639
Finland	182,509	98,467
Singapore	137,977	124,649
Switzerland	108,325	52,591
Australia	80,309	17,102
Saudi Arabia	72,595	265,730
Spain	35,361	54,734
Italy	35,024	26,378
Austria	25,314	29,217
Japan	29,580	38,171
Other geographic markets	518,953	472,895
Revenue	**6,243,956**	**5,716,206**

In 2025 revenue achieved on the Danish market amounted to DKK 5 million (DKK 28 million).

In 2025 the following customers represented more than 10% of total revenue:
- Biomedical Advanced Research and Development Authority (BARDA), USA, DKK 1,102 million.
- Agence nationale de santé publique FR, France, DKK 715 million.

In 2024 the following customers represented more than 10% of total revenue:
- Biomedical Advanced Research and Development Authority (BARDA), USA, DKK 1,329 million.

Note 3

Revenue *(continued)*

Accounting for contract with Biomedical Advanced Research and Development Authority (BARDA)
When drug substance batches are invoiced to BARDA the batches remain in the Company's physical possession until filling as final product. The filling takes place either at the Company's facility in Kvistgaard or at CMO's (a bill-and-hold arrangement). Revenue is recognized once the batches are releasable according to contract with BARDA.

Payment is due within 30 days after invoicing.

Note 4

Production costs

Accounting policies

Production costs consist of costs incurred in generating the revenue for the year. Costs for raw materials, consumables, production staff and a proportion of production overheads, including maintenance, amortization, depreciation and impairment of intangible and tangible assets used in production as well as operation, administration and management of the production facility are recognized as production costs. Amortization of acquired product rights are recognized as production costs. In addition, the costs related to idle capacity and write-down to net realisable value of goods on stock are recognized.

DKK thousand	2025	2024
Cost of goods sold	1,869,858	1,580,276
Contract costs	125,562	152,267
Other production costs	823,255	847,456
Amortization of product rights	376,668	317,449
Production costs	**3,195,343**	**2,897,448**

Other production costs primarily consist of unallocated costs, including the cost of idle manufacturing capacity and cost of unsuccessful production runs, plus write-downs.

Write-downs for the year amounted to DKK 325 million and are primarily related to provisions for potential write-downs of Encepur and MVA-BN batches. See note 18. In addition, non-provisioned scrap amounted to DKK 125 million, resulting in total write-downs and scrap of DKK 450 million presented as Other production costs.

The underlying decrease in other production costs compared to 2024 was driven by an improved yield, less scrap and a higher output success rate in bulk production leading to a higher absorption of indirect production costs. In 2025 cost of idle manufacturing capacity in Bern amounted to approx. DKK 93 million (approx. DKK 107 million).

The product rights to Rabipur/RabAvert and Encepur were amortized with DKK 285 million (DKK 279 million). The product rights for Vivotif and Vaxchora were amortized with DKK 38 million (DKK 38 million). The product rights for Vimkunya were amortized with DKK 54 million (DKK 0 million).

Note 5

Sales and distribution costs

Accounting policies

Sales and distribution costs comprise costs incurred for the sale and distribution of products sold during the year. This includes costs incurred for sales campaigns, training and administration of the sales force and for direct distribution, marketing and promotion. Also included are salaries and other costs for the sales, distribution and marketing functions, loss allowance for expected credit losses, amortization, depreciation and other indirect costs.

Note 6

Research and development costs

Accounting policies

Research and development costs include salaries and costs directly attributable to the Group's research and development projects, less government grants. Furthermore, salaries and costs supporting direct research and development, including costs of patents, rent, leasing and depreciation attributable to laboratories, and external scientific consultancy services, are recognized under research and development costs. No indirect or general overhead costs that are not directly attributable to research and development activities are included in the disclosure of research and development expenses recognized in the income statement.

Research costs are expensed in the year they occur.

Development costs are generally expensed in the year they occur. In line with industry custom, capitalization of development costs does not begin until it is deemed realistic that the product can be completed and marketed and it is highly likely that a marketing authorization will be received. In addition, there must be sufficient certainty that the future earnings to the Group will cover not only production costs, direct distribution and administrative costs, but also the development costs.

Contract research and development costs incurred to achieve revenue are included in "Research and development costs incurred this year" in the table and then transferred under "Contract costs recognized as production costs" to be recognized as production costs.

Grants that compensate the Group for research and development expenses incurred, which are recognized directly in the income statement, are set off against the costs of research and development at the time when a final and binding right to the grant has been obtained.

Note 6

Research and development costs *(continued)*

DKK thousand	2025	2024
Research and development costs incurred this year	905,865	1,014,777
Of which:		
Contract costs recognized as production costs (note 4)	(125,562)	(152,267)
Research and development costs recognized in the income statement	**780,303**	**862,510**

San Diego site
In December 2024, Bavarian Nordic made the strategic decision to close its San Diego site. This decision was driven by the need to streamline operations and optimize resources. The closure of the San Diego site resulted in a one-time restructuring cost of DKK 80 million, which has been included in the research and development expenses for the year.

Note 7

Administrative costs

Accounting policies
Administrative costs include costs of Group Management, staff functions, administrative personnel, office costs, rent, short-term lease payments and depreciation not relating specifically to production, research and development or sales and distribution.

Note 8

Staff costs

DKK thousand	2025	2024
Wages and salaries	1,482,764	1,327,419
Contribution based pension	119,769	116,171
Social security expenses	83,693	76,057
Other staff expenses	93,114	88,440
Share-based payment, see specification in note 30	84,485	78,672
Staff costs	**1,863,825**	**1,686,759**
Staff expenses are distributed as follows:		
Production costs	1,006,153	793,584
Sales and distribution costs	255,303	220,433
Research and development costs	261,509	391,617
Administrative costs	302,798	281,125
Capitalized salaries	38,062	-
Staff costs	**1,863,825**	**1,686,759**
Average number of employees converted to full-time	1,693	1,529
Number of employees as of December 31 converted to full-time	1,795	1,611

The Group has mainly defined contribution plans and pays regular fixed contributions to independent pension funds and insurance companies.

DKK thousand	2025	2024
Staff costs include the following costs:		
Board of Directors:		
Remuneration	6,593	6,490
Share-based payment	1,869	2,070
Remuneration to Board of Directors	**8,462**	**8,560**
Executive Management:		
Salary	22,478	24,815
Paid bonus	10,272	14,734
Other employee benefits	1,429	2,129
Contribution based pension	3,260	3,709
Share-based payment	32,223	32,638
Salary and benefits in notice period	-	19,966
Remuneration to Executive Management	**69,662**	**97,991**
Total management remuneration	**78,124**	**106,551**

Executive Management consist of CEO and President Paul Chaplin and CFO Henrik Juuel (constitute the Corporate Management in the Parent Company) and COO Russell Thirsk and CCO JC May. CPO Anu Kerns resigned beginning of 2025. Salary and benefits in the notice period was accrued in 2024. The accrual for 2024 also included severance package for CMO Laurence De Moerlooze who resigned in May 2024.

Restricted stock units
In March 2025 Corporate Management was granted 39,038 restricted stock units (excl. matching shares) (27,873 restricted stock units) at a value of DKK 6.7 million (DKK 4.6 million) at grant. Other Executive Management was granted 20,724 restricted stock units (excl. matching shares) (30,161 restricted stock units) corresponding to a value of DKK 3.6 million (DKK 4.9 million) at grant.

Note 8

Staff costs *(continued)*

In December 2025 Corporate Management was granted 71,121 (31,919) performance restricted stock units at a value of DKK 13.4 million (DKK 6.2 million) at grant. Other Executive Management was granted 32,888 (14,781) performance restricted stock units at a value of DKK 6.2 million (DKK 2.9 million) at grant.

In August 2025, the members of the Board of Directors were granted in total 8,004 restricted stock units (13,637 restricted stock units) corresponding to 50% of their fixed fee amounting to DKK 1.9 million (DKK 2.1 million). For further description of restricted stock units see note 29.

Warrants
In December 2024 Corporate Management was granted 80,839 warrants with a fair value of DKK 6.2 million. Other Executive Management was granted 37,435 warrants with a fair value of DKK 2.9 million. For 2025 the composition of executive management remuneration was changed and no warrants were granted. Instead the grant of performance restricted stock units increased, see above. Warrants fair value is calculated based on Black-Scholes, cf. note 29.

Incentive programs for the Executive Management and other employees are disclosed in note 29.

Members of the Executive Management have contracts of employment containing standard terms for members of the Executive Management of Danish listed companies, including the periods of notice that both parties are required to give and competition clauses. If a contract of employment of a member of the Executive Management is terminated by the Company without misconduct on the part of such member, the member of the Executive Management is entitled to compensation, which, depending on the circumstances, may amount to a maximum of 8-18 months' remuneration. In the event of a change of control the compensation may amount to 24 months' remuneration.

Contracts with members of Executive Management are open-ended until the age of 70 years for the CEO. The termination period on the part of the Company is 18 months towards the CEO and may be prolonged to up to 24 months in case of change of control situations, and periods during which severance payment can be made may be up to 12 months, provided, however, that the total period for payment of termination pay and severance pay may not exceed 24 months. The termination period on the part of the Company is 12 months towards the CFO and may be prolonged to up to 16 months in case of change of control situations, and periods during which severance payments can be made equal a lump sum of additional 4 months base salary. The termination periods on the part of the Executive Management towards the Company are 6 months for the CEO and 6 months for the CFO. If the CEO passes away during his employment, the Company shall pay salary for the remaining month plus 12 additional months post-employment benefit to the CEO's cohabiting spouse/partner and secondarily to the Executive's children.

Note 9

Depreciation, amortization and impairment losses

DKK thousand	2025	2024
Depreciation and amortization included in:		
Production costs	663,327	545,901
Sales and distribution costs	-	80
Research and development costs	6,353	20,424
Administrative costs	44,690	58,495
Depreciation and amortization	**714,370**	**624,900**
Hereof loss from disposed fixed assets	18,426	2,526
Impairment losses included in:		
Production costs	23,155	-
Research and development costs	-	38,475
Administrative costs	601	-
Impairment losses	**23,756**	**38,475**

The product rights to Rabipur/RabAvert and Encepur are amortized over 20 years with an amortization of DKK 285 million for 2025.

The product rights for Vivotif and Vaxchora are amortized over 10-20 years with an amortization of DKK 38 million in 2025.

The product rights for Vimkunya are amortized over 20 years with an amortization of DKK 54 in 2025.

Amortization of product rights is recognized as part of cost of goods sold under production costs. See further description in note 15.

The impairment losses included in production cost of DKK 23 million for 2025 relates to the impairment of old lab equipment and machinery.

Note 10

Fees to auditor appointed at the annual general meeting

DKK thousand	2025	2024
Audit of financial statements	3,252	2,685
Other assurance services	1,252	1,800
Other services	94	60
Fees	**4,598**	**4,545**

The fee for non-audit services provided to the Group by KPMG P/S, Denmark, amounted to DKK 1.3 million (DKK 1.8 million) and consisted of limited assurance on the sustainability statements, assistance with compliance reviews, and other accounting and tax advisory services.

Note 11

Financial income

Accounting policies

Interest income is recognized in the income statement at the amounts relating to the financial year. Financial income also includes net positive value adjustments of financial instruments and securities, and net currency gains.

DKK thousand	2025	2024
Financial income from bank and deposit contracts[1]	36,874	48,307
Financial income from securities	14,169	27,369
Fair value adjustments on securities	-	7,831
Net foreign exchange gains	-	66,558
Financial income	**51,043**	**150,065**

[1] Interest income from financial assets measured at amortized cost

Note 12

Financial expenses

Accounting policies

Interest expenses are recognized in the income statement at the amounts relating to the financial year. Financial expenses also include adjustment of net present value of the deferred consideration, cf. note 24, negative value adjustments of financial instruments and securities and net currency losses.

DKK thousand	2025	2024
Interest expenses on debt[1]	6,181	5,190
Fair value adjustments on securities	6,932	-
Unwinding of the discount related to deferred consideration	5,001	72,682
Adjustment of deferred consideration due to change in estimated timing of payments	16,453	7,090
Currency adjustment deferred consideration	2,324	24,899
Financial expenses, other	6,958	8,617
Net foreign exchange losses	10,038	-
Financial expenses	**53,887**	**118,478**

[1] Interest expenses on financial liabilities measured at amortized cost

Note 13

Tax for the year

Accounting policies

Income tax for the year comprises current tax and deferred tax for the year. The part relating to the profit for the year is recognized in the income statement, and the part attributable to items in the comprehensive income is recognized in the comprehensive income statement.

The tax effect of costs that have been recognized directly in equity is recognized in equity under the relevant items.

Any global minimum top-up tax, which is required to be paid under Pillar II legislation, is determined as an income tax in the scope of IAS 12. The Group has applied the temporary mandatory exception from deferred tax accounting for the impacts of any top-up tax and will account for it as a current tax when it incurs.

Current tax receivable is recognized in the balance sheet under current asset. Current tax payable is recognized in the balance sheet under current liabilities.

Deferred tax is measured using the balance sheet liability method on all temporary differences between accounting values and tax values. Deferred tax liabilities arising from temporary tax differences are recognized in the balance sheet as a liability.

Deferred tax assets arising from temporary deductible differences and tax losses carried forward are recognized when it is probable that they can be realized by offsetting them against taxable temporary differences or future taxable profits. At each balance sheet date, it is assessed whether it is probable that there will be sufficient future taxable income for the deferred tax asset to be utilized.

Changes in deferred tax concerning expenses for share-based payments are generally recognized in Statement of profit or loss. However, if the amount of the tax deduction exceeds the related cumulative expense, it indicates that the tax deduction relates not only to an operating expense but also to an equity item. In such a case, the excess of the associated current or deferred tax is recognized directly in equity.

Deferred income tax is provided on temporary taxable differences arising on investments in subsidiaries, unless the parent company is able to control the timing when the deferred tax is to be realized and it is likely that the deferred tax will not be realized within the foreseeable future.

Deferred tax is calculated at the tax rates applicable on the balance sheet date for the income years in which the tax asset is expected to be utilized.

Note 13

Tax for the year *(continued)*

DKK thousand	2025	2024
Tax recognized in the income statement		
Current tax on profit for the year	108,903	11,211
Adjustments to current tax for previous years	6,406	(3,119)
Current tax	**115,309**	**8,092**
Change in deferred tax	310,268	(24,712)
Deferred tax	**310,268**	**(24,712)**
Tax for the year recognized in the income statement	**425,577**	**(16,620)**
Tax on income for the year is explained as follows:		
Income before company tax	1,800,955	971,357
Calculated tax (22.0%) on income before company tax	396,210	213,699
Tax effect on:		
Different tax percentage in foreign subsidiaries	5,359	(31,236)
Income ()/expenses that are not taxable/deductible for tax purposes	(14,906)	(16,854)
Special tax credit	(9,636)	(12,321)
Change in unrealized intra-group profits	12,460	40,866
Change in non-recognized tax asset	29,655	(207,655)
Adjustments to current tax for previous years	6,406	(3,119)
Paid tax in other jurisdictions	29	-
Tax on income for the year	**425,577**	**(16,620)**
Tax recognized in other comprehensive income		
Remeasurements of defined benefit plans	(6,191)	4,171
Change in fair value of financial instruments entered into to hedge future cash flows	(2,124)	-
Tax for the year recognized in other comprehensive income	**(8,315)**	**4,171**
Tax recognized in equity	**-**	**-**

Tax on income is an expense of DKK 426 million (income of DKK 17 million), corresponding to an effective positive tax rate of 23,6% (negative 1.7%). The Parent Company's taxable income for 2025 is DKK 377 million (DKK 0 million) after use of tax losses carried forward.

'Income()/expenses that are not taxable/deductible for tax purposes' is primarily related Bavarian Nordic Inc. use of previously not recognized tax loss carried forward offset by deduction limitations on 'Share-based payment' and 'Management salaries' in the Parent Company.

'Special tax credit' primarily relates to the 8% step up deduction on research and development costs according to Section 8B of the Danish Tax Assessment Act.

Note 13

Tax for the year *(continued)*

	2025				
DKK thousand	Current tax on profit for the year	Adjustments to current tax for previous years	Change in deferred tax	Total 2025	Total 2024
Tax jurisdiction					
Denmark	82,990	-	304,949	388,038	-
Germany	13,150	-	-	13,150	9,302
Switzerland	6,897	471	5,319	12,688	(24,045)
USA	3,654	5,002	-	8,655	(2,375)
Italy	332	313	-	645	24
Spain	139	-	-	139	310
Portugal	24	-	-	24	-
Canada	583	407	-	990	128
Sweden	55	-	-	56	36
UK	468	55	-	523	-
Belgium	341	78	-	419	-
France	241	10	-	251	-
Finland	29	70	-	-	-
Total taxes	**108,903**	**6,406**	**310,268**	**425,578**	**(16,620)**

Current tax expensed in 2025 relates mainly to the Parent Company and Bavarian Nordic GmbH. Change in recognized deferred tax in 2025 relates also mainly to the Parent Company. In 2024 the change in deferred tax related solely to Bavarian Nordic Berna GmbH.

Current tax on profit for previous years relates primarily to state taxes in Bavarian Nordic Inc.

