

CSR REPORT

2018

*Our science
makes the
greater impact*



BAVARIAN NORDIC



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CSR REPORT 2018

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ABOUT THE REPORT

This Statutory Report on Corporate Social Responsibility (CSR), cf. sections 99a and 99b of the Danish Financial Statements Act, is part of the management's review in the 2018 Annual Report and covers the financial period January 1 - December 31, 2018.

PROTECTING AND SAVING LIVES

No other health intervention touches so many lives as vaccines. The development of new vaccines and increased vaccination efforts, particularly in developing countries, have helped to significantly reduce the incidence of major communicable, life-threatening diseases. It is estimated, that vaccines have reduced these diseases by more than 90% over the past three centuries.¹

However, there is still work to be done. Despite intense global efforts, we have only succeeded eradicating one human disease from the planet; smallpox, which was the largest killer in the 20th century. Another disease, polio, has almost also been eradicated, but remains to affect a few countries worldwide. However, the global polio immunization campaign, which has ensured vaccination of nearly 3 billion children over the past 20 years, demonstrate how determination, funding and support from global authorities can help win the fight against infectious diseases.

Despite all these advances, public health is facing a growing threat these years with skepticism rising against vaccines in certain populations. This has led

to a decline in vaccination rates, which has resulted in resurgence of diseases, such as measles, that were otherwise eliminated in many countries. In fact, WHO has named this, known as vaccine hesitancy, as one of the top 10 threats to global health in 2019.²

Due to the globalization, communicable diseases spread easier and faster today, setting demands for better surveillance and preparedness as well as increased vaccination efforts.

Vaccines work, and they contribute to the United Nations sustainable development goal³ (SDG) number 3, “Good health and well-being” all around the world. However, according to Gavi⁴, the Vaccine Alliance, immunization positively impacts, directly or indirectly, 14 of the 17 SDGs that support the 2030 Agenda for Sustainable Development, adopted by United Nations in 2015.

Our contribution, as a vaccines company, may seem small in the global perspective, but we are here to help achieve the goals for securing good health and well-being of all humans. ■



SDG 3:
Ensure healthy lives and promote well-being for all at all ages.

¹ www.who.int/immunization/monitoring_surveillance/data/gv_gloprofile.pdf

² www.who.int/emergencies/ten-threats-to-global-health-in-2019

³ www.un.org/sustainabledevelopment/sustainable-development-goals/

⁴ www.gavi.org/about/ghd/sdg

OUR BUSINESS MODEL

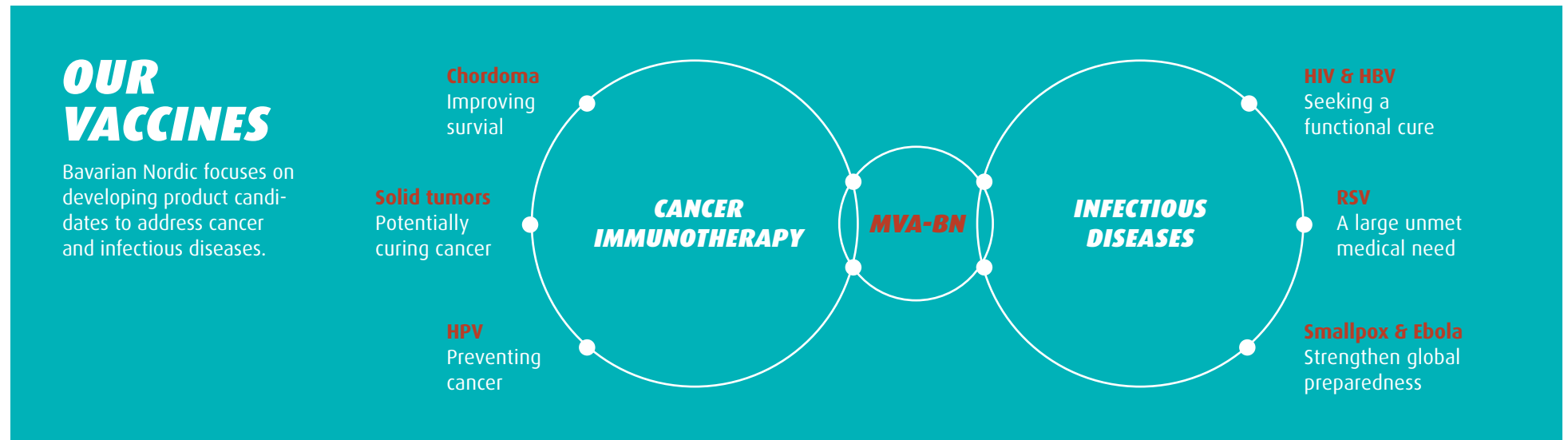
"Unlocking the power of the immune system to improve public health with focus on high unmet medical needs"

