BIONTECH

SUSTAINABILITY REPORT

MANAGEMENT BOARD

PROF. UGUR SAHIN, M.D.
Chief Executive Officer and Founder

JENS HOLSTEIN
Chief Financial Officer

SEAN MARETT
Chief Business and Chief Commercial Officer

SIERK POETTING, PH.D.
Chief Operating Officer

RYAN RICHARDSON
Chief Strategy Officer

JAMES RYAN , PH.D.
Chief Legal Officer

PROF. ÖZLEM TÜRECI, M.D.
Chief Medical Officer and Founder

AT A GLANCE

FIGHTING AGAINST COVID-19

~460 million total vaccine doses distributed[1]

INFECTIOUS DISEASE PROGRAMS

7 clinical programs

3 first-in-human trials started

- Shingles[2]
- Tuber-culosis[3]
- Mpox[4]

ONCOLOGY PIPELINE

20+ clinical programs in

30 ongoing clinical trials

A 21ST CENTURY IMMUNOTHERAPY POWERHOUSE

- Fully integrated biotechnology company
- Multi-platform strategy
- Diversified product pipeline
- Based on global social responsibility

SOCIAL

~6,300 employees[5]

from over **80** nations

ENVIRONMENTAL

SBTi-validated Scope 1, 2 and 3 targets in 2024

OUR VALUES

united

passionate

innovative

1 January to December 3, 2023. | 2 Partnered with Pfizer. | 3 In collaboration with the Bill & Melinda Gates Foundation. | 4 Partnered with the Coalition for Epidemic Preparedness Innovations (CEPI). | 5 Including 328 InstaDeep employees as of December 31, 2023.

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OUR PURPOSE

BioNTech was founded in Mainz, Germany, in 2008 with the understanding that each cancer patient's tumor is unique and the vision that each patient's treatment should be individualized. To turn this idea into reality, we have combined innovative research with cutting-edge technologies.

Our objective is to develop breakthrough therapies against cancer, infectious diseases and other serious diseases.

As a next-generation immunotherapy company, we are working to clinically prove the benefits of our treatment approach. Our COVID-19 vaccine is an important milestone. We are continuously expanding our collaborations, our team and our own manufacturing capabilities with the aim of providing individualized treatments to patients around the world.

We are accelerating the development of our diversified pipeline of next-generation immunotherapies, aspiring to improve the health of people worldwide by harnessing the full potential of the immune system. In addition to cancer, infectious diseases and other serious diseases, this includes autoimmune diseases and allergies and regenerative medicine.

Dear Reader,

Since its founding, BioNTech has been driven by a fundamental motivation to act responsibly towards patients and society. This remains true today and will continue to be our driving force in the future.

This motivation shapes our vision, mission, culture, and ways of working. Our goal is to translate science into survival by developing new immunotherapies and vaccines to improve the health of people worldwide. We believe this gives us wide corporate responsibility and an ambition to do everything in a sustainable way.

Over the last 15 years, we have steadily expanded our pipeline, which now includes several platform technologies and candidates targeting cancer, infectious, and other serious diseases. The first-ever approved mRNA vaccine – the Pfizer-BioNTech COVID-19 Vaccine, or COMIRNATY – was created in our labs.

The progress of our COMIRNATY vaccine business and the advancement of our innovative oncology pipeline are key components of our sustainability efforts and reflect our unwavering commitment to the United Nations Sustainable Development Goals (SDGs). We aim to leverage the resources and skills of our new Global Health Office (GHO) to support the advancement and expansion of our infectious disease programs and further contribute to equitable access to mRNA medicines. The GHO provides a public health perspective to support the end-to-end development of innovative medicines that aim to address major unmet public health needs, particularly those affecting populations in low- and middle-income countries and those with an inequity or pandemic preparedness dimension.

Our commitment to sustainability extends to our focus on improving and reinforcing healthy processes and systems surrounding our people, culture, and organization to achieve our business objectives. With a focus on corporate responsibility and sustainability, this report outlines our developments in this area in 2023.

We have continued to develop responsible corporate governance practices across our business, which we believe will further strengthen our resilience in an increasingly competitive environment. Our progress in respecting human rights is worth highlighting. We see the introduction of respective regulations in Germany and worldwide as an opportunity to further enhance our due diligence processes in this regard to improve the lives of affected people regarding basic human rights.

Protecting our climate remains a key objective. Our ambitious science-based climate targets were validated by the Science Based Target Initiative (SBTi) in 2024. With a dedicated global decarbonization team, appropriate investments, and consistent individual measures, we believe we are well-positioned to achieve our climate targets by 2030.

The Management Board would like to thank everyone who has supported us in the past year and continues to do so. We are grateful to our passionate employees, whose hard work is key to our success. We also appreciate our business partners' trust and collaboration that help us achieve our goals and make a positive impact on the world. Lastly, we want to thank our investors, shareholders, and the Supervisory Board for their ongoing support. ● **GRI 2-22**

Prof. Ugur Sahin, M.D.
Chief Executive Officer
and Co-Founder

Prof. Özlem Türeci, M.D.
Chief Medical Officer
and Co-Founder

Sean Marett
Chief Business and Chief
Commercial Officer

Sierk Poetting, Ph.D.
Chief Operating Officer

Jens Holstein
Chief Financial Officer

Ryan Richardson
Chief Strategy Officer

James Ryan, Ph.D.
Chief Legal Officer

1.0 ABOUT BioNTech

Developing a Next-Generation Immunotherapy Company

FOR A BETTER FUTURE:

We are always aspiring to deepen our understanding of the human immune system.

Completing construction of BioNTech's first proprietary plasmid DNA manufacturing facility in Marburg, Germany

40+
clinical trials

3.8 billion
total revenues in 2023 financial year in euros

10
phase 2 or phase 3 clinical trials in oncology

Acquisition of InstaDeep, enabling BioNTech to leverage artificial intelligence and machine learning technologies across its therapeutic platforms and operations

1.0 ABOUT BioNTech

1.1 BUSINESS OVERVIEW

BioNTech is a global next-generation immunotherapy company pioneering novel medicines against cancer, infectious diseases and other serious diseases. Since its founding in 2008, the Company has focused on harnessing the power of the immune system to address human diseases with unmet medical needs and major global health burdens. BioNTech's fully integrated model combines decades of research in immunology with a multi-technology innovation engine, GMP manufacturing, translational drug discovery, clinical development, commercial capabilities, computational medicine, data science and artificial intelligence (AI) and machine learning (ML) capabilities to discover, develop and commercialize its marketed products and product candidates.

BioNTech has built a broad toolkit across multiple technology platforms, including a diverse range of potentially first-in-class therapeutic approaches. This includes investigational messenger ribonucleic acid, or mRNA vaccines, protein-based therapeutics (including targeted antibodies such as monoclonal, bispecific and antibody-drug conjugates, or ADCs), cell therapies and small molecules.

The Company expects each platform to yield a pipeline of product candidates for further development. BioNTech's multi-technology combination of platforms and product candidates positions the Company as a pioneer in the field of individualized, patient-centric therapeutic approaches in oncology and infectious diseases. BioNTech aims to expand this status into other disease areas in the future.

Advancing Our Vision: A Once-in-a-Generation Opportunity to Transform Medicine

We aim to be a multi-product global biotechnology leader, working to address the world's most pressing health challenges with pioneering, disruptive technologies delivered at scale.

DRIVING TRANSFORMATION TODAY

Globally marketed COVID-19 vaccine franchise[1]

Oncology

20+ programs in 30 clinical trials
10 Phase 2 or Phase 3 trials

Infectious diseases

7 programs in
10+ clinical trials

Initiating additional potentially registrational trials

MID-TERM GOALS 2025–2029

Launch next-generation and combination COVID-19 vaccines

Launch multiple oncology products from 2026 onwards

Innovation engine producing multiple INDs per year

LONG-TERM VISION 2030

Maintain and deepen COVID-19 vaccine leadership

Approved products across oncology and infectious disease portfolio

Potential new disease areas

Cardiovascular diseases

Neurodegenerative diseases

Autoimmune diseases

1 Partnered with Pfizer; IND = Investigational New Drug.

In oncology, BioNTech endeavors to address the continuum of cancer patients. The root causes of cancer treatment failure are cancer heterogeneity and interindividual variability. Driven by random sequential mutations, every patient's cancer is different and within one patient's tumor, every cell is different. Addressing these two challenges is the core of BioNTech's strategy. To augment anti-tumor activity and to counteract resistance mechanisms, the Company seeks to combine compounds with non-overlapping, synergistic mechanisms of action.

In infectious disease, BioNTech's product strategy is rooted in global social responsibility and the Company's goal of contributing to equitable access to medicine.

BioNTech's approach has generated a robust and diversified product pipeline across a range of technologies in oncology and infectious disease, and has led to the approval of its first marketed product, COMIRNATY.

BioNTech's key objectives include building a sustainable respiratory infectious disease vaccine business based on the BioNTech-Pfizer COMIRNATY franchise and developing an innovative precision medicine pipeline targeting multiple product approvals in the coming years. BioNTech is well-positioned to pursue its objectives by leveraging a technology-agnostic approach rooted in decades of research in immunology coupled with expertise in emerging mRNA technologies. The Company's vision is to establish a multi-product company based on its pioneering technologies and science to contribute to improving the health of people worldwide.

Progress on Strategic Objectives in 2023

In 2023, BioNTech executed across four key strategic pillars to strengthen its technology platforms, digital capabilities and infrastructure through strategic investments, acquisitions, licensing agreements and public-private partnerships impacting patients, shareholders and other stakeholders.

1. Leadership in COVID-19 Vaccine Development

BioNTech continued to build its COVID-19 vaccine franchise and maintained market leadership in multiple key geographies. In 2023, BioNTech and Pfizer distributed over 460 million total COMIRNATY doses, of which over 190 million doses were BioNTech's Omicron XBB.1.5-adapted monovalent COVID-19 vaccine. BioNTech and Pfizer introduced single-dose vials and never-frozen syringes in the United States.

2. Healthcare and Social Responsibility

BioNTech advanced its goal of contributing to equitable access to medicine around the globe, with over 30% of COMIRNATY doses delivered to low- and middle-income countries in 2023 in line with demand. The Company continues to work with non-governmental organizations (NGOs), institutes and governments to plan for equitable access to novel medicines, especially in low and middle-income countries and regions.

BioNTech is progressing the development of mRNA vaccine candidates for infectious diseases with high medical need, including vaccine candidates against tuberculosis, malaria, and HIV, as well as against infectious diseases with pandemic potential, such as mpox. In December 2023, BioNTech reached an important milestone towards the establishment of mRNA vaccine manufacturing capacities in Africa with the inauguration of its facility in Kigali, Rwanda.

3. Innovative and Diversified Pipeline

BioNTech continued to develop its innovative oncology and infectious disease pipeline. Today, BioNTech's pipeline consists of over 20 programs in oncology and seven programs in infectious disease being evaluated in over 40 clinical trials, including eight Phase 2 and two Phase 3 clinical trials in oncology. In 2023, BioNTech and its partners reported data across their portfolio at multiple medical meetings and published manuscripts in peer-reviewed journals.

In oncology, BioNTech started seven clinical trials and in-licensed six clinical assets throughout the year. Most importantly, BioNTech brought several assets into mid- and late-stage development, namely Phase 2 and Phase 3 clinical trials, across a range of technologies, in particular, ADCs and mRNA vaccines.

BioNTech expanded its technology base to include ADCs by initiating new collaborations with DualityBio and MediLink Therapeutics. BioNTech believes ADCs have the potential to supplement or replace high toxic chemotherapy regimens as a new combination backbone of cancer treatment. BioNTech's growing ADC pipeline includes ADCs directed against four distinct targets and is of interest for a broad range of cancer types. BioNTech's collaborations with OncoC4 and Biotheus complement its toolkit of technologies with next-generation immuno-oncology antibodies that offer unique mechanism of action and have augmented BioNTech's oncology pipeline with mid- to late-stage clinical programs.

In infectious diseases, BioNTech started three first-in-human Phase 1 clinical trials leveraging its proprietary mRNA prophylactic vaccine technology, including candidates being evaluated against shingles, tuberculosis, and mpox.

Over the next year, BioNTech aims to advance additional product candidates towards late-stage development and expects to have ten or more potentially registrational trials running by the end of 2024. The Company expects to continue building its pipeline towards its planned first oncology launch in 2026. BioNTech aims to have ten indication approvals by 2030.

4. Innovation at Scale

BioNTech is building and scaling biotech innovation with the aim of becoming a patient-centric, AI-driven, multi-product company. In 2023, BioNTech attracted top talent, including clinical and regulatory experts, to advance the development of its pipeline. The Company expanded its team to roughly 6,300 employees[1] globally by welcoming more than 1,600 new hires. BioNTech's diverse workforce represents more than 80 nations, and BioNTech has subsidiaries in countries across five continents.

In 2023, BioNTech expanded its organization in Asia, Africa, North America, Australia and Europe. BioNTech increased its overall research and development and production capabilities, including completing construction of its first proprietary plasmid DNA manufacturing facility in Marburg, Germany. BioNTech also established a corporate office in Shanghai, China.

1 Includes InstaDeep.

In 2023, BioNTech entered into multiple complementary agreements and collaborations, including:

- The completion of the acquisition of its long-time strategic collaboration partner, InstaDeep Ltd, or InstaDeep, which enables BioNTech to leverage AI and ML technologies across the Company's therapeutic platforms and operations. With the acquisition of InstaDeep, BioNTech has added industry-leading AI and ML capabilities and approximately 290 highly skilled professionals to its organization. InstaDeep operates as a London-based subsidiary.

- A strategic collaboration with the Government of the United Kingdom, or the U.K., to provide up to 10,000 patients with personalized mRNA cancer immunotherapies by 2030, either in clinical trials or as authorized treatments. BioNTech plans to invest in a research and development hub in Cambridge, U.K., with an expected capacity of more than 70 highly skilled scientists.

- A multi-year agreement with Australia's state of Victoria to set up and operate clinical-scale mRNA vaccine manufacturing through the Company's BioNTainer units and establish an mRNA Innovation Center in Melbourne.

Post year-end, in February 2024, in line with BioNTech's goal of scaling up innovation, BioNTech and Autolus Therapeutics plc, or Autolus, announced a strategic collaboration aimed at advancing both companies' autologous CAR-T programs towards commercialization, pending regulatory authorizations. As part of the strategic collaboration, BioNTech has the option to access Autolus commercial and clinical site network and manufacturing capacities in the U.K. and commercial supply infrastructure in a cost-efficient set-up allowing for the accelerated development of BioNTech's product candidate BNT211.

In 2023, BioNTech strengthened its balance sheet through strong financial performance, ending the year with approximately USD17.7 billion in total cash, cash equivalents and security investments. With a strong financial position, leading COVID-19 vaccine franchise, and innovative oncology and infectious disease pipeline, BioNTech believes it is well positioned to continue executing on the Company's vision of pioneering novel medicines against cancer, infectious diseases, and other serious diseases.

Further detail on the collaborations, marketing rights, manufacturing operations, and facilities, as well as a full commercial, clinical development and regulatory update on BioNTech's and Pfizer's COVID-19 vaccine, can be found in BioNTech's Annual Report on Form 20-F for the year ended December 31, 2023, which is available on **BioNTech's website.** ● **GRI 2-6**

Marketed Products: COMIRNATY, BioNTech's COVID-19 Vaccine Program (BNT162)

BioNTech's commercial product, COMIRNATY, was the first-ever approved mRNA-based product, and, to the Company's knowledge, represents the fastest ever developed prophylactic vaccine from viral sampling to approval. As of December 2023, BioNTech's COVID-19 vaccine products have been authorized or approved for emergency or temporary use or granted marketing authorization in more than 180 countries and regions worldwide. BioNTech's efforts have resulted in more than 4.8 billion doses shipped globally.

Under BioNTech's collaboration with Pfizer, BioNTech is the Marketing Authorization Holder in the United States, the European Union, or E.U., the U.K., Canada and other countries. Additionally, BioNTech is the holder of emergency use authorizations, or EUAs, or equivalents in the United States (jointly with Pfizer) and other countries for the COVID-19 vaccine program. Pfizer has marketing and distribution rights worldwide apart from Greater China, Germany, and Türkiye. BioNTech has the marketing and distribution rights to COMIRNATY in Germany and Türkiye.

Under BioNTech's collaboration with Fosun Pharmaceutical Industrial Development, Co., Ltd, or Fosun Pharma, Fosun Pharma has marketing and distribution rights in Mainland China, Hong Kong Special Administrative Region, or SAR, Macau SAR and Taiwan.

Manufacturing and Distribution

BioNTech and Pfizer continue to collaborate with governments and health ministries around the world to efficiently distribute COMIRNATY. BioNTech has developed a global COVID-19 vaccine supply chain and manufacturing network spanning four continents to meet the ongoing global demand of COMIRNATY.

In 2023, BioNTech began transitioning from an advanced purchase agreement framework to commercial market ordering in some geographies.

In May 2023, BioNTech and Pfizer announced an agreement with the European Commission, or the EC, to amend the previous COVID-19 Vaccine Purchase Agreement to deliver COVID-19 vaccines to the E.U. The amended agreement reflects BioNTech's and Pfizer's commitment to working collaboratively to help address ongoing public health needs, while respecting the principles of the original agreement. The agreement rephased delivery of doses annually through 2026. In addition, the agreement includes an aggregate volume reduction, providing additional flexibility for E.U. Member States. The EC will maintain access to future adapted COVID-19 vaccines and the ability to donate doses, in alignment with the original agreement.

In October 2023, BioNTech and Pfizer announced an agreement between the Japanese government and Pfizer Japan Co., Ltd. to supply an additional 9 million doses of the Omicron XBB.1.5-adapted COVID-19 vaccine for the special vaccination program in Japan, which started in autumn 2023. The agreement followed an agreement between the Japanese government and Pfizer in July 2023 to supply 20 million doses and additional supplies as needed, and an agreement announced in September 2023 to provide additional 10 million doses of the companies' Omicron XBB.1.5-adapted COVID-19 vaccine for the special vaccination program in Japan.

Legal Structure

The Company was founded and incorporated on June 2, 2008 as Petersberg 91, V AG, a German stock corporation (Aktiengesellschaft). The Company changed its name to BioNTech AG on December 11, 2008. On March 8, 2019, the Company converted to a European stock corporation (Societas Europaea, or SE) under the laws of Germany and the European Union called BioNTech SE. BioNTech completed its initial public offering in October 2019. ADSs representing its ordinary shares are currently listed on the Nasdaq Global Select Market under the symbol "BNTX".

In this sustainability report, "BioNTech", the "Group", the "Company", "we", "us", and "our" refer to BioNTech SE and its subsidiaries, except where the context requires otherwise.

The full list of subsidiaries and parent companies, including an entity with significant influence over the Group, as well as comprehensive documentation on changes to the Group structure, are published in the Company's Annual Report on Form 20-F for the 2023 financial year, which is accessible on the website of BioNTech. ● GRI 2-1, 2-2

Organizational Structure

Management

The Company has a dual management system. The Management Board, as the managing body, currently has seven members who are appointed and supervised by the Supervisory Board, which also approves major business decisions. The Supervisory Board is elected by the Annual General Meeting (AGM) and currently consists of six members. A more detailed overview of board practices is provided in Chapter 4.1 Managing Responsible Governance.

On May 3, 2023, BioNTech's Supervisory Board expanded the Company's Management Board by appointing James Ryan as Chief Legal Officer (CLO), effective as of September 1, 2023. As CLO, James Ryan heads up BioNTech's legal department and is responsible for developing and leading the Company's corporate legal strategy to promote and protect BioNTech's global operations. His current appointment to BioNTech's Management Board will end on August 30, 2027.

In 2023, the term of office of the Supervisory Board members Ulrich Wandschneider, Christoph Huber and Michael Motschmann, who were elected by the shareholders at the Annual General Meeting (AGM) on September 17, 2018, ended at the close of the Annual General Meeting on May 25, 2023. As part of the 2023 AGM, Ulrich Wandschneider and Michael Motschmann were re-elected as Supervisory Board members. In addition, Nicola Blackwood was appointed to BioNTech's Supervisory Board. She succeeded Christoph Huber, who left the Supervisory Board after reaching the applicable retirement age limit. Ulrich Wandschneider's, Nicola Blackwood's and Michael Motschmann's current appointments to BioNTech's Supervisory Board will end at the AGM in 2027.

Workforce

As of the December 31, 2023 reporting date, there were 5,964 employees (6,292 employees including InstaDeep), of which 3,166 were employed by BioNTech SE (December 31, 2022: 4,692, of which 2,304 were employed by BioNTech SE). The average number for the year was 5,640 employees (2022: 4,104).

1.2 2023 FINANCIAL RESULTS

In the 2023 financial year, BioNTech's total revenues were EUR 3.8 billion (2022: EUR 17.3 billion).

For more details on the Company's 2023 financial results, please refer to BioNTech's Annual Report 2023 on Form 20-F filed with the SEC on March 20, 2024. This report is available on the website of BioNTech and the website of the SEC.

1.3 ECONOMIC CONTRIBUTIONS

BioNTech's financial results for the 2023 financial year, including its revenues and expenses for research and development, sales and marketing, and administration, are available in BioNTech's Annual Report 2023 on Form 20-F filed with the SEC on March 20, 2024. This report is available on the website of BioNTech and the website of the SEC.

Information describing BioNTech's community involvement can be found in Chapter 3.0 Corporate Citizenship. ● GRI 201-1

1.4 GROUP MANAGEMENT CSR

CSR Governance

As a biotech company engaged in research and commercial manufacturing, BioNTech bears responsibility for how it conducts its business and the impact its activities have on the wider economy, people and the environment.

The overall responsibility for managing such impacts within BioNTech's corporate social responsibility (CSR) lies with the Management Board. It receives support from the CSR Steering Board, which is responsible for the strategic, group-wide management of CSR and sustainability topics. The CSR Steering Board consists of BioNTech's Chief Medical Officer, Prof. Özlem Türeci, M.D., and Chief Operating Officer (COO), Sierk Poetting, Ph.D., as well as 16 senior executives representing departments that are critical from both a business and CSR perspective. ● GRI 2-12

BioNTech's CSR team is the driving force behind the systematic incorporation of CSR and sustainability into the organization, its processes, corporate culture and work practices. The CSR team reports directly to the COO and is responsible for preparing strategy proposals, analyses, decision papers and recommendations. It also coordinates the CSR issues for the BioNTech Group as a whole and ensures that the Group's operational development and sustainability reporting are addressed by cross-functional teams and work groups.

The operational management and CSR-related tasks are carried out by the designated departments and subsidiaries. The objective of CSR management is to anchor sustainability expertise for all material topics in the business units and departments. To achieve this, the following operational areas were strengthened in 2023:

- **Energy and Sustainability Projects (ESP) Department:** In 2023, BioNTech's Management Board approved a multi-year budget to equip its central ESP Department with the necessary resources to carry out the Company's decarbonization measures. The budget is intended to finance measures to reduce the Company's CO_2 footprint at existing sites over a five-year period and will be managed centrally by the ESP Department. The decarbonization budget is available independently of other allocations to provide a solid foundation to achieve BioNTech's near-term CO_2 reduction targets. The budget is earmarked for investments to support the capital requirements of the decarbonization pathway towards BioNTech's near-term 2030 target. Furthermore, the ESP Department was strengthened with additional expert staff to drive BioNTech's decarbonization efforts.

- **Global Health Office:** BioNTech aims to advance and expand its infectious disease programs and pipeline while contributing to equitable access to mRNA medicines. To further advance this vision, BioNTech established its Global Health Office (GHO) in 2023. The GHO provides a public health perspective that supports the end-to-end development of innovative medicines that address major unmet public health needs, particularly those affecting populations in low- and middle-income countries and those with an inequity or pandemic preparedness dimension.

- **Human Rights Officer:** Effective January 1, 2023, BioNTech's Management Board appointed a human rights officer (HRO) as part of the Company's preparation for the introduction of the German Act on Corporate Due Diligence Obligations for the Prevention of Human Rights Violations in Supply Chains (Lieferkettensorgfaltspflichtengesetz – LkSG). The responsibility for human rights management was handed over from CSR to the HRO. This function is responsible for all subsidiaries of the BioNTech Group and reports directly to the Chief Operating Officer (COO), who is the designated Management Board for human rights matters. The function of the HRO was further reinforced with the employment of a human rights manager in September 2023, reporting directly to the HRO.

- In 2023, the **CSR Team** was expanded with two additional employees. In particular, the areas of sustainable performance (ESG rating and data management) and sustainability reporting, as well as the integration of sustainability issues into BioNTech's core businesses, were strengthened as a result.

- **Corporate Citizenship:** In 2023, BioNTech further developed its Corporate Citizenship Concept to reflect the Company's increasing globalization. The three pillars concept was carefully recalibrated and subsequently approved by the Management Board. The "Health-Related Causes" pillar was revised and renamed "Health-Related Impacts". The changes made lay the foundation for a gradual shift in commitment from ad hoc activities to strategic impact projects.