Note 13

Tax for the year *(continued)*

DKK thousand	January 1, 2025	Adjustment to previous year	Recognized in the income statement	Recognized in equity	Exchange rate adjustments on translating foreign operations	December 31, 2025
	2025					
Product rights	(177,960)	-	(132,829)	-	-	(310,789)
Acquired rights	(177,395)	-	(9,661)	-	-	(187,056)
Property, plant and equipment	35,422	(1,058)	(4,676)	-	(365)	29,323
Right-of-use assets	454	-	83	-	-	537
Development projects for sale	19,443	-	(6,502)	-	-	12,941
Unrealized intra-group profits	(49,551)	-	(12,460)	-	10,302	(51,709)
Receivables	443	-	65	-	-	508
Provisions	1,540	-	7,040	-	-	8,580
Defined benefit plans	25,900	-	(2,858)	(6,191)	274	17,125
Financial instruments	6,425	154	-	(8,703)	-	(2,124)
Share-based payment	45,183	(37,308)	2,383	-	-	10,258
Tax losses carried forward	487,401	(636)	(121,198)	-	(10,245)	355,322
Not recognized tax asset	(217,305)	38,848	(29,655)	6,579	-	(201,533)
Recognized deferred tax assets/(liabilities)	**-**	**-**	**(310,268)**	**(8,315)**	**(34)**	**(318,617)**

DKK thousand	January 1, 2024	Adjustment to previous year	Recognized in the income statement	Recognized in equity	Exchange rate adjustments on translating foreign operations	December 31, 2024
	2024					
Product rights	(50,074)	(977)	(126,909)	-	-	(177,960)
Acquired rights and development in progress	(111,104)	(9,686)	(56,605)	-	-	(177,395)
Property, plant and equipment	52,065	(761)	(16,354)	-	472	35,422
Right-of-use assets	183	-	271	-	-	454
Development projects for sale	25,944	-	(6,501)	-	-	19,443
Unrealized intra-group profits	(9,598)	-	(40,866)	-	913	(49,551)
Receivables	218	-	225	-	-	443
Provisions	1,100	110	330	-	-	1,540
Defined benefit plans	11,173	-	10,843	4,171	(287)	25,900
Financial instruments	(10,095)	-	(89)	16,609	-	6,425
Share-based payment	35,790	-	9,393	-	-	45,183
Tax losses carried forward	445,010	(15)	43,319	-	(913)	487,401
Not recognized tax asset	(419,680)	11,329	207,655	(16,609)	-	(217,305)
Recognized deferred tax assets/(liabilities)	**(29,068)**	**-**	**24,712**	**4,171**	**185**	**-**

Note 13

Tax for the year *(continued)*

Deferred tax balances
Deferred tax balances relate to temporary differences between the tax base and accounting carrying amount and tax losses carried forward.

Deferred tax assets arising from temporary deductible differences and tax losses carried forward are recognized to the extent they are expected to be offset against future taxable income. Management estimates future income according to budgets and forecasts for the coming years.

Recognized tax losses carried forward at the beginning of 2025 relate to Bavarian Nordic A/S and the two Danish subsidiaries Aktieselskabet af 1. juni 2011 I and Aktieselskabet af 1. juni 2011 II regulated within Danish tax jurisdiction and Bavarian Nordic Berna GmbH regulated within the Swiss tax jurisdiction. All tax losses carried forward concerning the Swiss tax jurisdiction has been fully utilized in 2025. Recognized tax losses carried forward at the end of 2025 therefor only relate to the Danish tax jurisdiction.

The tax value of non-recognized tax losses carried forward in Bavarian Nordic A/S and the two Danish subsidiaries amounts to DKK 202 million (DKK 217 million). Tax rate used for the Danish tax jurisdiction is 22.0%.

Danish joint taxed company's right to use the tax losses carried forward is not time-limited.

Pillar II
The Bavarian Nordic Group is within scope of the Minimum Tax Act (OECD Pillar II model rules) from 2025. The Group does not recognize and disclose information about any deferred tax assets and tax liabilities arising from Pillar II income taxes, following the exception stated in IAS 12. No Pillar II top-up tax costs are expected in 2025 for the Bavarian Nordic Group and no current income tax has therefore been recognized in 2025. This assessment is based on use of the Transitional Safe Harbour rules and the rules pertaining to valuation allowances following article 4.4.1(c) in the OECD Pillar II model rules.

Note 14

Earnings per share (EPS)

Accounting policies

Earnings per share is calculated as the profit or loss for the year compared to the weighted average of the issued shares in the financial year. The basis for the calculation of diluted earnings per share is the weighted-average number of ordinary shares in the financial year adjusted for the dilutive effects of warrants.

DKK thousand	2025	2024
Net result for the year	1,375,378	987,977
Earnings per share of DKK 10	17.6	12.6
Diluted earnings per share of DKK 10	17.6	12.6
The weighted average number of ordinary shares for the purpose of diluted earning per share reconciles to the weighted average number of ordinary shares used in the calculation of basic earnings per share as follows:		
Weighted average number of ordinary shares	78,977,265	78,340,169
Weighted average number of treasury shares	(949,330)	(236,410)
Weighted average number of outstanding ordinary shares used in the calculation of basic earnings per share	**78,027,935**	**78,103,759**
Average dilutive effect of outstanding warrants under incentive schemes	-	-
Weighted average number of outstanding ordinary shares used in the calculation of diluted earnings per share	**78,027,935**	**78,103,759**
Outstanding warrants that may have an effect on the calculation of diluted earnings per share in the future.		
2025-program	1,254,969	-
2024-program	1,041,771	1,156,783
2023-program	997,985	1,143,379
2022-program	846,655	914,266
2021-program	604,384	610,463
2020-program	-	811,014
Outstanding warrants, cf. note 29	**4,745,764**	**4,635,905**

The average exercise price for outstanding warrants (DKK 235) are below the average share price of the Company for the year (191), therefore no dilution impact on the earnings per share.

Note 15

Intangible assets

Accounting policies

Intangible assets are measured at historic cost less accumulated amortization and impairment losses. Cost of acquired product rights are measured at cash consideration and present value of any deferred payments for those rights. Furthermore costs of acquired product rights include transaction costs that are directly attributable to the acqusition. Internal development projects that meet the requirements for recognition as intangible assets are measured at direct cost relating to the development projects

Amortization is provided on a straight-line basis over the useful economic lives of the assets.

The useful lives of acquired product rights are estimated to be 10-20 years and software is estimated to be 3-5 years.

Amortization of acquired product rights is recognized as part of cost of goods sold under production costs.

Impairment

The carrying amounts of intangible assets carried at cost or amortized cost are tested at least annually to determine whether there are indications of any impairment in excess of that expressed in normal amortization. If that is the case, the asset is written down to the recoverable amount, which is the higher of its fair value less costs to sell and its value in use. Impairment losses on intangible assets are recognized under the same line item as amortization of the assets.

For development projects in progress, the recoverable amount is assessed annually, regardless of whether any indications of impairment have been found.

Key accounting estimates

Product rights

When determining the amortization period for acquired product rights, Management need to make an assessment of expected useful economic life. In the assessment Management take among other things the following components into consideration: The maturity of the products acquired, development in the market the acquired products are targeting, the current competitors, clinical development of new competing products and entry barriers to the market due to advanced production technology. Straight-line amortization reflects the use and impairment of the product rights.

Management continuously updates the valuation model used when acquiring the product rights from GSK and Emergent BioSolutions to assess the value creation expected from the acquisitions. The valuation are based on latest budgets and forecasts and assessment of useful life, taking into consideration e.g. market share, competitors, improvements in production efficiency. The latest update of the valuation models show values above the net present value of the purchase prices, hence there is no indications of impairment.

Key accounting judgments

Management has made the following accounting judgments which significantly affect the amounts recognized in the consolidated financial statements:

Acquired rights and development in progress

Under the Group's accounting policies and in accordance with common industry practice, development costs are generally expensed in the year they occur. This approach is taken due to the uncertainty surrounding the future benefits of these costs until commercial approval is obtained.

Note 15

Intangible assets *(continued)*

DKK thousand	2025 Product rights	Acquired rights and development in progress	Developed production process	Software	Other intangible assets in progress	Total
Costs as of January 1, 2025	6,094,710	1,286,782	374,857	130,894	18,694	7,905,937
Additions	-	-	-	2,546	46,217	48,763
Transfer	1,286,782	(1,286,782)	-	12,442	(12,442)	-
Transfer from property, plant and equipment	-	-	-	-	8,399	8,399
Disposals	-	-	-	(34,873)	(1,898)	(36,771)
Exchange rate adjustments	-	-	-	(231)	(205)	(436)
Cost as of December 31, 2025	**7,381,492**	**-**	**374,857**	**110,778**	**58,765**	**7,925,892**
Amortization and impairment losses as of January 1, 2025	1,434,284	-	31,238	109,523	-	1,575,045
Amortization	376,667	-	37,486	11,799	-	425,952
Transfer to/from property, plant and equipment	-	-	-	128	-	128
Disposals	-	-	-	(34,623)	-	(34,623)
Exchange rate adjustments	-	-	-	(260)	-	(260)
Amortization and impairment losses as of December 31, 2025	**1,810,951**	**-**	**68,724**	**86,567**	**-**	**1,966,242**
Carrying amount as of December 31, 2025	**5,570,541**	**-**	**306,133**	**24,211**	**58,765**	**5,959,650**
Geographical split of intangible assets - 2025						
Denmark						5,955,158
Germany						1,273
USA						-
Switzerland						3,219
Total intangible assets						**5,959,650**

Product rights
December 31, 2019 the Company acquired the product rights to two commercial products owned by GSK - Rabipur/RabAvert and Encepur.

The products have been on the market for more than 20 years. There is no need to further develop the products. Management assesses that it will require up to 10 years of clinical development for competitors to bring a new competing product to the market likewise the production process required to produce these products is highly complex. Based on these factors Management assesses that the acquired product rights should be amortized over 20 years.

In June 2024, based on higher-than-expected sales of Rabipur and Encepur during the second quarter of 2024, Management assessed it likely that Bavarian Nordic would reach the trigger for the sales milestone included in the Asset Purchase Agreement concluded in 2019 and this was finally confirmed by end of July 2024. The sales milestone of DKK 186 million was recognized as an addition to the product rights and the deferred consideration in 2024.

In May 2023, the Company concluded a Purchase and Sale Agreement with Emergent BioSolutions. The agreement included acquisition of product rights to two commercial travel vaccines - Vivotif and Vaxchora.

Vivotif and Vaxchora were first licensed in the US in 1989 and 2016 respectively. Vaccines have historically shown to have a long lifespan due to stringent regulatory requirements, high research and development

Note 15

Intangible assets *(continued)*

costs and a complex manufacturing process. Vaxchora is targeting a market that has a relatively low market value, which further lowers the chance of competitors entering the market and taking significant market shares. Based on these factors Management assesses that the Vaxchora product right should be amortized over 20 years.

Vivotif was developed more than 30 years ago and the market is larger than for Vaxchora. Therefore, the risk of competition is also deemed higher, hence the amortization period is assessed to be 10 years.

The acquisition price for the two product rights consists of an upfront payment of DKK 312 million for Vivotif and DKK 137 million for Vaxchora.

The Purchase and Sale Agreement also includes an earnout payment starting at USD 30 million. The earnout payment relates to sale of Vivotif and Vaxchora. As per December 31, 2025 Management does not judge the sales milestone to be probable and therefore the earnout payment has not been recognized as either part of the project rights nor the deferred consideration.

Acquired rights and development in progress
The Purchase and Sale Agreement concluded with Emergent BioSolutions included acquisition of a late-stage vaccine candidate for Chikungunya virus. The initial acquisition price amounted to DKK 788 million. No further cost will be capitalized.

The agreement with Emergent BioSolutions also included milestone payments totaling USD 80 million related to submission and approval of Biologics License Application (BLA) to FDA and Marketing Authorization Application to EMA for the chikungunya development asset.

At initial recognition the net present value of probable future development milestone payments to Emergent BioSolutions Inc. amounted to DKK 499 million and was recognized as deferred consideration (note 24).

Developed production processes
Developed production processes consist of the the as-is technology transfer from GSK to Bavarian Nordic of the manufacturing process for Rabipur/RabAvert and Encepur. The Company has incurred material costs in terms of internal labor and consultancy to handle the technology transfer and has gained crucial knowledge about the manufacturing process. These costs are capitalized as an intangible asset. As per December 31, 2025 the capitalized costs amounts to DKK 306 million (DKK 345 million).

Intangible assets in progress
Other intable assets in progress relates to IT investments.

	2025		
DKK thousand	**Acquistion price**	**Carrying amount December 31, 2025**	**Remaining amortization period**
Rabipur/RabAvert	3,252,110	2,299,212	14 years
Encepur	2,393,023	1,690,273	14 years
Vivotif	312,208	228,539	7.5 years
Vaxchora	137,369	119,354	17.5 years
Vimkunya	1,286,782	1,233,163	19.2 years
Total product rights	**7,381,492**	**5,570,541**	

	2024		
DKK thousand	**Acquistion price**	**Carrying amount December 31, 2024**	**Remaining amortization period**
Rabipur/RabAvert	3,252,110	2,463,437	15 years
Encepur	2,393,023	1,811,007	15 years
Vivotif	312,208	259,759	8.5 years
Vaxchora	137,369	126,223	18.5 years
Total product rights	**6,094,710**	**4,660,426**	

Note 15

Intangible assets *(continued)*

DKK thousand	Product rights	Acquired rights and development in progress	Developed Production Process	Software	Other intangible assets in progress	Total
	2024					
Costs as of January 1, 2024	5,908,277	2,690,013	-	114,958	417,326	9,130,574
Additions	186,433	-	-	233	21,259	207,925
Transfer	-	-	374,857	17,902	(392,759)	-
Transfer to/from property, plant and equipment	-	-	-	(2,265)	(884)	(3,149)
Disposals	-	(1,403,264)	-	-	(26,224)	(1,429,488)
Exchange rate adjustments	-	33	-	66	(24)	75
Cost as of December 31, 2024	**6,094,710**	**1,286,782**	**374,857**	**130,894**	**18,694**	**7,905,937**
Amortization and impairment losses as of January 1, 2024	1,116,835	1,403,264	-	102,515	26,224	2,648,838
Amortization	317,449	-	31,238	8,120	-	356,807
Transfer	-	-	-	(1,231)	-	(1,231)
Disposals	-	(1,403,264)	-	-	(26,224)	(1,429,488)
Exchange rate adjustments	-	-	-	119	-	119
Amortization and impairment losses as of December 31, 2024	**1,434,284**	**-**	**31,238**	**109,523**	**-**	**1,575,045**
Carrying amount as of December 31, 2024	**4,660,426**	**1,286,782**	**343,619**	**21,371**	**18,694**	**6,330,892**
Geographical split of intangible assets – 2024						
Denmark						6,325,789
Germany						685
USA						1,838
Switzerland						2,580
Total intangible assets						**6,330,892**

Note 16

Property, plant and equipment

Accounting policies

Property, plant and equipment include land and buildings, production equipment, leasehold improvements, office and IT equipment and laboratory equipment and is measured at cost less accumulated depreciation and impairment losses.

Cost includes the costs directly attributable to the purchase of the asset, until the asset is ready for use. For assets constructed by the Group cost includes materials, components, third-party suppliers and labor.

Borrowing costs directly attributable to the construction of property, plant and equipment are included in cost. Other borrowing costs are recognized in the income statement.

Depreciation is charged over the expected economic lives of the assets, and the depreciation methods, expected lives and residual values are reassessed individually for the assets at the end of each financial year. Assets are depreciated on a straightline basis over their estimated useful lives as follows:

Buildings	10-20 years
Installations	5-15 years
Leasehold improvements	5 years
Office and IT equipment	3-5 years
Laboratory equipment	5-10 years
Production equipment	3-15 years

Management reviews the estimated useful lives of material property, plant and equipment at the end of each financial year.

Impairment

The carrying amounts of property, plant and equipment carried at cost or amortized cost are tested annually to determine whether there are indications of any impairment in excess of that expressed in normal depreciation. If that is the case, the asset is written down to the recoverable amount, which is the higher of its fair value less costs to sell and its value in use. Impairment losses on property, plant and equipment are recognized under the same line item as depreciation of the assets.

