

Vir Biotechnology, Inc. Statement on Human Rights

Our Policy

Vir Biotechnology, Inc. (“Vir” or the “Company”) respects human rights in all aspects of its business. We affirm that respect for human rights provides the foundation for our business culture, competitive advantage and commercial success.

Vir sets forth its fundamental values and ethical standards, including respect and fair treatment for individuals, in its [Code of Business Conduct and Ethics](#). This statement on human rights applies to all subsidiaries owned or operated by Vir, and we expect our suppliers, vendors and supply chain partners to comply with these standards.

Our Commitment

We support the UN Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights, which together include these guiding principles:

- Everyone has the right to life, liberty and security of person.
- Everyone, without any discrimination, has the right to equal pay for equal work.
- No one shall be held in slavery or servitude.
- Everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay.
- Business enterprises should respect human rights. This means that they should avoid infringing on the human rights of others and should address adverse human rights impacts with which they are involved.

Our commitment further anchors to the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work, which supports among other things:

- The elimination of all forms of forced or compulsory labor.
- The effective abolition of child labor.
- The elimination of discrimination in respect of employment and occupation.
- A safe and healthy working environment.

In everything we do at Vir, we operate from a place of respect for individuals and aim to preserve the dignity of everyone with whom we engage. In our policies, we do not tolerate any form of unlawful discrimination, harassment, retaliation or other workplace misconduct and support effective practices and mechanisms for reporting and resolving any concerns. We value diversity and inclusion and believe that creating an inclusive workplace culture empowers our workforce to achieve greater productivity and value. We also endeavor to consider diversity as an important element in the design of our clinical trials.

Our Compliance

We comply with applicable laws governing hours of work and rest in every country in which we operate. This includes respecting limits for overtime work and irregular work hours, including weekends and national or religious holidays. We compensate our employees fairly based on market norms and in line with legal requirements for wages and social benefits. We are committed to and have effective mechanisms to confirm pay equity throughout our organization.

We strive to establish safe working conditions to support employee health and security. We rigorously comply with applicable health and safety laws and take additional measures, well above regulatory requirements, to support the comfort and well-being of our workers. This includes monitoring health risks and implementing safeguards throughout our operations.

Vir does not employ individuals under the age of 18 in any of our operations, anywhere in the world. All new hires provide identification with proof of age, and we take seriously the responsibility to ensure we hire based on accurate information.

Vir prohibits any form of forced labor, including prison labor, bonded labor or work that restricts employees' free choice and movement. We do not create situations in which employees are forced to work to pay off debt to the Company. No employee is forced to work excessive overtime or intimidated to agree to work overtime. We proactively ensure employees are aware of their rights with respect to working hours and overtime.

Our Enforcement Procedures

We have established effective processes to enable workers to raise concerns and/or suspected violations of law or this human rights statement. This includes direct reporting channels within the Company, including through Vir's Human Resources and Legal departments, as well as anonymously third-party complaints hotline 1-833-619-8830 or via the web portal at <https://www.whistleblowerservices.com/virbusinessconduct>.

We investigate all reported allegations of policy violations or unlawful conduct thoroughly and, where appropriate, take swift and effective remedial action. We have a no tolerance policy for retaliation against any individual who makes a good faith complaint or participates in any investigation.

Our Governance

This human rights statement is endorsed by Vir's executive management team, including its Chief Executive Officer, and occasionally may be amended. The statement is communicated publicly to employees and external parties via our [website](#).

Adopted by Vir's CEO and executive management team: April 15, 2024

Effective: April 19, 2024