All departments are supported by the CSR Team, which is directly involved in all major CSR projects. • GRI 2-13, 3-3

CSR and Sustainability Materiality Analysis

BioNTech regularly conducts an analysis to identify the most important (i.e., "material") topics to the Company in the areas of CSR and sustainability, referred to as a materiality analysis. The process by which the Company makes and acts on these assessments has undergone meaningful developments over the past few years. Starting with interviews with external experts and stakeholders in 2021 and 2022 and including the views of the Company's management in 2022 and 2023, the Company has continued to refine the process in 2023 and 2024 with the aim of establishing a standardized annual materiality analysis process for CSR and sustainability topics. As discussed in this report, "materiality" refers to this CSR- and sustainability-driven analysis, which is a distinct assessment from other forms of "materiality" analyses that may apply to securities, corporate governance, or auditing regulations.

BioNTech is also preparing for the implementation of the European Sustainability Reporting Standards (ESRS), which will begin to apply to corporate sustainability reports published in 2026 for the 2025 financial year. A key principle of the new standards is the concept of "double materiality", which BioNTech will be required to incorporate into its process. The ESRS' double materiality rules require companies to identify issues from two perspectives. The first, "impact materiality," focuses on a company's own impacts on people and the environment (i.e., from the inside-out). The second, "financial materiality," focuses on how social and environmental issues create financial risks and opportunities for the company (i.e., from the outside-in). A topic can either be impact material, financially material, both or neither. BioNTech's latest CSR and sustainability materiality analysis has taken into account the double materiality perspective for the first time. However, the ESRS will require reporting companies to quantify thresholds for both impact and financial materiality. BioNTech has not yet defined these quantitative thresholds for its sustainability reporting. The Company's current approach applies a subjective materiality threshold and assessments from experts, representatives of different departments, and its CSR Steering Board to determine the materiality of CSR and sustainability topics as an intermediate step as it prepares for full compliance with the ESRS requirements once in effect.

Materiality Assessment 2023/2024

BioNTech conducted its latest materiality assessment between October 2023 and February 2024. The topics from BioNTech's previous materiality analyses were mapped against the topics and standards of the ESRS as well as relevant reporting frameworks and selected ESG ratings. This analysis resulted in 14 potentially relevant topics in four topic clusters (see graphic on page 12). For each of these topics, a factual topic description (Impact Sheet) was developed, which facilitated and validated the subsequent discussion. The Impact Sheets shall provide the basis for a first and internally aligned catalog of BioNTech's most relevant impacts, risks and opportunities related to sustainability matters and shall be used in an annual materiality process in accordance with ESRS requirements in the future.

CSR Fields of Action

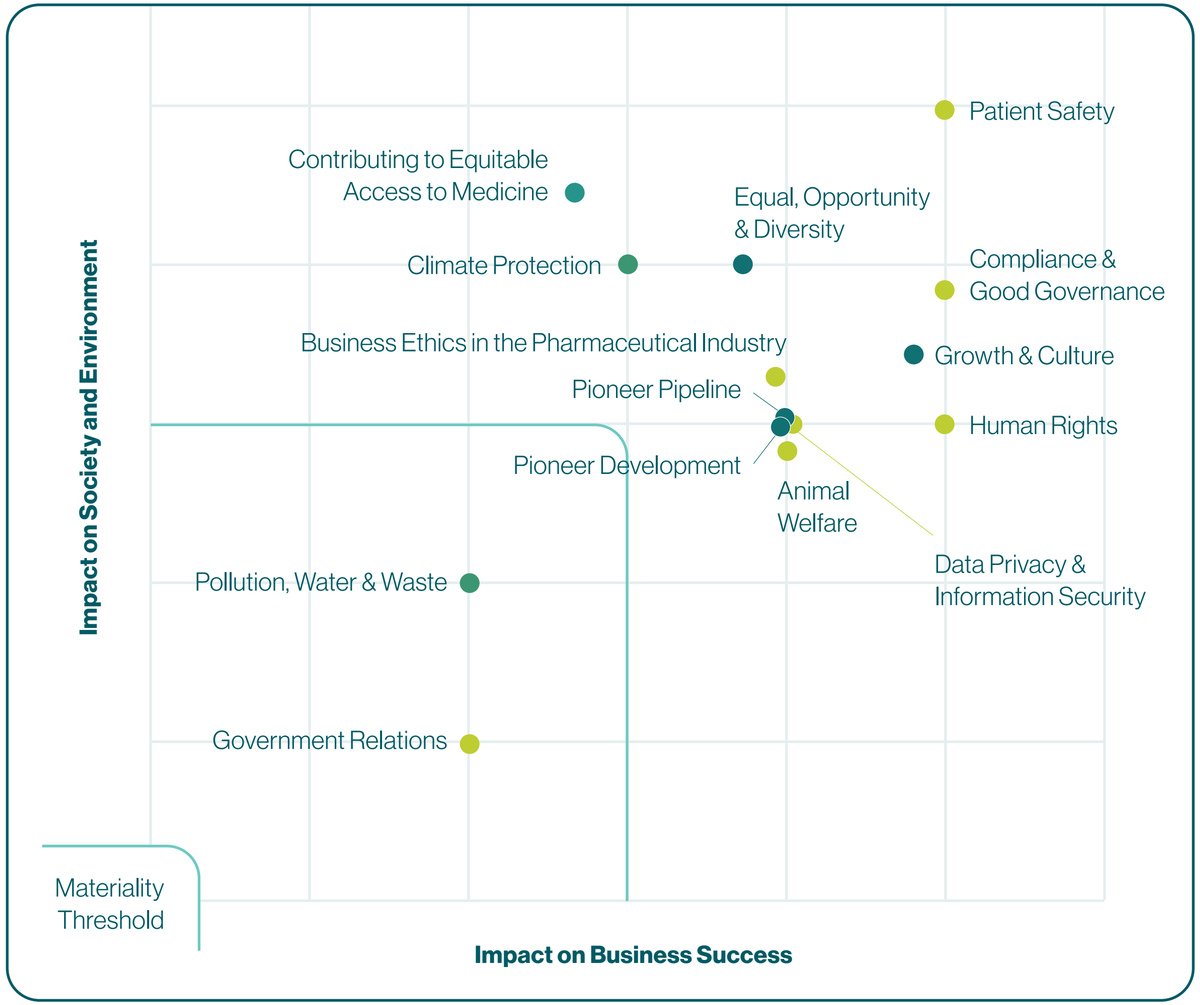
OUR RESPONSIBILITY
- Contributing to Equitable Access to Medicine

ENVIRONMENTAL & CLIMATE PROTECTION
- Climate Protection
- Pollution, Water & Waste

RESPONSIBLE GOVERNANCE
- Patient Safety
- Data Privacy & Information Security
- Animal Welfare
- Compliance & Good Governance
- Business Ethics in the Pharmaceutical Industry
- Human Rights
- Government Relations

ATTRACTIVE EMPLOYER
- Pioneer Pipeline
- Pioneer Development
- Equal Opportunity & Diversity
- Growth & Culture

Materiality Matrix 2023/2024



As some topics require further analysis to enable proper evaluation, such topics were excluded from the assessment during the topic mapping phase. The Company is taking steps towards assembling the relevant information so that additional topics can be assessed in future cycles. By way of example, the Company determined that a materiality determination with respect to biodiversity requires further in-depth information. As a result, the Company has begun a first high-level desktop analysis using the WWF Biodiversity Filter for its operations. Insights from these initial steps are being further analyzed.

After identifying potentially relevant CSR and sustainability topics, BioNTech invited representatives from relevant departments to two workshop sessions. About 20 representatives provided a broad perspective on the overall materiality of the identified topics, covering a range of expertise from departments such as the CSR Department, Global Health Office, BioNTech's Culture Campus, Global Regulatory Affairs, Governmental Affairs, IT, Global Property Development, Human Resources, Safety, Health & Environment (SHE), Legal, Enterprise Risk Management, Compliance & Business Ethics, Procurement, Energy & Sustainability Projects (ESP), Cyber Security & Data Protection, Non-Clinical Safety, Investor Relations, Financial Reporting as well as representatives with a manufacturing perspective. During the workshop sessions, participants discussed the identified topics and provided their evaluation and assessment of each topic on both impact and financial materiality. Input from these sessions was used to further substantiate the Impact Sheets. As a next step, the workshop assessments were further supplemented with expert perspectives. The CSR Department identified Special Matter Experts (SMEs) for each topic and requested their professional evaluation and assessment of both perspectives – impact materiality and financial materiality.

In a final step, the workshop assessments, SME assessments, CSR Team assessments and a summary of relevant and notable results and discussions were presented to the CSR Steering Board. The CSR Steering Board is responsible for strategic and group-wide CSR management and is the highest sustainability body below the Management Board. The CSR Steering Board consists of BioNTech's Chief Medical Officer and Chief Operating Officer, as well as 18 senior executives representing departments that are critical from both a business and a sustainability perspective. The CSR Steering Board's members discussed the potential impact of the topics as well as their opportunities and risks, the process results of the preceding materiality analysis, and specific strongly divergent or disparate assessments in detail. Finally, the topics were assessed within the scope of the upstream (quantitative) assessment results using a preliminary materiality threshold proposed by the CSR Department. However, the impacts, risks and/or opportunities have not yet been quantified and assessed as required by the ESRS standard. The result of the materiality assessment is shown in the Materiality Matrix on page 12. **GRI 3-2**

Material Topics and Sustainability Reporting

Largely as a result of the new double materiality approach, under which a topic can be material from either an impact or a financial perspective, a larger number of issues have been identified as material than in previous analyses.

The upper right quarter of BioNTech's materiality matrix highlights the topics that are considered material from both impact and financial dimensions. Patient safety is a crucial CSR topic for BioNTech, reflecting the Company's vision and mission to improve health globally. BioNTech places the highest priority on patient safety from both regulatory and ethical perspectives. Compliance and Good Governance, Business Ethics in the Pharmaceutical Industry, Animal Welfare, and Data Privacy and Information Security are considered material due to BioNTech's industry and global expansion. Human Rights are also material, reflecting the increasing number of laws in this area, the global growth of the Company and ethical as well as reputational considerations. BioNTech's unique culture is important for the success of the Company (Growth and Culture) and fostering an inclusive work environment free of discrimination (Equal Opportunity and Diversity), which are top priorities. BioNTech's Pioneer Pipeline and Pioneer Development activities are also of high importance, as we see them as critical for the Company's success. Contributing to Equitable Access to innovative Medicines and Climate Protection are considered material from an impact perspective, reflecting the Company's commitment to its vision and mission and its efforts to contribute to vaccine ecosystems while staying within planetary boundaries and limiting global warming to 1.5°C, as outlined in the Paris Agreement.

BioNTech also expects to continue to report on topics not explicitly included in the materiality assessment, such as its Corporate Citizenship activities, which it believes demonstrate its values and are critical contributions to affected communities.

Moreover, BioNTech will continue to analyze new and proposed reporting requirements such as the ESRS and the U.S. SEC's final rules on the enhancement and standardization of climate-related disclosures for investors. The Company will continue to iterate on its sustainability data processes and management in preparation for complying with new standards. **GRI 2-29, GRI 3-1**

APPROACH TO MATERIALITY

2.0 OUR RESPONSIBILITY

Contributing to Equitable Access to Medicine

FOR PEOPLE EVERYWHERE:

We aim to improve health worldwide through innovative medicines and technologies.

BioNTech continues to focus on high and unmet medical needs – especially through the development of medicines against some of the world's most prevalent infectious diseases, cancer, and other serious diseases.

1st BioNTainer unit set up

Inauguration of the Company's site in Kigali, Rwanda

A BioNTainer is a clean room that BioNTech equips with turnkey mRNA manufacturing solutions.

Global Health Office

established at BioNTech in 2023 to support the advancement of its infectious disease programs and further contribute to equitable access to mRNA medicines

Tuber-culosis[1] | Malaria[2] | HIV | Mpox[3]

BioNTech is progressing the development of prophylactic mRNA vaccines

1 Partnered with Pfizer. | 2 In collaboration with the Bill & Melinda Gates Foundation. | 3 Partnered with the Coalition for Epidemic Preparedness Innovations (CEPI).

2.0 OUR RESPONSIBILITY

2.1 WORKING TOGETHER TO PROMOTE VACCINE EQUITY

The United Nations (UN) Sustainable Development Goals outline a global ambition for the world for 2030, which includes global health and well-being. BioNTech supports the UN's 2030 Agenda for Sustainable Development of the United Nations and its 17 Sustainable Development Goals (SDGs). The Company focuses particularly on its contribution to SDG 3, "Good health and well-being", and its related targets 3.3 "Fight communicable diseases" and 3.b "Support research, development and universal access to affordable vaccines and medicines". Further information on SDG 3 can be found on the **UN SDG website.**

The COVID-19 pandemic affected every country worldwide. According to the **WHO Coronavirus (COVID-19) Dashboard,** there have been over 773 million confirmed cases of COVID-19 reported to the World Health Organization (WHO) and more than 6.9 million deaths as of December 24, 2023. Considerable progress has been made on vaccinations and vaccine supply, public health and social measures, in addition to the development of some infection-related immunity. However, COVID-19 and new viral variants still pose a serious risk. Annual or seasonal vaccinations may be required in the future to prevent people from contracting the disease and becoming seriously ill.[1] Many countries encourage their citizens to get vaccinated.

The COVID-19 pandemic also negatively impacted the progress being made towards SDG 3. There has been a documented decline in childhood vaccinations and an increase in tuberculosis and malaria deaths compared to pre-COVID-19 pandemic levels. While some progress has been made in global health, challenges remain in terms of inequity and access to healthcare. Infectious diseases remain among the leading causes of death and disability worldwide. Low- and middle-income countries (LMICs) continue to bear much of the burden of communicable diseases, including tuberculosis, HIV, malaria and neglected tropical diseases. Climate change, growing populations and global travel may also contribute to an increased risk of global infectious disease outbreaks. For example, in Africa, every year, approximately 1.6 million people die from tuberculosis, 0.6 million deaths are attributed to malaria (with a high mortality rate in children), and a similarly high number of people die from HIV. These statistics and more information can be found in the **UN Sustainable Development Goals Report 2023.**

The E.U. is proud to work with Rwanda and BioNTech to develop a vibrant biopharmaceutical industry on the continent. Global Gateway, Europe's investment strategy, invests in vaccine production in Africa and in the right skills, jobs and capacities to spur health innovation at the scale of the continent.

H.E. URSULA VON DER LEYEN,
President of the European Commission on the occasion of BioNTech's site inauguration in Kigali, Rwanda on December 18, 2023

1 World Health Organization Tracking SARS-CoV-2 variant (**www.who.int**) accessed October 30, 2023; Global Initiative on Sharing All Influenza Data (**gisaid.org**) accessed October 30, 2023; FDA Briefing Document Vaccines and Related Biological Products Advisory Committee Meeting June 15, 2023; Brannock et al. Nature Comm. 2023; 5. Stankov M. V. et al. medRxiv preprint, 2023.

BioNTech collaborates with the German Center for Pandemic Vaccines and Therapeutics (ZEPAI)

In 2022, BioNTech signed a pandemic preparedness contract with the German Center for Pandemic Vaccines and Therapeutics (Zentrum für Pandemie-Impfstoffe und -Therapeutika – ZEPAI) to facilitate the rapid and sufficient supply of vaccines in the event of a pandemic. Similar agreements have been concluded between ZEPAI and other pharmaceutical companies based in Germany.

BioNTech has shown its continued commitment to pandemic preparedness in Germany and the European Union by entering into this agreement. Under the agreement, BioNTech maintains manufacturing capacities for vaccines on standby for the German Federal Government and has agreed to provide these in case of a pandemic. It shall be ensured that production can be increased as quickly as possible in case of an acute demand situation. ZEPAI was established at the German Paul-Ehrlich-Institute in 2021. In 2023, it conducted several audits to verify BioNTech's pandemic preparedness. The final feedback from the German Federal Ministry of Health (Bundesministerium für Gesundheit – BMG) is expected in 2024.

The road to a fair international health architecture is not a short-distance race, but a team marathon. That is why Team Europe supports the goal of Africa's own vaccine production – from conception to injection.

H.E. ANNALENA BAERBOCK, Federal Minister of Foreign Affairs of the Federal Republic of Germany during the inauguration of BioNTech's site in Kigali on December 18, 2023

2.2 INCREASING ACCESS TO INNOVATIVE MEDICINES

BioNTech's ambition to improve the health of people worldwide is the driving force behind the Company's work to advance the development of novel medicines. As part of this effort, BioNTech continues to focus on high and unmet medical needs, especially by developing medicines against some of the world's most prevalent infectious diseases, cancer, and other serious diseases. This effort is highly relevant, as low- and middle-income countries are disproportionately affected by such diseases.

Facilitating such access could be an intermediate step towards a common goal of promoting vaccine equity. Vaccines could be produced regionally, on highly flexible medical and technological platforms with local participation and engagement to address a region's most urgent diseases. The Company's four principles – transparency, integrity, respect for the environment and human rights – and the UN Sustainable Development Goals (SDGs) guide BioNTech in implementing this vision.

In 2020 and 2021, BioNTech took a key step towards promoting vaccine equity by significantly increasing reliable production capacity for the Pfizer-BioNTech COVID-19 Vaccine early on. BioNTech remains committed to adapting the Pfizer-BioNTech COVID-19 Vaccine to new variants and sub-lineages of SARS-CoV-2 in the foreseeable future, just as it did in 2023.

BioNTech aims to advance and expand its infectious disease programs and pipeline while contributing to equitable access to mRNA medicines. To further advance this vision, BioNTech established its Global Health Office (GHO) in 2023. The GHO provides a public health perspective that supports the end-to-end development of innovative medicines that address major unmet public health needs, particularly those affecting populations in low- and middle-income countries and those with an inequity or pandemic preparedness dimension. The GHO is establishing clinical development and manufacturing capacity to support our goals. This includes BioNTech's engagement in the "AFRIKA KOMMT" program, in which BioNTech hosted its first group of internship fellows in Germany in 2023. The GHO works closely with a large ecosystem of partners, including the WHO, the African Union, the Africa Center for Disease Control (Africa CDC), local authorities, study centers, and organizations such as the Coalition for Epidemic Preparedness Innovations (CEPI) and Gavi. The head of the GHO reports to BioNTech's CEO, Ugur Sahin.

To help establish a sustainable vaccine ecosystem in Africa, BioNTech is progressing the development of prophylactic mRNA vaccines targeting infectious diseases such as tuberculosis, malaria, HIV and diseases with epidemic or pandemic potential, such as mpox. Clinical trials for tuberculosis and malaria vaccine programs are already underway in South Africa and the United States, respectively. In 2024, BioNTech plans to conduct clinical trials in Africa for vaccine candidates against malaria, tuberculosis and HIV. All three diseases are highly prevalent in Africa. If the four prophylactic vaccines are successfully developed and authorized by regulatory authorities, BioNTech plans to provide lower-income countries with access to these vaccines at a not-for-profit price. In addition, BioNTech is determined to manufacture mRNA-based cancer immunotherapies in the African continent upon their successful development and approval. ● **GRI 203-2**

The following are examples of BioNTech's development activities for mRNA-based vaccines against infectious diseases with high and/or unmet medical need:

1. Next-Generation COVID-19 Vaccine

i. BNT162b5/6/7

In collaboration with Pfizer, BioNTech is developing vaccine candidates with a stabilized antigen design aimed to increase the magnitude and breadth of antibody responses to better protect against COVID-19.

- A randomized, active controlled, observer-blind Phase 2 clinical trial to evaluate the safety, tolerability and immunogenicity of stabilized spike antigen vaccine candidates is ongoing.

ii. BNT162b2 + BNT162b4

In collaboration with Pfizer, BioNTech is aiming to develop a vaccine candidate that enhances and broadens SARS-CoV-2 T-cell responses. BNT162b4 is a next-generation COVID-19 vaccine component designed to elicit T-cell immunity across epitopes. BNT162b4 encodes variant-conserved, immunogenic segments of the SARS-CoV-2 nucleocapsid, membrane, and ORF1ab proteins, targeting diverse human leukocyte antigen, or HLA, alleles.

- A Phase 1 clinical trial to evaluate the safety, tolerability and immunogenicity of BNT162b4 in combination with BNT162b2 is ongoing.

2. COVID-19 – Influenza Combination mRNA Vaccine Program – BNT162b2 + BNT161

In October 2022, BioNTech and Pfizer initiated a Phase 1/2 open-label, dose-finding trial (NCT05596734) to evaluate the safety, tolerability and immunogenicity of a combination of the COVID-19 and influenza mRNA vaccines in 180 healthy adults 18 to 64 years of age. The combination vaccine consists of BioNTech's Original/Omicron BA.4-5-adapted bivalent COVID-19 vaccine and Pfizer's quadrivalent modified RNA (modRNA) influenza vaccine.

In December 2022, BioNTech and Pfizer announced that the companies received Fast Track Designation from the U.S. FDA for the mRNA-based combination vaccine candidate for influenza and COVID-19.

- In October 2023, BioNTech and Pfizer announced top-line results were from a Phase 1/2 clinical trial (NCT06178991) evaluating the safety, tolerability and immunogenicity of mRNA-based combination vaccine candidates for influenza and COVID-19 among healthy adults 18 to 64 years of age. In the clinical trial, the vaccine candidates were compared to licensed influenza vaccines and the Pfizer-BioNTech COVID-19 Omicron BA.4/BA.5-adapted bivalent vaccine given separately at the same visit.

- The data from the trial demonstrated robust immune responses to influenza A, influenza B and SARS-CoV-2 strains, as well as a safety profile consistent with the safety profile of the companies' COVID-19 vaccine.

- A pivotal Phase 3 clinical trial (NCT06178991) was initiated in December 2023 and aims to enroll 7,500 healthy subjects 18 to 64 years old of age. Further development is subject to entering into a definitive agreement.

3. Influenza Vaccine Program – BNT161

In 2018, BioNTech and Pfizer entered into an agreement to collaborate on an mRNA program to develop an influenza vaccine for an initial period of three years, which ended in 2021. Pfizer has since the sole responsibility, authority and control of the development, manufacturing and commercialization of all candidates and products related to the program. Upon potential approval and commercialization, BioNTech is eligible to receive a royalty on Pfizer's sales.

- A Pfizer-initiated, randomized Phase 3 clinical trial to evaluate the efficacy, safety, tolerability and immunogenicity of a quadrivalent modRNA influenza vaccine candidate is ongoing.

4. Herpes Simplex Virus (HSV) Vaccine Program – BNT163

BioNTech has a research collaboration with the University of Pennsylvania under which BioNTech has the exclusive option to develop and commercialize mRNA vaccine candidates against up to 10 infectious disease indications. As part of this collaboration, BioNTech is developing a HSV vaccine candidate.

A first-in-human, controlled Phase 1 clinical trial (NCT05432583) evaluating the safety, tolerability and immunogenicity of BNT163, an HSV vaccine candidate for the prevention of genital lesions caused by HSV-2, and potentially HSV-1, is ongoing. Dose escalation Part A has been completed, with the last subject visit in December 2023, and Part B (safety and dose evaluation) is opening for enrollment across sites in the United States.

5. Tuberculosis Vaccine Program - BNT164

Two randomized, controlled, dose-finding Phase 1 clinical trials evaluating BNT164 are ongoing (NCT05537038, Germany and NCT05547464, Republic of South Africa). The clinical trials' first subjects were dosed in April and August 2023, respectively. Both clinical trials will assess the safety, reactogenicity and immunogenicity of two mRNA vaccine candidates against tuberculosis. This program is run in partnership with the Bill & Melinda Gates Foundation.

The local manufacturing agenda represents the second independence of Africa, and the inauguration of the BioNTainer manufacturing facility represents a significant milestone in our collective efforts to strengthen vaccine production capabilities, enhance health security, and improve access to life-saving vaccines across the African continent.

DR. JEAN KASEYA,
Director General, Africa CDC during the inauguration of BioNTech's Kigali site on December 18, 2023.

6. Malaria Vaccine Program – BNT165

BioNTech's malaria program aims to develop a well-tolerated and highly effective mRNA vaccine with durable immunity to prevent blood-stage P. falciparum malaria infection, thereby aiming to reduce morbidity, mortality and onward transmission and develop sustainable vaccine production and supply solutions on the African continent. BioNTech plans to assess several vaccine candidates, featuring components of known targets such as circumsporozoite protein (CSP), conserved, immunogenic segments of liver stage-expressed proteins as well as other antigens.

- A first-in-human Phase 1 clinical trial (NCT05581641) to evaluate the safety, tolerability and exploratory immunogenicity of a vaccine candidate BNT165b1 had its last subject last dosed in September 2023. Follow-up is ongoing until September 2024.
- A randomized, dose escalation Phase 1/2 (NCT06069544) trial to evaluate the safety, tolerability, immunogenicity and efficacy of a second investigational RNA-based vaccine candidate in a controlled human malaria infection model has been initiated. The first subject was dosed in November 2023.

7. Mpox Vaccine Program – BNT166

BioNTech's fully owned BNT166 program aims to develop an effective, well-tolerated and accessible vaccine for the prevention of mpox. The multivalent BNT166 mRNA vaccine candidates encode surface antigens that are expressed in the two infectious forms of the mpox virus to efficiently fight virus replication and infectivity. The program is supported through a partnership with the Coalition for Epidemic Preparedness Innovations (CEPI) to provide equitable access to the vaccine, if successfully developed and approved, in low- and middle-income countries.

- A Phase 1/2 clinical trial (NCT05988203) evaluating the safety, tolerability, reactogenicity and immunogenicity of a mRNA-based multivalent vaccine candidate has been initiated and the first subject was dosed in October 2023. The trial aims to enroll 64 healthy subjects with and without prior history of known or suspected smallpox vaccination.