Note 16

Property, plant and equipment *(continued)*

	2025					
DKK thousand	Land and buildings	Leasehold improvement	Plant and machinery	Other fixtures and fittings, other plant and equipment	Assets under construction	Total
Costs as of January 1, 2025	1,274,045	47,385	719,675	916,272	159,660	3,117,037
Additions	5,040	-	2,844	16,161	181,243	205,288
Transfer	15,730	4,108	45,120	24,365	(89,323)	-
Transfer from intangible assets	347	-	-	-	(8,746)	(8,399)
Disposals	(359)	-	(39,016)	(22,904)	(11,012)	(73,291)
Exchange rate adjustments	3,916	61	1,089	(2,807)	1,015	3,274
Cost as of December 31, 2025	**1,298,719**	**51,554**	**729,712**	**931,087**	**232,837**	**3,243,909**
Depreciation and impairment losses as of January 1,2025	335,039	29,069	302,465	289,896	-	956,469
Depreciation	56,596	9,612	79,565	96,199	-	241,972
Transfer from intangible assets	11	-	-	(139)	-	(128)
Impairment losses	601	-	23,048	107	-	23,756
Disposals	(325)	-	(31,793)	(22,678)	-	(54,796)
Exchange rate adjustments	754	23	7,749	(2,628)	-	5,898
Depreciation and impairment losses as of December 31, 2025	**392,676**	**38,704**	**381,034**	**360,757**	**-**	**1,173,171**
Carrying amount as of December 31, 2025	**906,043**	**12,850**	**348,678**	**570,330**	**232,837**	**2,070,738**
Geographical split of property, plant and equipment – 2025						
Denmark						1,360,407
Germany						59,617
USA						833
Switzerland						649,881
Total property, plant and equipment						**2,070,738**

Mortgage loans of DKK 13 million are secured by mortgage deed totaling DKK 32 million on the property Bøgeskovvej 9/Hejreskovvej 10A, Kvistgaard. In addition, as of December 31, 2025, mortgage deeds for a total of DKK 75 million are issued. The carrying amount of assets mortgaged in security of mortgage loans is DKK 1,255 million (land and buildings: DKK 906 million; plant and machinery: DKK 349 million

Note 16

Property, plant and equipment *(continued)*

DKK thousand	Land and buildings	Leasehold improvement	Plant and machinery	Other fixtures and fittings, other plant and equipment	Assets under construction	Total
	2024					
Costs as of January 1, 2024	1,268,062	47,036	646,707	889,215	206,721	3,057,741
Additions	-	-	1,498	5,189	72,825	79,512
Transfer	11,127	1,516	71,763	34,526	(118,932)	-
Transfer from intangible assets	-	-	3,149	-	-	3,149
Disposals	-	(1,271)	(2,137)	(11,243)	(538)	(15,189)
Exchange rate adjustments	(5,144)	104	(1,305)	(1,415)	(416)	(8,176)
Cost as of December 31, 2024	**1,274,045**	**47,385**	**719,675**	**916,272**	**159,660**	**3,117,037**
Depreciation and impairment losses as of January 1,2024	281,049	21,989	234,033	193,155	-	730,226
Depreciation	54,136	7,394	67,637	92,301	-	221,468
Transfer	-	-	1,529	(1,529)	-	-
Transfer from intangible assets	-	-	1,231	-	-	1,231
Impairment losses	-	-	-	12,044	-	12,044
Disposals	-	(337)	(2,019)	(5,198)	-	(7,554)
Exchange rate adjustments	(146)	23	54	(877)	-	(946)
Depreciation and impairment losses as of December 31, 2024	**335,039**	**29,069**	**302,465**	**289,896**	**-**	**956,469**
Carrying amount as of December 31, 2024	**939,006**	**18,316**	**417,210**	**626,376**	**159,660**	**2,160,568**
Geographical split of property, plant and equipment – 2024						
Denmark						1,509,265
Germany						47,818
USA						18,283
Switzerland						585,202
Total property, plant and equipment						**2,160,568**

Mortgage loans of DKK 15 million are secured by mortgage deed totaling DKK 32 million on the property Bøgeskovvej 9/Hejreskovvej 10A, Kvistgaard. In addition, as of December 31, 2024, mortgage deeds for a total of DKK 75.0 million have been issued. The carrying amount of assets mortgaged in security of mortgage loans is DKK 1,356 million (land and buildings: DKK 939 million; plant and machinery: DKK 417 million).

Note 17

Right-of-use assets

Accounting policies

The right-of-use assets comprise the initial measurement of the corresponding lease liability. Right-of-use assets are subsequently measured at cost less accumulated depreciation and impairment losses.

All operating leases with a lease term of more than 12 months are recognized on the balance sheet as right-of-use-assets.

For leases with a lease term of less than 12 months the lease payments are recognized as an operating expense on a straight-line basis over the term of the lease.

The right-of-use assets are measured at the present value of all future lease payments. When assessing the lease term, any extension or termination options are included in the assessment. The options are included in determining the lease term, if exercise is reasonably certain. When determining the discount rates used to calculate the net present value of future lease payments, an incremental country specific borrowing rate is used, based on a government bond plus the Group's credit margin, ranging from 4.8% to 6.93%. A single discount rate is used for a portfolio of lease assets with reasonable similar characteristics. Initial direct costs are not included in measurement of the right-of-use assets. Non-lease components are not separated from lease components.

A maturity analysis for lease payments is described in note 22. Impact from change in lease terms, lease payments or modification of the lease contract is further described in note 27.

Right-of-use assets are depreciated over the shorter period of lease term and useful life of the underlying asset. The depreciation starts at the commencement date of the lease. IAS 36 is applied to determine whether a right-of-use asset is impaired and any identified impairment losses are accounted for as described in note 15.

	2025			
DKK thousand	**Rent facility**	**Car leasing**	**Equipment**	**Total**
Right-of-use assets as of January 1, 2025	72,696	8,182	1,021	81,899
Additions	29,217	14,665	-	43,882
Modifications	2,684	(1,043)	-	1,641
Disposals	-	(1,205)	(2,316)	(3,521)
Depreciation	(21,107)	(6,114)	(799)	(28,020)
Reversal depreciation	-	1,205	2,316	3,521
Exchange rate adjustments	(947)	(32)	-	(979)
Right-of-use assets as of December 31, 2025	**82,543**	**15,658**	**222**	**98,423**

	2024			
DKK thousand	**Rent facility**	**Car leasing**	**Equipment**	**Total**
Impact from applying IFRS 16 as of January 1, 2024	112,867	11,154	1,149	125,170
Additions	1,307	4,415	532	6,254
Modifications	20,441	(56)	(31)	20,354
Disposals	(15,488)	(4,373)	(307)	(20,168)
Depreciation	(36,665)	(6,805)	(629)	(44,099)
Impairment	(26,431)	-	-	(26,431)
Reversal depreciation	15,488	3,813	307	19,608
Exchange rate adjustments	1,177	34	-	1,211
Right-of-use assets as of December 31, 2024	**72,696**	**8,182**	**1,021**	**81,899**

DKK thousand	**2025**	**2024**
Amounts included in the income statement		
Interest expense leases	5,214	4,737
Depreciation recognized on right-of-use assets	28,020	44,099
Impairment recognized on right-of-use assets	-	26,431

Note 18

Inventories

Accounting policies

Inventories are measured at the lower of cost less write-downs and net realisable value. The net realisable value is the estimated sales price in the ordinary course of business less relevant sales costs determined on the basis of marketability, obsolescence and changes in the expected sales price.

Raw materials are measured at cost based on the FIFO method. For raw materials, cost is determined as direct acquisition costs incurred.

The cost of work in progress and finished goods produced in-house are measured at standard cost and includes raw materials, consumables, external manufacturing services and direct payroll costs plus allocated indirect costs of production (production overheads).

Indirect costs of production include indirect materials and labor as well as maintenance of and depreciation on the machinery used in production processes, factory buildings and equipment used and cost of production administration and management.

Significant accounting estimates

Production overheads are measured on the basis of actual costs. The basis of the actual costs is reassessed regularly to ensure that they are adjusted for changes in the utilization of production capacity, production changes and other relevant factors. Biological living material is used, and the measurements and assumptions for the estimates made may be incomplete or inaccurate, and unexpected events or circumstances may occur, which may cause the actual outcomes to later deviate from these estimates. It may be necessary to change previous estimates as a result of changes in the assumptions on which the estimates were based or due to new information or subsequent events, for which certainty could not be achieved in the earlier estimates.

Estimates that are material to the financial reporting are made in the determination of any write-down due to impairment of inventories as a result of unreleased products, expiry of products and sales risk.

DKK thousand	2025	2024
Raw materials and supply materials	262,296	313,878
Work in progress	1,990,711	1,557,074
Manufactured goods	638,269	712,285
Write-down on inventory	(377,357)	(255,928)
Inventories	**2,513,919**	**2,327,309**
Write-down on inventory as of January 1	(255,928)	(224,615)
Write-down for the year	(325,037)	(187,183)
Use of write-down	203,608	126,322
Reversal of write-down	-	29,548
Write-down on inventory as of December 31	**(377,357)**	**(255,928)**
Cost of goods sold amounts to, cf. note 4	1,869,858	1,580,276

The inventory value of Encepur and Rabipur/RabAvert products amounted to DKK 1,328 million (DKK 1,625 million), Jynneos/Imvamune/Imvanex amounted to DKK 606 million (DKK 303 million), Vivotif and Vaxchora amounted to DKK 77 million (DKK 94 million) and Vimkunya amounted to DKK 221 million (DKK 67 million) as per December 31, 2025 incl. write-down.

Write-down for the year amounted to DKK 325 million (DKK 187 million) and mainly relates to write down of Encepur DKK 149 million and MVA DKK 82 million.

Use of prior year write-down amounted to DKK 204 million (DKK 126 million) relating to scrap of expired finish products, including DKK 100 million of Encepur FDP, and scrap of finally failed batch productions.

Note 19

Trade receivables

Accounting policies

Receivables are measured at initial recognition at fair value and subsequently at amortized value usually equal to the nominal value, net of impairment based on expected credit losses.

Loss allowance is calculated using the 'full lifetime expected credit losses' method, whereby the likelihood of non-fulfilment throughout the lifetime of the financial instrument is taken into consideration. A provision account is used for this purpose.

DKK thousand	2025	2024
Trade receivables from public preparedness business	233,351	877,588
Trade receivables from travel health business	545,701	297,975
Trade receivables from contract work	1,246	181
Trade receivables	**780,298**	**1,175,744**

Credit risk

Bavarian Nordic's customers are predominantly public authorities and renowned wholesalers and therefore the credit risk is very low. There are overdue receivables as of December 31, 2025 DKK 154 million (DKK 89 million). As of December 31, 2025 a loss allowance of DKK 4 million (DKK 3 million) has been recognized.

The Group has applied the simplified approach to measure the expected credit loss and a lifetime expected loss allowance for all trade receivables.The allowance is an estimate based on shared credit risk characteristics and the days past due. At the time of revenue recognition, Bavarian Nordic assesses the full lifetime expected credit losses. In addition, undue and due receivables are analyzed in an ongoing process. Based on the credit assessment, receivables analysis, historical experience and industry experience, it is estimated whether the receivables are recoverable or write-downs are needed. Bavarian Nordic monitor the credit exposure on all customers, both new and existing.

Bavarian Nordic recognizes a loss allowance for expected credit losses and writes off trade receivables when there is information indicating that the debtor is in severe financial difficulty and there is no realistic prospect of recovery. Subsequent recovery of amounts previously written down is credited against sales and distribution costs.

The payment conditions for the customers, including credit periods and any payment of interest in case of non-payment, vary, but are always based on industry practice in the relevant market. The average credit period is approximately 30 days for the public preparedness business, while the average credit period for the travel health business is 60 days.

The table details the risk profile for trade receivables.

Trade receivables

DKK thousand	Gross carrying amount	Loss allowance	Net carrying amount
2025			
Not past due date	630,247	-	630,247
Overdue by 0-3 months	122,131	-	122,131
Overdue by 3-6 months	20,386	(2,425)	17,961
Overdue by 6-12 months	2,526	(1,489)	1,037
Overdue by more than 12 months	8,922	-	8,922
Trade receivables	**784,212**	**(3,914)**	**780,298**
2024			
Not past due date	1,089,771	-	1,089,771
Overdue by 0-3 months	42,299	-	42,299
Overdue by 3-6 months	41,204	(1,954)	39,250
Overdue by 6-12 months	5,465	(1,041)	4,424
Overdue by more than 12 months	-	-	-
Trade receivables	**1,178,739**	**(2,995)**	**1,175,744**

Note 20

Other receivables

Accounting policies

Receivables are measured at initial recognition at fair value and subsequently at amortized value usually equal to the nominal value, net of impairment, to counter the loss after an individual assessment of risk of loss. Derivative financial instruments are measured at fair value.

DKK thousand	2025	2024
Deposits	15,150	9,086
Receivable VAT and duties	40,525	38,910
Derivative financial instruments at fair value	10,260	698
Interest receivables	8,600	3,687
Other receivables	2,051	370
Other receivables	**76,586**	**52,751**
Classified as:		
Non-current assets	15,150	9,086
Current assets	61,436	43,665
Other receivables	**76,586**	**52,751**

Note 21

Prepayments

Accounting policies

Prepayments recognized under assets include costs paid in respect of subsequent financial years, including incurred costs related to technology transfer activities at CMO's, where the costs subsequently will be recognized as inventory in concurrence with purchase of production services from the CMO's. Prepayments are measured at cost.

DKK thousand	2025	2024
Incurred project costs related to subsequent years	5,986	-
Prepayments to CMO's	81,532	73,986
Other prepayments	20,002	26,759
Prepayments	**107,520**	**100,745**
Classified as:		
Non-current assets	73,268	36,421
Current assets	34,252	64,324
Prepayments	**107,520**	**100,745**

As per December 31, 2025 the main part of the prepayments to CMO's relates to technology transfer activities and capacity reservations. The costs are recognized as prepayments when they are incurred and then recognized as inventory in concurrence with purchase of production services from the CMO's. As per December 31, 2025 DKK 73.3 million (DKK 36.4 million) has been recognized as non-current prepayments.

As per December 31, 2024 the main part of the prepayments to CMO's related to the scale-up activities to prepare for production of drug product for commercial launch of Chikungunya. Costs related to the technology transfer activities are recognized as prepayments when costs are incurred and then recognized as inventory in concurrence with purchase of production services from the CMO's.

Note 22

Other liabilities

Accounting policies

Derivative financial instruments are measured at fair value.

Other financial liabilities are measured at initial recognition at fair value less any transaction costs. Subsequent other financial liabilities are measured at amortized cost using the effective interest method, whereby the difference between proceeds and the nominal value is recognized in the income statement as a financial expense over the period. Amortized cost usually equal to the nominal value.

DKK thousand	2025	2024
Financial instruments at fair value	-	29,902
Payable salaries, holiday accrual etc.	279,119	242,736
Gross to net deduction accrual	246,164	186,576
Other accrued costs	37,952	38,243
Other liabilities	**563,235**	**497,457**

Gross to net deduction accruals consist of a variety of sales deductions, including product returns as well as rebates and discounts to government agencies, wholesalers, health insurance companies, managed healthcare organizations and retail customers. The different components are further described in note 3.

For a further description of financial instruments see note 23.

Note 23

Financial risks and financial instruments

Accounting policies

Derivative financial instruments
On initial recognition, derivative financial instruments are measured at the fair value on the settlement date.

Directly attributable costs related to the purchase or issuance of the individual financial instruments (transaction costs) are added to the fair value on initial recognition, unless the financial asset or the financial liability is measured at fair value with recognition of fair value adjustments in the income statement. Subsequently, they are measured at fair value at the balance sheet date based on the official exchange rates, market interest rates and other market data such as volatility adjusted for the special characteristics of each instrument.

The Company has designated certain derivative financial instruments as cash flow hedges as defined under IFRS 9 "Financial Instruments". Hedge accounting is classified as a cash flow hedge when the hedges of a particular risk is associated with the cash flows of highly probable forecast transactions.

Changes in the fair value of derivative financial instruments designated as and qualifying for recognition as effective hedges of future transactions (cash flow hedges) are recognized in other comprehensive income. The ineffective portion is recognized immediately in the income statement. When the hedged transactions are realized, cumulative changes are recognized in the income statement together with the hedged transaction or in respect of a non-financial item as part of the cost of the transactions in question.

For derivative financial instruments that do not qualify for hedge accounting, changes in fair value are recognized as financials in the income statement as they occur.

Securities
Securities consist of highly liquid, listed bonds with high credit rating, which are measured at fair value on initial recognition and as of the balance sheet date. The Group's portfolio of securities is treated as "financial items at fair value through profit or loss", as the portfolio is accounted for and valued on the basis of the fair value in compliance with the Company's investment policy.

Both realized and unrealized value adjustments are recognized in the income statement under financials.

DKK thousand	2025	2024
Categories of financial instruments		
Trade receivables	780,298	1,175,744
Other receivables	66,326	52,053
Cash and cash equivalents	1,714,498	1,623,490
Financial assets measured at amortized cost	**2,561,122**	**2,851,287**
Securities	1,619,004	551,538
Financial assets measured at fair value through the income statement	**1,619,004**	**551,538**
Derivative financial instruments to hedge future cash flows (exchange rate)	9,658	-
Derivative financial instruments to hedge future cash flows (interest)	602	698
Financial assets used as hedging instruments	**10,260**	**698**
Deferred consideration	-	1,081,465
Debt to credit institutions	13,037	15,127
Lease liabilities	117,833	113,123
Prepayment from customers	9,949	131,408
Trade payables	999,744	1,045,134
Other liabilities	531,235	467,555
Financial liabilities measured at amortized cost	**1,671,798**	**2,853,812**
Derivative financial instruments to hedge future cash flows (exchange rate)	-	29,902
Financial liabilities used as hedging instruments	**-**	**29,902**

The carrying amount of short-term trade receivables and payables is considered a reasonable approximation of fair value, since these amounts have credit terms of 3 months or less.

Note 23

Financial risks and financial instruments *(continued)*

Policy for managing financial risks
Through its operations, investments and financing the Group is exposed to fluctuations in exchange rates and interest rates. These risks are managed centrally in the Parent Company, which manages the Group´s liquidity. The Group pursues a treasury policy approved by the Board of Directors. The policy operates with a low risk profile, so that exchange rate risks, interest rate risks and credit risks arise only in commercial relations. The Group therefore does not undertake any active speculation in financial risk.

The Group´s capital structure is regularly assessed by the Board of Directors relative to the Group´s cash flow position and cash flow budgets.

Market risks
Market risk is the risk that changes in market prices will affect the Group's profit or the value of its holdings of financial instruments. Bavarian Nordic is exposed to various market risks with the main risks being exchange rate risks, interest rate risks and cash risks. All market risks are managed in accordance with the treasury policy approved by the Audit Committee.

Interest rate risk
It is the Group's policy to hedge interest rate risks on loans obtained with floating rate and a maturity of more than five years. Hedging will then consist of interest rate swaps that convert floating rate loans to fixed rate loans. Management determines the economic relationship between the hedged item and the hedging instrument to ensure a high hedge effectiveness.

The interest rate risk involved in placing cash funds and investing in securities is managed on the basis of duration, preferably via a low portfolio duration and pari settlement of securities in order to minimize value adjustment risks.