At Bavarian Nordic, we develop and manufacture vaccines that aim to unlock the power of the immune system.

Our vaccines are targeting two major disease areas, cancer and infectious diseases, however with different approaches. While many infectious diseases today can be avoided through the use of effective vaccines, there still remain unmet medical needs, such as RSV, a common cold virus, which represents a similar huge burden to the

healthcare system as influenza. Also, millions of people worldwide are living with chronic infections of e.g. HIV, HPV and HBV, which cannot be treated effectively, and we intend to develop vaccine-based therapeutic alternatives. In cancer, the approach is similarly to create vaccines that target existing disease, aimed at offering improved and better-tolerated treatments which can help to prolong survival, thus improving public health.

To-date, we have produced and delivered more than 30 million vaccine doses. We and our partners have conducted various clinical trials of our product candidates in more than 13,000 people, demonstrating that our vaccine platform technology has a favorable safety profile. ■



OUR CSR FRAMEWORK

While pursuing our vision to become a leading, profitable biotech company through continued investments in research and development and manufacturing infrastructure, we recognize the importance of protecting the world around us, and act responsibly in all matters. →

We aim to do this by:

- working actively and systematically to minimize our impact on the environment and climate.
- maintaining an active dialog with our stakeholders on a local, national and global level.
- actively supporting and respecting human rights and labor standards.
- providing a safe and healthy working environment for our staff that includes opportunities for professional and personal development.
- conducting business according to highest ethical standards.
- communicating our CSR policy openly and honestly to external collaboration partners, including our suppliers. These are our guiding principles for working with CSR, upon which we have formulated our policies which are further specified in relevant areas throughout this report. Our principles fully adhere to the ten principles of the United Nations Global Compact¹

Reporting framework

Since the establishment of our production facility at Kvistgaard, Denmark in 2005, we have been subject to annual environmental reporting to the Danish authorities. This has served as a framework for key areas of our sustainability reporting, which has been expanded

to include other relevant sustainability indicators as laid out by the Global Reporting Initiative (GRI).

In this years' report, we have also introduced the Sustainable Development Goals (SDGs) adopted by the United Nations in support of the 2030 Agenda for Sustainable Development. They serve as a framework to highlight the impact of our business in a global perspective and help to raise awareness of the goals among all our stakeholders.

CSR organization

To ensure that our CSR initiatives are carried out timely and efficiently and to improve transparency on the activities, we have established a CSR steering committee comprised of senior representatives in the Company, in addition to a CSR working group comprised

of representatives from human resources, investor relations & communications and our environmental, health and safety manager.

Scope of our reporting

Our manufacturing facility at Kvistgaard, Denmark, where our headquarters are also located, is one of the chief sources of our environmental impact, and we seek to provide a high degree of transparency by calculating our CO₂-emissions and reporting additional environmental data from this site. Furthermore, it represents 60% of our employees. In addition, we have included our research and development facilities in Germany and the USA, which represent the last 40% of employees and contribute to our global emissions by approximately 20%. ■

¹ www.unglobalcompact.org/what-is-gc/mission/principles

***//
In this years' report,
we have also introduced the
Sustainable Development
Goals (SDGs) adopted by the
United Nations in support of the
2030 Agenda for Sustainable
Development.***



THE GLOBAL GOALS
For Sustainable Development

ENVIRONMENT AND CLIMATE

Our primary impact on the environment and climate is derived from our vaccine production at Kvistgaard, Denmark, and we endeavor to reduce this impact by improving our manufacturing efficiency and processes to optimize energy consumption and to minimize emissions and waste.