8. Shingles Vaccine Program – BNT167

BioNTech and Pfizer are developing the first mRNA-based vaccine candidate against shingles. While there are currently approved vaccines for shingles, the goal is to develop an mRNA vaccine candidate that potentially shows high efficacy and better tolerability and is more efficient to produce globally.

A randomized, controlled, dose-selection Phase 1/2 clinical trial (NCT05703607) to evaluate the safety, tolerability, and immunogenicity of BNT167 in up to 900 healthy volunteers, 50 through 69 years of age, was initiated in February 2023.

9. Anti-bacterial Programs

BioNTech R&D (Austria) GmbH is a wholly owned subsidiary of BioNTech SE focused on the development of novel anti-bacterial drugs to treat persistent bacterial infections. These development programs are based on the proprietary LysinBuilder platform, which allows the targeted development of precision anti-bacterials. The development pipeline focuses on chronic bacterial infections where antibiotics fail to cure or destroy the natural microbiomes.

Further information about BioNTech's pipeline and development programs can be found in the **Company's annual report on Form 20-F.**

SASB HC-BP-240a.1

2.3 BIONTAINER – A SUSTAINABLE, SCALABLE SOLUTION FOR mRNA MANUFACTURING

In 2022, BioNTech presented its "BioNTainer" concept, a flexible container solution delivering turnkey mRNA manufacturing facilities fordesigned to support scalable, local mRNA vaccine production. The BioNTainer concept was developed to ensurecontribute to sustainable, equitable access to novel medicines, particularly in low-income countries and regions with limited infrastructure. The BioNTainer allows scalable vaccine production by developing and delivering manufacturing facilities based on a container solution that works as a "Plug & Play" approach with modular design, standardized equipment, and software components. Each BioNTainer is a clean room equipped with state-of-the-art manufacturing solutions consisting of one drug substance and one drug formulation module. Each module is built from at least six ISO-sized containers. BioNTainer units can be equipped to manufacture a range of mRNA-based vaccines, including the Pfizer-BioNTech COVID-19 Vaccine, and can be tailored to regional needs. Manufacturing could conceivably include BioNTech's investigational malaria and tuberculosis vaccines if they are successfully developed and approved; additionally, they could conceivably support R&D and clinical-scale manufacturing of investigational mRNA-based medicines. Capacity can be scaled up by adding further modules and sites to the manufacturing network.

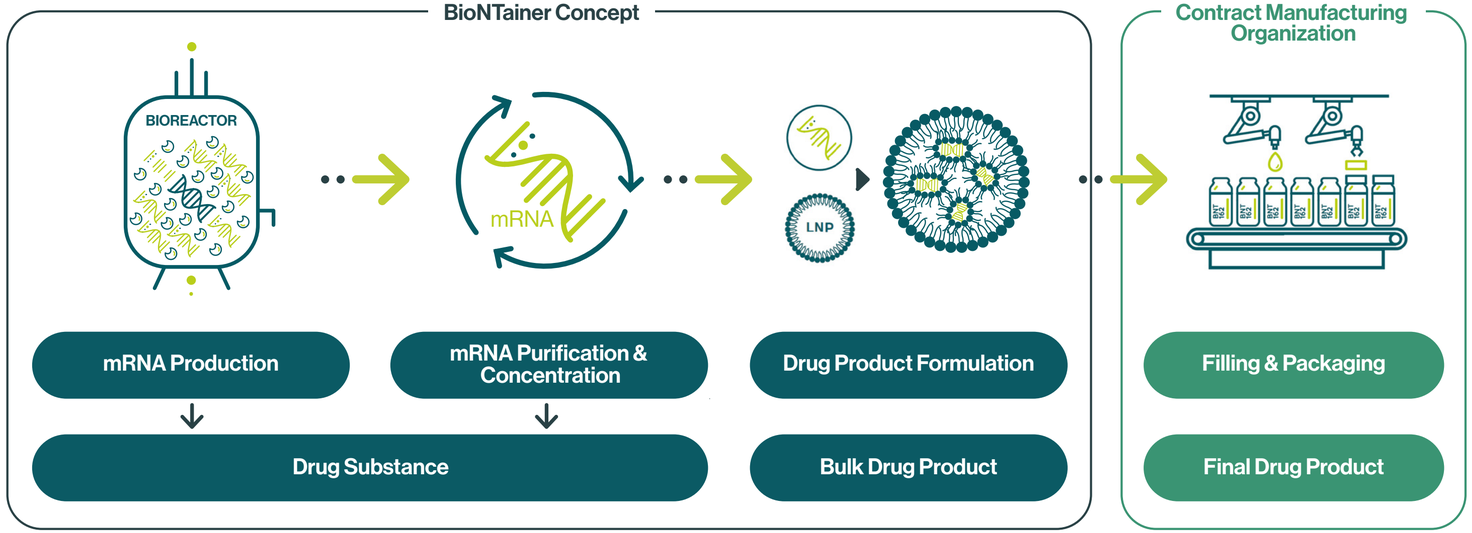
BioNTech works closely with local authorities to facilitate compliance with the relevant regulatory procedures of the national regulatory agencies in each partner country. The Company will also coordinate, where appropriate, with the relevant continental and international agencies, including WHO, the Africa Center for Disease Control and Prevention (Africa CDC), the African Medicines Agency (AMA), and the African Union Development Agency (AUDA-NEPAD).

BioNTech's Engagement Towards Building a Vaccine Ecosystem in Africa – Inauguration of the Kigali Site in Rwanda

BioNTech reached the next milestone in establishing mRNA vaccine manufacturing capacities in Africa with the inauguration of the Company's site in Kigali, Rwanda, on December 18, 2023, on the occasion of setting up the first BioNTainer unit. This is one of BioNTech's many initiatives aimed at building a sustainable and resilient African vaccine ecosystem and supporting equitable access to novel medicines globally. This effort encompasses research and development, clinical trials, manufacturing, and the local training of specialized personnel. The facility is based on the Company's high-tech, digitally enabled modular manufacturing units called BioNTainer, designed to manufacture a range of mRNA-based vaccines. The manufacturing site will initially be equipped with two BioNTainer units. The containers for the first BioNTainer arrived in Kigali, Rwanda, in March 2023. They were set up in the manufacturing hall and will serve to manufacture mRNA as a drug substance. The second BioNTainer unit will serve to manufacture the formulated bulk product and will be ready for shipment to the Rwanda site in the first quarter of 2024.

The manufacturing facility in Kigali has been fully funded by BioNTech to date. The overall site is approximately 35,000 square meters and, once fully operational, will have approximately 100 employees. In 2024, BioNTech expects to complete all of the buildings on-site, including a warehouse, offices, and laboratories for quality control. The Company anticipates that after training specialized personnel locally in 2024, it can start to manufacture the mRNA-based vaccine batches required for process validation in 2025. The purpose of the facility is to manufacture

Overview of mRNA Vaccine Manufacturing Process



Vaccine inequity hit Africa hard during the pandemic. But BioNTech's partnership with Africa demonstrates that vaccine technology can be democratized, so that Africa is ready and resilient no matter what happens in the future.

H.E. PAUL KAGAME, President of the Republic of Rwanda, during the inauguration of BioNTech's Kigali site on December 18, 2023.

vaccines tailored to the needs of African Union members. Its manufacturing capacity depends on the mRNA product being manufactured and its various factors, such as dosage and formulation. BioNTech could potentially manufacture up to 50 million doses annually of a product that has an RNA process similar to that of the Pfizer-BioNTech COVID-19 Vaccine. Vaccines manufactured at the Kigali facility are expected to be dedicated to domestic supply in member states of the African Union at a not-for-profit price.

BioNTech is not just building a site in Kigali, Rwanda, but also a team and its capabilities to run the BioNTainer-based facility. BioNTech currently employs about 20 employees. The team comprises colleagues from different countries and professional backgrounds. Further information on how BioNTech works to build local capacities can be found in Chapter

6.5 Pioneer Development.

In line with the needs of the continent and partner countries, BioNTech is committed to establishing additional manufacturing facilities in Africa upon the successful validation of the facility in Kigali. Compared to this facility, additional sites could be designed as larger facilities to increase commercial-scale manufacturing capacity in Africa. They could also be smaller and specialized to manufacture batches for the clinical evaluation of product candidates.

BioNTech Aims to Help Build an mRNA Ecosystem in Australia

On December 8, 2023, BioNTech signed a multi-year strategic partnership with the Australian state of Victoria for an initiative to strengthen the local mRNA ecosystem with its BioNTainer technology. This partnership is aimed at providing high-tech manufacturing capabilities and BioNTech's expertise to curate encouraging projects for further research and development.

The state of Victoria has contracted BioNTech to develop and commission a state-of-the-art mRNA manufacturing facility tailored to the needs of the local mRNA ecosystem and strengthen local manufacturing. The site is intended to support R&D and clinical-scale manufacturing of investigational mRNA-based medicines from the local ecosystem as well as from other third parties globally. The site in Victoria will be located at the Bundoora campus of La Trobe University in the Melbourne region. The facility will be based on BioNTech's BioNTainer solution: one unit will be equipped to manufacture mRNA and the formulated drug, and a second unit will enable aseptic filling. The BioNTainer units are designed to offer manufacturing solutions in line with the needs of the local vaccine ecosystem. Its groundbreaking is planned for 2024.

In addition, BioNTech will set up an mRNA Innovation Center in Melbourne, where the Company will leverage its mRNA expertise to support the development of the mRNA ecosystem in the state of Victoria. BioNTech will assess and identify mRNA-focused research projects from academia or the biotech industry to help facilitate their transition into clinical-stage development as potential product candidates.

- **GRI 203-2**

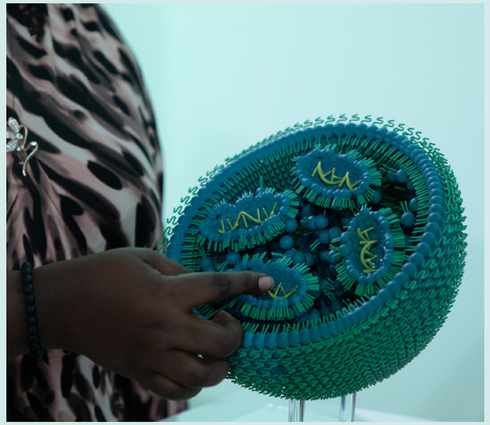
The BioNTainer is designed to provide consistent manufacturing processes that could be applied globally and could be tailored to regional needs. We have set up the BioNTainers to be updated on a regular basis with the aim to remain one of the most advanced mRNA manufacturing facilities globally.

SIERK POETTING, PH.D.,
Chief Operating Officer BioNTech on the occasion of BioNTech's site inauguration in Kigali, Rwanda, on December 18, 2023.

INAUGURATION OF THE COMPANY'S KIGALI SITE, RWANDA

Together with our partners, we are advancing towards our first ccommercial-scale mRNA facility in Africa, as a cornerstone of our joint vision of a sustainable health future. I would like to express my gratitude to our local and international partners for their contributions to this joint effort, as well as to the entire BioNTech team for their dedicated work which made this inauguration possible.

PROF. UGUR SAHIN, M.D.,
CEO and Co-Founder of BioNTech, at the inauguration of BioNTech's Kigali site on December 18, 2023.



3.0 CORPORATE CITIZENSHIP

Contributing to Our Communities

FOR OUR COMMUNITIES AND BEYOND:
We embrace our responsibility as a corporate citizen and are committed to supporting our local communities and beyond through donations, sponsorships, volunteer activities, and more.

1.1 million euros
in donations for humanitarian aid in Ukraine, Türkiye, Morocco and Libya

1.25 million euros
in total donations in 2023

Further development of Corporate Citizenship Concept

Increasing number of corporate volunteer activities worldwide

3.0 CORPORATE CITIZENSHIP

As a Company committed to corporate citizenship, BioNTech strives to make a contribution to society beyond its core business. It aims to meet this responsibility by fully embracing the Company's Corporate Citizenship Concept, adopted by the Management Board in 2020. All of BioNTech's potential corporate citizenship activities – corporate volunteering, financial donations, in-kind donations, and sponsorships – are assessed using a strategic filter. This approach is based on three pillars (see graphic on the right).

BioNTech's corporate citizenship activities are strategically led by the Corporate Social Responsibility (CSR) team. In 2023, further strides were made in aligning national and international corporate citizenship activities group-wide.

In 2023, BioNTech further developed its Corporate Citizenship Concept to reflect the Company's increasing globalization. The three pillars concept was carefully recalibrated and subsequently approved by the Management Board. The "Health-Related Causes" pillar was revised and renamed "Health-Related Impacts". The changes made lay the foundation for a gradual shift in commitment from ad hoc activities to strategic impact projects.

The scope of the Donation Policy is planned to be expanded. The revised policy is intended to apply to a broader scope of funding activities: charitable donations and corporate volunteer programs. The policy does not apply to the Company's medical funding and sponsoring activities (see Infobox "Medical Funding and Sponsoring activities").

REGIONAL CAUSES

On a local and regional level, BioNTech supports causes that are near its sites or affiliates on a case-by-case basis. This includes requests from BioNTech employees.

HEALTH-RELATED IMPACTS

On a national and international level, activities should be impact-oriented and must make a contribution to improving people's health beyond BioNTech's products and pipeline. A specific focus should be placed on the diseases the Company aims to address with its investigational therapies and vaccines.

EXCEPTIONAL CAUSES

BioNTech supports exceptional causes, such as relief efforts in emergency and disaster situations or other circumstances.

Medical funding and sponsoring activities

BioNTech is also engaged in medical funding in the interest of improving healthcare and supporting educational and patient advocacy activities. These activities are managed by the Company's Medical Affairs department in line with the Company's Global Medical Affairs strategy. Funding for these activities is allocated in compliance with applicable laws, regulations, and industry codes outlined in the internal Healthcare Transparency Policy.

Medical funding and sponsoring activities include the following:

- Medical, scientific, and educational grants to healthcare organizations (HCOs) and patient organizations (POs) to support medical and scientific research, education, and patient advocacy initiatives and projects.
- Sponsoring activities for scientific medical educational activities and to promote research, clinical trials, strategic partnerships and projects.

Healthcare-related medical funding is not part of BioNTech's Corporate Citizenship Concept and is conducted independently. For more information about BioNTech's interactions with the Healthcare Community, see Chapter **4.2 Compliance and Business Ethics.**

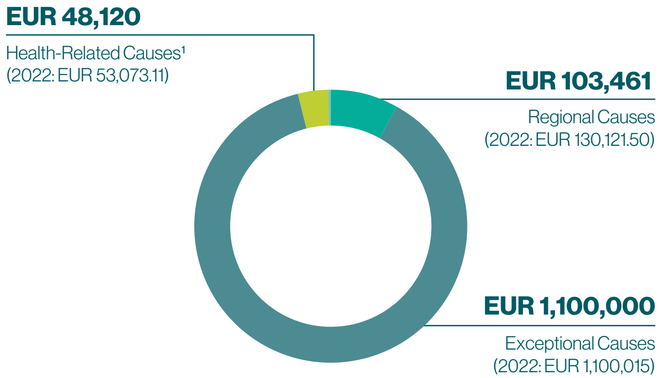
3.1 DONATIONS

BioNTech's donation strategy was developed by the CSR team and approved by the Management Board as part of the Corporate Citizenship Concept. The following revisions were made in 2023:

Regional Causes:
Local BioNTech sites have been given a more active role in deciding on local and regional donations. Donation budgets have been allocated to all sites. The CSR team has developed guidance to help sites identify appropriate areas of engagement. Volunteer Local Engagement Heroes have been designated as points of contact for colleagues and the CSR team in order to closely coordinate regional donation activities. All corporate donations must be reported to the CSR team for internal and external reporting.

Donations in 2023

Amount of donation, including in-kind donations in euros



1 Donations for health-related causes are listed using the former strategic Corporate Citizenship pillars and logic: Microfunding ranging from a minimum of EUR500 to a maximum of EUR10, 000 with a reference to health causes.

Health-Related Impacts:
To improve the health of people worldwide, BioNTech plans to shift its engagement focus from ad hoc activities to strategic impact projects. It will be seeking holistic engagements in the areas of preventative medicine, therapeutic medicine and medical aftercare. Engagements should be related to BioNTech's core business of innovative medicines and therapies against infectious diseases and cancer indications with a high unmet medical need. A central budget has been dedicated to these efforts, and the Company is currently evaluating suitable engagement options with national and international organizations.

Exceptional Causes:
BioNTech continues to provide support in exceptional emergency and disaster situations, as well as in other special circumstances outside the scope of the other donation pillars. To respond to these situations quickly and to more effectively benefit those in need, the Company decided to pre-designate suitable partner organizations that can be directly supported if needed.

The areas for donations and the approval processes are defined in BioNTech's Donation Policy. Donations must fall within the scope of the Company's donation strategy and policy and are individually evaluated by the Compliance Advisory Committee (CAC). Local approval committees and processes have been strengthened and defined to facilitate the coordination and approval processes for affiliates outside Germany. To simplify the approval process for in-kind donations, a threshold value has been set.

Donation Requirements

All donations are evaluated according to the following requirements:

- BioNTech's donations only serve charitable purposes and must be in line with its Corporate Citizenship Concept.
- Donations can be made to charitable or not-for-profit organizations but not to individual or for-profit entities. Donations cannot be made to healthcare organizations.
- Donations to public hospitals or clinics in developing countries (especially middle-income and low-income countries [MICs and LICs]) are acceptable under strict compliance scrutiny.
- Donations cannot be received by organizations that have a parallel (business) relationship with BioNTech.
- Donations cannot be made to organizations or any affiliated organizations that simultaneously provide services to BioNTech.
- Donations cannot serve the personal interests of any individual.
- Donations cannot directly/ specifically serve the commercial interests of BioNTech.
- Donations can only be received by organizations that are appropriately registered or accredited under applicable local laws.

These requirements will also be reviewed as part of the revision of the Donation Policy.

BioNTech donated a total of approximately EUR 1.25 million in 2023 (2022: EUR 1.28 million), of which EUR 2,375 (2022: EUR 20,600) were in-kind donations[1].

In 2023, BioNTech donated EUR 500,000 to support humanitarian aid to the earthquake-affected regions of Türkiye and Syria to the nonprofit organization Action Alliance for Disaster Relief (Aktionsbündnis Katastrophenhilfe), the German partner of the UN Refugee Agency (UNHCR). For humanitarian aid in the earthquake- and flood-affected regions of Morocco and Libya, BioNTech donated an additional EUR 100,000 in 2023 to the Action Alliance for Disaster Relief. In addition, BioNTech donated a further EUR 500,000 in 2023 to the UN Refugee Aid Germany (UNO-Flüchtlingshilfe e. V.) for humanitarian aid in Ukraine as a follow-up to its donation in the previous year. ● **GRI 203-2**

UNO Flüchtlingshilfe Germany for UNHCR

caritas international · unicef · Deutsches Rotes Kreuz · Diakonie Katastrophenhilfe

AKTIONSBÜNDNIS KATASTROPHENHILFE

1 The donation and sponsorship data are subject to some uncertainty, as it cannot be reasonably assured that all decentralized requests were forwarded to the CSR team.

3.2 SPONSORSHIPS

BioNTech distinguishes between medical and non-medical sponsorships. For an overview of medical sponsorships, please refer to the info box on page 24. Non-medical sponsorship activities are managed by the CSR team and primarily focus on regional activities in the vicinity of the funding BioNTech affiliate. The Company supports health-related and societal initiatives and external organizations in consideration for marketing opportunities for the BioNTech brand, name, or logo or to participate in corporate events, such as marathons, regattas, and fairs.

Each sponsorship request is examined and accepted only after a thorough review by the Compliance & Business Ethics, Legal and Corporate Communications departments.

The Company's 2023 non-medical sponsorships included the following:

- **Christopher Street Day in Mainz, Germany:** As a global company and signatory of the Diversity Charter, BioNTech is committed to a prejudice-free work environment that values all dimensions of diversity, such as gender equality, gender identity and sexual orientation. BioNTech demonstrated this commitment in 2023 through its support of the local Christopher Street Day event in Mainz by showing its colors and pledging its commitment to focus more intensely on the areas of diversity, inclusion, equity and belonging.
- **The Living with Cancer Foundation:** A sponsorship was entered into with The Living with Cancer Foundation in 2023. BioNTech has supported their annual charity event, "Rowing against Cancer", in Mainz, Germany, since 2018. The Living with Cancer Foundation offers on-site therapeutic-support programs at oncology facilities, including moderate sports and exercise activities.
- **Mainzer Fastnacht eG:** Staying true to BioNTech's roots in Mainz, Germany – the location of our headquarters – the Company sponsored the Mainzer Fastnacht eG foundation in 2023. The foundation is dedicated to promoting carnival customs in the carnival stronghold of Mainz as well as the cultural and social interests of its members. The foundation's signature event, the Mainzer Fastnacht (Mainz Carnival), is one of the largest traditional events of its kind in Germany.

Sponsorships of healthcare and patient organizations are consistently documented and monitored on BioNTech's digital healthcare compliance platform. The platform is used to assess compliance-related requirements and principles as well as BioNTech's compliance with globally applicable healthcare transparency reporting obligations.

GRI 203-2

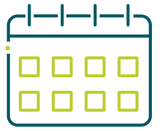
3.3 VOLUNTEER WORK

BioNTech encourages employees to participate in volunteer activities. It supports this by giving employees one workday each year to volunteer.

In 2023, BioNTech employees around the world participated in a range of corporate volunteer activities, in which they volunteered during their workday on projects benefiting their local communities (see highlights pages 27 and 28). The Management Board has made special provisions for volunteers in the event of disasters and emergencies, such as the major earthquake in Türkiye and Syria in 2023.

Corporate volunteering has only recently become a systematic part of BioNTech's Corporate Citizenship Concept. Currently it encompasses mostly local activities. The Company aims to develop a corporate volunteer strategy in the course of 2024 to strengthen these activities and foster more engagement throughout the Company.

1



workday each year to volunteer

Spotlights in Germany

PRO BONO CAMP

In 2023, for the third consecutive year, employees in Mainz, Germany, had the opportunity to participate in the PRO BONO CAMP sponsored by the social enterprise **Haus des Stiftens** (House of Foundations). Each year, the week-long digital knowledge transfer event brings together dedicated employees from various companies with representatives from nonprofit organizations. Through webinars and online one-on-one coaching sessions, 24 volunteers supported nonprofit organizations. All BioNTech employees at the Mainz site were invited to participate in up to two 60-minute sessions during their workday to offer their expertise in areas such as project management and strategy development. The feedback from BioNTech participants in 2023 was again very positive.

Support for the Homeless

In 2023, BioNTech continued its support of **Thaddäusheim**, an institution in Mainz, Germany, for the homeless and those at risk of becoming homeless. For this year's summer party, employees in Mainz helped to prepare and hold the event, in addition to spending time with Thaddäusheim residents. The event fostered a sense of community and exchange about different life situations among participants.

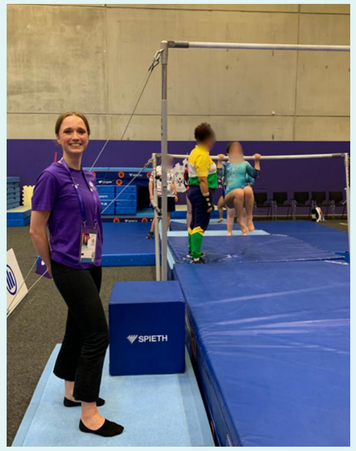
Special Olympics World Games

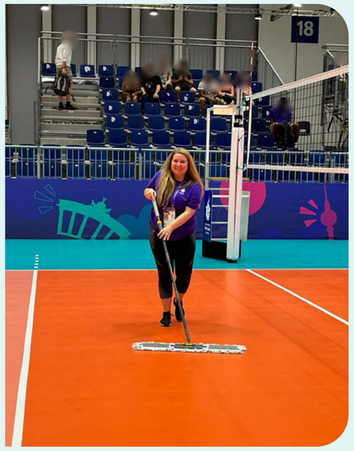
In 2023, the Special Olympics World Games, one of the world's largest inclusive sports events for athletes with intellectual disabilities, took place in Berlin, Germany, from June 17–25. Special Olympics is a global inclusion movement that supports people on their way to greater recognition and self-determination. It accomplishes this through sports and health, education and skills programs. Under the motto "#Unbeatable together", 6,500 athletes from 176 countries took part in 26 sports in 2023. Colleagues from BioNTech's Berlin locations took part as volunteers and provided support in a range of areas.

Spotlight in Rwanda

As part of the Home Grown Solutions (HGS) initiative in Rwanda to involve citizens in the country's development, there is a monthly clean-up event across neighborhoods on the last Saturday of the month called "Umuganda". In April 2023, BioNTech Rwanda took part in this campaign to clean up the neighborhood of the Company's offices in Kigali. In August 2023, BioNTech's Chief Operating Officer joined the team in a Umuganda organized by the City of Kigali in its Rebero neighborhood.