Exchange rate risks
The Group's exchange rate exposure is primarily to USD, EUR and CHF. The exchange rate exposure to USD is hedged to the greatest possible extent by matching incoming and outgoing payments denominated in USD, looking at maximum one year ahead. Regular assessments are made of whether the remaining net position should be hedged by currency forward contracts or currency option contracts.

The exposure to EUR for operating and financing activities are not hedged as management believes that fluctuations in EUR are limited due to the Danish fixed-rate policy which is expected to be maintained and that matching of incoming and outgoing payments denominated in EUR reduces the net exposure significantly. Thus the fluctuations in EUR do not have a significant impact on financial performance. Given the magnitude of the last payable milestone denominated in EUR, management has chosen to hedge the EUR exposure on this part of the Group's investment activities.

CHF exposure on operating and financing activities is not hedged, as a large portion is long term and outside the scope of the hedging policy. Remaining exposure is mitigated by matching CHF inflows and outflows where possible. Given the cash flow profile, the 12-month rolling hedging strategy, the limited impact on financial

Exchange rate risks on recognized financial assets and liabilities

DKK thousand	Cash and cash equivalents, securities	Receivables	Liabilities	Net position
2025				
EUR	542,846	248,939	(820,956)	(29,171)
USD	190,202	478,811	(299,307)	369,706
CHF	9,929	20,016	(229,454)	(199,509)
2024				
EUR	208,849	660,007	(1,530,566)	(661,710)
USD	334,980	619,176	(1,218,425)	(264,269)
CHF	8,473	39,541	(206,248)	(158,234)

Sensitivity analysis on exchange rates

DKK thousand	Reasonably possible change in exchange rate	Hypothetical change in equity	Hypothetical change in net result
2025			
Change if higher USD-rate than actual rate	10%	71,573	65,539
Change if higher EUR-rate than actual rate	2%	2,796	(120)
Change if higher CHF-rate than actual rate	5%	35,592	(813)
2024			
Change if higher USD-rate than actual rate	8%	30,868	29,544
Change if higher EUR-rate than actual rate	2%	(12,725)	(18,385)
Change if higher CHF-rate than actual rate	9%	54,515	(17,809)

Note 23

Financial risks and financial instruments *(continued)*

performance, and the cost of hedging, management has determined that additional hedging is not warranted and will continue to monitor the exposure.

The sensitivity analysis shows the net effect it would have had on equity and profit for the year if the year-end exchange rates of USD, EUR and CHF had been 10%, 2% or 5%, respectively (USD, EUR and CHF had been 8%, 2% or 9%, respectively), higher than the actual exchange rates. A corresponding decrease in the actual exchange rates would have had an opposite (positive/negative) effect on net result and equity. The percentages used year-end 2025 for USD and CHF are based on the historical maximal currency rate spread from average in the period 2024 - 2025. The percentage used for EUR is based on the maximum spread in the ERM II framework.

Derivative financial instruments not designated as hedge accounting
Currency forward contracts and currency option contracts which are not designated as hedge accounting are classified as financial assets/liabilities measured at fair value with value adjustments recognized through the income statement.

There were no open currency contracts as of December 31, 2025 or as per December 31, 2024 not designated as hedge accounting.

Hedging of expected future cash flows
The Company has concluded currency forward contracts to sell USD 80 million (sell USD 264 million) and to buy EUR 70 million (buy EUR 180 million) to hedge net USD cash flow during 2026 and EUR milestone payments in 2026.

These concluded currency forward contracts are deemed to be effective hedges of future transaction (cash flow hedges) and thus treated as hedge accounting.

In 2016 the Company refinanced the old mortgage loans (fixed rate) and obtained a new mortgage loan with floating rate. The Company also concluded an interest rate swap to convert the floating rate loan to a fixed rate loan. The interest rate swap has the same maturity date and nominal amount as the mortgage loan to secure high effectiveness of the hedge.

Cash risks
The Group´s bank deposits are placed in deposit accounts without restrictions. The Group's cash and cash equivalents totaled DKK 1,714 million as of December 31, 2025 (DKK 1,623 million).

The Group's fixed rate bond portfolio expires as shown below. Amounts are stated excluding interest.

Cash flow hedge – forward currency contracts

DKK thousand		Forward price	Contract amount based on agreed rates	Fair value as of December 31	Fair value adjustment recognized in other comprehensive income
2025					
Forward currency contracts (USD/DKK)	Sell USD	6.31 - 6.47	510,073	5,126	43,106
Forward currency contracts (DKK/EUR)	Buy EUR	7.40	518,153	4,532	(3,546)
				9,658	**39,560**
2024					
Forward currency contracts (USD/DKK)	Sell USD	6.76 - 7.07	1,832,534	(37,980)	(77,165)
Forward currency contracts (DKK/EUR)	Buy EUR	7.40 - 7.41	1,333,378	8,078	2,479
				(29,902)	**(74,686)**

Cash flow hedge – interest rate swap

DKK thousand	Contract amount based on agreed rates	Fair value as of December 31	Fair value adjustment recognized in other comprehensive income
2025			
Interest rate swap			
DKK - fixed rate 0.9625% p.a. (expiry 2031)	12,708	602	(96)
		602	**(96)**
2024			
Interest rate swap			
DKK - fixed rate 0.9625% p.a. (expiry 2031)	14,880	698	(405)
		698	**(405)**

Note 23

Financial risks and financial instruments *(continued)*

DKK thousand	2025 Fair value as of December 31	2025 Effective interest	2024 Fair value as of December 31	2024 Effective interest
Bond portfolio				
Within 0-2 years	1,483,735	1.9%	399,833	2.5%
Within 3-5 years	19,735	2.4%	-	-
After 5 years	115,534	3.2%	151,705	2.8%
Total	**1,619,004**	**2.0%**	**551,538**	**2.6%**

Fluctuations in interest rate levels affect the Group's bond portfolio. A change in the interest rate level by 1 percentage point relative to the interest rate level on the balance sheet date will have an impact of DKK 15 million on the Group´s net result and equity (DKK 12 million).

The bond position with a duration of more than 5 years is a result of previous year's investment strategy. The Group is in process of adapting the bond portfolio to the amended investment strategy with the aim of reducing the duration of the portfolio.

Maturity of financial liabilities

	2025				
	Undiscounted contractual cash flow				
DKK thousand	Due within 1 year	Due between 1 and 5 years	Due after 5 years	Total	Carrying amount
Credit institutions	2,535	9,947	1,828	14,310	13,037
Lease liabilities	43,371	68,493	15,378	127,242	117,833
Prepayment from customers	9,949			9,949	9,949
Trade payables	999,744	-	-	999,744	999,744
Other liabilities	531,235	-	-	531,235	531,235
Non-derivative financial liabilities	**1,586,834**	**78,440**	**17,206**	**1,682,480**	**1,671,798**
Derivative financial liabilities	**-**	**-**	**-**	**-**	**-**

	2024				
	Undiscounted contractual cash flow				
DKK thousand	Due within 1 year	Due between 1 and 5 years	Due after 5 years	Total	Carrying amount
Deferred consideration	1,104,708	-	-	1,104,708	1,081,465
Credit institutions	2,588	10,162	4,345	17,095	15,127
Lease liabilities	39,602	80,357	-	119,959	113,123
Prepayment from customers	131,408			131,408	131,408
Trade payables	1,045,134	-	-	1,045,134	1,045,134
Other liabilities	467,555	-	-	467,555	467,555
Non-derivative financial liabilities	**2,790,995**	**90,519**	**4,345**	**2,885,859**	**2,853,812**
Derivative financial liabilities	**29,902**	**-**	**-**	**29,902**	**29,902**

Note 23

Financial risks and financial instruments *(continued)*

Financial liabilities due within one year DKK 1,587 million (DKK 2,821 million) is expected to be settled with short term assets recognized as of December 31, 2025, consisting of cash and cash equivalents, securities together with trade receivables and other receivables to a total of DKK 4,175 million (DKK 3,394 million).

The financial liabilities due after one year, DKK 96 million (DKK 95 million) is expected to be settled with the excess short term assets of DKK 2,588 million (DKK 573 million) in conjunction with expected cash flow from future operations.

To further mitigate potential liquidity fluctuations, the Group obtained access to a Revolving Credit Facility of DKK 1,000 million in 2023. The facility was undrawn as of December 31, 2025.

With respect to the Group´s debt to credit institutions, a change in the applicable interest rate by 1 percentage point would have had an impact on the Group's net result and equity of DKK 0.1 million (DKK 0.1 million).

Debt to credit institutions is a mortgage loan of DKK 13 million (DKK 15 million), further described in note 25.

The Group has a credit facility of DKK 20 million (DKK 20 million) at Nordea. As of December 31, 2025, DKK 0.1 million (DKK 0.3 million) of the credit facility is utilized for bank guarantees.

Credit risks
The primary credit risk relates to trade receivables. The Company assesses the expected credit losses also considering changes in the macro environment that might impose an increased risk of losses. The Group´s customers are predominantly public authorities and renowned pharmaceutical companies and wholesalers, and the credit risk on the Group's receivables is therefore considered to be very low. A loss allowance of DKK 3.9 million (DKK 3.0 million) has been recognized as of December 31, 2025, cf. note 19.

To manage credit risk regarding financial counterparties, Bavarian Nordic only enters into derivative financial contracts, repurchase contracts and money market deposits with financial counterparties possessing a satisfactory long-term credit rating from at least two out of the three selected ratings agencies: Standard and Poor´s, Moody´s and Fitch.

Cash and cash equivalents are not deemed to be subject to any special credit risk as they are deposited with Nordea and Danske Bank. The bond portfolio is invested in either Danish government bonds, Danish mortgage bonds or bonds issued by Danish banks with high ratings.

Managing capital structure
The Group's definition of capital encompasses equity together with net interest-bearing debt. The 2023 addition of net interest-bearing debt to the capital definition, did accommodate the introduction of external capital as a resource for the Group in accordance with the conclusion of a committed Revolving Credit Facility in 2023, see further below.

As of December 31, 2025 net interest-bearing debt consists of deferred consideration, cf. note 24, debt to credit institutions, cf. note 25, lease liabilities, cf. note 27 with subtraction of cash and cash equivalents together with securities, that in total forms a net receivable of DKK 3,203 million (net receivable DKK 965 million).

Total equity as of December 31, 2025, amounted to DKK 12,870 million (DKK 11,409 million).

The Group obtained in 2023 access to a committed Revolving Credit Facility (RCF) of DKK 1,000 million with Nordea and Danske Bank as joint lenders. The facility was undrawn as of December 31, 2025 (undrawn as of December 31, 2024). As an integrated part of the RCF agreement, the Group is subject to covenant requirements consisting of a net interest-bearing debt to EBITDA ratio. The Group regularly secures that compliance with the covenant is met.

Management regularly assesses whether the Group´s capital structure best serves the interests of the Group and its shareholders. The overall goal is to ensure that the Group has a capital structure which supports its long-term strategy and growth target. In supporting this goal and to maintain the capital structure, the Group can issue new shares, return capital to shareholders, sell assets to reduce debt or increase the groups debt obligations, including taking on bank debt and by way of deferred consideration, provided any financial covenants are respected.

Securities (level 1)
The portfolio of publicly traded government bonds, publicly traded mortgage bonds and bank bonds is valued at listed prices and price quotas.

Derivative financial instruments (level 2)
Currency forward contracts, currency option contracts and interest swap contracts are valued according to generally accepted valuation methods based on relevant observable swap curves and exchange rates.

Note 23

Financial risks and financial instruments *(continued)*

Fair value hierarchy for financial instruments measured at fair value	2025		
DKK thousand	Level 1	Level 2	Total
Securities	1,619,004	-	1,619,004
Financial assets measured at fair value through the income statement	**1,619,004**	**-**	**1,619,004**
Derivative financial instruments to hedge future cash flow (currency)	-	9,658	9,658
Derivative financial instruments to hedge future cash flow (interest)	-	602	602
Financial assets/liabilities used as hedging instruments	**-**	**10,260**	**10,260**

	2024		
DKK thousand	Level 1	Level 2	Total
Securities	551,538	-	551,538
Financial assets measured at fair value through the income statement	**551,538**	**-**	**551,538**
Derivative financial instruments to hedge future cash flow (currency)	-	(29,902)	(29,902)
Derivative financial instruments to hedge future cash flow (interest)	-	698	698
Financial assets/liabilities used as hedging instruments	**-**	**(29,204)**	**(29,204)**

Note 24

Deferred consideration

Accounting policies

Deferred consideration including contingent milestone payments is recognized when its payment is probable and it can be measured reliably and is at initial recognition measured at fair value which equals present value of future deferred payments. Subsequently, the deferred consideration is measured at amortized cost. This means that the difference between the present value of the consideration and the nominal amounts due is recognized in the income statement as a financial expense over the period until expected payment date using the effective interest method.

The expected phasing of future payments and the probability of contingent payments are assessed on each reporting date and the impact is recognized as a financial item.

DKK thousand	Due within 1 year	Due between 1 and 5 year	Due after 5 years	Total
2024				
Deferred consideration, product rights	731,520	-	-	731,520
Deferred consideration, development project	349,945	-	-	349,945
Total	**1,081,465**	**-**	**-**	**1,081,465**

Product rights

The Asset Purchase Agreement concluded with GSK in 2019 included milestone payments relating to transfer and registration of marketing authorizations, technology transfer of different steps of the production and packaging activities as well as a milestone payment when all services agreed to be rendered by GSK has been completed. In total EUR 470 million. The Asset Purchase Agreement with GSK also included a sales milestone of EUR 25 million. As per December 31, 2025 all milestones have been achieved and invoiced by GSK. Payment for the completion milestone invoice is outstanding as per December 31, 2025 according to agreement, and is recognized as trade payables.

One technology transfer milestone and the completion milestone were achieved during 2025 and were recognized as cash flow from investment activities, in total DKK 100 million.

The carrying amount are measured using a discount rate of 4% per annum. The discount rate was determined at intial recognition based on an interest rate on a similar loan of the same size and maturity as the contingent milestone payments and the Company's credit rating as of December 31, 2019.

The fair value of the deferred consideration as per December 31, 2024 amounted to DKK 725 million, measured using the updated discount rate of 5.97%.

Note 24

Deferred consideration *(continued)*

The discount rate was determined based on the same components as described above.

Development project
The Purchase and Sale Agreement concluded with Emergent BioSolutions in 2023 included four milestone payments relating to submission and approval of Biologics License Application (BLA) to FDA and Marketing Authorization Application to EMA for the chikungunya development asset. In total USD 80 million. In first half of 2025 the last two milestones totalling USD 50 million were achieved and recognized as cash flow from investment activities.

The carrying amount are measured using a discount rate of 6% per annum. The discount rate was determined at intial recognition based on an interest rate on a similar loan of the same size and maturity as the contingent milestone payments and the Company's credit rating as of May 15, 2023.

The fair value of the deferred consideration as per December 31, 2024 amounted to DKK 350 million, measured using the updated discount rate of 5.97%. The discount rate was determined based on the same components as described above.

The Purchase and Sale Agreement concluded with Emergent BioSolutions in May 2023 includes an earnout payment starting at USD 30 million. The earnout payment relates to sale of Vivotif and Vaxchora. As per December 31, 2025 Management does not judge the sales milestone to be probable and therefore the earnout payment has not been recognized as either part of the project rights (note 15) nor the deferred consideration.

Note 25

Debt to credit institutions

Accounting policies

Loans are measured at the time of borrowing at fair value less any transaction costs. Subsequently, debt is measured at amortized cost. This means that the difference between the proceeds of the loan and the amount to be repaid is recognized in the income statement over the term of the loan as a financial expense using the effective interest method.

DKK thousand	Due within 1 year	Due between 1 and 5 year	Due after 5 years	Total
2025				
Mortgage[1]	2,147	9,091	1,799	13,037
Total	**2,147**	**9,091**	**1,799**	**13,037**
2024				
Mortgage[1]	2,074	8,869	4,184	15,127
Total	**2,074**	**8,869**	**4,184**	**15,127**

[1] Floating interest - swapped to fixed interest of 0.9625% - expiry 2031

The fair value of the debt to credit institutions amounts to DKK 13.0 million (DKK 15.1 million). The fair value of mortgage debt is based on the market value of the underlying bonds set by the bank (level 2).

The tables detail changes in the Group's liabilities arising from financing activities, both cash and non-cash changes. Liabilities arising from financing activities are those for which cash flows were, or future cash flows will be, classified in the Group's consolidated statement of cash flow as cash flows from financing activities.

Note 25

Debt to credit institutions *(continued)*

Cash flow from financing activities

DKK thousand	January 1, 2025	Cash movement	Non-cash movement	December 31, 2025
2025				
Mortgage	15,127	(2,090)	-	13,037
Lease liabilities	113,123	(40,813)	45,523	117,833
Total liabilities from financing activities	**128,250**	**(42,903)**	**45,523**	**130,870**

DKK thousand	January 1, 2024	Cash movement	Non-cash movement	December 31, 2024
2024				
Mortgage	17,048	(1,921)	-	15,127
Lease liabilities	128,254	(41,639)	26,508	113,123
Total liabilities from financing activities	**145,302**	**(43,560)**	**26,508**	**128,250**

Note 26

Retirement benefit obligations

Accounting policies

In defined contribution plans, the Group makes regular payments of fixed contributions to independent pension funds and insurance companies. The Group is under no obligation to pay additional contributions. Costs for defined contribution plans are recognized in the income statement as the Group assumes an obligation to make the payment.