We wish to be at the forefront of environmental work and we seek to be so by maintaining a high degree of compliance and systematization in our organization, in accordance with the principles in the ISO 14001:2015 standard for environmental management.

We seek to involve and commit our employees to raise awareness and ensure a proactive approach to the environmental work throughout the company.

Non-financial key figures, environment and climate

The presented key figures relate to our production facility at Kvistgaard, Denmark, which also comprises our headquarters with administrative functions and quality laboratories. However, we also present our global emissions, which include all other company locations.

2018 developments

In 2018 we initiated the construction of a fill-finish facility in extension of our existing manufacturing facility. The construction and validation will continue over the next couple of years, before the facility will become fully operational, expectedly in 2021. This facility will assume the final drug production of our vaccines, which historically been handled by a third party, thus enabling us to provide a more fair and accurate reporting of our environmental impact going forward. Activities relating to the construction have contributed to a temporarily higher base consumption of energy and water. →



SDG 12:
Ensure sustainable consumption and production patterns

	Unit	Note	2018	2017	2016	2015	2014
CO₂							
CO ₂ emissions, total	metric tons	1	2,361	2,641	2,695	3,103	3,543
- of which is related to production	metric tons	1	1,935	1,975	1,995	2,178	2,417
Energy							
Energy used in production	mWh	2	9,035	8,916	9,602	8,449	7,905
Water							
Waste water from production	m ³	3	8,543	7,486	8,689	7,660	7,856
Waste							
Waste from production	metric tons	4	130	151	154	145	117
Recycling			42%	40%	43%	9%	11%

In 2018, we continued the production of vaccines for clinical trials, as well as smallpox vaccine under our ongoing contracts with the U.S. Government, which will be filled and freeze-dried once the new facility has become operational.

There were no breaches of the environmental permit for the facility in 2018.

Emissions

In 2018, we further lowered our total CO₂ emissions, thus reaching all-time low since we started our CSR reporting. We do not foresee this positive trend to continue, as our manufacturing output will increase over time, particularly with the commissioning of a new fill-finish facility in a couple of years. By insourcing these activities, we will be able to provide a higher degree of transparency, and also make reductions in emissions from transportation of goods. Thus, we believe our overall climate impact from these activities may decrease. [See also note 1.](#)

Water

Water consumption at our Kvistgaard facility increased in 2018, which is primarily due to the ongoing construction activities related to the new fill and finish facility.

Waste and recycling

The amount of waste was further reduced in 2018, reflecting lower manufacturing activity. Our efforts to improve recycling are mainly focused on our production, which is the largest contributor of waste, and we slightly increased the recycling rate from 40% in 2017 to 42% in 2018. [See also note 4.](#)

Goals and priorities

- We continuously seek to increase recycling throughout our company. To support this objective, we are introducing additional recycling fractions at our headquarters and production site, aiming to further increase the recycling rate.

Risks

Our vaccines are based on live viruses, classified as GMO class 1, which is the lowest risk category. Viruses are handled in a contained environment which has been designed to avoid viruses to escape into the indoor or outdoor environment through the air, waste or wastewater.

We perform regular assessments of any risks associated with our manufacturing activities and its impact on the environment, and from the initial phase of any new project. In connection with the construction of a new fill and finish facility, a thorough assessment of risks and impact was made and presented to the Danish Environmental Protection Agency who in 2018 issued a permit for the facility, supplementary to our existing environmental permit for the entire manufacturing facility.

We work continuously on improvements in connection with the identified areas of risks or opportunities ■



BUILT ON SCIENCE, DRIVEN BY PEOPLE

Our employees are our most valuable asset and as an innovative, knowledge-based company, it is important for us to attract and retain highly qualified workers. For this reason, we want to offer our staff a good and inspiring working environment that also provides them with development opportunities.