SPECIAL OLYMPIC GAMES 2023





Spotlights in the United States

Cambridge, Massachusetts School Volunteers

Employees in Cambridge continued their volunteer work for local schools in 2023. As Reading Buddies for first and second grade students at a local Cambridge school, they met with their assigned partners weekly to bring books to life by reading them aloud. In addition, the NetPals program pairs BioNTech employees with seventh graders from local schools. The employees mentored the students, acting as pen pals to answer their questions about working in the fields of science, technology, engineering and mathematics (STEM) and hosted them for an on-site visit at BioNTech, including a lab visit.

Cooking for those in need

BioNTech employees from our Cambridge sites came together to show their support by cooking and preparing meals for people in need. Volunteers cooked and served meals at a local shelter to 50 guests on two occasions. In their engagement for the American Cancer Society Boston Hope Lodge, volunteers donated and prepared meals for guests. Cancer patients undergoing treatment at local hospitals can stay with their caregivers at the Hope Lodge at a significantly reduced rate.

GLOW WEEK & BioNTeer WEEK

Volunteer weeks

From October 16-20, 2023, our Gaithersburg, Maryland site held its annual BioNTeer Week of volunteering. The local Culture and Engagement Team site partnered with local nonprofit organizations to organize a week of various volunteering opportunities for our employees. Activities included packing 350 general hygiene kits to hand out to individuals in need, supporting an event at an institution providing childcare to low-income families, and cleaning up a local park. Around 90 employees participated and helped to make the BioNTeer Week a success. Our Cambridge site also organized a week of volunteering in August 2023 called Glow Week, during which employees similarly engaged in different volunteering projects. Around 150 volunteers contributed a total of over 400 hours of service at a variety of local organizations, including urban farms and gardens, donation processing centers and homeless shelters.

4.0 RESPONSIBLE GOVERNANCE

Ensuring BioNTech's Resilience

FOR GOOD RELATIONSHIPS:

We act ethically and responsibly and take all stakeholder interests into account.

From the research and clinical trial phases to the approved and distributed product, BioNTech makes the well-being of its patients highest priority.

20%

of variable Management Board remuneration linked to sustainability targets

12

new or revised policies and guidelines implemented

1st

Global Human Rights and Environmental Risk Analysis for own operations and supply chain

4.0 RESPONSIBLE GOVERNANCE

4.1 MANAGING RESPONSIBLE GOVERNANCE

The Management Board and Supervisory Board work together for the benefit of BioNTech. They pursue the objective of sustainable value creation, taking into account the interests of the shareholders, the workforce and other stakeholders associated with BioNTech. These principles demand not only legal compliance, but also ethically sound and responsible conduct.

With the exception of "Government Relations", all CSR-related corporate governance topics were assessed as material for the company and for non-financial reporting. BioNTech and the individuals serving on its corporate bodies are aware of their responsibility and role in society. Social and environmental factors may influence the Company's success. The Management Board and Supervisory Board act in BioNTech's best interest to ensure that the potential impact (opportunities and risks) of these factors on corporate strategy and operational decisions is recognized and addressed.

Detailed information about BioNTech's Management Board, Supervisory Board, compensation and board practices can be found in the Company's annual report on Form 20-F for the year ended December 31, 2023.This report was filed with the U.S. Securities and Exchange Commission (SEC) on March 20, 2024, and is available on the SEC's website. Key corporate governance are also available on BioNTech's website in the **Corporate Governance section.**

Sustainability Performance and Variable Remuneration

At the Annual General Meeting of BioNTech SE on June 22, 2021, the Supervisory Board adopted a **remuneration system**, which was approved by the shareholders at the Annual General Meeting 2021.

One component of total remuneration is the short-term variable compensation (Short-Term Incentive, STI), which is based on Company targets and sustainability targets. The STI is a performance-based cash bonus with a one-year assessment period. It depends on the financial and sustainability performance criteria (performance targets) of the BioNTech Group.

For the year ending December 31, 2024, the Supervisory Board defined the following performance targets and their weighting for all Management Boards Members. The building blocks of the ambitious and measurable financial and non-financial performance targets comprise various Company goals as well as Environmental, Social and Corporate Governance targets and additional incentives. Each of the performance targets containing sub-targets with a relative weighting that adds to a maximal total achievable target of 125%, whereby the maximum payout on the STI is capped at 100%.

BioNTech's sustainability or ESG targets are to further improve ESG and Global Health impact. As a results, 20% of the variable compensation (STI) of the members of the Management Board of BioNTech SE are for the financial year 2024 are linked to sustainability targets. These targets include:

- Maintain ISS prime rating and further improve CSA Rating by S&P Global
- 10% CO_2 reduction compared to 2023 for 2021 site portfolio
- Sustained Global Health Concept in place
- People and Culture: Plan as a result of employee survey

Detailed remuneration reports are available on BioNTech's website in the **Corporate Governance section.** ● **GRI 2-20**

Board Practices

Two-Tiered Board Structure

BioNTech is a European public company with limited liability (Societas Europaea or SE) (also referred to as a European stock corporation, and in the official terminology of the European legislation referred to as a European public limited-liability company), having its seat in Germany. BioNTech has chosen to have a two-tiered SE structure. Hence, the Company's corporate bodies are the Management Board (Vorstand), the Supervisory Board (Aufsichtsrat) and the shareholders' meeting (Hauptversammlung). BioNTech's Management and Supervisory Boards are entirely separate, and, as a rule, no individual may simultaneously be a member of both boards.

The members of both boards owe a duty of loyalty and care to the Company.

BioNTech's Management Board is responsible for the day-to-day management of the Company's business in accordance with applicable laws, the Company's Articles of Association (Satzung) and the Management Board's internal rules of procedure (Geschäftsordnung). BioNTech's Management Board represents the Company in its dealings with third parties.

The principal function of the Supervisory Board is to supervise the Company's Management Board. The Supervisory Board is also responsible for appointing and removing the members of the Management Board, representing BioNTech in connection with transactions between a current or former member of the Management Board and BioNTech, and granting approvals for certain significant matters.

BioNTech's Management Board and its Supervisory Board are solely responsible for and manage their own areas of competency (Kompetenztrennung); therefore, neither board may make decisions that, pursuant to applicable law, our Articles of Association or the internal rules of procedure are the responsibility of the other board. Members of both boards owe a duty of loyalty and care to BioNTech. In carrying out their duties, they are required to exercise the standard of care of a prudent and diligent businessperson. If they fail to observe the appropriate standard of care, they may become liable to BioNTech.

In carrying out their duties, the members of both boards must take into account a broad range of considerations when making decisions, including BioNTech's interests and the interests of BioNTech's shareholders, employees, creditors and, to a limited extent, the general public, while respecting the rights of our shareholders to be treated on equal terms. Additionally, the Management Board is responsible for implementing an appropriate and effective internal control system and risk management system with regard to the scope of business activities and the risk situation of the Company.

BioNTech's Supervisory Board has comprehensive monitoring responsibilities. To ensure that the Company's Supervisory Board can carry out these functions properly, BioNTech's Management Board must, among other duties, regularly report to the Supervisory Board regarding BioNTech's current business operations and future business planning (including financial, investment and personnel planning). In addition, BioNTech's Supervisory Board or any of its members is entitled to request special reports from the Management Board on all matters regarding the Company, its legal and business relations with affiliated companies and any business transactions and matters at such affiliated companies that may have a significant impact on BioNTech's position at any time.

Under German law, BioNTech's shareholders have, as a general rule, no direct recourse against the members of BioNTech's Management Board or the members of BioNTech's Supervisory Board in the event that they are believed to have breached their duty of loyalty and care to BioNTech. Apart from when BioNTech is unable to fulfill its third party obligations, tortious conduct to board members or other special circumstances, only BioNTech has the right to claim damages against the members of its two boards.

BioNTech may waive these claims to damages or settle these claims only if at least three years have passed since a claim associated with any violation of a duty has arisen and only if BioNTech's shareholders approve the waiver or settlement at a shareholders' meeting with a simple majority of the votes cast, provided that no shareholders who in the aggregate hold one-tenth or more of BioNTech's share capital oppose the waiver or settlement and have their opposition formally recorded in the meeting's minutes.

Independence of Supervisory Board Members

German law requires that the Supervisory Board consists of at least three members, while a company's articles of association may stipulate a certain higher number. BioNTech's Supervisory Board currently consists of six members.

As BioNTech is not subject to co-determination, the members of BioNTech's Supervisory Board are all elected by the shareholders' meeting in accordance with the provisions of the SE Regulation and the German Stock Corporation Act (Aktiengesetz). German law does not require the majority of the Supervisory Board members to be independent and neither our Articles of Association (Satzung) nor the rules of procedure for BioNTech's Supervisory Board provide otherwise. As per BioNTech's Supervisory Board's assessment, an appropriate number of shareholder representatives on the Supervisory Board (i.e. the entire Supervisory Board) are independent if the Supervisory Board has two independent members. The Supervisory Board considers Helmut Jeggle and Michael Motschmann to be independent irrespective of the fact that they will soon have been members of the Supervisory Board for a period of more than 14 years. As stated in the declaration to the German Corporate Governance Code, or the Corporate Governance Code (Entsprechenserklärung) published by the Company on February 27, 2024 pursuant to Section 161 para. 1 of the German Stock Corporation Act (Aktiengesetz), which in accordance with the Corporate Governance Code is issued in connection with the Declaration pursuant to Section 315d in conjunction with Section 289f of the German Commercial Code (HGB), the length of membership does not give rise to any fears of material conflicts of interest on the part of the members of the Supervisory Board and therefore does not stand in the way of their independence. However, the rules of procedure for BioNTech's Supervisory Board provide that the Supervisory Board should have an independent member with expertise in the field of accounting, internal control processes and auditing. Ulrich Wandschneider, Anja Morawietz, Michael Motschmann and Rudolf Staudigl fulfill this role.

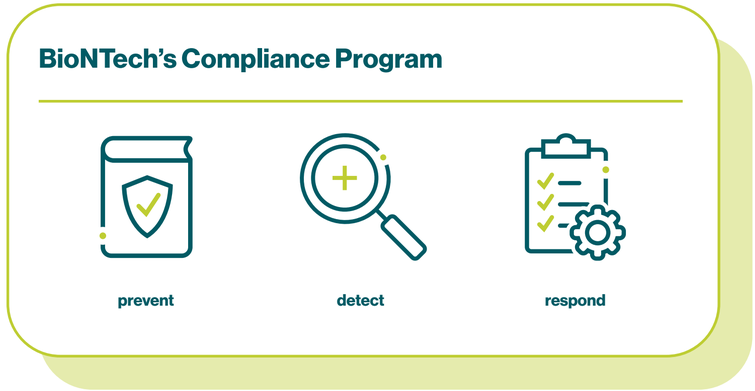
A full description of BioNTech's board practices can be found in the Company's annual report on Form 20-F for the year ended December 31, 2023, which was filed with the SEC on March 20, 2024 and is available on the SEC's website.

4.2 COMPLIANCE AND BUSINESS ETHICS

Management and Responsibilities

In keeping pace with its growth, BioNTech continued to strengthen and expand the Compliance & Business Ethics Department and compliance management in the reporting year. The head of the Compliance & Business Ethics Department leads three teams: Transparency Reporting, Compliance Operations, and Compliance Commercial.

The Company has implemented a comprehensive compliance program built on three elements: prevention, detection and response:



Prevention:

- Policies and procedures: All employees are bound by the Company's policies to act ethically and in compliance with applicable law. Clearly defined procedures are in place to prevent actions that are inconsistent with regulations or the Company's values.
- Campaigns to reinforce ethical awareness: The compliance principles of integrity, transparency and responsibility are an essential part of campaigns and supported by the tone at the top.
- Training and communication: BioNTech's ethics and compliance policies are made tangible through repeated exercises and thorough explanations. The Company provides on-site training, online videos and interactive virtual training.

Detection:

- Timely detection of compliance risks: As BioNTech's activities expand, the compliance program continues to implement various measures to facilitate the detection of new compliance risks.
- Monitoring: BioNTech's compliance program includes checks and balances that are integrated into the relevant business processes.
- Whistleblowing and Speak-Up Program: The Company's "Ethics Contact Point" provides an anonymous channel for reporting any misconduct. Reports can be made online or by phone. The Compliance & Business Ethics Department also serves as a point of contact for raising concerns.

Response:

- Internal investigation: Each report of potential misconduct is analyzed to determine whether it warrants further investigation. All investigations follow a pre-defined process ensuring a professional, objective and confidential approach.
- Disciplinary and remedial measures: Based on the outcome of investigations, audits, and risk assessments, the Compliance & Business Ethics Department provides recommendations on the disciplinary and remedial measures to take. Disciplinary measures address individual responsibilities, whereas remedial measures seek to improve structural and procedural weaknesses.
- Continuous improvement: The Compliance & Business Ethics Department systematically compiles feedback from the organization to adapt the compliance program to the needs of the organization. ● **GRI 2-25, 3-3**

Digital Compliance Platform

The measures described above are facilitated by a digital compliance platform, internally referred to as the BioNTech Best Practices Hub (BxP Hub). The BxP Hub offers wide-ranging functionality that supports the rollout of policies, training, and monitoring activities. Using various modules, it captures interactions across various compliance topics: transfer of value (ToV) with healthcare community representatives, meal invitations, corporate gift giving, potential conflicts of interest, and violations and concerns reported via BioNTech's reporting channels.

Compliance Responsibilities

The overall responsibility for the compliance program lies with the Management Board. The Chief Operating Officer (COO) is the Management Board member responsible for compliance and business ethics. The head of the Compliance & Business Ethics Department reports directly to the COO and provides the COO with information on critical compliance concerns every two weeks. The Management Board provides the Audit Committee of the Supervisory Board with regular reports on the operation of the compliance program.

The Compliance & Business Ethics Department chairs the Company's Compliance Advisory Committee (CAC). The CAC is comprised of senior leaders representing different functions, such as Quality Assurance, Legal, Finance, Controlling, and Operations. It acts as a forum to review and discuss new corporate policies and guidelines (apart from compliance policies) to ensure that they are streamlined and examined in a cross-functional manner. The CAC also serves as a joint discussion panel for compliance risks and plays a crucial role in the Company's policy governance model.

It is each and every employee's responsibility to comply with Company rules and policies and applicable laws and promote an environment free of corruption, discrimination, and harassment. The Company supports this by requiring new staff members to take part in compliance training as part of the onboarding process. Senior executives are also provided with compliance training tailored to the areas dealt with in their departments. The Compliance & Business Ethics Department is responsible for the rollout and monitoring of policies via the BxP Hub. ● **GRI 2-24**

Progress in 2023

The compliance program at BioNTech continued to evolve in 2023, making significant progress in terms of team size, specialization, and content.

- **General progress:** The Compliance & Business Ethics Department has been equipped with additional resources, including two new full-time employees. This will support the continuous development of the compliance program and its global implementation in a number of local sites. A specific focus has been placed on the U.S., where a full-time local compliance employee has started to tailor the program further to local needs. Additionally, a Compliance Champions program has been set up, which appoints compliance contacts at local sites. Compliance Champions act as local multipliers of the compliance principles and provide first-level support to address questions and local needs.

- **Policy governance:** The global policy governance framework lays out the centralized process for the development, approval and implementation of global and local corporate policies and guidelines. A total of 12 new or revised policies and guidelines were implemented in 2023. By the end of the year, BioNTech's compliance program comprised a total of 14 policies and guidelines, a selection of which are described on page 34.

Your Voice Matters

straightforward

protected

anonymous

Acting with integrity is non-negotiable for BioNTech.

BioNTech Code of Business Conduct & Ethics

- **Whistleblowing and Speak Up programs:** The German Whistleblower Protection Act (Hinweisgeberschutzgesetz – HinSchG), which came into force on July 2, 2023, defines multiple legal requirements for whistleblowing systems and the handling of information received. With BioNTech's whistleblowing system and Speak Up Policy already in place, the Company's processes were largely compliant with the new Act and only minor adjustments were necessary. Based on the German Act on Corporate Due Diligence Obligations for the Prevention of Human Rights Violations in Supply Chains (Lieferkettensorgfaltspflichtengesetz – LkSG), the Compliance & Business Ethics and CSR departments also analyzed ways to improve the accessibility, transparency and effectiveness of BioNTech's Speak Up program with a view to human rights risks.

- **General equal treatment:** Germany's Act on General Equal Treatment (Allgemeines Gleichbehandlungsgesetz – AGG) comprehensively defines discrimination from a legal perspective and supports BioNTech's zero tolerance for any disadvantage or discrimination based on "race or ethnic origin, gender, religion or belief, disability, age or sexual orientation" (Section 1 AGG). In addition to the Speak Up program, employees can bring their discrimination concerns to the Company's General Equal Treatment Officers. The importance of equal treatment has been acknowledged by the entire Management Board. The Company's Chief Operating Officer (COO), for example, has highlighted the importance of equal treatment and management's zero-tolerance position towards discrimination in internal communications and at global town hall meetings. An interactive training module was also launched, complemented by a toolkit for line managers.

GRI 2-16, 2-26

Compliance Lighthouse

2 new compliance specialists hired in 2023

22 active compliance trainings in 2023

For BioNTech, it's simple: Bribery of anyone, at any level, at any organization is never acceptable.

BioNTech Code of Business Conduct & Ethics

SELECTED COMPLIANCE POLICIES

BioNTech's compliance program comprised a total of 14 policies and guidelines, a selection of which are described below. • GRI 2-23

01 Conflicts of Interest Policy

BioNTech's Conflicts of Interest Policy establishes binding procedures for potential and actual conflicts of interest. The policy applies to the members of the Supervisory Board and Management Board, as well as to all directors and employees of the Company and its subsidiaries. The policy requires all BioNTech representatives to disclose any actual or potential conflicts of interest to the Company, such as personal workplace relationships, outside engagements (including board memberships), personal financial interests and relationships with business partners and competitors. In the event of a conflict of interest involving a member of the Management Board or Supervisory Board, the respective board member is required to consult the Compliance & Business Ethics Department for guidance and advice on managing the matter responsibly, transparently, and with integrity. • GRI 2-15

02 Anti-Bribery and Anti-Corruption

BioNTech is committed to eliminating all forms of corruption, including extortion and bribery. This commitment is underlined by BioNTech's support, Communication on Progress and the signed UN Global Compact. The Company has an Anti-Bribery and Anti-Corruption (ABAC) Policy in place outlining its processes to ensure adequate management of bribery and corruption risks. BioNTech exercises a zero-tolerance policy towards passive or active, indirect or direct corruption and bribery. The ABAC Policy is provided to all employees at BioNTech with the expectation that employees participate in related online training. The Company tracks the number and nature of confirmed incidents of corruption. • GRI 205-1, 205-2

03 Compliance Due Diligence Guideline

The Company has a risk-based third-party due diligence process that addresses potential ABAC risks with high risk third parties. A high risk third party is any external person or entity with whom BioNTech interacts and/or conducts business that poses an ABAC risk either due to the nature of the planned business relationship (e.g., clinical research organizations, sales intermediaries, distributors) or the party's registration in a country with increased ABAC risks. For each compliance due diligence performed, the internal person responsible for the business relationship receives an assessment that outlines the risks identified and includes recommendations on how to mitigate those risks, for example, through the addition of contract provisions.

04 Business Gifts and Hospitality Guidelines

BioNTech has a business gifts and hospitality guideline in place. It prohibits BioNTech employees from giving business gifts to healthcare professionals (HCPs) and government officials. It sets a threshold (maximum value) in various currencies for business gifts and meals in general and specifies other requirements for giving and receiving business gifts and providing or receiving meals vis-à-vis external parties. The guideline also regulates documentation in the Company's business gifts and hospitality register.

05 Healthcare Interaction and Transparency Policies

BioNTech has been a member of the German Voluntary Self-Regulation for the Pharmaceutical Industry (Freiwillige Selbstkontrolle für die Arzneimittelindustrie e.V. – FSA) since 2021. The Company is committed to disclosing all payments made to German healthcare professionals (HCPs), healthcare organizations (HCOs), and patient organizations (POs) in accordance with the FSA's Transparency Code. To ensure compliance with applicable laws and industry codes, BioNTech's Healthcare Transparency Policy outlines the internal requirements that must be followed. The Healthcare Interactions Policy also details specific requirements that must be followed when interacting with the healthcare community. All engagements involving a transfer of value (ToV) to the healthcare community must be documented in a dedicated IT system and are assessed by the Compliance & Business Ethics Department.

BioNTech places a strong emphasis on ensuring appropriate interactions with the healthcare community (HCPs, HCOs, and patients) and has included a dedicated section on this in its Code of Business Conduct and Ethics. To further support this, the Compliance & Business Ethics Department conducts training on interactions with the healthcare community. In 2023, the Compliance & Business Ethics Department continued to educate and update employees on the importance of complying with **healthcare transparency reporting obligations** in countries with legal requirements, such as the Belgian Sunshine Act, the French Bertrand Act and the U.S. Physician Payments Sunshine Act.

• SASB HC-BP-510a.2

4.3 HUMAN RIGHTS

BioNTech is a growing and evolving global company with operations and value creation in a wide range of countries worldwide. The Company has a responsibility to respect human rights in its operations and business relationships around the world. BioNTech recognizes this and is committed to ensuring that it does not cause or contribute to adverse impacts on human rights. This commitment is consistent with the Company's core values and the expectations of BioNTech's stakeholders. The Company also firmly believes that respect for human rights contributes to its long-term competitiveness.

In recent years, many governments have developed National Action Plans (NAPs) for human rights, which has resulted in new human rights-related legislation in several countries. The German Act on Corporate Due Diligence Obligations for the Prevention of Human Rights Violations in Supply Chains (Lieferkettensorgfaltspflichtengesetz – LkSG), for example, is particularly relevant for BioNTech. The Company falls within the Act's scope and has been required to comply with the Act since it came into force on January 1, 2023. Other human rights-related legislation also applies to BioNTech, including the United Kingdom Modern Slavery Act 2015.

The regulatory landscape continues to evolve. In 2022, for example, the E.U. Commission presented a proposal on the Corporate Sustainability Due Diligence Directive, which was further discussed by E.U. institutions in 2023. This proposal would go beyond existing legislation, such as the LkSG, in many respects, including in its scope of application, supply chain coverage, due diligence issues, and liability. BioNTech monitors the development of human rights regulations at a national, European, and international level.

Human Rights Frameworks and Guidelines

BioNTech has developed a comprehensive approach to human rights. The Company's strategies and commitments are based, among others, on the following leading human rights standards:

- The Universal Declaration of Human Rights
- The International Covenant on Economic, Social and Cultural Rights
- The International Covenant on Civil and Political Rights
- The International Labour Organization's Declaration on Fundamental Principles and Rights at Work
- The UN Guiding Principles on Business and Human Rights

Additionally, BioNTech is a signatory to the UN Global Compact, an initiative based on 10 principles in the areas of human rights, labor, environment, and anti-corruption.

Human Rights Statement

BioNTech has a publicly available Human Rights Statement in accordance with the German LkSG. It describes the Company's commitment, governance and current due diligence processes, as well as relevant human rights topics. The revised Human Rights Statement is available on **BioNTech's website.**

The following human rights topics for the Company's own operations and its direct suppliers are the result of the annual human rights and environmental risk analysis conducted in 2023. These topics have been prioritized, taking nationally and internationally accepted criteria into consideration:

- Right to health
- Access to innovative medicines
- Clinical trials
- Health and safety at work
- Non-discrimination, inclusion and diversity
- Work hours and rest breaks
- Child labor
- Freedom of association
- Forced labor
- Environment and climate protection

GRI 2-23, 407-1, 408-1, 409-1

The Human Rights Statement is supplemented by BioNTech's human rights commitments contained in the Code of Business Conduct and Ethics that applies to its own operations and employees. In addition, BioNTech's Supplier Code of Conduct defines its human rights and environmental-related expectations for its suppliers as part of existing procurement strategies and practices. Requirements are based primarily on the Pharmaceutical Industry Principles for Responsible Supply Chain Management of the Pharmaceutical Supply Chain Initiative (PSCI). They are implemented within the scope of standard operating procedures, training, upskilling, and internal reviews to ensure they are understood and complied with.

BioNTech's Human Rights Organization

BioNTech has set up a human rights organization and program to monitor its human rights obligations. The organization and program encompass the following:

Human Rights Officer: Effective January 1, 2023, BioNTech's Management Board appointed a human rights officer (HRO) as part of the Company's preparation for the introduction of the LkSG. The responsibility for human rights management was handed over to the HRO. This function is responsible for all subsidiaries of the BioNTech Group and reports directly to the Chief Operating Officer (COO), who is the designated Management Board member for human rights matters. The appointment of the HRO does not relieve the Management Board of its supervisory and monitoring responsibilities for human rights compliance.

Human rights risk management and compliance with human rights due diligence obligations are overseen by the HRO. The HRO is tasked with conflict management, decision-making, and setting the human rights agenda. The HRO has a designated budget as well as staff support. Nominated risk owners are supported and consulted by the HRO in performing risk management for specific risk topics. The HRO also regularly aligns with other departments on relevant matters, such as Compliance & Business Ethics and Enterprise Risk Management.

As part of annual reporting duties, the HRO personally reported to the Management Board in November 2023 on the HRO's work, existing due diligence compliance processes, the results of the risk assessment, and key challenges.

We view our human rights due diligence as a process that we continuously adapt and improve. This is why we constantly challenge our own approach.