In defined benefit plans, the Group is under an obligation to pay a defined benefit on retirement. The actuarially calculated present value less the fair value of any plan assets is recognized in the balance sheet under retirement benefit obligations. The total service costs of the year plus calculated interest based on actuarial estimates and financial assumptions at the beginning of the year are recognized in the income statement. The difference between the forecast development in plan assets and liabilities and the realized values at the end of the year is called actuarial gains or losses and is recognized in other comprehensive income. In connection with a change in benefits regarding the employees' employment with the Group to date, there will be a change in the actuarial calculation of the net present value, which is taken directly to the income statement.

Defined contribution plans
The Group offers pension plans to all employees in Denmark and abroad. Most of the pension plans are defined contribution plans, expect for the pension plan in Bavarian Nordic Berna GmbH, see below. The Group funds the plans through regular payments of premiums to independent insurance companies responsible for the pension obligations towards the beneficiaries. Once the pension contributions for defined contribution plans have been made, the Group has no further obligation towards current or former employees. Contributions to defined contribution plans are recognized in the income statement when paid.

Defined benefit plans
The pension plan in Bavarian Nordic Berna GmbH is part of a collective foundation in which other plans of non-related employers also participate, and the different plans all participate in the various risks relating to the foundation.

Defined benefit liabilities are recognized in the balance sheet and in the income statement as indicated below.

Employees from Bavarian Nordic Switzerland AG was transferred to Bavarian Nordic Berna GmbH in August 2024 and were included in the pension plan as from December 31, 2024. The previous pension plan in Bavarian Nordic Switzerland AG was recognized as a contribution benefit plan and therefore no pension obligation was recognized. The net assets under the Bavarian Nordic Berna GmbH pension plan were adjusted in 2024 to include the transferred employees.

Note 26

Retirement benefit obligations *(continued)*

DKK thousand	2025	2024
Defined contribution plans	91,456	84,966
Defined benefit plans	28,313	31,205
Cost of pension plans recognized in income statement	**119,769**	**116,171**
Current service cost	26,897	12,749
Past service cost	-	17,186
Administration expenses	431	309
Net interest expenses	985	961
Cost of defined benefit plans recognized in income statement	**28,313**	**31,205**
Actuarial gains/losses on pension obligations	4,449	(89,584)
Actuarial gains/losses on plan assets	31,656	72,194
Actuarial gains/losses on defined benefit plans recognized in other comprehensive income	**36,105**	**(17,390)**
Plan assets as of January 1	387,481	221,024
Exchange adjustments	4,897	(3,492)
Actual rate of interest	3,891	3,006
Actuarial gains/losses on plan assets	31,656	72,194
Administration expenses paid	(432)	(309)
Employer contributions	23,971	14,182
Employee contributions	13,781	9,358
Benefit paid out	10,624	29,582
Other restructuring events	-	41,936
Plan assets as of December 31	**475,869**	**387,481**

DKK thousand	2025	2024
Specification of present value of defined benefit obligation		
Present value of defined benefit liability as of January 1	501,070	301,756
Exchange adjustments	6,037	(5,048)
Current service costs	26,897	12,749
Past service costs	-	17,186
Calculated interest on liability	4,875	3,967
Actuarial gains/losses, financial assumptions	(41,175)	17,250
Actuarial gains/losses, experience	36,726	72,334
Employee contributions	13,781	9,358
Benefit paid out	10,624	29,582
Other restructuring events	-	41,936
Present value of defined benefit liability as of December 31	**558,835**	**501,070**
Fair value of plan assets as of December 31	(475,869)	(387,481)
Net liability of defined benefit plans as of December 31	**82,966**	**113,589**
Net liability of defined benefit plans as of January 1	113,589	80,732
Expenditure for the year	28,313	31,205
Actuarial gains/losses on pension obligation	(4,449)	89,584
Exchange adjustment	1,140	(1,556)
Actuarial gains/losses on plan assets	(31,656)	(72,194)
Payments received	(23,971)	(14,182)
Net liability of defined benefit plans as of December 31	**82,966**	**113,589**

The contributions to the plan for 2026 are expected in the same level as in 2025.

Note 26

Retirement benefit obligations *(continued)*

DKK thousand	2025	2024
Percentage of plan assets invested in asset category		
Equity	33.7%	33.5%
Bonds	25.1%	25.5%
Property	14.4%	13.6%
Other	26.8%	27.4%
Actuarial assumptions applied at the balance sheet date (expressed as an average)		
Discount rate	1.35%	1.00%
Future rate of salary increases	1.60%	1.80%
Inflation	0.90%	1.10%

Assumptions regarding future mortality are set based on actuarial advice in accordance with published statistics and experience. These assumptions translate into an average life expectancy in years for a pensioner retiring at age 65 as follows:

Life expectancies		
Retiring aged 65 at the end of the reporting period		
Male	22.2	22.1
Female	24.0	23.9
Retiring aged 65, 20 years after the end of the reporting period		
Male	24.2	24.1
Female	25.9	25.8

The below sensitivity analysis shows the change in one of the actuarial assumptions, while other assumptions are kept constant. In practice, this is unlikely to occur as changes in some of the assumptions may be correlated.

Percentage increase/decrease in the gross liability resulting from a change in a single actuarial assumption

DKK thousand	2025	2024
	+0.5%-point	+0.5%-point
Discount rate	-7.7%	-7.7%
	+1 year	+1 year
Life expectancy	1.6%	1.7%

Note 27

Lease liabilities

Accounting policies

The lease liability is initially measured at the present value of the future lease payments (see further in note 17), discounted by using an incremental country specific borrowing rate ranging from 4.8% to 6.93% applying only a single discount rate for a portfolio of lease assets with reasonable similar characteristics.

The lease liability is subsequently measured by increasing the carrying amount to reflect interest on the lease liability using the effective interest method and by reducing the carrying amount to reflect the lease payments made.

The lease liability is remeasured and corresponding adjustments are made to the related right-of-use-asset whenever:

- The lease term has changed, in which case the lease liability is remeasured by discounting the revised lease payments using a revised discount rate.
- The lease payments change due to changes in an index or rate, in which case the lease liability is remeasured by discounting the revised lease payments using an unchanged discount rate.
- A lease contract is modified and the lease modification is not accounted for as a separate lease, in which case the lease liability is remeasured based on the lease term of the modified lease by discounting the revised lease payments using a revised discount rate at the effective date of the modification.

DKK thousand	2025	2024
Non-current	74,462	73,653
Current	43,371	39,470
Lease liabilities	**117,833**	**113,123**

DKK thousand	Due within 1 year	Due between 1 and 5 year	Due after 5 years	Total
2025				
Lease liabilities	43,371	60,433	14,029	117,833
Total	**43,371**	**60,433**	**14,029**	**117,833**
2024				
Lease liabilities	39,470	73,653	-	113,123
Total	**39,470**	**73,653**	**-**	**113,123**

Note 28

Prepayment from customers

Accounting policies

Prepayments are recognized under liabilities and will be recognized in the income statement as the delivery of paid products takes place.

DKK thousand	2025	2024
Prepayment from customers as of January 1	131,408	-
Prepayments received during the year	-	131,408
Recognized as revenue during the year	(121,459)	-
Prepayment from customers as of December 31	**9,949**	**131,408**

As of December 31, 2025, the majority of prepayments from customers were received from CEPI for multiple clinical studies.

The recognition of revenue is described in note 3.

Note 29

Share-based payment

Accounting policies

Share-based incentive plans in which employees can only opt to buy shares in the Company (warrants) are measured at the equity instruments' fair value at the grant date and recognized in the income statement over the three-year vesting period. The balancing item is recognized directly in equity. The fair value on the date of grant is determined using the Black-Scholes model.

Restricted stock units and performance restricted stock units are measured at fair value at grant date.

For Executive Management cash bonus converted to restricted stock units, the number of restricted stock units are calculated by dividing the allocated cash bonus amount by the share price of the Company at grant date. As the cash bonus has already been accrued and expensed in the income statement, the grant of restricted stock units has no additional impact on the income statement. The accrued liability for the converted cash bonus is reclassified to equity. Matching shares are measured at the same fair value as the initial restricted stock units and expensed over the three year vesting period. The balancing item is recognized directly in equity.

Performance restricted stock units granted to Executive Management as part of their long-term incentive scheme are expensed over the three-year vesting period with the balancing item recognized directly in equity. Vesting is subject to achievement of certain Key Performance Indicators ("KPIs") as determined by the Board of Directors. Achievements of KPI's is assessed annually and costs related to not awarded warrants are reversed.

Restricted stock units granted as sign-on bonus for members of the Executive Management and restricted stock units granted to the Board of Directors are expensed at grant date with the balancing item recognized directly in equity.

Incentive plans
In order to motivate and retain key employees and encourage the achievement of common goals for employees, management and shareholders, the Company has established incentive plans by way of warrant programs and restricted stock units programs, the latter only for members of the Executive Management and Board of Directors.

Warrants
The Board of Directors has been granting warrants to the Company´s management and selected employees of the Company and its subsidiaries.

The warrants are granted in accordance with the authorizations given to the Board of Directors by the shareholders. The Board of Directors has fixed the terms of and the size of the grants of warrants, taking into account authorizations from the shareholders, the Group's guidelines for incentive pay, an assessment of expectations of the recipient´s work efforts and contribution to the Group´s growth, as well as the need to motivate and retain the recipient. Grant takes place on the date of establishment of the program. Exercise of warrants is by default subject to continuing employment with the Group. The warrants granted are subject to the provisions of the Danish Public Companies Act regarding termination of employees prior to their exercise of warrants in the case of recipients who are subject to the act.

For warrants granted to Executive Management in December 2022 and onwards, vesting is subject to achievement of certain Key Performance Indicators ("KPIs") as determined by the Board of Directors. Number of granted warrants are adjusted on an annual basis based on performance. The recognized costs are adjusted accordingly. Executive Management was not granted warrants in 2025.

Note 29

Share-based payment *(continued)*

Warrant overview – 2025	Outstanding as of January 1	Additions	Exercised	Annulled	Terminated	Outstanding as of December 31	Can be exercised as of December 31	Average exercise price (DKK)
November 2020	811,014	-	(363,156)	(2,315)	(445,543)	-	-	207
November 2021	610,463	-	-	(6,079)	-	604,384	604,384	353
April 2022	81,872	-	(18,715)	-	-	63,157	63,157	190
December 2022	832,394	-	-	(48,896)	-	783,498	-	225/271
December 2023	1,143,379	-	-	(145,394)	-	997,985	-	172/192
December 2024	1,156,783	-	-	(115,012)	-	1,041,771	-	199/223
December 2025	-	1,254,969	-	-	-	1,254,969	-	217
Total	**4,635,905**	**1,254,969**	**(381,871)**	**(317,696)**	**(445,543)**	**4,745,764**	**667,541**	

Warrant overview – 2025	Outstanding as of January 1	Additions	Exercised	Annulled	Terminated	Transferred	Outstanding as of December 31
Corporate Management	608,132	-	-	-	(179,855)	-	428,277
Other Executive Management	385,387	-	-	-	(47,970)	(98,508)	238,909
Other employees	3,098,689	1,254,969	(189,549)	(317,696)	(80,845)	(276,669)	3,488,899
Resigned employees	543,697	-	(192,322)	-	(136,873)	375,177	589,679
Total	**4,635,905**	**1,254,969**	**(381,871)**	**(317,696)**	**(445,543)**	**-**	**4,745,764**
Weighted average exercise price (DKK)	**234**	**217**	**206**	**218**	**207**	**-**	**235**
Weighted average share price at exercise (DKK)			**237**				
Number of warrants which can be exercised as of December 31, 2025							667,541
at a weighted average exercise price of DKK							338

Note 29

Share-based payment *(continued)*

Warrant overview – 2024	Outstanding as of January 1	Additions	Exercised	Annulled	Terminated	Transferred	Outstanding as of December 31
Corporate Management	669,064	80,839	(141,771)	-	-	-	608,132
Other Executive Management	484,041	37,435	(7,039)	-	-	(129,050)	385,387
Other employees	2,916,601	1,038,509	(404,904)	(271,626)	(2,916)	(176,975)	3,098,689
Resigned employees	451,209	-	(203,309)	-	(10,228)	306,025	543,697
Total	**4,520,915**	**1,156,783**	**(757,023)**	**(271,626)**	**(13,144)**	**-**	**4,635,905**
Weighted average exercise price (DKK)	**226**	**221**	**167**	**223**	**147**	**-**	**234**
Weighted average share price at exercise (DKK)			**241**				
Number of warrants which can be exercised as of December 31, 2024							811,014
at a weighted average exercise price of DKK							207

Recognized costs in 2025 DKK 61.3 million compared to DKK 57.0 million in 2024.

Specification of parameters for Black-Scholes model	Nov. 2020	Nov. 2021	Apr. 2022	Dec. 2022[3]	Dec. 2023[3]	Dec. 2024[3]	Dec. 2025
Average share price	179.84	307.20	171.35	224.70	172.40	198.90	188.00
Average exercise price at grant	206.82	353.06	190.11	270.91	191.58	223.33	216.50
Average exercise price at grant – Executive Management				224.70	172.40	198.90	
Applied volatility rate[2]	39.8%	41.8%	42.3%	46.6%	53.3%	57.7%	57.1%
Expected life (years)	3.0	3.0	3.0	3.0	3.0	3.0	3.0
Expected dividend per share	-	-	-	-	-	-	-
Risk-free interest rate p.a.	-0.66%	-0.53%	0.39%	2.04%	2.55%	1.65%	2.00%
Fair value per share at grant[1]	41	76	47	64	62	75	70
Fair value per share at grant – Executive Management[1]				78	68	82	

[1] Fair value of each warrant at grant date applying the Black-Scholes model
[2] The applied volatility is based on the volatility for a peer group.
[3] The December 2022, December 2023 and December 2024 program have two set of exercise conditions. Executive Management can subscribe future shares at a exercise price of DKK 224.70/172.40/198.90 per share equivalent to the market price of Bavarian Nordic's shares at the time of grant. Vesting of the warrants is subject to prior fulfilment of KPI's as determined by the Board of Directors. Other employees can subscribe future shares at a exercise price of DKK 270.91/191.58/223.33 per share, determined as the average market price (closing price) of the Company's shares on Nasdaq Copenhagen over a period of 15 business days prior to grant plus 15%.

Note 29

Share-based payment *(continued)*

Exercise periods	Can be exercised wholly or partly in a period of 14 days commencing from the day of publication of:			
December 2025	Annual Report 2028	Interim Report Q1 2029	Interim Report Q2 2029	Interim Report Q3 2029
	Annual Report 2029	Interim Report Q1 2030	Interim Report Q2 2030	Interim Report Q3 2030
December 2024	Annual Report 2027	Interim Report Q1 2028	Interim Report Q2 2028	Interim Report Q3 2028
	Annual Report 2028	Interim Report Q1 2029	Interim Report Q2 2029	Interim Report Q3 2029
December 2023	Annual Report 2026	Interim Report Q1 2027	Interim Report Q2 2027	Interim Report Q3 2027
	Annual Report 2027	Interim Report Q1 2028	Interim Report Q2 2028	Interim Report Q3 2028
December 2022	Annual Report 2025	Interim Report Q1 2026	Interim Report Q2 2026	Interim Report Q3 2026
	Annual Report 2026	Interim Report Q1 2027	Interim Report Q2 2027	Interim Report Q3 2027
April 2022	Interim Report Q2 2025	Interim Report Q3 2025	Annual Report 2025	Interim Report Q1 2026
	Interim Report Q2 2026	Interim Report Q3 2026	Annual Report 2026	Interim Report Q1 2027
November 2021	Annual Report 2024	Interim Report Q1 2025	Interim Report Q2 2025	Interim Report Q3 2025
	Annual Report 2025	Interim Report Q1 2026	Interim Report Q2 2026	Interim Report Q3 2026

Restricted stock units

In March 2025, the Board of Directors decided to postpone the payment of half of the achieved cash bonus for members of the Executive Management for 3 years, converting the postponed bonus of DKK 10.2 million into 59,762 unconditional restricted stock units using the share price of the Company at grant date (DKK 172). The Board of Directors decided to grant additional restricted stock units free of charge on expiry of a 3 years period (so-called "matching shares") upon the recipient still being employed in March 2028. One matching share is granted for each two acquired restricted stock units. The maximum number of matching shares is 29,879. The initial granted restricted stock units and the potential matching shares total 89,641 shares.

At the annual general meeting in April 2024, the Board of Directors were granted a total of 7,754 unconditional restricted stock units corresponding to 50% of the annual fixed fee of DKK 1.9 million (excl. committee fee). The restricted stock units will be delivered after 3 years in May 2028.

In December 2025, Executive Management was granted 104,009 performance restricted stock units with a total value of DKK 20 million.

In January 2025, the Company bought back 760,275 of its own shares for the purpose of adjusting the capital structure and meeting the long-term obligations relating to the Company's share-based incentive programs for the Board of Directors and Executive Management.