“ We strive to maintain a good work-life balance, and we focus on employee health, safety and job satisfaction. ”

Being a global organization, we support a diverse, accommodating and non-discriminatory working environment where, regardless of gender, age, ethnicity, physical impairment, religion or sexual orientation, we all aspire to the same objectives.

We strive to maintain a good work-life balance, and we focus on employee health, safety and job satisfaction.

We have established a formal organization with oversight of all issues pertaining to health and safety, proactively working to ensure that we comply with relevant requirements as defined by the authorities.

We systematically map both the physical and psychosocial working environment so that the necessary preventive steps can be taken, for the benefit of both individual employees and the Company as a whole. We do so in a close dialogue between management and employees, both on a daily basis and through a number of established committees, including local works councils and a health and safety committee, which receives regular education and training in relevant areas. →



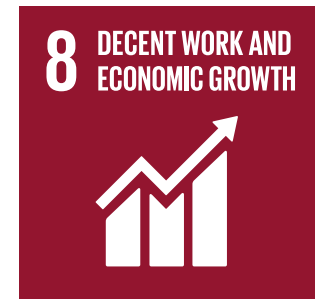
SDG 3:
Ensure healthy lives and promote well-being for all at all ages



SDG 4:
Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all



SDG 5:
Achieve gender equality and empower all women and girls



SDG 8:
Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

2018 developments

During 2018, we initiated the construction of a fill-finish facility at our existing site at Kvistgaard. We have already started to recruit key personnel for this and expect to increase the number of new hires towards the anticipated completion and commissioning of the facility in 2021.

Health and safety

The absence rate was 2.9% in 2018 (2017: 3.7%) and thus we met our target to maintain the rate below 4%. We will continue our efforts around dialog-based absence management with an aim to maintain a lower rate of illness-related absence. [See also note 5.](#)

We recorded two occupational accidents in 2018, resulting in injury-related absence of a total of 21 days. This translates into a lost time injury accident frequency rate (LTIFR) of 2.7 accidents per million working hours compared to 3.9 in 2017. There were no serious injuries.

[See also note 5.](#)

We have seen a positive, large increase in observations of potential issues as well as opportunities, which is believed to relate to increased involvement of employees and focus on the importance of mapping potential risks. All reports have been analyzed, and appropriate mitigating actions have been implemented.

Our health and safety committees also continued to work proactively to identify potential issues related to the new processes and working procedures related to the new fill-finish facility under construction, thereby seeking to mitigate risks at an early stage in the development of the facility.