SVEN GRIEMERT,
Human Rights Officer at BioNTech

Human Rights Due Diligence Process

German law requires companies to conduct human rights due diligence to ensure that they assess and address potential and actual human rights violations in their value chains. Through this process, BioNTech aims to identify, prevent, and mitigate adverse human rights impacts associated with the Company's activities. BioNTech's human rights due diligence process in 2023 encompassed the following aspects:

Risk Identification

BioNTech performs regular proactive risk analyses to identify potential and actual human rights and environmental risks and incidents early and works on preventing and mitigating them accordingly. The risk analysis is conducted annually and, if necessary, on an ad hoc basis to evaluate potential risks in the event of significant changes to the Company's operations or business relationships or when specific concerns related to human rights and environmental risks arise. BioNTech conducted risk assessments for its own operations in 2023 at both an abstract and concrete level, incorporating information from external experts and internal sources. In the context of the supply chain, the risk assessment was based on country- and sector-specific risk data.

Preventive Measures

Relevant preventive measures are taken as part of standard operating procedures, particularly in the areas of clinical studies and safety, health and environment. BioNTech monitors and assesses existing measures and adapts them where necessary, particularly based on risk analysis findings. The Company also continues to strengthen its business functions related to its human rights due diligence obligations. There are a number of tools in place to help ensure the Human Rights Officer can perform his duties effectively, including an appropriate budget, access to all LkSG-relevant information and IT systems, human and external consulting resources and sufficient decision-making and instructional powers. The responsible employees receive appropriate training and are advised and supported by internal and external human rights experts.

Remedy

Identified risks and violations are carefully weighed, reviewed, and prioritized to derive the appropriate engagement level and course of action. BioNTech prioritizes the implementation of effective and appropriate remedial actions to prevent, address, and minimize the effects of potential adverse impacts or violations.

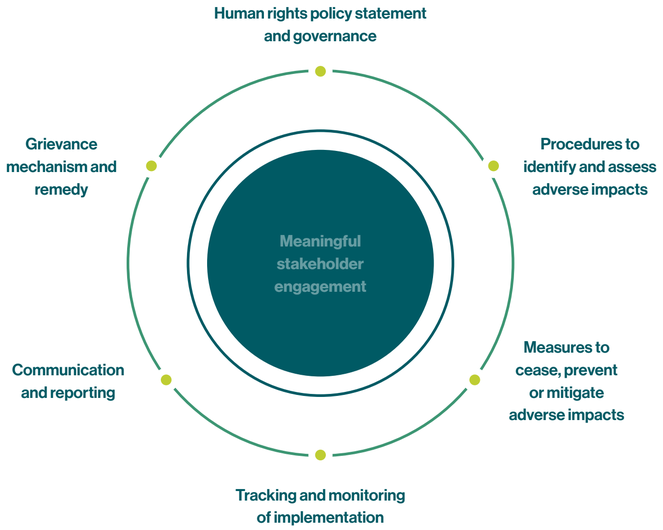
Grievance Mechanism

BioNTech strives to identify and mitigate risks both in its own operations and throughout its supply chain. The Company encourages all internal and external stakeholders to report any concerns or potential risks to BioNTech in areas such as human rights, environmental practices, products and product candidates, and corruption. In accordance with the Company's Speak Up Policy, these concerns are reported and handed to the responsible employee or department, or the human rights representatives may be contacted directly. Concerns can be reported (anonymously) through BioNTech's whistleblowing tool, the Ethics Contact Point. The Ethics Contact Point is open to the public worldwide, 24 hours a day, 7 days a week. BioNTech is committed to protecting anyone raising a concern on reasonable grounds, regardless of which reporting channel was utilized. • **GRI 2-24, 2-25, 2-26**

Reporting

BioNTech will publish an annual report on its human rights due diligence obligations. The report will include the identification of human rights and environmental risks and potential violations of due diligence obligations under national and international laws and standards. The report will present information on the preventive and mitigation measures that BioNTech takes to avoid identified potential risks and remedy violations. BioNTech will continuously refine and adapt the assessment and the actions derived from it while evaluating and reporting on their impact and effectiveness. Documentation of BioNTech's compliance with its due diligence obligations will be stored. The report will be publicly available on the Company's website for a minimum of seven years following its publication. • **GRI 3-3**

Proactive Due Diligence



Progress in 2023

In 2023, BioNTech carried out its first human rights risk analysis encompassing its own operations and direct suppliers. The analysis was the basis for the definition of the relevant human rights topics as stated above. Through this process, BioNTech takes the appropriate preventive measures to address the risks identified. BioNTech plans to continuously enhance and adapt its human rights risk assessment and monitor its effectiveness.

A focus of the human rights management process in 2023 was the discussion and preparation for integrating human rights risks into BioNTech's Enterprise Risk Management. The integration is done in coordination with BioNTech's Risk Performance department. Further integration and the establishment of corresponding formal governance structures will continue in 2024.

BioNTech is committed to avoid causing or contributing to adverse human rights impacts, be it in its own operations or in its business relationships with others.

BioNTech has integrated human rights and environmental expectations for suppliers into its procurement process. The results of the risk analysis will be used to further strengthen the process using a risk-based approach. In 2023, the Company began integrating regulatory requirements in a targeted manner. This included the development of an internal ESG score for the supplier selection process, a comprehensive revision of the Supplier Code of Conduct, and the integration of a digital sustainability supply chain risk platform. The revision of the Supplier Code of Conduct was approved internally after an in-depth internal consultation process with the relevant functions. The Supplier Code of Conduct was published in the first quarter of 2024 on **BioNTech's website.** Following the publication of the revised Supplier Code of Conduct, BioNTech will adapt the relevant processes. To strengthen sustainability in purchasing processes, the Purchasing Department will add a further sustainability expert as of March 1, 2024, and another sustainability position is currently being advertised.

In 2023, the Company investigated reports of human rights concerns stemming from observations and concerns raised by departments or individual employees. None of the investigated concerns were substantiated as actual human rights violations. Consequently, they did not have an influence on the re-assessment of the related risk topics. BioNTech has updated its Human Rights Statement based on the results of the human rights risk analyses in 2023. It is available on the **Company's website** to inform stakeholders. ● **GRI 308-1, 308-2, 414-1, 414-2**

4.4 GLOBAL RESILIENCE

Business Continuity, Emergency and Crisis Management

BioNTech's Global Resilience Team works to ensure that BioNTech realizes its mission without any major interruption in order to protect human life, patient health and safety, and the Company's assets and reputation. The team aims to make BioNTech highly resilient to disruptive events such as emergencies, crises and other potentially significant business interruptions.

The Global Resilience Team implemented a Business Continuity Management System (BCMS) in 2021 to ensure the continuation of business operations in the case of a disruptive event. As part of the BCMS, the team started implementing an Emergency and Crisis Management (ECM) system in 2022 to make certain that BioNTech is adequately prepared for emergencies and crises. The system's general framework is outlined in the BioNTech Group-wide Business Continuity (BC) Policy and guideline and the Emergency and Crisis Management (ECM) Policy. These also define the relevant roles and processes to enable effective BC and EC management.

BioNTech's Global Resilience Team is part of the Business Planning and Analysis (BPA) Department. The Director of Global Resilience reports directly to the Chief Operating Officer (COO) and Chief Financial Officer (CFO) on BCMS activities. Global Resilience is supported by local leads as well as a wider team, including function heads, across all BioNTech locations. They are responsible for the implementation and continuous functioning of BC and EC management at their site and within the departments. The global BCM and ECM teams provide implementation support to the sites and functions by training team leads and team members.

All local and global BC and EC plans are established and maintained in line with the Company's growth and regularly reviewed and tested. The plans encompass both preventive and recovery strategies for outages of personnel, machinery, IT systems and suppliers, as well as for failure scenarios, including incidents at production sites caused by climate change. BioNTech's IT infrastructure is safeguarded by an IT disaster recovery plan that includes preemptive measures based on relevant standards. Measures include data center and server management, disaster recovery for critical systems, and maintaining the priorities of critical systems during recovery.

All relevant documents are centrally stored and protected by access restrictions so that only authorized employees, such as the BC and EC teams, are granted access. BCMS and ECM are subject to the Plan-Do-Check-Act (PDCA) cycle, which is a four-step process for implementing change and ensuring continuous improvement of the system.

Given its importance for BioNTech's strategy and vision, the Global Resilience Team is deeply integrated into the organization and frequently aligns with top management. All plans are required to be updated at least once annually. The team ensures BioNTech's new locations and business activities are appropriately integrated into the BCMS at all times. Using this approach, the Global Resilience Department ensures that BioNTech and its sites are adequately prepared for any disruptive event in the future. ● GRI 3-3

Progress in 2023

The Global Resilience function made several improvements in 2023. These included increasing the number of on-site tests and successfully integrating the U.S. sites into the Business Continuity Management System (BCMS). It also launched an annual BC Awareness Week and a dedicated biannual newsletter. These initiatives were implemented to foster awareness of BC- and EC-related topics at BioNTech. The energy and gas crises response measures initiated in 2022 were continued, and the situation was further monitored. In the course of 2023, the department evaluated and continuously monitored several other situations. These included, for instance, the earthquake in Türkiye and Syria, which did not cause any interruptions of BioNTech's business operations in 2023. Furthermore, the conflict in Israel is being monitored continuously. In 2023, BioNTech has taken precautionary measures to reduce risks for business activities and project execution in Israel.

4.5 CYBER AND INFORMATION SECURITY

To achieve BioNTech's ambitious vision, the Company needs access to reliable, trustworthy information and data at the right time. The significant and increasing volume of sensitive information that the Company receives, generates and stores – such as patient, employee and customer data – requires robust cyber and information security capabilities across the entire organization. BioNTech's security approach, which is aligned with its business objectives, strives to adequately protect all information, systems, assets, physical locations, and people.

The Main Objectives of Cyber and Information Security at BioNTech:

- Information confidentiality: Ensuring information is only shared with authorized parties.
- Information integrity: Ensuring changes to information, systems, and assets can only be made by those authorized.
- Information availability: Ensuring authorized parties have the appropriate access to information, systems, and assets without disrupting business-critical information processing.

From a business perspective, this means protecting the key information assets and complying with all applicable international and national privacy laws, information security policies and contractual obligations. These include the German Commercial Code (HGB), the General Data Protection Regulation (GDPR), the German Federal Data Protection Act (BDSG), the German IT Security Act 2.0 (IT-SiG 2.0), and the German Federal Office for Information Security Act (BSIG). Since April 2023, BioNTech has been designated as one of the critical infrastructures (KRITIS) as defined by the BSIG. This classification is based on regulatory definitions of critical services and thresholds under German law that take into account an organization's importance for society and public safety. BioNTech is therefore required to comply with the BSIG reporting and verification obligations in Germany.

Management Approach

BioNTech takes a centralized approach to managing cyber and information security to ensure a consistent level of security and compliance across all entities and locations.

The Chief Operating Officer (COO) is ultimately accountable for ensuring that the BioNTech Group has the proper information security capabilities in place. The COO also makes certain that information security is represented in the Management Board and that the Information Security Organization (ISO) has the resources to achieve the set objectives. The ISO oversees all roles and responsibilities associated with the Information Security Management System (ISMS). Aligning the strategic direction of the ISMS with the information security policies and objectives of the BioNTech Group is the task of the Chief Information Security Officer (CISO). The CISO is accountable for the security strategy, global security policy development and implementation, and security operations. The CISO is supported by the Head of Cyber & Information Security (C&IS) in all cyber and information security matters.

Achieving the Information Security Transformation

BioNTech aims to implement a best-in-class information security function. The overarching information security strategy was developed by the COO and CISO in 2021, in close alignment with the Data Protection Officer and the Head of Global Security and Protection and is continuously updated. The strategy reflects BioNTech's priority to protect its assets and has been endorsed by the Company's senior management.

In 2023, the Company introduced its Information Security Policy, defining the objectives, scope and principles for information security management. This policy applies to BioNTech SE and its affiliates, including all Supervisory Board and Management Board members, as well as all other officers and employees. Violations of the policy are to be reported to the ISO. The policy will be reviewed every two years and adapted if required. In addition, the following two policies covering other security aspects were introduced internally in 2023:

- The Information Classification Policy, which directs information owners on how to assign classification levels to assets (digital and/or physical) and ensures that assets are protected according to their classification.
- The Acceptable Use Policy, which describes how to handle IT resources and data without compromising their security. In addition to technical measures and controls, human behavior is just as important to fully address cyber and information security.

To achieve and preserve information security, BioNTech strives for the orderly planning, implementing, controlling, and optimizing of all activities required for protection, detection, response and recovery. BioNTech relies on applicable international standards as guidance, including the ISO/IEC 27001, which is internally recognized and serves as the framework for the Company's ISMS. BioNTech aims to obtain the relevant certifications in 2024 as official documentation for its internal and external stakeholders. Initially, certifications are planned to include the main manufacturing facility and an R&D site. After implementing the key milestones of the Security Transformation Roadmap over the past two years, the focus in 2023 was on

- improving the operational excellence of cybersecurity services;
- identifying further automatization options (e.g., introducing self-services);
- optimizing the ISMS framework based on an internal audit, independent feedback and recommendations;
- conducting mandatory cyber and information security training for all employees, including phishing simulations;
- reducing the internal and external attack surface through regular vulnerability scanning and penetration testing; and
- establishing a security reporting dashboard to provide executive stakeholders with transparency into relevant activities.

Creating a Cyber and Information Security Culture

Creating and maintaining mature levels of cyber and information security within BioNTech, in the supply chain, and in close collaboration with partners requires the commitment of all employees. As part of the ISMS, for example, employees are required to communicate any potential improvements or discrepancies as the system evolves.

BioNTech will continue to center its focus on people, IT, and operational technology processes to further strengthen its cyber and information security posture.

BioNTech also continually streamlines information security processes and measures in its business operations and ensures newly introduced applications adhere to the "secure by design" principle. It also works to improve its cyber and ISMS on an ongoing basis to address evolving risks and regulatory requirements according to the relevant certification processes.

4.6 PATIENT PRIVACY AND DATA PRIVACY MANAGEMENT

BioNTech takes responsibility for the transparent communication and proper processing of personal data. This includes the storage, access, retention, and security of all personal data when engaging with patients, employees, customers, business partners, and vendors. BioNTech transparently communicates its Data Privacy Policy on the **Company's website.**

Since 2022, the Company has been using a data privacy system that assesses the data privacy risks for each process and system in place. It also provides for proper data mapping, up-to-date recordkeeping on processing, data transfer impact assessments, and vendor data management. In 2023, BioNTech established a dedicated, standardized process to report data breaches. This process is intended to ensure that BioNTech is notified of data breaches and can promptly inform the people affected.

In 2023, BioNTech also began deploying Data Privacy Regional Leads, supported at a team level by Data Privacy Liaisons. At the end of 2023, BioNTech was continuing to recruit for these positions for further support. Members of relevant teams, such as IT and Clinical Operations, are selected to work closely with the Data Privacy Team to ensure privacy compliance.

At BioNTech, privacy means fair data processing for a good purpose in accordance with an individual's desire for freedom from interference and intrusion.

Global Data Privacy Framework

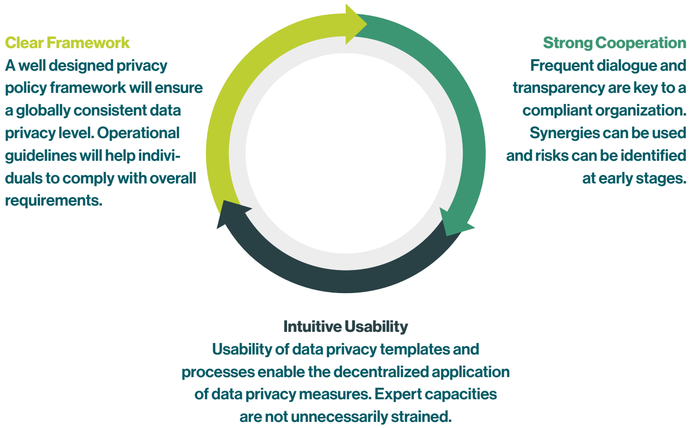
When processing personal data, BioNTech is responsible for ensuring it complies with applicable data protection laws. These include the European Union's General Data Protection Regulation (GDPR) and other privacy laws in the various countries where BioNTech operates. The requirements and standards applicable to BioNTech for processing personal data are set out in the Company's global data privacy framework and are projected to be implemented in 2024.

BioNTech's data privacy strategy focuses on three pillars:

- **Company-wide framework:** The Company's Data Privacy Policy ensures a consistent level of data privacy and data protection at BioNTech.
- **Intuitive usability:** Operational guidelines support departments and employees in complying with the overall data privacy and data protection requirements.
- **Strong collaboration:** The Data Privacy Department fosters strong collaboration with other relevant functions at BioNTech and facilitates a dialogue regarding data privacy and data protection requirements.

The global data privacy framework fosters compliance with the applicable regulations and sets minimum standards for the Company. The dialogue between the Data Privacy Department and other functions at BioNTech also supports the early detection of data privacy risks. As part of the Company's global strategy, privacy-related documents, such as informed consent forms for clinical trials, are being standardized company-wide. The forms facilitate the user-friendly implementation of the standards established at BioNTech and provide transparency on how and why BioNTech processes personal data. Personal data is processed strictly in accordance with the applicable laws and with the highest security standards.

BioNTech's Data Privacy Strategy



In 2023, BioNTech implemented mandatory online data privacy training for its employees. Training sessions were conducted on-site and focused on several of the departments that process personal data, including the Human Resources, Clinical Operations and Procurement departments. ● **GRI 3-3**

There were no substantiated complaints concerning data breaches, including leaks, thefts, or losses of personal data, such as patient or customer data, in 2023. All contracts and confidentiality agreements with clinical trial sites were confirmed to be compliant with relevant regulations. ● **GRI 418-1**

4.7 PATIENT SAFETY

BioNTech addresses the needs of patients[1] and health care professionals (HCPs) within the framework of national and international regulations, guidelines and harmonized global standards. Achieving this involves the transparent disclosure of product-related risks and benefits, securing operational excellence, and continuously working to build trust with society on a local, national, and international level. Ensuring the safety of BioNTech's products and product candidates covers the entire product lifecycle. From the research and clinical trial phases to approved and distributed products, BioNTech makes the well-being of its patients its highest priority. The Company fosters teamwork and effective communication, as these are central to ensuring product safety. BioNTech is committed to communicating openly with regulators, patients, and other stakeholders and requires all employees to report drug safety and quality issues immediately to the Company's specialized personnel.

From the research and clinical trial phases to the approved and distributed product, BioNTech makes the well-being of its patients its highest priority.

Management Approach

BioNTech's Quality Management System is designed to ensure compliance with national and international legislation, regulations, and guidelines encompassing the clinical development, production, registration, and marketing of medicinal products. The relevant guidelines for this system include, but are not limited to, the International Council for Harmonization (ICH) guidelines, including Good Clinical Practice (GCP), Good Manufacturing Practice (GMP), Good Distribution Practice (GDP), and Good Pharmacovigilance Practice (GVP).

BioNTech's Global Regulatory Affairs Department is responsible for managing all submissions and correspondence to regulatory authorities during clinical trials and for obtaining and maintaining regulatory approvals globally. It is also in charge of ensuring regulatory compliance with technical requirements, fulfilling post-approval commitments and obligations, and coordinating the lifecycle management of approved products to keep the relevant dossiers and product information aligned with available scientific knowledge. Within the Global Regulatory Affairs Department, the Regulatory Affairs Chemistry, Manufacturing, and Controls (CMC) team is responsible for all regulatory matters related to CMC for investigational medicinal products and approved products. This includes the establishment and maintenance of regulatory documentation and global dossier compliance with manufacturing processes and control strategy.

Implementation of BioNTech's Quality Management System is continuously monitored by BioNTech's Quality Assurance Department. This function is responsible for ensuring that systems and processes are implemented to assure the quality of products entering the market or used in clinical trials. Thus, the Quality Management System enables control of risks throughout the production process, from the raw materials to the final product or product candidate. It also supports compliance with relevant quality and legal standards.

BioNTech strengthens its efforts in patient and trial participant safety by continuously expanding its Medical Safety & Pharmacovigilance Department (MSPv). Pharmacovigilance is defined as the science and activities related to the detection, assessment, understanding, and communication of adverse events from clinical trials and of marketed products, including reports on suspected adverse events following administration.

● **GRI 3-3**

Training

To raise general awareness for patient safety, BioNTech promotes a company-wide understanding of the fundamentals of pharmacovigilance. This includes mandatory pharmacovigilance awareness training for its employees and relevant contractors to enable them to identify and appropriately report safety-related events. All employees receive this mandatory training as part of the onboarding process, with refresher training conducted on an annual basis. In addition, all employees directly involved in the safety and quality of BioNTech's active pharmaceutical ingredients (API) receive regular job-specific training in accordance with internationally applicable rules.

1 For the purpose of this sustainability report, the term "patient" is used to identify subjects receiving investigational medicinal products from BioNTech either within or outside a clinical trial as well as individuals receiving an approved medicinal product from BioNTech, including prophylactic vaccines against infectious diseases.

Transparency

Sharing health-related information is fundamental for the good functioning of healthcare systems. It helps ensure patient safety, advances research and medical understanding, and improves public health. This is why BioNTech goes beyond what is legally required when it comes to transparency in clinical trial data. More information can be found on page 34.

Interventional clinical studies (Phase I and beyond) with the first participant enrolled after March 2022 are registered on the publicly accessible website clinicaltrials.gov. Within 12 months of the last participant last visit (LPLV), primary and secondary outcomes of the studies are posted on clinicaltrials.gov. The same outcomes are also posted as layperson and expert summaries on the Company website.[1] Within 30 months of LPLV, BioNTech also submits the primary and secondary outcomes of in-scope studies for publication in scientific journals. There were no study outcomes requiring submission to scientific journals in 2023.

For clinical studies submitted to regulatory authorities, BioNTech shares clinical study reports with researchers upon request and subject to contractual stipulations to protect personal data and commercially confidential information. This is done in an effort to support marketing authorization applications in the European Union and/or United States. The clinical study reports comply with the International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use (ICH) E3 – Structure and Content of Clinical Study Reports, outlined in the guideline dated July 1996.

These commitments apply to all BioNTech-sponsored interventional clinical studies (Phase I and beyond) investigating authorized treatments, non-authorized use of authorized treatments, investigational treatments (i.e., non-authorized treatments), and those with first participants enrolled after March 25, 2022. These commitments do not apply to clinical studies where BioNTech cannot disclose the above information due to contractual agreements with development partners.

Due to the exceptional and immense public interest in the Pfizer-BioNTech COVID-19 Vaccine COMIRNATY, BioNTech will also share with researchers upon request individual participant data for COMIRNATY clinical studies submitted to health authorities for applications granted for marketing authorization in the European Union and/or United States. This goes beyond BioNTech's commitment outlined in the Company's Transparency Declaration. This access to data is subject to contractual and technical stipulations designed to protect personal data and commercially confidential information. Access is also subject to the approval of the proposed research by an independent review committee and the commitment of the researchers to submit the research outcomes for publication in publicly accessible journals.

Transparency

1 The website for in-scope clinical studies is currently under development. There were no in-scope study outcomes requiring summary posting in 2023.

Patient Safety in Clinical Trials

Based on the regulatory framework and international guidelines for clinical trials, BioNTech works within a rigorous safety governance model to ensure trial participants' safety. BioNTech conducts global clinical trials by commissioning them to qualified contract research organizations (CROs). Monitoring patient safety across trials and programs continues to be conducted in-house in collaboration with development partners where applicable, led by the MSPv medical and clinical safety experts in close collaboration with the responsible clinical development physician. For individualized therapeutic candidates, BioNTech ensures a complete and strict chain of custody in compliance with national regulations and clinical trial protocols.

BioNTech applies a rigorous safety framework to its clinical trials to ensure patient safety.

The ethics committees review the clinical trial process from start to finish, ensuring, among others, that clinical trial participants are well informed and procedures and treatment methods are disclosed transparently. Should ethical questions arise during a study, solutions are developed in close cooperation with the ethics committee.

The ethics committee and regulatory authorities monitor each trial and its data from approval to completion. All parties involved – BioNTech, the CROs, the authorities, and the ethics committees – contribute to ensuring that the well-being and safety of the patients are safeguarded. If, at any time during a clinical trial, an unexpected risk is identified, internal procedures prompt the appropriate cross-functional safety team to evaluate the issue and recommend the most appropriate actions to protect patient safety. BioNTech's safety governance allows for the immediate escalation of urgent and significant risks to a senior safety council chaired by the Chief Medical Officer. The requirements for reporting unexpected safety issues to the regulatory authorities and/or ethics committees are met in compliance with local and international laws and regulations. ● **SASB HC-BP-210a.1**

Contract research organizations (CROs) are actively managed and overseen by BioNTech's clinical trial teams and vendor management functions. Underlying contracts describe the quality strategies, service level standards, and expectations. They also outline the quality management responsibilities of BioNTech and the CRO, including but not limited to risk-based quality management (RBQM), quality control, and quality assurance for clinical studies.

Contracts are intended to promote consistency, transparency, and open communication between BioNTech and the CRO for the proactive and effective risk-based management of clinical trial quality and compliance.