Note 29

Share-based payment *(continued)*

Outstanding restricted stock units	2025					
	Outstanding as of January 1	Granted during the year	Released during the year	Outstanding as of December 31	Value at grant date (DKK)	Vesting date
Executive Management:						
Performance restricted stock units 2025	-	104,009	-	104,009	188	Mar. 2029
Conversion of cash bonus for 2024	-	59,762	-	59,762	172	Mar. 2028
Matching shares - bonus 2024	-	29,879	-	29,879	172	Mar. 2028
Performance restricted stock units 2024	46,700	-	-	46,700	194	Mar. 2028
Conversion of cash bonus for 2023	58,034	-	-	58,034	163	Mar. 2027
Matching shares - bonus 2023	29,015	-	-	29,015	163	Mar. 2027
Performance restricted stock units 2023	61,602	-	-	61,602	167	Mar. 2027
Conversion of cash bonus for 2022	22,429	-	-	22,429	227	Mar. 2026
Matching shares - bonus 2022	11,213	-	-	11,213	227	Mar. 2026
Conversion of cash bonus for 2021	22,578	-	(22,578)	-	163	Mar. 2025
Matching shares - bonus 2021	11,288	-	(11,288)	-	163	Mar. 2025
CEO retention plan	17,109	-	(17,109)	-	156	May 2025
Matching shares - CEO retention plan	8,554	-	(8,554)	-	156	May 2025
Sign-on bonus COO	4,446	-	(4,446)	-	165	May 2025
Matching shares - sign-on COO	2,223	-	(2,223)	-	165	May 2025
Executive Management	**295,191**	**193,650**	**(66,198)**	**422,643**		
Board of Directors:						
Fee 2025	-	7,864	-	7,864	238	May 2028
Fee 2024	13,637	-	-	13,637	152	May 2027
Fee 2023	10,640	-	-	10,640	194	May 2026
Fee 2022	11,467	-	(11,467)	-	153	May 2025
Board of Directors	**35,744**	**7,864**	**(11,467)**	**32,141**		
Total	**330,935**	**201,514**	**(77,665)**	**454,784**		

The grant of the initial restricted stock units to the Executive Management related to conversion of cash bonus (59,762 shares) had no impact on the income statement for 2025, as the corresponding cash bonus (DKK 10.2 million) was accrued in 2024, though the amount has been reclassified from "Salary and wages" to "Share-based payment" in the staff cost note (note 8). The obligation related to the matching shares amount to DKK 5.1 million measured at the same fair value as the initial restricted stock units (DKK 172). The obligation will be expensed over the three year vesting period.

The grant of performance restricted stock units to the Executive Management (104,009 shares) will be expensed over the three year vesting period.

During 2025, DKK 21.3 million (DKK 19.6 million) has been expensed and recognized as share-based payment related to Executive Management.

The grant of restricted stock units to the Board of Directors (7,864 shares - DKK 1.9 million) were fully expensed at grant.

Note 29

Share-based payment *(continued)*

Outstanding restricted stock units	2024					
	Outstanding as of January 1	Granted during the year	Released during the year	Outstanding as of December 31	Value at grant date (DKK)	Vesting date
Executive Management:						
Performance restricted stock units 2024	-	46,700	-	46,700	194	Mar. 2028
Conversion of cash bonus for 2023	-	58,034	-	58,034	163	Mar. 2027
Matching shares - bonus 2023	-	29,015	-	29,015	163	Mar. 2027
Performance restricted stock units 2023	61,602	-	-	61,602	167	Mar. 2027
Conversion of cash bonus for 2022	22,429	-	-	22,429	227	Mar. 2026
Matching shares - bonus 2022	11,213	-	-	11,213	227	Mar. 2026
Conversion of cash bonus for 2021	22,578	-	-	22,578	163	Mar. 2025
Matching shares - bonus 2021	11,288	-	-	11,288	163	Mar. 2025
CEO retention plan	17,109	-	-	17,109	156	May 2025
Matching shares - CEO retention plan	8,554	-	-	8,554	156	May 2025
Sign-on bonus COO	4,446	-	-	4,446	165	May 2025
Matching shares - sign-on COO	2,223	-	-	2,223	165	May 2025
Conversion of cash bonus for 2020	16,413	-	(16,413)	-	222	Mar. 2024
Matching shares - bonus 2020	8,207	-	(8,207)	-	222	Mar. 2024
Executive Management	**186,062**	**133,749**	**(24,620)**	**295,191**		
Board of Directors:						
Fee 2024	-	13,637	-	13,637	152	May 2027
Fee 2023	10,640	-	-	10,640	194	May 2026
Fee 2022	11,467	-	-	11,467	153	May 2025
Fee 2021	7,127	-	(7,127)	-	273	Apr. 2024
Board of Directors	**29,234**	**13,637**	**(7,127)**	**35,744**		
Total	**215,296**	**147,386**	**(31,747)**	**330,935**		

Note 29

Share-based payment *(continued)*

Total share-based payments
Below a specification of all share-based payments expensed in 2025 and 2024. The amounts reconcile to note 8.

DKK thousand	2025	2024
Warrants	61,323	56,958
Restricted stock units	23,163	21,707
Share-based payment recognized directly in equity	**84,486**	**78,665**
Phantom share program	-	7
Share-based payment recognized as a liability (change during the year)	**-**	**7**
Total share-based payment expensed, cf. note 8	**84,486**	**78,672**
Non-cash adjustment in cash flow statement	**84,486**	**78,672**

Note 30

Contingent liabilities and other contractual obligations

DKK thousand	2025	2024
Collaborative agreements		
Contractual obligations with research (CRO) and manufacturing (CMO) partners.		
- Due within 1 year	118,368	139,183

No contingent liabilities exist as per December 31, 2025

Earnout to Emergent
The Purchase and Sale Agreement concluded with Emergent BioSolutions in May 2023 includes an earnout payment starting at USD 30 million. The earnout payment relates to sale of Vivotif and Vaxchora. As per December 31, 2025 Management does not judge the sales milestone to be probable and therefore the earnout payment has not been recognized as either part of the project rights (note 15) nor the deferred consideration (note 24).

License agreements National Cancer Institute
The Group has license agreements with the National Cancer Institute (NCI) and Public Health Service (PHS) in the U.S. for PROSTVAC, CV301 and BN-Brachyury, respectively. The agreements include contingent liabilities for the Group to pay performance-based royalties, if and when certain milestone events are achieved. Further, the agreements include potential contingent liabilities for the Group to pay additional sublicensing royalties on the fair market value of consideration received, if and when the Group grants such sublicenses. Payments considered remote are not included in the amounts above.

Company mortgage
The Company has by letter of indemnity granted Nordea a floating charge on unsecured claims arising from the sale of goods and services and stocks of raw materials, intermediate products and finished products, DKK 150 million (DKK 150 million). The floating charge secures the operating credit line of DKK 20 million and the line for trading in financial instruments, DKK 50 million (DKK 50 million).

Lawsuits
Based on management's assessment the Group is not involved in any lawsuits or arbitration cases which could have a material impact on the Group's financial position or results of operations.

Note 31

Related party transactions

The Group Management and Board of Directors of Bavarian Nordic A/S are considered related parties.

Besides the remuneration of the Board of Directors and the Executive Management, cf. note 8, and the share-based payments, cf. note 29, there are no transactions with related parties.

Transactions with subsidiaries are eliminated in the consolidated financial statements, in accordance with the accounting policies.

Note 32

Significant events after the balance sheet date

On January 7, 2026, the Company announced the launch of the first tranche of a planned share buy-back program for up to DKK 500 million during 2026. The first tranche comprised buy-back of shares for up to DKK 150 million and was completed on February 9, 2026, after buy-back of 764,558 shares for a total value of DKK 150 million. The shares will be held as treasury stock for the purpose of adjusting the capital structure.

On January 23, 2026, the Company announced an agreement with Eurofarma, granting them exclusive rights to sell and distribute Bavarian Nordic's chikungunya vaccine in Brazil. Eurofarma was also granted the right of first refusal for any future opportunity to register and commercialize the chikungunya vaccine in the rest of Latin America.

On February 18, 2026, the Company announced a new order valued at USD 22.5 million from the Public Health Agency of Canada (PHAC) for the Company's mpox and smallpox vaccine.

On March 2, 2026, the Company announced that the Board of Directors had entered into an agreement with CEO, Paul Chaplin, who wishes to step down for personal reasons. Paul Chaplin will continue in his role for the remainder of 2026, or until a successor has been identified. The Board of Directors has initiated the process to identify a new CEO.

On March 11, 2026, the Company announced an expansion of the strategic partnership with Serum Institute of India to include a contract manufacturing agreement covering a full tech transfer of the manufacturing process for the chikungunya vaccine from Bavarian Nordic to SII to allow for scaling of capacity to enable future supply to endemic low- and middle-income countries. This replaces the agreement previously entered with Biological E. Limited.

Except as noted above, there have been no significant events between December 31, 2025, and the date of approval of these financial statements that would require a change to or additional disclosure in the financial statements.

Note 33

Approval of the consolidated financial statements

The consolidated financial statements were approved by the Board of Directors and Corporate Management and authorized for issue on March 12, 2026.

Financial statements – Parent Company

Contents

Financial statements

Notes

Income statement

For the years ended December 31, 2025 and 2024

DKK thousand	Note	2025	2024
Revenue	2	6,065,268	5,684,020
Production costs	4,5	3,293,535	2,886,066
Gross profit		**2,771,733**	**2,797,954**
Sales and distribution costs	4	450,388	333,482
Research and development costs	3,4,5	880,150	967,885
Administrative costs	4,5,6	560,022	529,951
Total operating costs		**1,890,560**	**1,831,318**
Other operating income		1,032,896	-
Other operating expenses		222,808	-
Other operating income		**810,088**	**-**
Income before interest and tax (EBIT)		**1,691,261**	**966,636**
Income from investments in subsidiaries	13	128,264	(13,432)
Financial income	7	54,663	150,167
Financial expenses	8	111,842	138,625
Income before company tax		**1,762,346**	**964,746**
Tax on income for the year	9	388,047	-
Net result for the year	21	**1,374,299**	**964,746**

	Note
Notes with reference to the consolidated financial statements	
Revenue	3
Research and development costs	6
Staff costs	8
Production costs	4
Sales and distribution costs	5
Administrative costs	7

Statement of financial position – Assets

December 31, 2025 and 2024

DKK thousand	Note	2025	2024
Non-current assets			
Product rights		5,570,541	4,660,426
Acquired rights and development in progress		-	1,286,782
Developed production processes		306,133	343,619
Software		21,196	18,875
Other intangible assets in progress		57,287	16,188
Intangible assets	10	**5,955,157**	**6,325,890**
Land and buildings		597,801	630,561
Leasehold improvements		1,492	2,230
Plant and machinery		278,418	337,442
Other fixtures and fittings, other plant and equipment		408,181	436,841
Assets under construction		49,382	102,191
Property, plant and equipment	11	**1,335,274**	**1,509,265**
Right-of-use assets	12	**35,897**	**45,289**
Investments in subsidiaries	13	650,670	814,897
Other receivables		49,663	280
Other financial non-current assets		8,369	6,850
Financial assets		**708,702**	**822,027**
Total non-current assets		**8,035,030**	**8,702,471**

DKK thousand	Note	2025	2024
Current assets			
Inventories	14	**2,190,187**	**2,117,790**
Trade receivables		439,037	881,960
Receivables from subsidiaries		525,701	356,853
Tax receivables		13,314	-
Other receivables		48,039	33,140
Prepayments		45,702	93,512
Receivables		**1,071,793**	**1,365,465**
Securities		1,619,004	551,538
Cash and cash equivalents		1,553,375	1,519,200
Securities, cash and cash equivalents		**3,172,379**	**2,070,738**
Total current assets		**6,434,359**	**5,553,993**
Total assets		**14,469,389**	**14,256,464**

Statement of financial position – Equity and liabilities

December 31, 2025 and 2024

DKK thousand	Note	2025	2024
Equity			
Share capital		792,367	788,548
Treasury shares		(9,669)	(2,843)
Retained earnings		11,819,690	10,434,216
Reserve for development costs		21,198	18,471
Other reserves		244,794	169,363
Equity		**12,868,380**	**11,407,755**
Liabilities			
Deferred consideration		307,073	-
Credit institutions		10,890	13,045
Lease liabilities	15	23,419	32,658
Non-current liabilities		**341,382**	**45,703**
Deferred consideration		-	1,081,465
Credit institutions		2,147	2,074
Lease liabilities	15	14,917	14,694
Prepayment from customers	16	9,949	131,408
Trade payables		821,829	878,551
Payables to subsidiaries		94,198	421,312
Other liabilities	17	316,587	273,502
Current liabilities		**1,259,627**	**2,803,006**
Total liabilities		**1,601,009**	**2,848,709**
Total equity and liabilities		**14,469,389**	**14,256,464**

	Note
Notes with reference to the consolidated financial statements	
Trade receivables	19
Prepayments	21
Financial risks and financial instruments	23
Deferred consideration for product rights	24
Debt to credit institutions	25
Prepayment from customers	28
Share-based payment	29

Statement of changes in equity

December 31, 2025

DKK thousand	Share capital	Treasury shares	Retained earnings	Reserve for development costs	Other reserves	Equity
Equity as of January 1, 2025	**788,548**	**(2,843)**	**10,434,216**	**18,471**	**169,363**	**11,407,755**
Net result for the year	-	-	1,374,299	-	-	1,374,299
Exchange rate adjustments	-	-	31,466	-	-	31,466
Change in fair value of financial instruments entered into to hedge future cash flows	-	-	-	-	39,463	39,463
Tax on equity postings	-	-	-	-	(2,124)	(2,124)
Share-based payment	-	-	-	-	84,486	84,486
Warrant program exercised	3,819	-	90,604	-	(15,757)	78,666
Warrant recharged	-	-	4,528	-	-	4,528
Warrant program expired	-	-	18,263	-	(18,263)	-
Costs related to issue of new shares	-	-	(38)	-	-	(38)
Purchase of treasury shares	-	(7,603)	(142,518)	-	-	(150,121)
Transfer regarding restricted stock units	-	777	11,597	-	(12,374)	-
Reserve for development costs	-	-	(2,727)	2,727	-	-
Equity as of December 31, 2025	**792,367**	**(9,669)**	**11,819,690**	**21,198**	**244,794**	**12,868,380**

Transactions on the share capital and rules on changing Articles of Associations, see statement of changes in Group equity.

Other reserves consist of costs for share-based payments and hedging reserves.

Note 1

Material accounting policies and key accounting estimates and judgments

Accounting policies

The financial statements of the Parent Company Bavarian Nordic A/S have been prepared in accordance with the Danish Financial Statements Act (Class D).

The financial statements are presented in Danish kroner (DKK), which also is the functional currency of the Parent Company. The accounting policies are unchanged from previous year.

Changes in accounting policies
The accounting policies are unchanged from last year.

Supplementary accounting policies for the Parent Company
Accounting policies for investments in subsidiaries are described in note 13.

Pursuant to the schedule requirements of the Danish Financial Statements Act, entries recognized in the statement of comprehensive income in the consolidated financial statements are recognized directly in the statement of changes in equity in the Parent Company's financial statements.

Warrant recharged to subsidiaries is treated as the Parent Company's issuance of equity in exchange for cash.

The recharge is subsequently recognized in the income statement under the cost plus agreements with the subsidiaries. Income tax effects relating to warrant recharged is recognized in the income statement.

As allowed under section 86 (4) of the Danish Financial Statements Act, no cash flow statement has been prepared for the Parent Company, as it is included in the consolidated cash flow statement.

Note 2

Revenue

Accounting policies and significant accounting estimates

See consolidated financial statements note 3.

DKK thousand	2025	2024
Travel health		
Rabipur/RabAvert	1,776,243	1,322,648
Encepur	600,381	511,258
Vivotif	95,943	87,943
Vaxchora	22,655	46,228
Vimkunya	139,456	-
Other product sale	225,591	187,089
	2,860,269	**2,155,166**
Public preparedness		
Mpox/smallpox vaccine sale	3,029,484	3,305,435
Sale of goods	**5,889,753**	**5,460,601**
Contract work	175,515	223,419
Sale of services	**175,515**	**223,419**
Revenue	**6,065,268**	**5,684,020**
Total revenue includes:		
Fair value adjustment concerning financial instruments entered into to hedge revenue	72,931	5,486

For further disclosures see the consolidated financial statements note 3.

Note 3

Research and development costs

Accounting policies
See consolidated financial statements note 6.

DKK thousand	2025	2024
Research and development costs incurred this year	1,004,146	1,120,251
Of which:		
Contract costs recognized as production costs	(123,996)	(152,366)
Research and development costs recognized in the income statement	**880,150**	**967,885**

Note 4

Staff costs

Accounting policies
See consolidated financial statements note 8.

DKK thousand	2025	2024
Wages and salaries	812,366	694,317
Contribution based pension	68,420	59,192
Social security expenses	8,444	5,247
Other staff expenses	55,622	53,817
Share-based payment	84,485	78,672
Staff costs	**1,029,337**	**891,245**
Staff expenses are distributed as follows:		
Production costs	705,960	579,931
Sales and distribution costs	22,106	22,006
Research and development costs	52,635	56,248
Administrative costs	246,533	233,060
Capitalized salaries	2,103	-
Staff costs	**1,029,337**	**891,245**
Average number of employees converted to full-time	986	891
Number of employees as of December 31 converted to full-time	1,027	956

Note 4

Staff costs *(continued)*

DKK thousand	2025	2024
Staff costs include the following costs:		
Board of Directors:		
Remuneration	6,593	6,490
Share-based payment	1,869	2,070
Remuneration to Board of Directors	**8,462**	**8,560**
Executive Management:		
Salary	18,621	19,747
Paid bonus	8,512	12,133
Other employee benefits	980	953
Contribution based pension	2,555	2,696
Share-based payment	26,842	25,929
Salary and benefits in notice period	-	6,671
Remuneration to Executive Management	**57,510**	**68,129**
Total management remuneration	**65,972**	**76,689**

Executive Management constitute CEO and President Paul Chaplin and CFO Henrik Juuel (constitute the Corporate Management in the Parent Company) and COO Russell Thirsk. CPO Anu Kerns resigned beginning of 2025. Salary and benefits in the notice period was accrued in 2024.

Incentive programs for management and other employees are disclosed in the consolidated financial statements note 29.

The CEO's contract of employment contains standard terms for members of the management of Danish listed companies, including the extended period of notice that both parties are required to give. For the Company, the notice is maximum 18 months. In the event of a change of control, the term of notice for the Company may be extended to maximum 24 months.

