



Modern Slavery Statement 2023

Pursuant to section 54(1) of the UK Modern Slavery Act, and California Transparency in Supply Chains Act in the United States of America, the following describes new and ongoing steps Moderna is taking to prevent modern slavery and protect human rights within our business and our supply chains for the financial year ending on 31 December 2023. This Statement also covers Moderna's Canadian operations.

Our Company

Through over a decade of progress and investment in science, Moderna has led in establishing the field of mRNA medicine. Since our founding, our imperative has been to build an mRNA platform that could bring not one, but many medicines to patients and to invest in science to understand what our technology can do for human health. Now that we know our mRNA platform works, our commitment to leveraging mRNA to deliver transformative medicines for patients has never been stronger.

We have demonstrated the potential for clinical benefit in multiple infectious disease vaccines, in skin cancer and in three different rare genetic diseases. Based on these clinical successes, we have advanced a broad and diverse pipeline. Our pipeline currently includes 47 therapeutic and vaccine programs, ten of which are in late-stage development. With a unique culture and a global team driven by the Moderna values and mindsets to responsibly change the future of human health, Moderna strives to deliver the greatest possible impact to people through mRNA medicines.

By the end of 2023, we had approximately 5,600 full-time employees in 19 locations across North America, Europe, and Asia Pacific, including 52 employees in the United Kingdom and 102 in Canada.

In April 2022, Moderna and the Government of Canada announced the finalization of a long-term strategic partnership to enhance pandemic preparedness, including a plan to build a state-of-the-art mRNA vaccine manufacturing facility in Quebec. Construction in Canada commenced in November 2022.

In December 2022, Moderna and the UK Government announced the finalization of a long-term strategic partnership to establish a state-of-the-art mRNA research, development, and manufacturing facility in the UK. Construction commenced on the Moderna Innovation and Technology Centre in Oxfordshire in April 2023.

Our Human Resources Practices

Moderna is committed to creating and ensuring a non-discriminatory and respectful working environment for all its employees worldwide. Moderna recruitment and Human Resources practices are designed to help ensure that all prospective employees are legally entitled to work in the country in which they reside and to help safeguard employees from any abuse or coercion once in our employment.

Our Supply Chain

Moderna's supply chain is comprised of suppliers of goods and services: (i) to manufacture, store, and distribute our vaccine, such as raw materials, drug substance, drug products, testing, fill-finish services, warehousing, and transportation; (ii) for our research and development activities, such as clinical research organizations, laboratories, equipment, and supplies; and (iii) to run our business, such as information technology, professional services, sales and marketing, and facilities. Our commitment to respecting human rights extends to our suppliers and partners. We understand that significant risk exists within global supply chains where visibility can be a challenge. Therefore, we use a combined approach of policies, tools, partnerships, and collaborations with industry coalitions.

Our Policies in relation to Slavery and Human Trafficking

Moderna has policies in place which aim to minimize the risk of modern slavery or human trafficking and encourage reporting of any related concerns.

Our **Code of Business Conduct and Ethics** establishes the minimum standards that are expected from all our employees when conducting business and their day-to-day activities. All directors, officers, and employees are expected to review the Code and acknowledge their understanding on an annual basis.

Our **Human Rights Policy** establishes the obligation of our employees to protect human rights and report any concerns they may identify in the course of their work responsibilities, including those that may occur with a Moderna service provider or supplier. All Our employees must read and acknowledge the Human Rights Policy during their onboarding process.

Our **Speak Up Hotline** empowers Moderna's employees and third parties to submit questions or voice concerns about inappropriate, unethical, or illegal behavior. This includes any allegations of modern slavery against our suppliers. Both employees and third parties may choose to submit reports anonymously, where permitted by law. Concerns can be made by via email, phone, online or in-person. The web-based and telephone channels are operated via a third-party vendor. Moderna prohibits any form of retaliation or intimidation for reports made in good faith. Reports are handled on a case-by-case basis and concerns are investigated and acted on as required.

Our **Third-Party Code of Business Conduct** is embedded into contractual agreements with third parties, provides our standards and expectations for all with respect to human dignity, and the protection of human rights. We outline specific expectations on forced and child labor, fair treatment, wages and working hours, and freedom of association.

Our Key Activities in 2023

During 2023, Moderna:

- Has not received any reports from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified, either at Moderna or in its supply chain.

