Guided by Purpose: Reimagined Mission, Vision and Values to Power Novavax Forward

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In a world where health challenges are becoming increasingly complex, we believe that innovation, collaboration and technology must work hand-in-hand to create meaningful change. At Novavax, we are stepping into the future with a renewed sense of purpose—one that reflects not just what we do but why we do it.

Our company has undergone a transformation over the past two years, and this gave us the opportunity to reimagine our Mission, Vision and Values to reflect our company's evolved corporate strategy. Through our new guiding principles, we aim to encapsulate who we are in a post-pandemic world as we look to expand our pipeline through partnerships and research and development (R&D) with our own assets and our Matrix-M® adjuvant.

We recently unveiled our refreshed Mission and Vision statements, designed to maximize the impact of our cutting-edge technology platform and guide us as we push the boundaries of science and vaccine R&D for infectious diseases and beyond. And now, the unveiling of our updated Values, which sit at the heart of our culture, express the mindset and behaviors that guide how we show up, how we work together, and how we create impact – for patients, partners and others.

- **Integrity** We are committed to the highest ethical and scientific standards in all that we do. We are open and transparent with each other and all the communities we serve.
- **Collaboration** We come together with the goal of tackling the world's most significant health challenges and understand that is how we achieve our collective best. We are intentional in building an environment where employees feel empowered and work together to create a culture that fosters trust.
- **Innovation** We relentlessly explore the potential of our science and technology to change lives. We focus on delivering results while sparking transformation in global health.
- **Agility** We are dynamic and resilient. We celebrate continuous improvement and each other in a rapidly changing world.
- **Accountability** We take initiative and feel a sense of pride and ownership over our work. We show up for each other with grace, hold ourselves responsible for achieving our goals and believe that having fun is a vital part of doing our best work.

These five Values reflect our identity in a post-pandemic world, as we grow our pipeline, expand global partnerships and unlock the potential of our R&D assets and technology. They're a powerful reminder of what binds us and what propels us forward.

As we embark on this next chapter, we are energized by the opportunities ahead. Our Mission, Vision and Values will help shape the way we work, the innovations we pursue and the legacy we continue to create.

Together, we can turn today's challenges into tomorrow's breakthroughs. I'm so proud to be a part of this amazing team.

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