Diversity

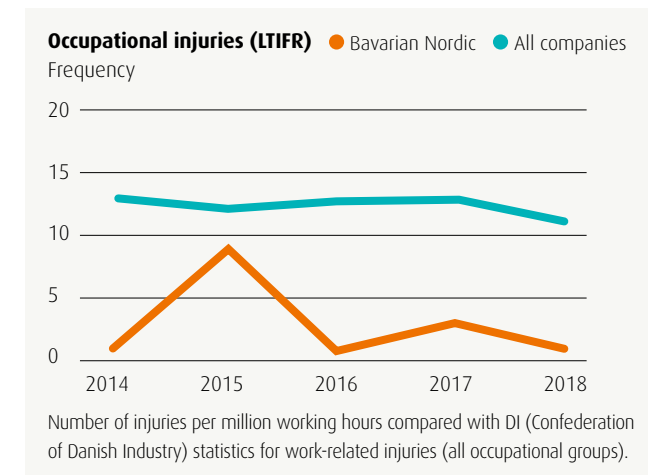
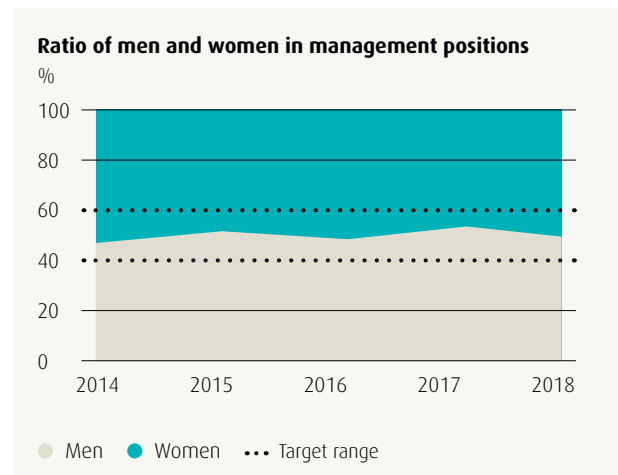
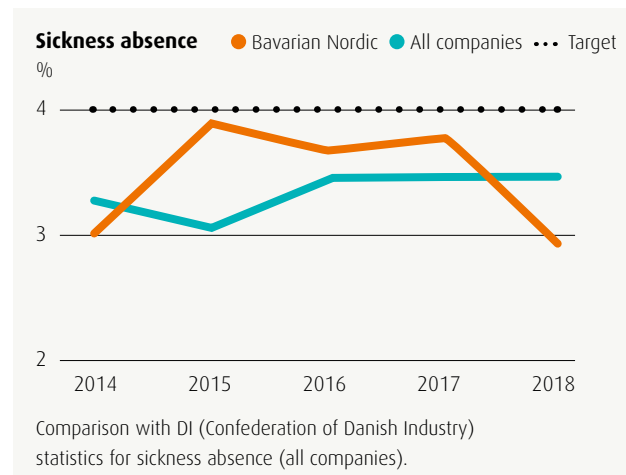
We strive to maintain an equal gender distribution among managers, however they are first and foremost selected on the basis of their qualifications and not on gender.

In 2018, we maintained an equal distribution of men and women in managerial positions.

Our board currently adheres to its target for shareholder-elected women in the board. The target of 15%, corresponding to one member, is upheld until 2021. As part of the board's annual self-assessment, including the long-term succession planning of the board, diversity with respect to gender and other factors is being discussed.

Privacy and data protection

With the EU General Data Protection Regulation (GDPR) coming into force in 2018, we have reviewed and updated all internal procedures related to the processing of personal data and securing the privacy of internal and external stakeholders. All employees have received training in the general procedures and data retention guidelines as well as the information security procedures, and a company-wide GDPR day was held in order to raise awareness of data protection among all employees. →



Human rights

We support and respect human rights. Our compliance in this area is widely covered by our health and safety policies and our Code of Conduct as well as observance of the national labor and anti-discrimination laws in the countries in which we operate. In 2018, we have not received any reports of violation of human rights within our company.

While the scope of these efforts is mainly directed towards our own employees, we seek to conduct our business with third parties in compliance with the principles as well. In 2015, we performed a screening to assess how our business may impact human rights, and it indicated no actual adverse impacts. We will continue to monitor for potential adverse impacts, in order to determine if additional actions are required.

As part of our procurement policies, we perform regular audits of our suppliers, whom we encourage to act responsibly in all matters, including observing international human rights. Also, we conduct our clinical trials in a manner that recognizes the importance of protecting the safety of and respecting the research participants. We do this by applying the highest legal, ethical and scientific standards, in addition to complying with applicable laws and regulations.

Stakeholder engagement

Throughout 2018, specialists within different areas of our company have given lectures and participated in educational sessions, both on site, but also at universities and other higher education institutions.



We also participated in a number of career fairs to promote the company and its working culture towards potential candidates as part of increased recruitment efforts for our future fill-finish activities.

Goals and priorities

- We will continue our focused efforts to minimize the risks of accidents through increased communication and involvement of employees
- We intend to conduct an employee satisfaction survey among all employees in the Bavarian Nordic group in 2019.
- We will conduct a workplace assessment at our headquarters and production in 2019 in order to map the physical and psychosocial working environment. Based on the results, actions will be developed and integrated into the daily work in our EHS organisation

Risks

As a knowledge-based company, it is critical for us to attract and retain sufficient talent in order to perform at high standards and stay competitive. To mitigate this risk, we have established our operations in areas with high intensity of skilled labor, relevant for the biotech industry.