- Launched Moderna's Code of Ethics and Business Conduct in its digital-interactive version promoting immediate consultation. By the end of 2023, 97% of our employees completed training on Moderna's Code of Ethics and Business Conduct.
- Continued training on Human Rights and launched an internal campaign to promote awareness of Modern Slavery, Moderna's commitment to Human Rights and the reporting mechanisms to raise such concerns.
- The Speak Up Hotline website is enabled to receive reports in all the languages spoken at Moderna affiliates worldwide. The Speak Up Phone line is comprised of five different phone numbers distributed within USA & Canada, Europe, Australia, Japan, and Korea and translated into eight languages (Spanish, French Canadian, French, German, Polish, Italian, Korean and Japanese).
- Continued Moderna's Cross-Functional Due Diligence Program that assesses third parties across multiple dimensions, including reputation and ethical behaviour. This program includes:
 - Moderna's Procurement organization implemented the due diligence questionnaire for key and high-risk suppliers. The questionnaire requires third parties to provide information about their policies on human rights, and workplace conditions to provide assurance these are consistent with our standards.
 - Our Ethics & Compliance due diligence process obtains additional information from an external third party on high-risk key suppliers. This due diligence process includes a specific section on Human Rights, Modern Slavery and Employment practices.
 - Continued ongoing due diligence and monitoring, Moderna's Procurement organization implemented the EcoVadis solution to assess supplier's ESG performance on four key themes: Environment, Labor & Human Rights, Ethics, and Sustainable Procurement. The Labor & Human Rights theme covers criteria surrounding child labor, forced labor, discrimination, harassment, working conditions, human trafficking, and debt bondage. The EcoVadis solution enables Moderna to identify inherent modern slavery risks within the supply chain, assess specific supplier risk areas, verify the validity of supplier responses, and identify opportunities for corrective actions.
 - Moderna recently joined many peers and suppliers in our industry's most comprehensive coalition focused on tackling the most pressing human rights issues that exist in pharmaceutical supply chains. As a member of the Pharmaceutical Supply Chain Initiative (PSCI), we are able to benchmark efforts, collaborate in working groups, share audit results, and leverage collective action.

- In 2023, our due diligence process did not identify any vendors that have past records of modern slavery or any other Human Rights violations.

Our Commitment for 2024

Moderna understands that tackling modern slavery requires an unending commitment and will continue to conduct due diligence of our supply chain as well as review and improve procedures to help identify and prevent the risks of modern slavery or human trafficking. With the goal of assessing and enhancing its existing policies and procedures during 2024, Moderna plans to:

- Continue to promote awareness through onboarding programs and internal campaigns on Human Rights, including UK's Moderna Slavery Act (2015), Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act, and other similar regulations across the globe, including the appropriate action to take when there is suspicion of violation of Moderna's Human Rights policy.
- Strengthen the Speak Up Line reporting and investigation process by identifying key involved staff to the follow-up of allegations related to modern slavery in our value chain to develop plans for remediation.
- Incorporating known high-risk geographies of modern slavery into our supplier risk assessment.
- Take advantage of PSCI's robust Audit database and program to have greater levels of due diligence across our supplier base.
- Continue to monitor Key Performance Indicators, including:
 - Number of concerns or reports received through the Speak Up Hotline related to modern slavery violations or any other Human Rights violations.
 - Number of vendors identified through our due diligence process that have past records of modern slavery or any other Human Rights violations.
 - Percentage of employees trained on Code of Conduct and Human Rights Policy

Remediation measures

Moderna has not identified any instances of forced labour or child labour, either within Moderna's activities or in its supply chain. We have also not identified any instances of loss of income to vulnerable families that resulted from measures taken to eliminate the use of such forced labour or child labour. We have therefore not taken any measures to remediate forced labour, child labour, or loss of income to vulnerable families that resulted from measures taken to eliminate the use of such forced labour or child labour during the financial year ending on 31 December 2023.



Consultation with reporting entities and their owned and controlled entities

In accordance with the UK Modern Slavery Act, the following UK entities are covered by this statement:

- Moderna Biotech UK Limited
- Moderna Biotech Manufacturing UK Limited
- Moderna Biotech Distributor UK Limited

This statement was approved by the Board of Directors of the foregoing entities.

Brian Sandstrom

Brian Sandstrom

Director
Moderna Biotech UK Limited
Moderna Biotech Manufacturing UK Limited
Moderna Biotech Distributor UK Limited

May 24, 2024