

Vir's Statement on Environmental, Social and Governance (ESG) Reporting

At Vir, we have a bold vision - powering the immune system to transform lives. Guided by science, we relentlessly build on our immunologic and virology expertise and cutting-edge technologies in pursuit of transformative medicines to treat and prevent serious infectious diseases and other serious conditions, including viral-associated diseases. Our innovations stem from courage and bold ideas. We approach each day with a sense of optimism and humility, recognizing that our strength resides in the diversity of our journeys and the opportunity to learn from each other.

Our commitment to ESG is deeply embedded in our culture and is based on humanitarian principles and practices. We are acutely aware of our interconnectedness, and we take responsibility for doing our part to reduce our impact on the environment, to fostering a diverse and inclusive workforce, and to upholding the highest legal, economic and ethical standards.

- **Environment:** We recognize the evolving landscape of climate change and are dedicated to evaluating practices that reduce our environmental impact, such as recycling, reducing waste and saving energy.
- **Social:** We fiercely value diversity of thought and are passionately committed to maintaining a diverse and inclusive culture that extends to our employees, patients, communities and collaborators around the world.
- **Governance:** We adhere to strong governance practices and hold ourselves accountable to our high ethical standards. We uphold responsible business practices.

Under each of the categories above, Vir has already implemented, or is in the process of implementing, key initiatives. Selected examples of these initiatives, ongoing and planned, include:

- ***Cohesive Environmental Program.*** Building on the environmental assessments and evaluation of key metrics to track our environmental footprint that we conducted in 2023, in the year ahead we will continue to focus on our commitment to further develop our cohesive environmental program.
- ***Social Contributions.***
 - ***Diversity, Equity, and Inclusion (DE&I).*** Vir has taken a proactive approach to promoting DE&I. We have a team focused on DE&I to champion the adoption, implementation and ongoing evaluation of our DE&I initiatives. In addition to being an Equal Opportunity Employer, we proactively use a specialized software tool to reduce bias in our job postings to ensure that we utilize inclusive language to reach the broadest range of applicants. We also actively use sourcing tools to search for diverse talent and posts all job vacancies on multiple websites designed to source diverse candidates. We also support multiple formalized employee resource groups (ERGs) and

critical initiatives such as heritage- and inclusivity-focused all-employee events. Additionally, at least annually, we engage with independent experts to perform a rigorous audit and statistical analysis of Vir's pay practices to ensure gender and racial pay equity across our operations and make adjustments as needed. After a number of years of continued fine tuning, we are proud to have achieved consistent pay equity and remain committed to on-going assessment of our practices and data.

- ***Training and Development.*** We work to provide an environment where all employees can develop personally and professionally. We focus on individual opportunities for growth, provide coaching and mentoring, and cultivate our leaders' capabilities. In addition, we offer ongoing targeted inclusion developmental training for employees and leaders.
- ***Community Engagement.*** We are committed to supporting the global communities in which we live and work, as well as the patient communities we serve. In 2023, Vir supported more than 20 organizations around the world dedicated to advancing education and care for people living with infectious diseases, as well as those promoting equity in underserved communities.
- ***Patient Advocacy:*** Guided by our mission of powering the immune system to transform lives, we have collaborated with patient advocacy organizations and medical societies to learn more about the patients we seek to serve and connect our employees to our patient-centric approach. We have engaged with policy thought leaders and decision makers to increase awareness and patient access to care.
- ***Strong Governance.*** Vir values the diversity of its leaders, with female and minority directors comprising over 45% of the current board and women comprising 70% of Vir's senior leadership team. We adhere to board refreshment practices, and our board and committees conduct annual self-assessments bi-annually using an external law firm. In addition, we have stock ownership guidelines for directors and executive management.

We remain committed to our ESG initiatives and will report on our future progress.

Adopted by the Board of Directors and Effective: March 6, 2024