We operate in countries with a high labor standard, regulated by labor laws and are therefore at low risk of violations in this area. Our suppliers are also located in highly regulated countries, thus with a perceived low risk of labor and human rights violations.

With our production and associated activities, we are aware of the risks associated with handling of viruses and chemicals as well as handling of goods and production equipment. These risks are mitigated on a daily basis through proactive and systematic work in our EHS organization. ■

PRODUCTS

Responsible procurement

In accordance with both GMP and our own supplier management system, we perform a risk assessment of all new suppliers of critical materials and equipment used in our production and laboratories. Suppliers whose products are considered to have a material impact on our products' quality and safety, will undergo an initial audit, followed by an evaluation every third year as a minimum, either by way of a visit or a questionnaire, depending on the situation. The structured audit process helps us to gauge the quality mindset as well as the social and environmental responsibility of our suppliers.

Our suppliers of raw materials are mainly located in North America and the EU, which are areas with a high level of regulation of social and environmental parameters in place.

Product safety

Product safety is crucial in our business, and quality and responsibility are important elements of our corporate culture. Vaccine development is a highly regulated area, in which a strong regulatory regime of inspections and approvals sets a high standard for all areas of our disciplines.

We work according to Good Manufacturing Practice (GMP), which are rules laid down by the European and U.S. health authorities. GMP includes strict requirements with respect to a product's traceability, quality and purity, which means that quality management is built into each step of the manufacturing process.

In 2018, we launched a data integrity project in order to establish a common, overarching framework for ensuring data quality across the entire organization, and to mitigate potential compliance risks. A policy for data integrity was adopted and all employees received basic training in the policy. Advanced training of relevant staff was initiated in 2018 and will continue in 2019. ■



ANTI-CORRUPTION

Bavarian Nordic prioritizes business ethics as a natural part of its underlying business concept. We want to be seen as credible and reliable by all our stakeholders, and we are committed to work actively against bribery and corruption in all its forms.

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In 2018, all employees were trained in the Code, and new employees will receive training as part of their introductory program.

Our Code of Business Conduct and Ethics (“the Code”) describes the ethical requirements for all employees’ and the Board of Directors’ behavior in relation to customers, employees, shareholders, society, suppliers and partners. The Code includes the rules and regulations in the Foreign Corrupt Practices Act (FCPA) and the Truth in Negotiations Act (TINA) that are relevant in connection with the Company’s business transactions and negotiations in the United States, but equally relevant in other markets, where the Company operates.

In 2018, all employees were trained in the Code, and new employees will receive training as part of their introductory program. Thus, the observation of the Code rests upon all employees and all employees are encouraged to report issues, concerns and any breach of the Code. For this purpose, the Company has established a whistleblower system, which provides our employees with an opportunity to file reports in a secure and confidential manner.

No reports were made in 2018 through the whistleblower system.

Risks

The main risk associated with our activities relates to the potential legal and/or financial consequences deriving from violations by our employees of our Code of Business Conduct.

The overall risk for Bavarian Nordic in this area however is considered low. We primarily do business in countries and regions which typically are perceived at low-risk with respect to corruption, and we also make frequent assessments of our suppliers to mitigate any such risks. ■



SDG 16: *Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels*

INDEPENDENT AUDITOR'S ASSURANCE REPORT

To Management and broader stakeholders of Bavarian Nordic A/S

We have assessed Bavarian Nordic A/S' 2018 CSR Report ("the Report") to provide limited assurance that the data provided in notes 1-5 to the Report has been prepared in accordance with the reporting practice described. The Report covers Bavarian Nordic A/S' international activities from January 1, to December 31, 2018.

We express a conclusion providing limited assurance.

Management's responsibility

The Management of Bavarian Nordic A/S is responsible for collecting, analyzing, aggregating and presenting the information in the Report, ensuring that the Report is free from material misstatement, whether due to fraud or error. Bavarian Nordic A/S' reporting practice contains Management's defined reporting scope for each data type.