The specific objectives of these agreements include the following:

- Establishing operating principles and guidelines for maintaining ethical, regulatory and scientific quality throughout a project. The creation of specific roles and responsibilities to ensure consistent standards are used across all of the relevant projects shared by BioNTech and the CRO.
- Outlining the governance and oversight mechanisms for BioNTech's projects to ensure quality management.
- Ensuring that BioNTech and the CRO agree in advance on the quality definitions and expectations for services and deliverables.
- Determining the reporting structures and the quality and performance metrics to be used to measure BioNTech and CRO- and subcontractor-supported projects.
- Defining metrics and acceptance criteria to measure the quality of deliverables.
- Identifying a collaborative BioNTech/CRO audit process and a mechanism for communicating and collaborating on audit planning, audit activities, audit outcomes and significant Good Clinical Practice (GCP) non-compliance issues, including serious breaches of GCP, the protocol and applicable laws.
- Specifying the operational principles for maintaining a continued state of inspection readiness and the process for regulatory inspection preparation.

In 2023, no clinical trials were terminated as a result of violations of GMP / GCP or other regulatory requirements. ● **SASB HC-BP-210a.3**

Monitoring Vaccine Safety

BioNTech and Pfizer continue to distribute the Pfizer-BioNTech COVID-19 Vaccine worldwide. The Pfizer-BioNTech COVID-19 Vaccine (BNT162b2) is the Company's first approved and currently only marketed mRNA product.

As with other medicinal products, rare or potentially serious side effects may be detected post-approval. BioNTech's Medical Safety and Pharmacovigilance department, together with BioNTech's partner Pfizer, continuously monitors the benefit-risk profile of the Pfizer-BioNTech COVID-19 Vaccine.

This firm commitment is formalized in the Pharmacovigilance Agreement signed by BioNTech and Pfizer, outlining the responsibilities for safety activities. In addition to regular internal audits, regulatory authorities conduct periodic inspections to ensure that BioNTech complies with Good Pharmacovigilance Practices (GVP) and the applicable local laws and regulations.

BioNTech's Medical Safety & Pharmacovigilance department (MSPv, see above), in close collaboration with business partners Pfizer and Fosun Pharma, oversees the recording, monitoring and reporting of any instances of suspected vaccine adverse events.

As in prior years, BioNTech was not issued any FDA warning letters or subject to any FDA enforcement actions, and no comparable actions were taken by regulatory authorities outside the United States in 2023.

In 2023, there were no market recalls of BioNTech's marketed medicinal products in the reporting year.

Details are included in Chapter **8.4 Detailed Data.** ● **GRI 416-1**

Preventing Counterfeiting

BioNTech applies high safety standards along the value chain of the Pfizer-BioNTech COVID-19 Vaccine. This ensures high production quality and effectively excludes any outside interference. The Company uses the following methods and technologies in place to ensure product traceability throughout the supply chain and prevent counterfeiting:

- Raw materials are sourced exclusively from qualified service providers with whom BioNTech has long-standing relationships. For the collection of finished products, BioNTech ensures high safety standards through close cooperation with the Company's partner Pfizer and through external contract manufacturers with high-level, specialized qualifications.

- Raw materials and intermediate and finished products are stored in secure warehouses located on fenced, restricted access and specially secured, camera-monitored sites.

- Materials inspections in the incoming goods department are carried out, without exception, using delivery bills and a digital inventory management system that monitors all inventory management activities. This enables cargo to be accurately identified at any point using digitally stored configurations and unique two-dimensional matrix codes.

For finished product shipments to countries that require serialization (e.g., under the E.U. Falsified Medicines Directive [2011/62/EU]), a unique, digitally assigned serialization number is printed on the package and reported to the respective national medicines verification system. Finally, the manufacturer's batch information is printed on each individual vial and its secondary and tertiary packaging containers. At the nodes of the supply chain, the batch number and barcode information is verified when the goods arrive. Finished products are sealed in secondary packaging with a tamper-evident feature. Enhanced features are also incorporated into transport packaging. BioNTech uses specific security measures when delivering its products. All relevant BioNTech partners and vendors in the supply chain have been qualified by BioNTech, and quality agreements are in place regarding the product's end-to-end quality and traceability.

Special security measures for supplying to the E.U. markets include

- full supply traceability and real-time goods monitoring through active logging with temperature monitoring and GPS tracking and a three-tier control tower, including established alerts and an escalation process for any incidents;
- secure pick-up and delivery;
- an established BioNTech/Pfizer controlled distribution channel, including qualified service providers to ensure the vaccine's security; and
- additional safety features that go beyond regulatory requirements applied to the product presentations.

● **SASB HC-BP-260a.1**

Product Information

Providing adequate information about the Pfizer-BioNTech COVID-19 Vaccines to ensure its optimal use is a critical element of patient care. Pfizer's and BioNTech's global product and information website provides access to the most up-to-date, country-specific product information. For example, the Summary of Product Characteristics (SmPC) for COMIRNATY and the Pfizer-BioNTech COVID-19 Vaccine informs healthcare professionals on the correct use of the vaccine and enables informed treatment decisions. It contains all essential details describing the Pfizer-BioNTech COVID-19 Vaccine in accordance with legal requirements, such as dosing, administration, scheduling, storage, handling, contraindications, warnings/precautions, and possible side effects. The package leaflet, which is available in country-specific languages, provides all of the relevant information about the vaccine. BioNTech has submitted multiple updates of the product information (SmPC and package leaflet) to the relevant regulatory authorities as legally required. These included variations to introduce updated variant-adapted vaccines developed according to the recommendations on updated composition for COVID-19 vaccines issued by WHO, EMA/European Center for Disease Prevention and Control (eCDC) and the FDA/VRBPAC (Vaccine and Related Biological Products Advisory Committee) supporting the introduction of monovalent vaccines encoding the XBB.1.5 SARS-CoV-2 subvariant. BioNTech strives to comply with the legal and regulatory requirements for the marketing of pharmaceutical products. Any deviations from the strict regulation for pharmaceutical product information would be corrected in a controlled process; in 2023 no deviations nor legal proceedings regarding product information have occurred. ● **GRI 3-3, 417-1** ● **SASB HC-BP-270a.1**

Promotion of Off-Label Use

Promotion of off-label use of drugs and products is strictly prohibited by the Compliance Policy on Business Interactions with Healthcare Professionals. The policy includes the principle that all sales-related business functions are prohibited from answering off-label use questions that are raised by HCPs. Any unsolicited off-label use questions raised by HCPs can only be answered by the Medical Information team, which is part of the Global Medical Affairs team.

4.8 ANIMAL WELFARE

BioNTech conducts research with the aim of improving the health of people worldwide. The safety, efficacy and quality of BioNTech's products and product candidates are top priorities. BioNTech develops its products and product candidates with scientific care and precision, first in preclinical studies and then in clinical trials. For this purpose, it is essential that BioNTech also conducts studies that involve the responsible use of animals. The knowledge that BioNTech obtains from the complex interaction of cells and their functions in a living being plays a critical role in helping to prevent diseases and improve their diagnosis and treatment options.

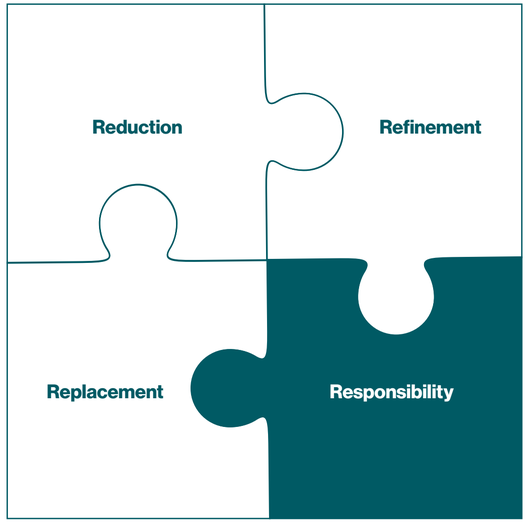
Management Approach

BioNTech is committed to combining excellent research results and individual animal welfare in a thoughtful, careful and conscientious way. Responsible research at BioNTech is guided by the implementation of the 3R principles: Replacement, Reduction and Refinement. Wherever possible, BioNTech seeks to apply non-animal methods in its testing practices (Replacement). The number of animals required to obtain the necessary scientific information is kept to a minimum (Reduction). Moreover, all animal testing is designed to reduce the severity of necessary treatments and examinations to the indispensable level for every research animal (Refinement).

BioNTech has also added a fourth dimension to the 3R principles: Responsibility. Paying special attention to the specific needs of species, BioNTech's goal is to create favorable living conditions and ensure the well-being of animals in the Company's stewardship throughout their entire lives. All actions are therefore directed at not only meeting the legal requirements for species-appropriate housing and performance of animal testing but also at continuously improving practices based on the advancements in science and technology. Consistent with the European Commission's "Ethics for Researchers" and European and national laws, it is BioNTech's responsibility to not inflict pain, suffering or harm on any animal without reasonable justification and to limit adverse effects as much as possible.

During preclinical research, animal studies are conducted in state-of-the-art animal facilities with housing conditions that are in accordance with applicable law and good animal practice as defined by the Federation of European Laboratory Animal Science Associations (FELASA). In other regions, BioNTech expects its external partners to be in compliance with the standards of the Association for Assessment and Accreditation of Laboratory Animal Care (AAALAC) or similar regional standards or guidelines. Business partners in animal testing are obliged to comply with BioNTech's Supplier Code of Conduct. In the General Terms and Conditions of Purchase, BioNTech reserves the right of extraordinary termination if animal welfare standards are violated.

Main Commitments & Approach



Progress in 2023

In coordination with the CSR Steering Board, an internal working group conducted a review of BioNTech's existing animal welfare measures in 2023 with the goal of strengthening the Company's animal welfare management. Based on the review, and in light of the Company's growth, animal welfare management will be enhanced by implementing a stronger global management role and anchoring it in the BioNTech organization.

- GRI 3-3

4.9 GOVERNMENT RELATIONS

Taxes

BioNTech's Tax & Customs Department reports directly to the Chief Financial Officer (CFO). Ultimate responsibility for all tax-related topics rests with the Management Board.

BioNTech cooperates with the relevant tax authorities in all tax matters in a trustworthy and transparent manner, in line with the mandatory Code of Business Conduct & Ethics. This includes not performing any tax-motivated transfer mispricing. The Company also makes certain that it effectively monitors tax-relevant business processes in a risk-oriented manner.

In the 2023 financial year, BioNTech operated primarily in Germany and, therefore, the tax expenses described concern mainly the German tax group (see Chapter **1.3 Economic Contributions**). The Company's income tax and financial position for the year ended December 31, 2023 are disclosed in the annual report and in Form 20-F, the latter of which was filed with the SEC on March 20, 2024. Both the annual report and the 20-F are available on **BioNTech's website** in the Investors section.

In keeping with its commitment to transparent communications with stakeholders, in 2023, the Company informed non U.S.-based holders of American Depository Receipts of the double taxation on dividends. Information on dividend payments and tax deductions is available on **BioNTech's website.** • **GRI 3-3, 207-1, 207-2**

Financial Assistance

Government Grants

BioNTech received two government grants from the Austrian research promotion agency (Forschungsförderungsgesellschaft, FFG) between 2018 and 2022 totaling EUR 2.5 million. As of December 31, 2023, the loans amounted to EUR 2.2 million and mature between 2026 and 2029. • **GRI 201-4**

Special Non-Governmental Grants

On September 18, 2023, BioNTech and the Coalition for Epidemic Preparedness (CEPI) signed a funding agreement under which CEPI provides BioNTech a grant supporting the development of mRNA-based mpox vaccine candidates (vaccine program BNT166).

On November 8, 2023, BioNTech and the Bill & Melinda Gates Foundation (BMGF) signed a new grant agreement under which BMGF provided BioNTech a grant supporting the development of a tuberculosis (TB) vaccine candidate (vaccine program BNT164). On December 15, 2023, BioNTech and BMGF terminated a grant agreement entered into in 2020 regarding the development of an investigational COVID-19 immunotherapy.

Advocacy

Political Contributions

BioNTech does not make monetary contributions to political parties or affiliated political organizations. The same applies to initiatives that support the objectives of either a political party's or an individual representative's candidacy for public office.

BioNTech is a member of the Association of Research-Based Pharmaceutical Companies (Verband Forschender Arzneimittelhersteller e.V. – vfa), the association of research-based pharmaceutical companies in Germany. BioNTech's Vice President Global Commercial and General Manager Michael Boehler has been a member of the vfa board since 2022. Other employees are actively involved in various vfa expert groups. • **GRI 415-1**

Public Affairs

Due to the high sociopolitical relevance of the Pfizer-BioNTech COVID-19 Vaccine, the Company has continued to experience increasing interest in its positions in the political realm. Where necessary, BioNTech has presented its positions and views in direct dialogue with political stakeholders. In early 2021, the Company began strategically and operationally bundling public affairs activities into the Market Access & Public Affairs department within BioNTech Europe GmbH. BioNTech aims to promote constructive exchange with political stakeholders and advance the vision of fighting infectious diseases, cancer and other serious illnesses through the development of novel therapies.

To advance the vision of fighting infectious diseases, cancer and other serious diseases through novel therapies, BioNTech promotes a constructive exchange with all stakeholders.

Lobby Register

In compliance with legal obligations, the Company has been registered in the E.U. Transparency Register since 2020 (**BioNTech SE**) and in the lobby register of the German Bundestag since the beginning of 2022 (**BioNTech SE** and **BioNTech Europe GmbH**). The registers transparently disclose the Company's annual financial expenditures related to lobbying, lobbying channels and lobbying positions. • **GRI 3-3**

5.0 ENVIRONMENTAL AND CLIMATE PROTECTION

Creating Value within Planetary Boundaries

FOR FUTURE GENERATIONS:

We are following our path in a Paris Agreement-aligned[1] and environmentally conscious way.

BioNTech CO_2e footprint 2023 (Scope 1, 2 and 3)

534,182 metric tons

SBTi-validated Scope 1 and 2 target for 2030 vs. 2021: Absolute reduction of GHG emissions of

42%

99.1%

of BioNTech's GHG emissions are generated in the value chain (Scope 3)

59%

of BioNTech's workforce is covered by ISO 14001 (environmental management) and 45001 (occupational health and safety management) certifications

Share of renewable energy among total energy consumption in 2023:

62%

(2022: 41%)

Share of renewable electricity among total bought-in electricity in 2023:

85%

(2022: 84%)

1 See page 54

5.0 ENVIRONMENTAL AND CLIMATE PROTECTION

5.1 BIONTECH'S IMPACT ON THE ENVIRONMENT

As a research-based, commercially producing biotech company, BioNTech has an impact on the environment. The Company's production and R&D activities require resources, such as energy and water, and generate waste. The majority of the Company's CO_2e emissions are greenhouse gas (GHG) emissions arising from BioNTech's purchases of goods and services. In addition, many of BioNTech's activities require face-to-face interaction with other researchers, collaborators and business partners, making business travel essential. This is compounded by BioNTech's global presence. The biotech industry's highly regulated safety requirements in areas such as waste and water management also present unique environmental challenges. The Company recognizes its role in seeking to reduce emissions from its own operations as well as those in its supply chain.

Over the past three years, BioNTech has acquired new sites and undertaken several major infrastructure and construction projects, both in Germany and globally. BioNTech continues to expand its global presence, among others, through further acquisitions and commissioning new facilities. This growth and its associated projects will continue to have an impact on the environment and the neighboring areas. It may also result in a greater burden on the environment and the climate.

5.2 GROUP ENVIRONMENTAL MANAGEMENT

Governance

Responsibility for operational environmental management at BioNTech lies with the Safety, Health & Environment (SHE) Department and is embedded in the Environmental Programs & Protection function. The scope of the global SHE activities encompass environmental protection, wastewater and waste management, energy management, and energy audits. This function is also in charge of occupational health and safety, plant and process safety, and sustainable construction and compliance with relevant safety, health and environmental legislation.

Integrated Management System

BioNTech continuously develops, monitors and seeks ways to improve its group-wide environmental management policies and procedures. Processes are intended to ensure that the Company complies with the relevant environmental, health and occupational safety laws and regulations. Group-wide policies, handbooks, guidelines, work instructions and standard operating procedures (SOPs) are also in place to facilitate the Company's adherence to applicable national and local laws and regulations. They are also intended to help enhance the Company's environmental performance through improvements such as better energy efficiency. BioNTech's Policy on Safety, Health, Environment & Energy 2023 is published on the **corporate website.**

Employees have access to the relevant documents and regulations, as well as to other environmental information, through an online library. Mandatory training on essential aspects of SHE management is provided to employees via in-person sessions and webcasts; policies are rolled out via BioNTech's BxP Hub. The SHE management team takes part in the design of new technical systems and processes and monitors compliance with all relevant SHE requirements. The department communicates with authorities and assists other BioNTech functions with external audits related to SHE matters.

BioNTech has continued the implementation of a group-wide Integrated Management System (IMS) in accordance with the international standards for environmental management (ISO 14001), energy management (ISO 50001) and occupational health and safety management (ISO 45001). To comply with internationally recognized standards and improve the Company's SHE performance, BioNTech is required to take certain measures, which include evaluations of environmental aspects (ISO 14001), energy evaluations (ISO 50001) and occupational health and safety risk assessments (ISO 45001). BioNTech aims to further enhance and continuously improve its SHE management globally. It plans to do this not only through the Integrated Management System but also by implementing global policies and standards applicable group-wide and setting objectives and targets for the ongoing development of SHE management.

In 2023, the Company reached an important milestone with the certification of its Integrated Management System in accordance with the international standards for environmental management (ISO 14001), energy management (ISO 50001) and occupational health and safety management (ISO 45001) at its German sites in Mainz, Martinsried, Neuried and Halle.

In 2023, the Company reached an important milestone with the certification of its IMS. Compliance with the applicable standards was confirmed by an external certification company (DQS GmbH) in a Stage 1 and Stage 2 audit that included BioNTech's German sites in Mainz, Martinsried, Neuried and Halle.

The Integrated Management System covers all of the BioNTech sites. Certified sites implement respective processes and guidelines. Implementation audits are conducted on a rolling basis as part of the certification process. BioNTech received the ISO 14001 and 45001 certifications in January 2024, which covered 59 % of its workforce at the end of 2023. BioNTech plans to pursue ISO 50001 certification for locations in Mainz and Marburg in 2024. ● **GRI 403-8**

In addition, BioNTech's Management Board approved the defined global SHE measures and objectives in 2023. The measures and objectives require each BioNTech site to determine its own site-specific objectives and take appropriate measures to improve SHE management.

To familiarize employees with BioNTech's SHE policy, all employees have received mandatory training, which will continue to be conducted yearly. The training is supplemented by SHE Management System training to support the implementation of the Integrated Management System. Training is provided online or on-site to all employees. Also in 2023, BioNTech introduced a global sustainability guideline (see **page 50** for more information) to integrate sustainability aspects into new construction and renovation projects. A monitoring concept is also being developed to enable BioNTech to better monitor energy consumption, water use, and wastewater generation.

BioNTech's Green Team and Environment and Energy Teams

Green Team, BioNTech US:
The U.S. Green Team was established in 2022 with the goal of informing, motivating and engaging employees on sustainability-related topics. In its second year, the team increased its engagement with BioNTech's U.S. sites. The U.S. Green Team hosted a virtual Earth Day event, which included a high-level review of BioNTech's Sustainability Report 2022 and featured Prof. Özlem Türeci, M.D., as a guest speaker to address the importance of sustainability in everyday life. During the year, the U.S. Green Team also facilitated a total of five learning opportunities and hosted six campaigns and events, each addressing different aspects of incorporating more sustainable practices at work and at home. Activities included a second annual community service event at a local park in Gaithersburg to clean up a historic flower garden. Other initiatives included facilitating the sharing of research supplies among the U.S. sites and continuing to expand site compost and recycle programs. The team continues to grow in size as members volunteer their time to lead and support sustainability initiatives.

One of the key accomplishments in 2023 was the successful certification of the following four labs under the My Green Lab certification program. My Green Lab is a nonprofit organization and a globally recognized authority in laboratory sustainability.

- QC Analytical Labs (Gaithersburg), Gold Certification
- QC Microbiology Labs (Gaithersburg), Silver Certification
- General/Assay Lab (Gaithersburg), Silver Certification
- Molecular Biology Lab (Gaithersburg), Silver Certification

These are the first labs across BioNTech to achieve this certification. This certification program evaluates laboratories' efforts to reduce waste, conserve energy, and utilize eco-friendly materials. Receiving this certification is just one step in BioNTech's journey towards improving work methods by integrating more efficient and sustainable practices.

Environment and Energy Teams, BioNTech Germany:
In 2022, Environment and Energy teams in Marburg and Mainz were founded under the lead of BioNTech's Safety, Health & Environment Department. The teams comprise interested employees from various functions who met regularly throughout 2023 to design ways to make BioNTech's everyday operations more sustainable. In 2023, the team at the Marburg location focused on raising employee awareness through different initiatives, including the introduction of a more sustainable office waste separation system, the organization of a clean-up day, and an environmental month to provide information on more sustainable business practices. The team in Mainz is currently revising its structure and processes to further focus its engagement in 2024.

Sustainability Guideline for BioNTech's New Building Projects

BioNTech developed and implemented a global guideline in 2023 for new buildings and major renovations of existing facilities. The guideline applies to the construction of all new BioNTech buildings and extensive renovations of existing BioNTech sites. The guideline covers sustainability aspects, including the prevention of CO_2 emissions, energy efficiency, total energy consumption, and the use of natural resources such as water. The guideline also takes different local aspects into account. Specific requirements for new offices, laboratories, logistics and production facilities are laid out and set the standard at BioNTech. An example is the guideline requiring that at least a portion of energy use comes from renewable sources, such as photovoltaic systems.

The Company intends to systematically integrate sustainability aspects as early as possible into the planning and execution of new building projects and major renovations.

One of the minimum requirements for reducing energy consumption is the use of LEDs for lighting. In addition, every new building project is required to assess the potential for using rainwater as a substitute for fresh water, for example, for sanitary facilities, and to design and implement options on a project-specific basis. The Company also aims to optimize the use of process water.

The new global guideline complements the overall environmental impact assessments conducted at BioNTech sites. In 2023, the guideline was applied for the first time to a building project at the Company's facilities in Mainz, Germany, and will continue to be applied to future construction projects, including new buildings, fit-outs, and renovations. In principle, the guideline covers all aspects necessary for obtaining "green" building sustainability certifications, such as the Leadership in Energy and Environmental Design (LEED) certification.

Safety, Health and Environmental Risk Management

The SHE Department is responsible for conducting risk assessments in the areas of safety, health and environment, thereby contributing to group-wide Enterprise Risk Management. Risk assessments include environmental impact assessments for BioNTech's own operations and for new construction projects. The SHE Department also supports business continuity processes in the areas of emergency preparedness and hazard prevention for the Company's sites and employees (see Chapter **4.4 Global Resilience**). Occupational health and safety and environmental considerations are also part of BioNTech's human rights obligations (see Chapter **4.3 Human Rights**). Potential risks are identified, evaluated, qualified, and financially quantified according to defined criteria, and action is taken when necessary.

5.3 WASTE

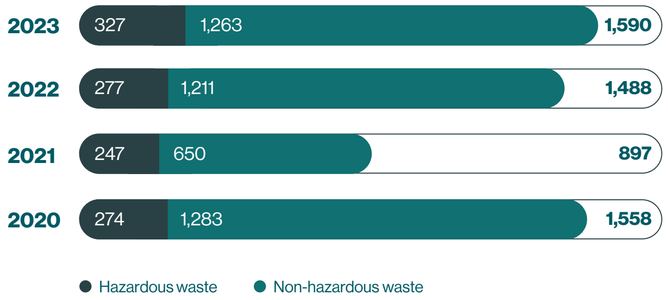
BioNTech prioritizes waste prevention and professional waste disposal – especially where hazardous waste is concerned. The processes involved are described in the Company's internal operating and mandatory work procedures. Every employee is trained in waste management and required to read and sign instructions on waste management procedures. Disposal service providers are carefully selected, and the terms of disposal are contractually defined. All service providers are required to provide proof of proper waste disposal.

BioNTech's Integrated Management System also covers waste management as part of environmental management (ISO 14001). Standard operating procedures (SOPs) and work instructions are continuously implemented at each site and supplemented with further guidelines. Each site has a responsible function for waste management. Employees tasked with waste management receive mandatory training structured according to the focus and characteristics of each site, such as office buildings, manufacturing facilities, and laboratories. The SHE Department works closely with the sites to identify and tap the potential to reduce waste. The department also works to enhance the quality of waste management data on an ongoing basis. This has led, for example, to BioNTech's plan to implement waste balance sheets that include the types and routes of waste disposed.

BioNTech generated 1,590 tons of waste in 2023 (2022: 1,488t; 2021: 897t; 2020: 1,558t; 2019: 371t). The year-on-year rise in the total waste volume can be put into perspective by considering the Company's continued strong growth and expansion of operations, which includes the acquisition and operation of new facilities in 2023. ● **GRI 3-3, 306-1, 306-2**

Waste accumulation

Waste in metric t



Hazardous Waste

BioNTech prioritizes both waste prevention and proper disposal, which includes hazardous waste, to prevent harm to people and the environment. About 20.6% of BioNTech's waste in 2023 was categorized as hazardous waste[1] and required thermal treatment or incineration at special facilities as required by law. This is also the process required at all BioNTech sites worldwide that generate hazardous waste.

BioNTech expects disposal facilities to

- have a certified environmental management system in place;
- comply with all applicable safety and environmental laws and regulations;
- have an established and certified occupational safety management system; and
- have the permission to transport, store, dispose and further use the generated waste.