Note 5

Depreciation, amortization and impairment losses

DKK thousand	2025	2024
Depreciation and amortization included in:		
Production costs	588,101	485,294
Research and development costs	4,573	2,443
Administrative costs	24,990	22,206
Depreciation and amortization	**617,664**	**509,943**
Hereof profit ()/loss from disposed fixed assets	18,337	(80)
Impairment losses included in:		
Production costs	23,155	-
Administrative costs	601	-
Impairment losses	**23,756**	**-**

For further disclosures see the consolidated financial statements note 9.

Note 6

Fees to auditor appointed at the annual general meeting

DKK thousand	2025	2024
Audit of financials statements	2,387	2,045
Other assurance services	1,252	1,800
Other services	94	60
Fees	**3,733**	**3,905**

Note 7

Financial income

Accounting policies

See consolidated financial statements note 11.

DKK thousand	2025	2024
Financial income from bank and deposit contracts	34,569	48,097
Financial income from subsidiaries	5,925	3,516
Financial income from securities	14,169	27,359
Fair value adjustments on securities	-	7,831
Net foreign exchange gains	-	63,364
Financial income	**54,663**	**150,167**

Note 8

Financial expenses

Accounting policies

See consolidated financial statements note 12.

DKK thousand	2025	2024
Interest expenses on debt	2,823	2,919
Financial expenses to subsidiaries	16,011	22,418
Fair value adjustments on securities	6,932	-
Unwinding of the discount related to deferred consideration	5,001	72,682
Adjustment of deferred consideration due to change in estimated timing of payments	16,453	7,090
Currency adjustment deferred consideration	2,324	24,899
Financial expenses, other	6,958	8,617
Net foreign exchange losses	55,340	-
Financial expenses	**111,842**	**138,625**

Note 9

Tax for the year

Accounting policies
See consolidated financial statements note 13.

DKK thousand	2025	2024
Tax recognized in the income statement		
Current tax on profit for the year	83,017	-
Current tax on profit for previous years	81	-
Current tax	**83,098**	**-**
Change in deferred tax	304,949	-
Deferred tax	**304,949**	**-**
Tax for the year recognized in the income statement	**388,047**	**-**
Tax on income for the year is explained as follows:		
Income before company tax	1,762,346	964,746
Calculated tax (22.0%) on income before company tax	387,716	212,244
Tax effect on:		
Income from investments in subsidiaries	(28,218)	2,955
Income()/expenses that are not taxable/deductible for tax purposes	8,417	4,755
Special tax credit	(9,636)	(12,321)
Current tax on profit for previous years	81	-
Paid tax in other jurisdictions	29	-
Change in non-recognized tax asset	29,658	(207,633)
Tax on income for the year	**388,047**	**-**
Tax recognized in equity		
Tax on change in fair value of financial instruments entered into to hedge future cash flows	2,124	-
Tax for the year recognized in equity	**2,124**	**-**

'Income()/expenses that are not taxable/deductible for tax purposes' are primarily deduction limitations on 'Management salaries'.

'Special tax credit' primarily relates to the 8% step up deduction on research and development costs according to Section 8B of the Danish Tax Assessment Act.

Deferred tax
Deferred tax balances relate to temporary differences between the tax base and accounting carrying amount and tax losses carried forward.

Deferred tax assets arising from temporary deductible differences and tax losses carried forward are recognized to the extent they are expected to be offset against future taxable income. Management estimates future income according to budgets and forecasts for the coming years.

DKK thousand	January 1, 2025	Adjustment to previous year	Recognized in the income statement	Recognized in equity	December 31, 2025
Product rights	(177,960)	-	(132,829)	-	(310,789)
Acquired rights	(177,395)	-	(9,661)	-	(187,056)
Property, plant and equipment	65,857	(1,058)	(6,806)	-	57,993
Right-of-use-asset	454	-	83	-	537
Development projects for sale	19,443	-	(6,502)	-	12,941
Receivables	443	-	65	-	508
Provisions	1,540	-	7,040	-	8,580
Financial instruments	6,425	153	-	(8,702)	(2,124)
Share-based payment	45,183	(37,308)	2,383	-	10,258
Tax losses carried forward	433,255	(635)	(129,064)	-	303,556
Not recognized tax asset	(217,245)	38,848	(29,658)	6,578	(201,477)
Recognized deferred tax liability	**-**	**-**	**(304,949)**	**(2,124)**	**(307,073)**

For further disclosures see the consolidated financial statements note 13.

Note 10

Intangible assets

Accounting policies

See consolidated financial statements note 15.

	2025					
DKK thousand	Product rights	Acquired rights and development in progress	Developed Production Process	Software	Other intangible assets in progress	Total
Costs as of January 1, 2025	6,094,710	1,286,782	374,857	123,126	16,188	7,895,663
Additions	-	-	-	-	45,143	45,143
Transfer	1,286,782	(1,286,782)	-	11,710	(11,710)	-
Transfer to/from property, plant and equipment	-	-	-	-	7,666	7,666
Disposal	-	-	-	(34,873)	-	(34,873)
Cost as of December 31, 2025	**7,381,492**	**-**	**374,857**	**99,963**	**57,287**	**7,913,599**
Amortization as of January 1, 2025	1,434,284	-	31,238	104,251	-	1,569,773
Amortization	376,667	-	37,486	9,139	-	423,292
Disposals	-	-	-	(34,623)	-	(34,623)
Amortization as of December 31, 2025	**1,810,951**	**-**	**68,724**	**78,767**	**-**	**1,958,442**
Carrying amount as of December 31, 2025	**5,570,541**	**-**	**306,133**	**21,196**	**57,287**	**5,955,157**
Carrying amount as of December 31, 2024	**4,660,426**	**1,286,782**	**343,619**	**18,875**	**16,188**	**6,325,890**

Note 11

Property, plant and equipment

Accounting policies

See consolidated financial statements note 16.

	2025					
DKK thousand	Land and buildings	Leasehold improvement	Plant and machinery	Other fixtures and fittings, other plant and equipment	Assets under construction	Total
Costs as of January 1, 2025	945,684	6,335	624,906	592,906	102,191	2,272,022
Additions	-	-	-	7,876	55,639	63,515
Transfer	13,579	85	41,376	14,150	(69,190)	-
Transfer to/from intangible assets	347	-	-	-	(8,013)	(7,666)
Disposals	(359)	-	(43,974)	(7,086)	(31,245)	(82,664)
Cost as of December 31, 2025	**959,251**	**6,420**	**622,308**	**607,846**	**49,382**	**2,245,207**
Depreciation and impairment losses as of January 1, 2025	315,123	4,105	287,464	156,065	-	762,757
Depreciation	46,051	823	65,046	50,829	-	162,749
Impairment losses	601	-	23,173	107	-	23,881
Disposals	(325)	-	(31,793)	(7,336)	-	(39,454)
Depreciation and impairment losses as of December 31, 2025	**361,450**	**4,928**	**343,890**	**199,665**	**-**	**909,933**
Carrying amount as of December 31, 2025	**597,801**	**1,492**	**278,418**	**408,181**	**49,382**	**1,335,274**
Carrying amount as of December 31, 2024	**630,561**	**2,230**	**337,442**	**436,841**	**102,191**	**1,509,265**

For collateral, see the consolidated financial statements note 16.

Note 12

Right-of-use assets

Accounting policies

See consolidated financial statements note 17.

	2025			
DKK thousand	**Rent facility**	**Car leasing**	**Equipment**	**Total**
Right-of-use assets as of January 1, 2025	43,028	1,238	1,023	45,289
Additions	-	942	-	942
Modifications	3,077	-	-	3,077
Disposals	-	(1,205)	(2,316)	(3,521)
Depreciations	(11,764)	(846)	(801)	(13,411)
Reversal depreciations	-	1,205	2,316	3,521
Right-of-use assets as of December 31, 2025	**34,341**	**1,334**	**222**	**35,897**

	2024			
DKK thousand	**Rent facility**	**Car leasing**	**Equipment**	**Total**
Impact from applying IFRS 16 as of January 1, 2024	53,162	1,525	1,104	55,791
Additions	1,307	639	532	2,478
Modifications	(255)	(56)	(30)	(341)
Disposals	(3,407)	(97)	-	(3,504)
Depreciations	(11,186)	(870)	(583)	(12,639)
Reversal depreciations	3,407	97	-	3,504
Right-of-use assets as of December 31, 2024	**43,028**	**1,238**	**1,023**	**45,289**

DKK thousand	**2025**	**2024**
Amounts included in the income statement		
Interest expense leases	1,897	2,551
Depreciation recognized on right-of-use assets	13,411	12,639

Note 13

Investment in subsidiaries

Accounting policies

Investments in subsidiaries are recognized and measured under the equity method. This means that, in the balance sheet, investments are measured at the pro rata share of the subsidiaries' equity plus or less unamortized positive, or negative, goodwill and plus or less unrealized intra-group profits or losses.

Subsidiaries with a negative equity value are measured at zero value, and any receivables from these subsidiaries are written down by the Company's share of such negative equity if it is deemed irrecoverable. If the negative equity exceeds the amount receivable, the remaining amount is recognized under provisions if the Company has a legal or constructive obligation to cover the liabilities of the relevant subsidiary.

Upon distribution of profit or loss, net revaluation of investments in subsidiaries is transferred to the net revaluation reserve according to the equity method under equity, if the net revaluation is positive. If the net revaluation is negative, it is recognized in retained earnings in equity.

Goodwill is calculated as the difference between cost of the investments and the fair value of the assets and liabilities acquired which have been measured at fair value at the date of acquisition. The amortization period for goodwill is usually five years.

Investments in subsidiaries are written down to the lower of recoverable amount and carrying amount.

Income from investments in subsidiaries' contains pro rata share of subsidiaries profits or losses after elimination of unrealized intra-group profits and losses.

Note 13

Investment in subsidiaries *(continued)*

DKK thousand	2025
Costs as of January 1, 2025	1,252,768
Capital reduction	(159,643)
Cost as of December 31, 2025	**1,093,125**
Net revaluation as of January 1, 2025	(437,871)
Net share of profit/loss for the year	163,051
Change in unrealized intra-group profits	(34,787)
Dividend	(164,314)
Exchange rate adjustments	31,466
Net revaluation as of December 31, 2025	**(442,455)**
Carrying amount as of December 31, 2025	**650,670**
Carrying amount as of December 31, 2024	**814,897**

Company summary	Domicile	Ownership	Voting rights
Subsidiaries			
Bavarian Nordic GmbH	Germany	100%	100%
Bavarian Nordic, Inc.	USA	100%	100%
Bavarian Nordic Berna GmbH	Switzerland	100%	100%
Bavarian Nordic Italy S.r.l.	Italy	100%	100%
Bavarian Nordic Spain SLU	Spain	100%	100%
Bavarian Nordic Portugal, Lda.	Portugal	100%	100%
Bavarian Nordic Canada Inc.	Canada	100%	100%
Bavarian Nordic Sweden AB	Sweden	100%	100%
Bavarian Nordic UK Ltd.	UK	100%	100%
Bavarian Nordic Belgium BV	Belgium	100%	100%
Bavarian Nordic France	France	100%	100%
Aktieselskabet af 1. juni 2011 I	Denmark	100%	100%
Aktieselskabet af 1. juni 2011 II	Denmark	100%	100%

Bavarian Nordic Berna GmbH and Bavarian Nordic Switzerland AG were merged effective January 1, 2025, with Bavarian Nordic Berna GmbH as the continuing entity.

Note 14

Inventories

Accounting policies and significant accounting estimates

See consolidated financial statements note 18.

DKK thousand	2025	2024
Raw materials and supply materials	177,794	257,297
Work in progress	1,910,053	1,482,162
Manufactured goods and commodities	478,209	607,978
Write-down on inventory	(375,869)	(229,647)
Inventories	**2,190,187**	**2,117,790**
Write-down on inventory as of January 1	(229,647)	(177,429)
Write-down for the year	(323,549)	(160,902)
Use of write-down	177,327	80,024
Reversal of write-down	-	28,660
Write-down on inventory as of December 31	**(375,869)**	**(229,647)**
Cost of goods sold amounts to	1,974,578	1,614,214

For further details regarding development in inventory values see consolidated financial statements note 18.

Note 15

Lease liabilities

Accounting policies

See consolidated financial statements note 27.

DKK thousand	2025	2024
Non-current	23,419	32,658
Current	14,917	14,694
Lease liabilities	**38,336**	**47,352**

DKK thousand	Due within 1 year	Due between 1 and 5 year	Due after 5 years	Total
2025				
Lease liabilities	14,917	23,419	-	38,336
2024				
Lease liabilities	14,694	32,658	-	47,352

Note 16

Prepayment from customers

Accounting policies

See consolidated financial statements note 28.

DKK thousand	2025	2024
Prepayment from customers as of January 1	131,408	-
Prepayments received during the year	-	131,408
Recognized as income during the year	(121,459)	-
Prepayment from customers as of December 31	**9,949**	**131,408**

Note 17

Other liabilities

Accounting policies

See consolidated financial statements note 22.

DKK thousand	2025	2024
Derivative financial instruments at fair value in the income statement	-	29,902
Payable salaries, holiday accrual etc.	154,687	122,093
Gross to net deduction accrual	131,878	85,965
Other accrued costs	30,022	35,542
Other liabilities	**316,587**	**273,502**

For further details of derivative financial instruments, see consolidated financial statements note 23. The phantom share programs are disclosed in the consolidated financial statements note 29.

Note 18

Contingent liabilities and other contractual obligations

DKK thousand	2025	2024
Collaborative agreements		
Contractual obligations with research partners for long-term research projects.		
- Due within 1 year	118,368	139,183

No contingent liabilities exist as per December 31, 2025

Earnout to Emergent
The Purchase and Sale Agreement concluded with Emergent BioSolution Inc. in May 2023 includes an earnout payment starting at USD 30 million. The earnout payment relates to sale of Vivotif and Vaxchora. As per December 31, 2025 Management does not judge the sales milestone to be probable and therefore the earnout payment has not been recognized as either part of the project rights nor the deferred consideration.

Joint taxation
The Company is jointly taxed with all Danish subsidiaries. As the administration company the Company stands surety with the other companies in the joint taxation of Danish corporate taxes and also withholding taxes on dividends, interest and royalties. Corporation taxes and withholding taxes payable in the joint taxation pool was DKK 0 as of December 31, 2025 following payment of on-account corporate taxes during 2025. Any adjustments of the taxable joint taxation income or taxes withheld at source may have the effect that the Company's liability increases.

Company mortgage and lawsuits
See the consolidated financial statements note 30.

Note 19

Mortgages and collateral

DKK thousand	2025	2024
Guarantees for subsidiaries		
The Parent Company stands surety for a credit facility to a subsidiary of a maximum of	3,552	3,767
The Parent Company stands surety for letter of credit to subsidiaries of a maximum of	2,346	2,342

Mortgages
See description regarding property, plant and equipment in note 16 in the consolidated financial statements.

Note 20

Related party transactions

The Corporate Management and Board of Directors of Bavarian Nordic A/S are considered related parties as they have significant influence over the Company.

Main intercompany transactions:
Bavarian Nordic GmbH provides research and development services and regional commercial services to Bavarian Nordic A/S.

Bavarian Nordic, Inc. distributes and sells Jynneos, RabAvert, Vivotif, Vaxchora and Vimkunya in the US on behalf of Bavarian Nordic A/S. This is done under a Distribution Agreement.

Bavarian Nordic, Inc. provides research and development services to Bavarian Nordic A/S

Bavarian Nordic, Inc. also provides services to Bavarian Nordic A/S in terms of commercial affairs work towards the U.S. Government, with the purpose of ensuring an efficient communication and service to U.S. authorities, in order to maintain existing contracts and explore new product/contract opportunities on the U.S. market.

Bavarian Nordic Sweden AB provides regional commercial services to Bavarian Nordic A/S.

Bavarian Nordic Canada Inc. provides research and development services and regional commercial services to Bavarian Nordic A/S.

Bavarian Nordic Berna GmbH, distributes and sells Rabipur, Encepur and Vivotif in Switzerland on behalf of Bavarian Nordic A/S. This is done under a Distribution Agreement.

Bavarian Nordic Berna GmbH, manufactures and sells Vimkunya drug substance together with Vivotif and Vaxchora to Bavarian Nordic A/S. This is done under a Contract Manufacturing Agreement.

Bavarian Nordic Berna GmbH provides research and development services and global commercial services to Bavarian Nordic A/S.

Bavarian Nordic Spain SLU, distributes and sells Vivotif and Vaxchora in Spain on behalf of Bavarian Nordic A/S. This is done under a Distribution Agreement.

Bavarian Nordic Italy S.r.l., distributes and sells Rabipur, Vivotif and Vaxchora in Italy on behalf of Bavarian Nordic A/S. This is done under a Distribution Agreement.

Bavarian Nordic Portugal, LDA, distributes and sells Vivotif and Vaxchora in Portugal on behalf of Bavarian Nordic A/S. This is done under a Distribution Agreement.

Bavarian Nordic UK Ltd. provides regional commercial services to Bavarian Nordic A/S.

Bavarian Nordic Belgium BV provides research and development services and global commercial services to Bavarian Nordic A/S.

Bavarian Nordic France SAS, distributes and sells Vimkunya in France on behalf of Bavarian Nordic A/S. This is done under a Distribution Agreement.

Bavarian Nordic France SAS provides regional commercial services to Bavarian Nordic A/S.

All services except for the distribution agreements are delivered under cost plus agreements and on arms length conditions.

The distribution agreements are honored according to OECD's guidelines for a Limited Risk Distributor.