Auditor's responsibility

Our responsibility is to express a limited assurance conclusion on the data presented in notes 1-5 of the Report based on our engagement with Management and in accordance with the agreed scope of work.

We have conducted our work in accordance with ISAE 3000, Assurance Engagements Other than Audits or Reviews of Historical Financial Information, and additional requirements under Danish audit regulation to obtain limited assurance as to whether data in notes 1-5 is free from material misstatement.

Deloitte Statsautoriseret Revisionspartnerselskab is subject to International Standard on Quality Control (ISQC) 1 and, accordingly, applies a comprehensive quality control system, including

documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We have complied with the independence and other ethical requirements of the Code of Ethics for Professional Accountants issued by FSR – Danish Auditors (Code of Ethics for Professional Accountants), which are based on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

A limited assurance engagement is substantially less in scope than 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 we performed a reasonable assurance engagement. Considering the risk of material misstatement, we planned and performed our work to obtain all information and explanations necessary to support our conclusion.

We performed our on-site review at Bavarian Nordic A/S' head office in Kvistgaard, Denmark, in February 2019. Our work included interviews with key functions at Bavarian Nordic A/S, inquiries about procedures and methods to ensure that data and information have been presented in accordance with the reporting practice. We have assessed the processes, tools, systems and controls for gathering, consolidating and aggregating data, performed analytical review procedures and tested data prepared for consistency with underlying documentation.

We have not performed site visits or interviewed external stakeholders, nor have we performed any assurance procedures on baseline data or forward-looking statements such as targets and expectations. Consequently, we draw no conclusion on these statements.

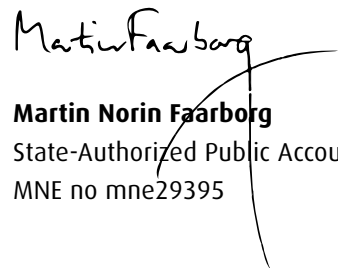
Conclusion

Based on our work, nothing has come to our attention causing us to believe that the data in notes 1-5 to the 2018 CSR Report has not been prepared in accordance with the reporting practice described.

Copenhagen, March 21, 2019

Deloitte

Statsautoriseret Revisionspartnerselskab
Business Registration No 33 96 35 56


Martin Norin Faarborg
State-Authorized Public Accountant
MNE no mne29395


Helena Barton
Lead Reviewer



NOTES TO STATEMENTS ON ENVIRONMENTAL AND SOCIAL PERFORMANCE

Note 1

CO₂ emissions (all sites)

CO ₂ emissions	2018		2017	
	Production	Total	Production	Total
tCO ₂				
Direct emissions (Scope 1)				
Heating	865	865	848	848
Electricity generation	7	7	-	-
Fugitive emissions	30	31	67	67
Transport in company-owned cars	51	61	60	76
Internal transportation of goods	-	-	-	-
Indirect emissions (Scope 2)				
Electricity, purchased	981	1,280	1,000	1,542
Heating, purchased	-	118	-	107
Cooling, purchased	-	-	-	-
Emissions, total	1,935	2,361	1,975	2,641

Reporting practice

Calculations of CO₂-emissions are based on the Corporate Standard of the Greenhouse Gas Protocol Initiative and include the greenhouse gasses addressed by the UNFCCC /Kyoto Protocol (CO₂, CH₄, N₂O, HFCs, PFCs, SF₆ and NF₃) calculated in metric tons of CO₂ equivalents.

Our reporting covers scope 1 (emissions from sources that are owned or controlled by the Company) and scope 2 (emissions from purchased electricity), thus adhering to the Corporate Standard.

Numbers have been rounded for presentation purposes.