In 2023, the Company started conducting audits at disposal facilities to ensure compliance with the Company's requirements. In 2023, one audit was conducted at a disposal facility commissioned by BioNTech. Further audits will be carried out at other facilities on an ongoing basis. BioNTech also conducts audits at facilities outside of Europe prior to commissioning vendors, especially when the work involves the disposal of hazardous waste. ● **GRI 3-3**

5.4 WATER AND EFFLUENTS

Water and Wastewater Management

By 2050, 52% of the world's population is expected to be living in **water-stressed areas.** As the issues of water scarcity and pollution become increasingly relevant, the ability to manage water and wastewater sustainably will be key to ensuring sustainable development. One goal of the Company's environmental management is therefore to ensure sustainable water and wastewater management. As BioNTech grows and expands in Germany and in other countries worldwide, managing the availability and careful use of water is important. In taking on this responsibility, BioNTech seeks to minimize the impacts of its operations on local water supply.

Water Risk Management

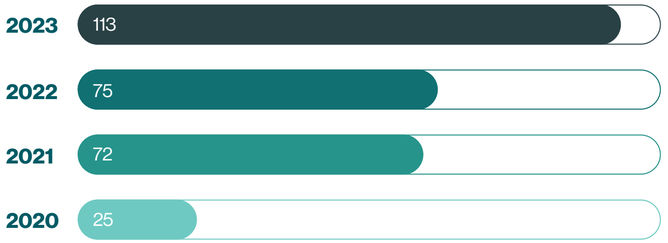
BioNTech's environmental impact assessments for its existing operations and new construction projects include water management and water risks. This is also a part of BioNTech's Enterprise Risk Management and due diligence processes according to the LkSG. The Company identifies and carefully evaluates risks related to water and effluents and their potential longer-term impact. By taking a precautionary approach, BioNTech also strives to protect the Company from adverse effects of increasingly stringent water protection regulations. Generally, the aspects of water and water discharge, which could include potentially hazardous substances released into water (see Chapter **5.3 Waste**), are part of the permission process for new construction and other activities. BioNTech strives to maintain high water management standards at its own sites globally. ● **GRI 3-3, 303-1**

Water Withdrawal

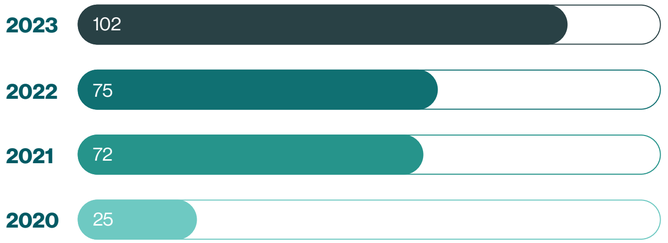
BioNTech's total water withdrawal amounted to 113 mega liters in 2023 (2022: 75 mega liters). The Company monitors its water withdrawal on an annual basis, using the water invoices for each site. BioNTech plans to monitor its water use more closely and has initiated the development of a metering concept. In 2023, BioNTech withdrew only a very small share of 0.46% of its total water withdrawal from areas under water stress, as defined by the **WWF Water Risk Filter.**

Water withdrawal

Total water withdrawal in 1,000 cbm



Total water discharge in 1,000 cbm



1 Classification according to the 1989 Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and Their Disposal.

Wastewater Effluents

BioNTech closely monitors the discharge of wastewater it generates. In addition to greywater and blackwater generated by offices and other administrative establishments, wastewater is generated in the Company's research and development laboratories and production facilities.

To prevent hazardous chemicals and substances from entering bodies of water and the adjacent environment, pharmaceutical wastewaters are not permitted to be discharged into municipal sewer systems. For this reason, BioNTech has implemented mandatory procedures and internal guidelines. Wastewater is also included in the Company's environmental management processes described above as part of the evaluation of environmental aspects.

The Company closely monitors and analyzes wastewater before it is discharged via dedicated disposal channels in compliance with strict legal and regulatory requirements. BioNTech designs and implements its own neutralization systems in accordance with the current German water legislation. Examples include the Company's new wastewater treatment facilities in 2022 for its laboratories in Mainz and in 2023 for its production facility in Marburg. ● **GRI 303-2**

5.5 CLIMATE CHANGE MITIGATION AND MANAGEMENT

The climate crisis is one of the main global challenges of our time. Since the beginning of industrialization, human activities have been causing human-induced greenhouse gas emissions, which are causing rising temperatures. We are already experiencing the consequences in various ways, including weather-related natural disasters. It is essential that mankind limits global warming to 1.5°C compared to pre-industrial levels and meets the goals of the Paris Agreement.

Contributing to this effort will require a profound transformation in the way BioNTech produces goods and manages its value chain to enable massive and timely reductions in greenhouse gas emissions. BioNTech has initiated the first measures to do so, which are described later in the chapter. After allocating electricity and heat emissions to the end-use sectors, the industrial sector continued to be the sector with the highest emissions in 2021, accounting for about 40% of emissions globally (IEA 2023, see diagram for further details). As an industrial company, BioNTech takes responsibility for its own share of emissions.

Global CO_2 emissions by sector, 2021

Source: IEA (2023), Greenhouse Gas Emissions from Energy Data Explorer, IEA, Paris.
Latest figures available are for 2021; electricity and heat emissions allocated to final sectors.

BioNTech's vision lies in improving people's health worldwide, and the Company's climate protection efforts form an integral part of its strategy. These are combined and reported as one comprehensive management approach due to the direct link between the energy consumption of BioNTech's sites and its Scope 1 and Scope 2 GHG emissions footprint. ● **GRI 302, 305**

Climate Change Mitigation Governance

The continuous development and execution of the Company's climate change mitigation strategy shows the increasing attention paid to climate protection and reducing BioNTech's GHG emissions. Many areas of the Company, including the Management Board, are involved in driving the strategy forward, with the ultimate responsibility assigned to the COO, who is briefed regularly on the topic. The COO's task is to ensure that the Management Board takes into account the relevant GHG emissions and energy issues in its work and decisions. Carbon emission-related performance indicators are reflected in the Management Board's variable remuneration (see Chapter **4.1 Managing Responsible Governance**). To achieve its near-term climate targets, BioNTech is in the process of integrating various measures into its ongoing operations, future planning and supplier management. This transformation requires additional financial, operational and human resources and the respective management capacity.

In 2023, BioNTech worked towards its targets and further strengthened its Energy & Sustainability Projects (ESP) Department with additional staff and resources. The ESP Department was established in 2022 as part of the BioNTech Site Services (BSS) Department. One of its tasks is to establish and implement the decarbonization targets at the operational level globally. In 2023, BioNTech further improved its climate

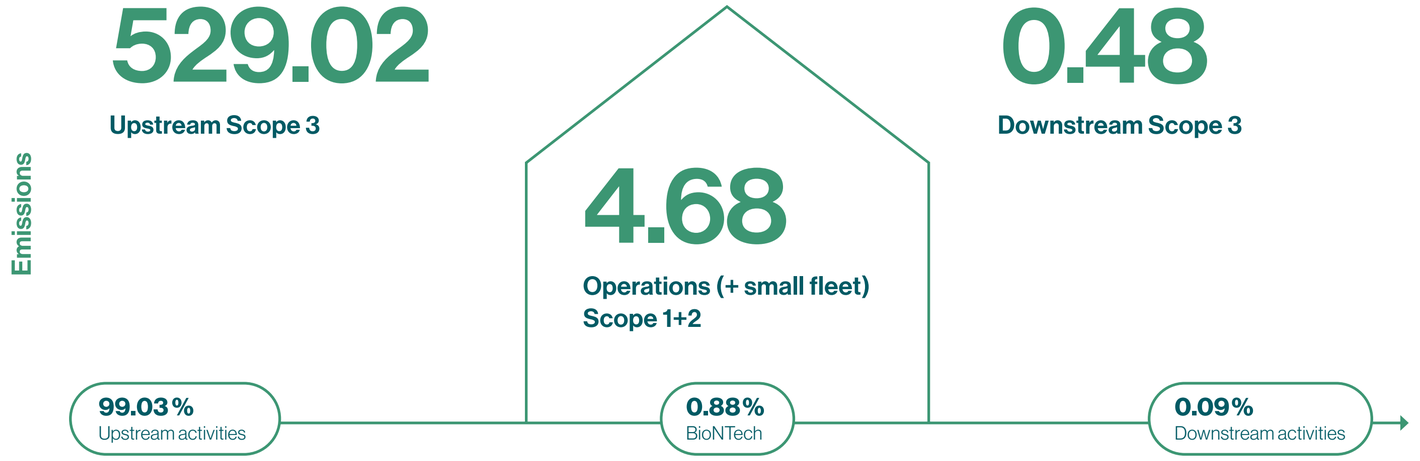
management and governance practices, including its financial planning and decision-making process. Capital appropriation requests include an assessment of the project's CO_2 footprint. This is an important criterion to steer the Company towards its near-term climate targets. GHG emissions are also an important aspect in the development and execution of new building projects. BioNTech has implemented a sustainability guideline for new building projects and major renovations, which is described in Chapter **5.2 Group Environmental Management.** In addition to this guideline, the ESP Department developed guidance for the selection of rented properties in 2023. The guidance includes criteria such as the availability of meter readings to monitor the site's energy consumption more closely and the availability of CO_2-neutral energy supply at the site help reduce the Company's CO_2 footprint. Guidance for purchasing green power, cooling and heating has also been made available, which allows the use of fossil-based energy sources only in exceptional circumstances, such as for emergency power generators.

The ESP Department also works to enhance the monitoring and steering of GHG emissions at each site. For this purpose, a Carbon Dashboard is under development, which is intended to inform the responsible functions of the implications of decisions for their sites and during relevant projects, such as new building construction. To build up the required skills and knowledge base, the relevant staff has undergone training on GHG emissions standards and the requirements of the Science Based Targets Initiative (SBTi) for their area of responsibility. Measures to raise awareness were also taken in 2023, and information is now being provided to a wider range of employees through internal communication channels.

The ESP Team has set up a community to share knowledge and build up expertise in the organization. This group brings together site representatives and other functions that are involved in BioNTech's decarbonization efforts. Colleagues have been exchanging exemplary practices in this forum since the first quarter of 2023. Global and regional groups met throughout the reporting year to identify local decarbonization potential and jointly work towards executing the measures identified.

GHG footprint (Scope 1, 2 and 3)

Overview of emissions – Financial Year 2023 in 1,000 t CO_2e



Climate protection as a strategic objective is part of the CSR function and CSR management, with direct and regular reporting to the COO. The CSR and ESP departments work closely together to progress towards targets with the support of other departments, such as Environmental Programs & Protection, Procurement, Supply Chain Management, and IT. Responsibility for climate protection and decarbonization is also being established within BioNTech's operating units, subsidiaries and branches worldwide. ● **GRI 3-3**

Calculation of BioNTech's Corporate Carbon Footprint 2023

BioNTech accounts for its greenhouse gas emissions in accordance with the internationally recognized standards of the GHG Protocol, using the operational control approach. Under this approach, the Company accounts for 100 % of the GHG emissions from the operations over which it has control. In 2023, BioNTech's CO_2 emissions footprint amounted to 534,182 metric tons of CO_2e. A total of 4,681 metric tons were Scope 1 and Scope 2 (0.88 % of total emissions), and 529,501 metric tons of CO_2e were Scope 3 (99.12 %). As in the previous year, upstream Scope 3 emissions constituted the largest share of BioNTech's emissions in 2023.

From 2022 to 2023, Scope 1 and 2 emissions increased by 16% as a result of the Company's growth. Total Scope 3 emissions decreased by 53% during this period in line with the general business development of BioNTech.

More information can be found in the **GRI Content Index** in the detailed environmental data on **page 82**.

In 2021, BioNTech had its first full year of commercial production, which led to higher energy consumption and the need for more goods and services for its operations. This was also the first year for which BioNTech calculated its total carbon footprint, including Scope 1, 2 and 3 emissions. As a result, 2021 was chosen as the baseline year for future comparisons of BioNTech's climate protection efforts. In 2022, BioNTech established a GHG emissions recalculation policy according to the GHG Protocol guidance. This sets rules for organic and inorganic growth, shall ensure a consistent data set over time, and shall allow for meaningful comparisons of emissions data. In 2023, BioNTech drafted a carbon accounting policy and manual to facilitate gathering its energy and CO_2 emissions data. Employees involved in collecting the data have been made familiar with the manual. This approach is currently being tested and will be further refined based on the feedback from the initial experience. BioNTech aims to enhance the efficiency and reliability of its data processes and improve data quality. Given BioNTech's global growth and expansion, the Company will also review its corporate carbon footprint data with the aim of reducing uncertainties and improving data quality according to the GHG Protocol and the requirements of the SBTi. BioNTech also aims to reduce the number of estimations and extrapolations used to calculate its carbon footprint.

Reducing Flight-Related CO_2 Emissions

CO_2 emissions due to business travel increased significantly in the 2023 financial year compared to the previous year, from 2,509 tons to 9,902 tons of CO_2. 91% of these emissions are attributable to passenger flights. BioNTech plans to mitigate part of these emissions through Sustainable Aviation Fuel (SAF). At least 2,000 tons of CO_2 are intended to be mitigated by SAF annually, including for the 2023 financial year. The revision of the Company's global travel policy and other measures are expected to contribute to the reduction of flights and the associated CO_2 emissions.

Climate Strategy and Decarbonization Budget

To meet BioNTech's commitment to help protect the climate, a comprehensive climate strategy was developed in 2021 and further refined in 2022. The strategy sets emission reduction targets in line with the SBTi to minimize the environmental impact of BioNTech's business activities by cutting GHG emissions in its own operations and its entire value chain. In January 2023, BioNTech submitted a letter of intent to to the SBTi, formally committing the Company to adopt science-based emission reduction targets. In January 2024, these near-term targets were officially validated by SBTi in the following form:

BioNTech commits to reduce absolute Scope 1 and 2 GHG emissions 42% by 2030 from a 2021 base year. BioNTech commits that 72% of its suppliers by emissions covering purchased goods and services, capital goods and upstream transportation and distribution, will have science-based targets by 2027.

SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

The SBTi's target validation team has classified BioNTech's Scope 1 and Scope 2 targets as in alignment with a 1.5°C trajectory.

In 2023, BioNTech's Management Board approved a multi-year budget to equip its central ESP Department with the necessary resources to carry out the Company's decarbonization measures. The budget is intended to finance measures to reduce the Company's CO_2 footprint at existing sites over a five-year period and will be managed centrally by the ESP Department. The decarbonization budget is available independently of other allocations to provide a solid foundation to achieve BioNTech's near-term CO_2 reduction targets. The budget is earmarked for investments to support the capital requirements of the decarbonization pathway towards BioNTech's near-term 2030 target.

The ESP Department is also tasked with setting annual targets for the Company and its sites. In 2023, the greatest levers to reduce the Company's CO_2 footprint were identified through in-depth analyses, resulting in the planning of several measures, including the installation of photovoltaic facilities, better heating, ventilation and air conditioning systems, and the installation of energy-efficient heat pumps at BioNTech sites. The department's focus is on increasing energy efficiency and switching to renewable energy sources at the BioNTech facilities generating the most CO_2 emissions.

BIONTECH'S SCIENCE-BASED TARGET VALIDATION JOURNEY

BioNTech aims to play an active role in climate change mitigation by reducing the emissions under its direct control (Scope 1 and Scope 2) and reducing indirect emissions in its supply chain (Scope 3). The Company's emission reduction targets (see page 54) have been set and validated in a comprehensive process with the Science Based Targets initiative (SBTi). The Science Based Targets initiative (SBTi) is a global body enabling businesses to set ambitious emissions reductions targets in line with the latest climate science.

SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Commitment

In 2023, BioNTech submitted a letter of intent to set science-based targets to the SBTi.

Target Setting

Based on its corporate carbon footprint data, BioNTech set emission reduction targets in line with the SBTi criteria.

Submission

BioNTech presented its emission reduction targets to the SBTi for review and official validation.

Validation

The SBTi reviewed BioNTech's targets and officially validated them in January 2024.

Communication

To inform its stakeholders, BioNTech communicated its validated SBTi emission reduction targets externally.

Reporting

BioNTech reports annually on its emissions and progress against its SBTi targets.

VALIDATION JOURNEY

Climate Change Mitigation in Operations

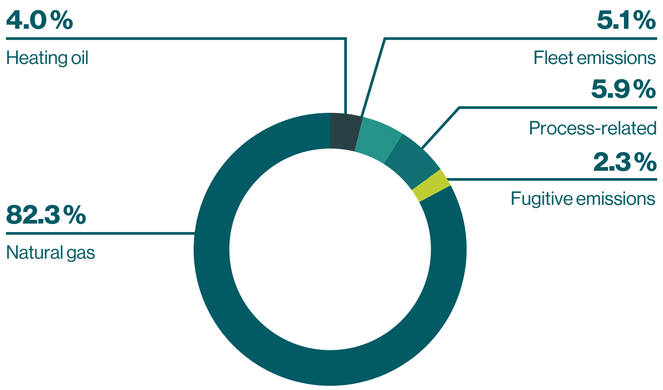
BioNTech aims to play an active role in climate change mitigation by reducing the emissions under its direct control. The key challenge for the Company is to simultaneously reduce its Scope 1 and 2 emissions to fulfill its SBTi commitment while managing increasing production and steady growth. BioNTech's central ESP Department, together with functions at respective sites, has been evaluating, planning and implementing various mitigation levers to meet this challenge. The ESP Department is responsible for monitoring progress towards BioNTech's near-term targets. Some of the measures are described below in the respective sections.

Our efforts to mitigate and manage the effects of climate change are embedded in our vision to help improve the health of people worldwide. We therefore seek to minimize the environmental impact of our business activities in our own operations and in our entire value chain to positively impact patients, employees, communities, and ultimately, the planet.

SIERK POETTING, PH.D.,
Chief Operating Officer at BioNTech

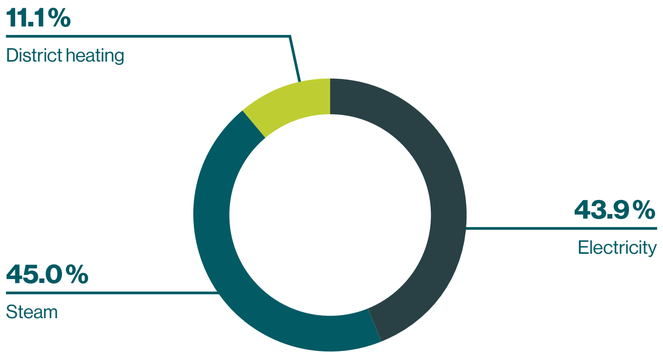
The greenhouse gas (GHG) emissions generated by BioNTech's operations are related to the amount and type of energy the Company consumes.

Direct GHG emissions (Scope 1)



Total Scope 1 emissions in 2023: 100 % = 1,342 t CO_2e
Difference to a 100 % due to rounding.

Indirect GHG emissions (Scope 2)



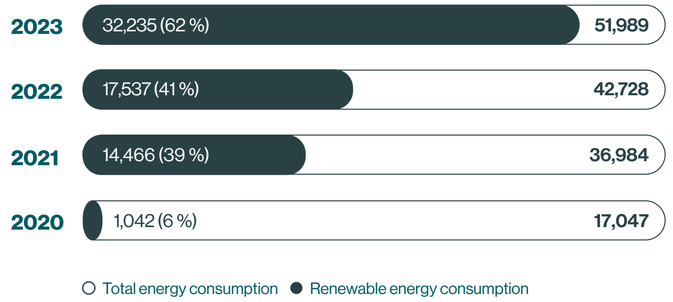
Total Scope 2 emissions in 2023 (market-based): 100 % = 3,339 t CO_2e

The Company uses energy primarily to heat and power its facilities. A significant portion of the Company's natural gas consumption is used to generate steam for production facilities and research and development processes.

BioNTech has been developing a series of measures over the past three years aimed at reducing its energy consumption and facilitating the switch to renewable alternatives. In 2023, the Company continued developing and implementing these measures, which are detailed below.

Energy consumption

In MWh/thereof renewable energy consumption in %

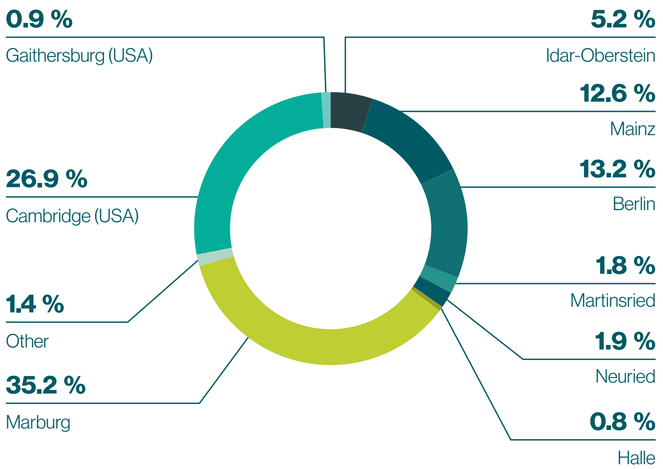


Understanding BioNTech's Energy Requirements

BioNTech has been analyzing its main sources of energy consumption and the corresponding emissions at its locations since 2021. The analyses are conducted at the process and infrastructure levels to identify suitable locations for implementing transformations to reduce GHG emissions. Building on the knowledge and assessment from previous years, BioNTech conducted an in-depth decarbonization assessment for its largest emitting sites. The assessment established a coherent baseline and supported the identification of site-specific measures for the implementation of renewable energy and energy efficiency in Marburg, Mainz and Idar-Oberstein in Germany, Cambridge and Gaithersburg in the United States, and in Singapore.

Emissions by location

Emissions (Scope 1 & 2) in % of total Scope 1 and 2 in CO_2e



Total emissions Scope 1 and 2 in 2023: 100 % = 4,681 t CO_2e;
Scope 2 market-based calculation

Energy Efficiency

Environmental management systems play a key role in increasing the energy efficiency of BioNTech's overall operations. BioNTech has continued the implementation of a group-wide Integrated Management System in accordance with the international standards for Environmental Management (ISO 14001), Energy Management (ISO 50001) and Occupational Health and Safety Management (ISO 45001), which is described in Chapter **5.2 Group Environmental Management.** The Integrated Management System also covers energy-related aspects and will contribute to an improved collection of energy-related data, including detailed analysis and evaluation of energy consumption. It will also support the definition of energy-related targets. Furthermore, BioNTech has implemented a sustainability guideline applicable to new buildings and major renovations. The guideline's main objectives are energy efficiency and a reduction in carbon emissions. A description of the guideline can be found on page 50 in Chapter **5.2 Group Environmental Management.**

Renewable Energy

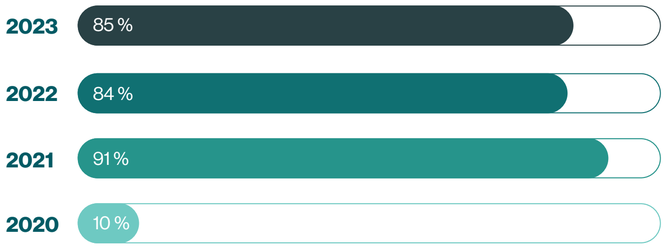
Since 2021, BioNTech has been working to switch from conventional energy sources to renewable energy. In 2023, the Company built on these efforts and centralized green energy purchasing for all German sites. As an example, in the fourth quarter of 2023, BioNTech changed from gas-powered to green district heating at a site in Mainz, Germany. BioNTech also entered into contracts for green energy at some of its international sites based on local availability. BioNTech received Renewable Energy Certificates (RECs) for its energy supply at its Gaithersburg location for 2023.

BioNTech has also taken measures to generate its own renewable energy at some sites. A scheduled retrofitting at one major site in Mainz, for example, included the planned installation of a photovoltaic (PV) system. BioNTech continues to work to assess the potential for expanding the generation of renewable energy at further locations.

For sites that neither allow for green energy contracts nor efficient energy generation from direct PV installations, other measures, such as pursuing Power Purchase Agreements (PPA), have been initiated. In addition, PV contracting options are being evaluated and will be used where feasible.

The percentage of bought-in electricity produced by renewable energy was 85 % in 2023, compared to 84 % in 2022. This increase resulted from the greater use of green energy contracts and a switch to renewable energy sources at some sites.

Percentage of renewable electricity from bought-in electricity



Climate Protection in the Supply Chain

BioNTech has presented its Scope 3 GHG footprint since the base year of 2021. These emissions are outside of BioNTech's direct sphere of influence but account for more than 99% of its total Scope 1-3 footprint. In 2023, BioNTech calculated all relevant sources in its upstream and downstream value chains to identify key emissions sources. The majority (67%) of GHG emissions stemmed from Scope 3.1: Purchased goods and services. The Scope 3 data was calculated using spend-based methods.

Chemical and pharmaceutical products dominate the BioNTech supply chain

A total of 67 %[1] of CO_2e emissions of purchased goods and services are caused by suppliers to the chemical and basic pharmaceutical product sectors.

25 %
Chemical products

27 %
Basic pharmaceutical products

The remaining 48 % is distributed among the following sectors: business services, human health and social work activities and other.

1 Share of sourcing category of total Tier 1-n CO_2e emissions Scope 3.1 Purchased Goods and Services in 2023. Source: PwC ESCHER Analysis.