Apart from intra-group transactions mentioned above and the remuneration of the Board of Directors and Corporate Management, cf. note 8 and note 29 in the consolidated financial statements, there are no transactions with related parties.

Note 21

Proposed appropriation of net profit

DKK thousand	2025	2024
Retained earnings	1,374,299	964,746
Total	**1,374,299**	**964,746**

Note 22

Significant events after the balance sheet date

See description in note 32 in the consolidated financial statements.

Statement by the Board of Directors and Executive Management on the Annual Report

The Board of Directors and the Executive Management have today considered and approved the Annual Report of Bavarian Nordic A/S for the financial year January 1, 2025- December 31, 2025.

The consolidated financial statements are presented in accordance with IFRS Accounting Standards as adopted by the EU and disclosure requirements for listed companies in Denmark. The parent financial statements are presented in accordance with the Danish Financial Statements Act. Furthermore, the Annual Report is prepared in accordance with Danish disclosure requirements for listed companies.

In our opinion, the consolidated financial statements and the parent financial statements give a true and fair view of the Group's and the Parent company's financial position at December 31, 2025, as well as of the results of their operations and cash flows for the financial year January 1, 2025 - December 31, 2025.

In our opinion, the management commentary contains a fair review of the development of the Group's and the Parent company's business and financial matters, the results for the year and of the Parent company's financial position and the financial position as a whole of the entities included in the consolidated financial statements, together with a description of the principal risks and uncertainties that the Group and the Parent company face.

The Sustainability statement is prepared in accordance with the European Sustainability Reporting Standards (ESRS) as required by the Danish Financial Statements Act, as well as article 8 in the EU Taxonomy regulation.

In our opinion, the Annual Report of Bavarian Nordic A/S for the financial year January 1, 2025 to December 31, 2025 identified as bava-2025-12-31-en.zip is prepared, in all material respects, in accordance with the ESEF Regulation.

We recommend the Annual Report for adoption at the Annual General Meeting.

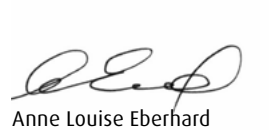
Hellerup, March 12, 2026

Executive Management

Paul John Chaplin
President and CEO

Henrik Juuel
Executive Vice President and CFO

Board of Directors



Anne Louise Eberhard
Chairman of the Board

Heidi Hunter
Deputy Chairman

Johan van Hoof

Montse Montaner

Frank A.G.M. Verwiel

Anja Gjøl
Employee-elected

Mette Boas Schwartzlose
Employee-elected

Christina Teichert
Employee-elected

Independent auditor's limited assurance report on sustainability statement

To the shareholders of Bavarian Nordic A/S

Limited assurance conclusion
We have conducted a limited assurance engagement on the sustainability statement of Bavarian Nordic A/S (the "Group") included in the Management's Review (the "sustainability statement"), page 41 – 120, for the financial year 1 January – 31 December 2025.

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the sustainability statement is not prepared, in all material respects, in accordance with the Danish Financial Statements Act paragraph 99 a, including:

- compliance with the European Sustainability Reporting Standards (ESRS), including that the process carried out by the management to identify the information reported in the sustainability statement (the "Process") is in accordance with the description set out in subsection "The double materiality assessment process" within the "General" section of the sustainability statement; and
- compliance of the disclosures in subsection "EU Taxonomy" within the "Environmental" section of the sustainability statement with Article 8 of EU Regulation 2020/852 (the "Taxonomy Regulation").

Basis for conclusion
We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), *Assurance engagements other than audits or reviews of historical financial information* ("ISAE 3000 (Revised)") and the additional requirements applicable in Denmark.

The procedures in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion. Our responsibilities under this standard are further described in the *Auditor's responsibilities for the assurance engagement section of our report*.

Our independence and quality management
We are independent of the Group in accordance with the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (IESBA Code) and the additional ethical requirements applicable in Denmark. We have also fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code.

KPMG Statsautoriseret Revisionspartnerselskab applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Other matter
The comparative information included in the sustainability statement of the Group was not subject to an assurance engagement on sustainability information prepared in accordance with the Danish Financial Statements Act section 99 a. Our conclusion is not modified in respect of this matter.

Inherent limitations in preparing the sustainability statement
In reporting forward-looking information in accordance with ESRS, management is required to prepare the forward-looking information on the basis of disclosed assumptions about events that may occur in the future and possible future actions by the

Group. Actual outcomes are likely to be different since anticipated events frequently do not occur as expected.

Management's responsibilities for the sustainability statement

Management is responsible for designing and implementing a process to identify the information reported in the sustainability statement in accordance with the ESRS and for disclosing this Process as part of the subsection "The double materiality assessment process" within the "General" section of the sustainability statement. This responsibility includes:

- understanding the context in which the Group's activities and business relationships take place and developing an understanding of its affected stakeholders;
- the identification of the actual and potential impacts (both negative and positive) related to sustainability matters, as well as risks and opportunities that affect, or could reasonably be expected to affect, the Group's financial position, financial performance, cash flows, access to finance or cost of capital over the short-, medium-, or long-term;
- the assessment of the materiality of the identified impacts, risks and opportunities related to sustainability matters by selecting and applying appropriate thresholds; and
- making assumptions that are reasonable in the circumstances.

Management is further responsible for the preparation of the sustainability statement, in accordance with the Danish Financial Statements Act paragraph 99 a, including:

- compliance with the ESRS;
- preparing the disclosures in subsection "EU Taxonomy" within the "Environmental" section of the sustainability statement, in compliance with Article 8 of the Taxonomy Regulation;
- designing, implementing and maintaining such internal control that management determines is necessary to enable the preparation of the sustainability statement that is free from material misstatement, whether due to fraud or error; and
- the selection and application of appropriate sustainability reporting methods and making assumptions and estimates that are reasonable in the circumstances.

Auditor's responsibilities for the assurance engagement

Our objectives are to plan and perform the assurance engagement to obtain limited assurance about whether the sustainability statement is free from material misstatement, whether due to fraud or error, and to issue a limited assurance report that includes our conclusion. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence decisions of users taken on the basis of the sustainability statement as a whole.

As part of a limited assurance engagement in accordance with ISAE 3000 (Revised) we exercise professional judgement and maintain professional scepticism throughout the engagement.

Our responsibilities in respect of the Process include:

- Obtaining an understanding of the Process but not for the purpose of providing a conclusion on the effectiveness of the Process, including the outcome of the Process;
- Considering whether the information identified addresses the applicable disclosure requirements of the ESRS, and
- Designing and performing procedures to evaluate whether the Process is consistent with the Group's description of its Process, as disclosed in the subsection "The double materiality assessment process" within the "General" section of the sustainability statement.

Our other responsibilities in respect of the sustainability statement include:

- Identifying disclosures where material misstatements are likely to arise, whether due to fraud or error; and
- Designing and performing procedures responsive to disclosures in the sustainability statement where material misstatements are likely to arise. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Summary of the work performed
A limited assurance engagement involves performing procedures to obtain evidence about the sustainability statement.

The nature, timing and extent of procedures selected depend on professional judgement, including the identification of disclosures where material misstatements are likely to arise, whether due to fraud or error, in the sustainability statement.

In conducting our limited assurance engagement, with respect to the Process, we:

- Obtained an understanding of the Process by performing inquiries to understand the sources of the information used by management; and reviewing the Group's internal documentation of its Process; and
- Evaluated whether the evidence obtained from our procedures about the Process implemented by the Group was consistent with the description of the Process set out in the subsection "The double materiality assessment process" within the "General" section of the sustainability statement.

In conducting our limited assurance engagement, with respect to the sustainability statement, we:

- Obtained an understanding of the Group's reporting processes relevant to the preparation of its sustainability statement including the consolidation processes by obtaining an understanding of the Group's control environment, processes and information systems relevant to the preparation of the sustainability statement but not evaluating the design of particular control activities, obtaining evidence about their implementation or testing their operating effectiveness;
- Evaluated whether material information identified by the Process is included in the sustainability statement;
- Evaluated whether the structure and the presentation of the sustainability statement are in accordance with the ESRS;
- Performed inquiries of relevant personnel and analytical procedures on selected information in the sustainability statement;
- Performed substantive assurance procedures on selected information in the sustainability statement;
- Evaluated methods, assumptions and data for developing material estimates and forward-looking information and how these methods were applied;
- Obtained an understanding of the process to identify taxonomy-eligible and taxonomy-aligned economic activities and the corresponding disclosures in the sustainability statement; *and*
- Where applicable, compared selected disclosures in the sustainability statement with the corresponding disclosures in the financial statements and Management's Review;

Copenhagen, 12 March 2026

KPMG
Statsautoriseret Revisionspartnerselskab
CVR-nr. 25 57 81 89

Sara Carstensen
State Authorised Public Accountant
mne34191

Simon Vinberg Andersen
State Authorised Public Accountant
mne35458

Independent auditor's report

To the shareholders of Bavarian Nordic A/S

Report on the audit of the Consolidated Financial Statements and Parent Company Financial Statements

Opinion
In our opinion, the consolidated financial statements and the Parent Company financial statements give a true and fair view of the Group's and the Parent Company's assets, liabilities and financial position at 31 December 2025 and of the results of the Group's and Parent Company's operations and cash flows for the financial year 1 January – 31 December 2025. The consolidated financial statements are prepared in accordance with the IFRS Accounting Standards as adopted by the EU and additional requirements in the Danish Financial Statements Act, and the parent financial statements are prepared in accordance with the Danish Financial Statements Act.

Our opinion is consistent with our long-form audit report to the Board or Directors and the Audit Committee.

Audited financial statements
Bavarian Nordic A/S' consolidated financial statements and parent company financial statements for the financial year 1 January – 31 December 2025 comprise the income statement, statement of comprehensive income, balance sheet, statement of changes in equity, statement of cash flows and notes, including summary of material accounting policy information, for the Group as well as for the Parent Company (the financial statements). The consolidated financial statements are prepared in accordance with the IFRS Accounting Standards as adopted by the EU and additional requirements in the Danish Financial Statements Act, and the parent financial statements are prepared in accordance with the Danish Financial Statements Act.

Basis for opinion
We conducted our audit in accordance with International Standards on Auditing (ISAs) and the additional requirements applicable in Denmark.

Our responsibilities under those standards and requirements are further described in the "Auditor's responsibilities for the audit of the financial statements" section of our report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence
We are independent of the Group in accordance with the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (IESBA Code) and the additional ethical requirements applicable in Denmark, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code.

We declare, to the best of our knowledge and belief, that we have not provided any prohibited non-audit services, as referred to in Article 5(1) of the Regulation (EU) 537/2014 and that we remained independent in conducting the audit.

We were appointed auditors of Bavarian Nordic A/S for the first time on 16 April 2024 for the financial year 2024. We have been re-appointed by resolutions passed by the annual general meeting for a total uninterrupted engagement period of 2 years up to and including the financial year ending 31 December 2025.

Key audit matters
Key audit matters are those matters that, in our professional judgement, were of most significance in our audit of the financial statements for the 2025 financial year. These matters were addressed in the context of our audit of the financial statements as a whole, and in the forming of our opinion thereon. We do not provide a separate opinion on these matters.

Key audit matter	How our audit addressed the key audit matter
Valuation of inventories related to work in progress and manufactured goods (inventories) Refer to note 18 in the consolidated financial statements. Inventory valuation is inherently complex due to multistage manufacturing processes, strict regulatory requirements, short product shelf lives and estimation uncertainty in determining net realizable value. The valuation of the inventories requires management to determine and apply assumptions. This includes assessments of expiry dates, estimated 'out-of-specification' products, and sales risks when calculating inventory write-down to net realizable value. Changes in these assumptions can have a significant impact on the valuation of inventories. Further, to ensure accurate accounting, the area must have matured, and well-structured internal processes. Based on the above and the significance of the related amounts, we identified this area as a key audit matter.	For the purpose of our audit, the procedures we carried out included the following: We performed risk assessment procedures to obtain an understanding of the business processes and relevant controls regarding the valuation of inventories. We assessed whether the controls were designed and implemented to effectively address the risk of material misstatement. We assessed the Group's accounting policies and evaluated whether the methods and assumptions applied were consistent with the requirements of the applicable accounting standards. For valuation of inventories, we among others: • Assessed the appropriateness of the methods and models applied. • Evaluated Management's significant assumptions used in the calculation of inventory write-down to net realizable value. • Tested the underlying data used the write-down calculation on a sample basis. We evaluated the related presentation and disclosures.

Statement on the Management's review

Management is responsible for the Management's review.

Our opinion on the financial statements does not cover the Management's review, and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the Management's review and, in doing so, consider whether the Management's review is materially inconsistent with the financial statements or our knowledge obtained during the audit, or otherwise appears to be materially misstated.

Moreover, it is our responsibility to consider whether the Management's review provides the information required by the Danish Financial Statements Act. This does not include the requirements in paragraph 99a related to the sustainability statement covered by the separate auditor's limited assurance report hereon.

Based on the work we have performed, we conclude that the Management's review is in accordance with the financial statements and has been prepared in accordance with the requirements of the Danish Financial Statements Act except for the requirements in paragraph 99a related to the sustainability statement, cf. above. We did not identify any material misstatement of the Management's review.

Management's responsibility for the financial statements

Management is responsible for the preparation of financial statements that give a true and fair view in accordance with the IFRS Accounting Standards as adopted by the EU and additional requirements in the Danish Financial Statements Act and for such internal control that Management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, Management is responsible for assessing the Group's and the Parent Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless Management either intends to liquidate the Group or the Parent Company or to cease operations, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance as to whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs and the additional requirements applicable in Denmark will always detect a material misstatement when it

exists. Misstatements may arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit conducted in accordance with ISAs and the additional requirements applicable in Denmark, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control.

- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's and the Parent Company's internal control.

- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by Management.

- conclude on the appropriateness of Management's use of the going concern basis of accounting in preparing the financial statements and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's and the Parent Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group and the Parent Company to cease to continue as a going concern.

- evaluate the overall presentation, structure and contents of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that gives a true and fair view.

- plan and perform the group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the Group as a basis for forming an opinion on the consolidated financial statements and the Parent Company financial statements. We are responsible for the direction, supervision and review of the audit work performed for purposes of the group audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

From the matters communicated to those charged with governance, we determine those matters that were of most significance in the audit of the financial statements of the current period and therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determined that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Report on compliance with the ESEF Regulation

As part of our audit of the Consolidated Financial Statements and Parent Company Financial Statements of Bavarian Nordic A/S we performed procedures to express an opinion on whether the annual report of Bavarian Nordic A/S for the financial year 1 January – 31 December 2025 with the file name bava-2025-12-31-en.zip is prepared, in all material respects, in compliance with the Commission Delegated Regulation (EU) 2019/815 on the European Single Electronic Format (ESEF Regulation) which includes requirements related to the preparation of the annual report in XHTML format and iXBRL tagging of the Consolidated Financial Statements.

Management is responsible for preparing an annual report that complies with the ESEF Regulation. This responsibility includes:

- The preparing of the annual report in XHTML format;

- The selection and application of appropriate iXBRL tags, including extensions to the ESEF taxonomy and the anchoring thereof to elements in the taxonomy, for financial information required to be tagged using judgement where necessary;

- Ensuring consistency between iXBRL tagged data and the Consolidated Financial Statements presented in human readable format; and

- For such internal control as Management determines necessary to enable the preparation of an annual report that is compliant with the ESEF Regulation.

Our responsibility is to obtain reasonable assurance on whether the annual report is prepared, in all material respects, in compliance with the ESEF Regulation based on the evidence we have obtained, and to issue a report that includes our opinion. The nature, timing and extent of procedures selected depend on the auditor's judgement, including the assessment of the risks of material departures from the requirements set out in the ESEF Regulation, whether due to fraud or error. The procedures include:

- Testing whether the annual report is prepared in XHTML format;
- Obtaining an understanding of the company's iXBRL tagging process and of internal control over the tagging process;
- Evaluating the completeness of the iXBRL tagging of the Consolidated Financial Statements;
- Evaluating the appropriateness of the company's use of iXBRL elements selected from the ESEF taxonomy and the creation of extension elements where no suitable element in the ESEF taxonomy has been identified;
- Evaluating the use of anchoring of extension elements to elements in the ESEF taxonomy; and
- Reconciling the iXBRL tagged data with the audited Consolidated Financial Statements.

In our opinion, the annual report of Bavarian Nordic A/S for the financial year 1 January – 31 December 2025 with the file name bava-2025-12-31-en.zip is prepared, in all material respects, in compliance with the ESEF Regulation.

Copenhagen, 12 March 2026

KPMG
Statsautoriseret Revisionspartnerselskab
CVR no. 25 57 81 98

Sara Carstensen
State Authorised Public Accountant
mne34191

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mne35458

Forward-looking statement

This annual report contains forward looking statements. The words “believe”, “expect”, “anticipate”, “intend” and “plan” and similar expressions identify forward looking statements. Actual results or performance may differ materially from any future results or performance expressed or implied by such statements. The important factors that could cause our actual results or performance to differ materially include, among others, risks associated with product discovery and development, uncertainties related to the outcome and conduct of clinical trials including unforeseen safety issues, uncertainties related to product manufacturing, the lack of market acceptance of our products, our inability to manage growth, the competitive environment in relation to our business area and markets, our inability to attract and retain suitably qualified personnel, the unenforceability or lack of protection of our patents and proprietary rights, our relationships with affiliated entities, changes and developments in technology which may render our products obsolete, and other factors. For a further discussion of these risks, please refer to the section “Risk Management” in this Annual Report. Bavarian Nordic does not undertake any obligation to update or revise forward looking statements in this Annual Report nor to confirm such statements in relation to actual results, unless required by law.

Design and production: Noted

BAVARIAN NORDIC