Emission factors

In calculating CO₂ emissions, specific emission factors based on emissions type and geographic location were used. CO₂ emissions from the

combustion of natural gas, oil, gasoline, diesel fuel and liquefied pressurized gas and from fugitive emissions were deemed to have a general global effect with minor local differences. Emission factors from these sources are based on data provided by the Danish Energy Agency. Emissions for locally purchased electricity were determined on the basis of local conditions. Emission factors for Kvistgaard are based on factors for Denmark as a whole. Emission calculations for electrical power in USA are based on emission factors provided by Duke Energy. Emission calculations for electrical power purchased in Germany are based on historical German emission factors; emission calculations for district heating purchased in Germany are based on emission factors collected from local district heating companies.



Note 2

Energy (Kvistgaard site)

Energy	2018	2017	2016
	mWh	mWh	mWh
Energy, total	9,035	8,916	9,602

Reporting practice

Energy consumption is calculated for the entire Kvistgaard facility, including laboratories and administrative functions. The figure includes purchased electricity and consumption of natural gas which is used for heating.

Note 3

Water (Kvistgaard site)

Water consumption	2018	2017	2016
	m ³	m ³	m ³
Sanitary water	3,067	3,391	3,790
Process water	8,543	7,486	8,689
Total water consumption	11,610	10,877	12,479

Process wastewater is heat-inactivated, cooled and pH adjusted before being discharged into the public sewer system. Inactivation is a procedure that ensures that all vaccine remnants are rendered 100% harmless, and the system is checked for operational problems before discharge. This treatment ensures that the discharged wastewater complies with the requirements in the Company's permit to use the municipal sewer system.

Reporting practice

Water consumption is measured for the entire Kvistgaard facility, including laboratories and administrative functions.



Note 4 Waste (Kvistgaard site)

Waste	2018	2017	2016
	metric tons	metric tons	metric tons
Total waste	130	151	154
- of which hazardous waste	17	22	16
Breakdown of waste disposed of:			
Incineration	45%	46%	46%
Recycling	42%	40%	43%
Special treatment	13%	14%	10%

Waste consists primarily of disposable process equipment (production bags, tubing and other disposable equipment) and egg waste. Paper, egg waste, metal, electronics and pallets are being recycled.

Hazardous waste includes organic solvents, acids, bases, hazardous clinical waste, etc.

Reporting practice

Waste volumes are calculated for the entire Kvistgaard facility and are based on annual statements from approved waste carriers handling ordinary and hazardous waste.

Note 5 Employees (Full-time employees FTE)

	2018	2017	2016
Employees, total at year-end			
Denmark	252	279	278
Germany	143	139	123
USA	26	21	28
Total full-time employees (FTE), average over the year	421	439	429
Turnover			
Denmark	9.7%	21.4%	13.4%
Germany	16.1%	9.4%	7.4%
USA	18.9%	41.7%	71.5%
Turnover, total	12.5%	18.3%	15.0%
Absence (sickness)			
Denmark	2.6%	3.6%	3.2%
Germany	3.4%	3.8%	4.5%
USA	N/A ¹	N/A ¹	N/A ¹
Absence, total	2.9%	3.7%	3.6%
Occupational injuries			
Injuries with absence, number	2	3	1
Absence days per injury, average	10.5	3.3	1
Lost Time Injury Frequency Rate (LTIFR) ²	2.7	3.9	1.3

¹ Sickness is not recorded in the U.S., ² Number of work-related injuries with absence per million working hours.

Reporting practice

Unless otherwise stated, the presented figures cover all Bavarian Nordic sites and employees.

Employee turnover rate

The turnover rate expresses the ratio of employees who have left the company during a year. Employees with fixed-term contracts are not included. The calculation is based on the average number of employees over the year.

Absence

Absence data includes recorded staff sick days

and child sick days for employees in Denmark and Germany only. Leave – also parental leave – is not included in these figures. The absence rate calculation is based on the average number of full-time employees for the year and the number of effective work days in the calendar year, i.e. vacation days are excluded.

Occupational injuries

Occupational injury data relates to injuries resulting in at least one day of absence, in addition to the day of injury. The lost time injury frequency rate (LTIFR) is the number of occupational injuries per one million effective working hours.

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