In 2023, BioNTech continued its efforts to meet its SBTi supplier engagement target commitment. This included taking sustainability and climate-related criteria into consideration in its purchasing decisions. In 2023, BioNTech started discussions with decision-makers at key suppliers to lay the foundation for a memorandum of understanding to achieve BioNTech's near-term SBTi supplier target. In 2023, the relevant suppliers were contacted.

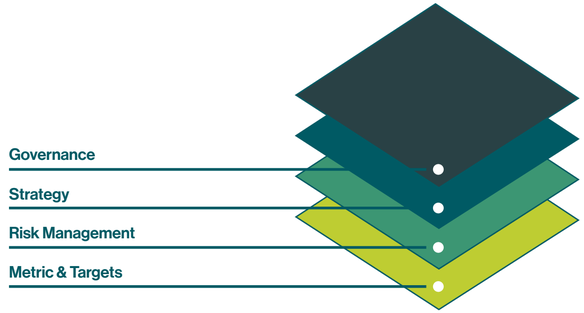
Furthermore, BioNTech conducted a comprehensive revision of its Supplier Code of Conduct in 2023, which included dedicated requirements for climate protection and climate-related disclosures.

5.6 CLIMATE RISK MANAGEMENT

BioNTech also recognizes the impact the climate can have on its business from a risk and opportunity perspective. The Company has decided to integrate an assessment of transition and physical climate risks and opportunities into a holistic climate strategy. In 2022, BioNTech followed the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and conducted a qualitative and quantitative scenario analysis for both transition risks and physical risks and opportunities covering the entire value chain (see infobox TCFD Risks and Opportunities on page 59). Based on the results, the Company has begun examining its governance policies, informing its strategy and investment plans, integrating findings into the Enterprise Risk Management, and reviewing its metrics and targets.

Launched by the Financial Stability Board (FSB) in 2015, the TCFD initiative has developed recommendations for identifying risks and opportunities arising from climate change. The framework covers four areas that are central to a company's operation: governance, strategy, risk management, metrics and targets (see Figure TCFD on the right).

TCFD recommendations structured around four building blocks



Governance

BioNTech's comprehensive climate protection activities are led from the top. This reflects the critical importance of the climate crisis to creating and securing value and managing risks. BioNTech's climate efforts have the explicit endorsement of the Management Board, particularly from its Chief Operating Officer (COO), Sierk Poetting, Ph.D., and Chief Strategy Officer (CSO), Ryan Richardson.

Strategy

In 2022, the Company conducted a qualitative and a quantitative transition risk scenario analysis based on data from the **IEA Net Zero Emissions (NZE) report.** The report looked at market, policy, legal and technology risks and opportunities across the value chain. The analysis addresses the risks and opportunities for BioNTech that could arise as the world transitions to a low-emission economy and society, including the changing regulatory environment and marketplace in which BioNTech operates. The transition risk scenario analysis conducted was based on the

TCFD Risks and Opportunities

Physical risks

If we do not contain climate change, more physical risks will materialize.

Cyclones & hurricanes | Floods | Drought | Fire | Heat-waves | Rising sea levels

Transition risks…

If we embark on a transition path, more transition risks will materialize.

Policy and legal | Technology | Market | Reputation

…but also transition opportunities

At the same time, the transition can also open up opportunities.

Resource efficiency | Energy sources | Products & services | Markets | Resilience

1.5°C scenario and aligned with the Paris Agreement. It incorporated time frames up to 2030 and 2050 to gain insight into medium- and long-term effects. The transition risk analysis focused on BioNTech's primary commercial product, the Pfizer-BioNTech COVID-19 Vaccine.

The key findings showed that BioNTech is mitigating a substantial portion of its risks. It is accomplishing this through its commitment to the SBTi for its operations and supply chain and the corresponding ongoing decarbonization efforts the Company is taking to minimize transition risks and fully exploit the possible opportunities as presented in the TCFD table on page 84.

Going forward, BioNTech will monitor the global regulatory landscape and update its analysis based on significant changes in climate-related legislation and any changes in the market or in its business organization, as was done following its 2023 acquisition of InstaDeep.

The Company has also conducted a physical risk analysis under the IPCC RCP 4.5 scenario, which projects a rise in temperatures between 1.1°C and 2.6°C. BioNTech selected the medium- and long-term time frames of 2030, 2050, and 2100 for the analysis. It identified both chronic and acute physical risks such as the increased likelihood of extreme weather events. Understanding the effect of physical impacts on BioNTech's own facilities, assets, production and workforce is critical to ensuring the Company's long-term financial stability. At the same time, the Company recognizes the importance of thinking holistically and has extended the analysis to include the entire value chain, including logistics, transport, and suppliers. In 2023, BioNTech integrated climate risk as a criterion in different decision-making processes concerning, for example, potential investments or new corporate locations to address risks at an early stage. BioNTech plans to discuss the key findings of the climate risk analyses with the respective sites and set up further adaptation measures at the sites if necessary. In this process, the results of the climate risk analyses are to be validated with further experts at site level. In 2023, BioNTech assessed the climate-related risks of the acquired InstaDeep sites. The results of the original analysis as of 2022, including an update based on the climate risk assessment for InstaDeep, can be found in the TCFD table on page 84. The scenario analyses will be repeated as necessary to identify risks based on new scientific findings and to reflect material changes at BioNTech.

Risk Management

BioNTech integrated climate-related aspects (SBTi targets and TCFD) as a general category into its Enterprise Risk Management in 2023. BioNTech is also working to incorporate more specific climate-related risk categories into its Enterprise Risk Management to better assess the potential material financial impacts caused by climate change.

Metrics and Targets

In 2021, BioNTech reported a full carbon footprint for the first time, including all relevant scopes in accordance with the Greenhouse Gas Protocol. The Company's 2023 carbon footprint equals 534,182 t CO_2e. A detailed breakdown of emissions and details on BioNTech's decarbonization efforts can be found on page 82.

6.0 ATTRACTIVE EMPLOYER

Fostering the Full Potential of all Employees

FOR OUR EMPLOYEES:

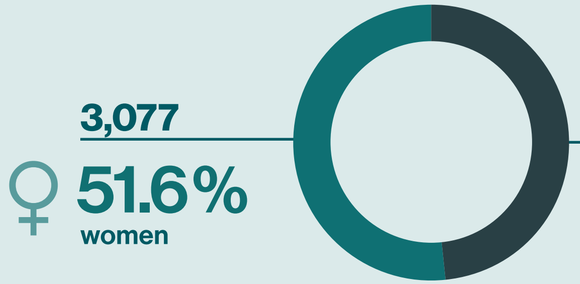
We are creating an environment where everybody feels respected and valued and can grow to full potential.

~6,300 employees[1]

from over **80** nations

36.0%

of positions at vice president level and above held by women



1,609

new pioneers welcomed

6.23%

total turnover rate in 2023

All data as of December 31, 2023. | 1 Including 328 InstaDeep employees; other employee data stated excluding InstaDeep unless indicated otherwise.

6.0 ATTRACTIVE EMPLOYER

6.1 IMPACT ON BIONTECH'S PIONEERS

BioNTech is a global next-generation immunotherapy company pioneering novel medicines against cancer, infectious diseases and other serious diseases. It stands for visionary thinking and a pioneering spirit. The Company was founded by scientists and physicians to translate science into survival by combining fundamental research and operational excellence. Scientific rigor, innovation, passion and a unique corporate culture are BioNTech's driving forces. BioNTech employees – known as "pioneers" – are key to the Company's success in achieving its objectives. Their knowledge, experience, innovative ideas and commitment to contribute have led to the innovation and commercial success of the COVID-19 vaccine and a pipeline consisting of over 20 programs in oncology and seven programs in infectious disease being evaluated in over 40 clinical trials, including eight Phase 2 and two Phase 3 clinical trials in oncology.

6.2 HUMAN RESOURCE MANAGEMENT

Ensuring a welcoming and all-encompassing corporate culture and successfully managing an expanding global workforce of approximately six thousand employees depend on well-functioning, integrated structures. To advance the Company's globalization and digital transformation, BioNTech established a global HR operating model in 2022 to support cross-functional and cross-regional collaborations and seamless HR services. In 2023, BioNTech's Human Resource Department continued to evolve to provide scalable, state-of-the-art HR structures and services to support a high-performing organization and highly engaged employees. BioNTech's key human resources functions are described below.

BioNTech's Key Global Human Resource Functions:

- **Human Resource Business Partners** focus on enabling the business through value-adding partnerships and service excellence to achieve BioNTech's business objectives. This enables BioNTech's management to focus on sustainable growth. The function provides deep business expertise and an entrepreneurial spirit and partners with the business to define and deliver solutions. It also works closely with the business teams to shape and drive their department-specific people agenda in alignment with BioNTech's overarching people agenda.

- BioNTech's **Human Resource Centers of Excellence** are accountable for all HR stages of the employee lifecycle as well as for optimization and governance processes, among other responsibilities. The Centers of Excellence include Talent Acquisition, Total Rewards, Talent & Leadership Development, and Labor Law within the Legal function. The centers operate globally, creating unique user experiences for core processes, such as recruiting and talent development. They support BioNTech's continued growth and global expansion, including a state-of-the-art onboarding process that provides a unique integration experience for new employees. The Total Rewards Team develops and manages competitive, equitable compensation and benefits programs.

- **People Services and Systems** teams ensure the seamless delivery of people services by optimizing transactions and operations based on the Centers of Excellence's guidelines. These activities are supported by standardization, process excellence, economies of scale, and ambitious yet realistic KPIs to drive delivery.

- The **Agile Team** function facilitates project management excellence and provides change management expertise to help execute special projects and implement major people initiatives.

To effectively support the HR function's continuous evolution and enablement, BioNTech launched tHRrive, a global digitalization initiative, in 2022. This initiative introduced a new SAP-based IT landscape that covers and maps all core HR processes worldwide. It includes a service delivery platform, a digital time recording function, and an HR-internal tool for personnel e-files. BioNTech has been working successfully with this fully integrated, cloud-based IT solution since December 2022. This continuous strong focus on digital HR solutions has been a cornerstone for global organizational structures and scalable global processes within BioNTech. ● **GRI 3-3**

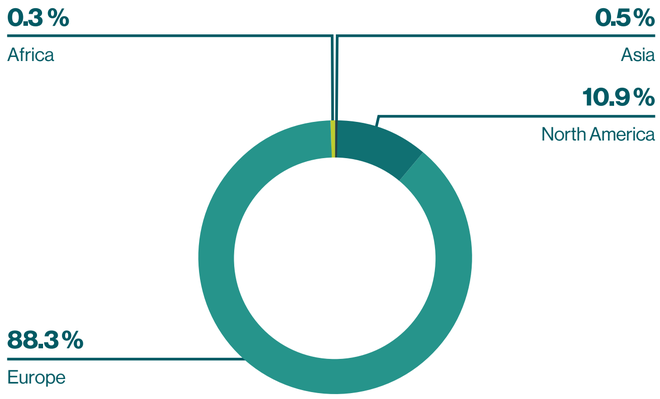
Freedom of Association

BioNTech respects the rights of every individual and is committed to complying with the labor laws in the markets where it operates. Employees are free to join or not join any union of their choice for representation and to engage in collective bargaining. The Company also complies, at a minimum, with the provisions of the International Labour Organization (ILO) Core Labour Standards Nos. 87 and 98 on freedom of association and the right to collective bargaining, without prejudice to more favorable national regulation. These rights are explicitly expressed in BioNTech's **Human Rights Statement.** In 2023, over 85% of BioNTech's employees[1] were also subject to the E.U.'s strict workplace regulations. ● **GRI 407-1**

1 Excluding InstaDeep.

The Company underlines its commitment by being a signatory of the UN Global Compact, in which these freedoms are explicitly named in Principle 3. In Germany, the right of freedom of association has been reinforced by the LkSG since January 1, 2023. Compliance with the LkSG, as well as with all other applicable human rights laws and regulations, BioNTech's Human Rights Policy, and the Company's related commitments are monitored by the Human Rights Officer (see Chapter **4.3 Human Rights**). In addition, suppliers are expected to comply with the freedom of association and right to collective bargaining provisions contained in BioNTech's Supplier Code of Conduct.

Breakdown of employees[1] by region



1 Headcount, excluding the Management Board, trainees and interns, as of December 31, 2023. For detailed information, see **page 86**.

Employees have the opportunity to voice their concerns to the Company individually or collectively without fear of reprisal. This is ensured through regular town hall meetings, meetings in an "Ask us anything" format, and other staff meetings ("Betriebsversammlungen"). Questions are typically answered directly by the responsible Management Board member.

Comprehensive information on these employee rights is provided to employees on the Company's intranet. BioNTech's compliance tool, BxP Hub, is available to all employees for reporting potential violations of the Code of Conduct, internal guidelines or applicable laws. Reports can be submitted confidentially. The human rights grievance mechanism is explained in Chapter **4.3 Human Rights.**

Works Councils at BioNTech

BioNTech employees have the right to form and join employee organizations of their choice. As a company headquartered in Germany, employees have the right to establish a works council (Betriebsrat) in Germany. The works council is granted special rights by law and therefore enjoys special protection. Its aim is to represent the interests of the employees vis-à-vis the employer. For example, the works council ensures that the applicable laws, collective agreements, accident prevention regulations and company agreements are adhered to for the benefit of the employees.

In 2023, works councils were active at BioNTech's locations in Mainz, Marburg, and Idar-Oberstein, as well as in Berlin for the employees of JPT Peptide Technologies GmbH, a wholly owned subsidiary of the BioNTech Group. A new works council was established at the end of 2023, covering Martinsried and Neuried. There is also a Group works council (Konzernbetriebsrat – KBR) that has been in place since 2021. The works council at each site delegates two members to the KBR, which meets once each quarter. In 2023, the KBR consisted of eight members. The Group works council is an independent body in accordance with the works constitution (Betriebsverfassung). In principle, it has the same rights and duties as a works council within the scope of its original responsibilities. There is no superordination or subordination, but rather, delineated areas of responsibility. The establishment of a KBR ensures that employees can exercise their co-determination rights in their favor at all levels of Group companies based in Germany. At German Group companies that do not have a works council, the KBR represents the employees' interests in its scope of responsibilities.

Fair Remuneration

As a fast-growing company, BioNTech is committed to establishing and maintaining fair and transparent base salaries and job levels as well as consistent employee remuneration systems that are competitive, transparent and attractive. This is particularly important in light of the Company's acquisition of companies with different collective bargaining agreements. With the production plant in Marburg (BioNTech Manufacturing Marburg GmbH), acquired in 2020, BioNTech is bound by an industry-wide collective bargaining agreement ("Manteltarifvertrag der Chemischen Industrie"). When the terms and conditions of employment are not covered by collective bargaining agreements, BioNTech seeks to establish terms and conditions of employment, including remuneration, in accordance with the market practices in the countries in which it operates. ● **GRI 2-20**

6.3 VALUES AND CULTURE

BioNTech's corporate culture is based on the following values: united, passionate and innovative. These values serve as the guide for the Company's actions and shape the corporate identity. All BioNTech pioneers are encouraged to engage closely with the corporate culture. The Management and Supervisory Board both recognize the need to safeguard the Company's founding corporate culture as a compass while supporting the organization with mechanisms for sensing, shaping and developing what needs to emerge to support our business strategy.

BioNTech continued to grow in 2023, welcoming approximately 1,600 employees. The Company believes that its unique corporate culture is a unifying force among its 5,964 employees from over 80 nations and with a range of disciplinary, cultural and personal backgrounds. BioNTech believes that its values and corporate culture have been key factors in its success over the past decade and beyond and remain essential to its innovation engine and execution to bring new medicines to people. The Company's founding corporate culture, exemplified by "Project Lightspeed", contributed to the rapid and successful development of the Pfizer-BioNTech COVID-19 Vaccine.

In 2020, the "Culture Campus" was established, emphasizing the importance of corporate culture at BioNTech. In 2022, the Culture Campus was reorganized into a standalone department effective as of 2023. This department has spent considerable effort on key components of the Company's culture through empirical social research, which has included employee focus groups, research and structured feedback loops. Starting in 2022 and continuing through 2024, the "Culture Essentials" process focused on joint reflection and organizational learning.

To maintain BioNTech's unique corporate culture and reflect its importance during sustained growth, the head of the Culture Campus Department reports directly to the Company's CEO Prof. Ugur Sahin M.D., and CMO Prof. Özlem Türeci, M.D., who are also co-founders. In 2023, the Culture Campus team led and supported numerous culture initiatives to accompany the Company's continuous evolution, both with functional departments and at site level. The supported initiatives included organizational design processes, employee experience and leadership. The Culture Campus worked extensively with Culture Ambassadors, pioneers who have other main roles but are dedicated ambassadors to help maintain BioNTech's unique corporate culture while it expands its global presence.

In 2023, the Culture Campus focused on initiatives to foster a sense of community and increase cross-departmental connections. In company-wide dialogue sessions focused on specific aspects of BioNTech's culture – called Culture Essential – under the theme "We stand united", BioNTech's leadership team and Culture Ambassadors shared their experience and the importance of personal relationships for them at BioNTech. Working groups continued to explore these aspects and ideated, piloted and rolled out solutions for their organizations or teams.

Among others, these groups have led to the introduction of the "Collaboration Corner" and "Connect with Colleagues" initiatives at BioNTech.

The "Collaboration Corner" was established as an internal platform for colleagues to share best practices for virtual, on-site and hybrid work settings. Pioneers shared their experience and activities to cope with the challenge to stay connected in virtual and remote work environments and teams. In an internal information hub, BioNTech's teams can share their experience on how best to stay connected on a personal level. Over 200 colleagues participated in the initial virtual idea-sharing sessions to kick-start the sharing of best practices.

"Connect with Colleagues" evolved from a working group that focused on informal connections among pioneers. Like-minded colleagues gather outside of work for shared activities. These have included cooking, sports, boulder clubs, a BioNTech choir, and meet-ups to practice languages and learn about other cultures.

BIONTECH'S CULTURE ESSENTIALS: OUR PEOPLE ARE WHAT MAKE OUR CULTURE UNIQUE

We believe in ourselves!

As a team, we are highly ambitious and think outside of the box. We are not afraid of challenges but try to overcome them.

ANDREA IMLE,
Scientist Immunomodulators & Culture Ambassador

Growth can only happen if we function as a team. That's why it's so important to me to keep that first-day culture alive in my team.

TANA OMOKOKO,
Senior Director TCR Discovery & Culture Ambassador

We stand united!

We are agile!

Open-mindedness is one of our strengths. At BioNTech, the opinion of every scientist matters.

PAUL PANORCHAN,
Vice President, Head of Pharmacology and Pharmacometrics & Culture Ambassador

In our scientific projects, we do our work with a radical sense of accountability. Everyone involved takes ownership and is responsible for thinking up creative solutions, enabling the team to make fact-based decisions.

SANDRA HEESCH,
Senior Director Regenerative Therapies & Culture Ambassador

We are accountable!

The Culture Campus also collaborates with other departments to foster corporate culture and anchor positive behavior. In 2023, for example, the awareness and dialogue formats of the Culture Campus also included important aspects to foster a compliance culture. The collaboration included joint outreach efforts with Culture Ambassadors to increase awareness of the Speak Up program (see Chapter **4.2 Compliance & Business Ethics**). Some Culture Ambassadors also helped both departments identify relevant aspects to prevent negative or toxic behaviors in the workplace.

The Culture Campus also collaborated with the Talent Acquisition Team on BioNTech's work culture, focusing, among others, on how to match candidates' values and expectations with the Company's corporate culture and values. In 2023, the Talent Acquisition and Culture Campus teams rolled out a new training program for hiring managers providing guidance on cultural aspects. Based on an initiative of BioNTech's LGBTQIA+ network, QueeRNA, the Talent Acquisition Team worked on aspects of the hiring process for members of the LGBTQIA+ community (see Chapter **6.6 Diversity, Equity & Inclusion**).

As part of the onboarding process, all new pioneers in Germany are gathered together for a joint Welcome Day with the Culture Ambassadors and representatives from Human Resources and other departments. BioNTech wants corporate culture to be a part of the work experience for new joiners from the very start. Therefore, dedicated sessions on BioNTech's corporate values and culture are an essential part of these meetings. Similar activities are carried out at the international sites (see Chapter **6.4 Pioneer Pipeline**).

In close collaboration with the Talent and Leadership Development Team, Culture Campus also focuses on cultural development initiatives, such as the development of leadership principles (see Chapter **6.5 Pioneer Development**). Other culture initiatives are in place and continuously evolving.

6.4 PIONEER PIPELINE

The recruitment of talent and effective workforce planning are essential for BioNTech's continued success. The Company relies on highly skilled employees to remain able to develop its innovative medicines and therapies. This is a recruitment challenge both in terms of quality and quantity. With the oftentimes rare profiles needed, BioNTech faces intense competition for a constrained talent pool, especially for research and development.

BioNTech's Talent Acquisition Team is part of the Human Resource Centers of Excellence and plays a crucial role in driving the Company's visibility and employer brand awareness among target groups globally. The team aims to drive the identification and selection of the right talents for BioNTech. It also consults and cooperates closely with other HR functions, hiring managers and other departments, such as the Culture Campus and Corporate and Internal Communications, on talent availability and successful hiring. In 2023, BioNTech further developed its talent acquisition approach and related measures.

Talent Acquisition Approach

BioNTech's Talent Acquisition approach focuses on attracting and hiring excellent candidates and driving high quality and equal opportunity standards globally in partnership with business and HR teams. The Company has continued to shift from passive job posting to a proactive sourcing, including the selective use of external partners to find promising potential employees. As a result, the Company is relying less and less on waiting for the right candidates to apply and, instead, is identifying and actively reaching out to candidates to interest them in BioNTech job opportunities.

Offering equal opportunities and fostering an understanding of the Company's unique corporate culture continues to be at the core of recruiting new pioneers.

BioNTech is determined to ensure a respectful, equal opportunity work environment consistent with the Company's internal policies, Code of Business Conduct & Ethics, and applicable law (see also chapters **4.2 Compliance and Business Ethics** and **6.6 Diversity, Equity, Inclusion and Belonging**). BioNTech is aware of the key role talent acquisition plays in fostering a diverse and inclusive work environment. To drive this agenda, the Company offers training and education for recruiters and hiring managers and sets up processes to prevent potential discrimination.

BioNTech's core values and corporate culture have been key factors in its success and remain essential to achieving its mission (see Chapter **6.3 Values and Culture**). They form a vital part of the Company's employer brand and identity. To find candidates whose values and expectations match those of BioNTech in a targeted, successful recruitment process, the department offers support on culture work for hiring managers across the organization. A cultural induction for the global Talent Acquisition Team and the development of hiring manager training with cultural guidance were key focus areas in 2023.

Further Development of HR Talent Acquisition

In order to succeed in a competitive, international talent market, HR Talent Acquisition was further developed in 2023:

- The department united its local German and U.S. teams into one integrated global team, allowing for better alignment and collaboration. This is particularly beneficial for cross-country hiring and sharing best practices across borders.

- Tools and processes for digital international recruitment were further refined. For example, a global applicant tracking system for the management of internal and external applications went live in December 2022 and was further optimized throughout 2023. The system helps to drive digitalization in HR and provides a global, integrated solution that ties in with the pre- and post-recruitment processes.
- The Talent Acquisition Team received training in specific areas of recruitment, such as interviewing, active sourcing, and labor law. The team also received training in other areas, including customer service, foreign languages, industry know-how, and business acumen.

SASB HC-BP-330a.1

Hiring and Turnover

The visibility of the Pfizer-BioNTech COVID-19 Vaccine had already generated a lot of interest in the Company as an employer in 2021 and 2022. This interest continued strongly in 2023, with the number of applications more than doubling: Out of more than 100,000 applicants in 2023 (2022: >40,000), 1,609 (2022: 1,944) people were hired and integrated into the Company.

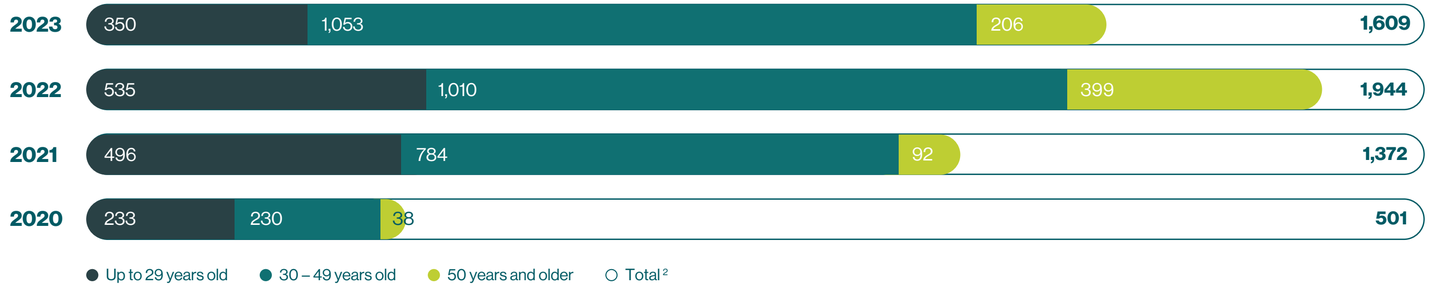
Total number of new employees

(as of December 31) page 88

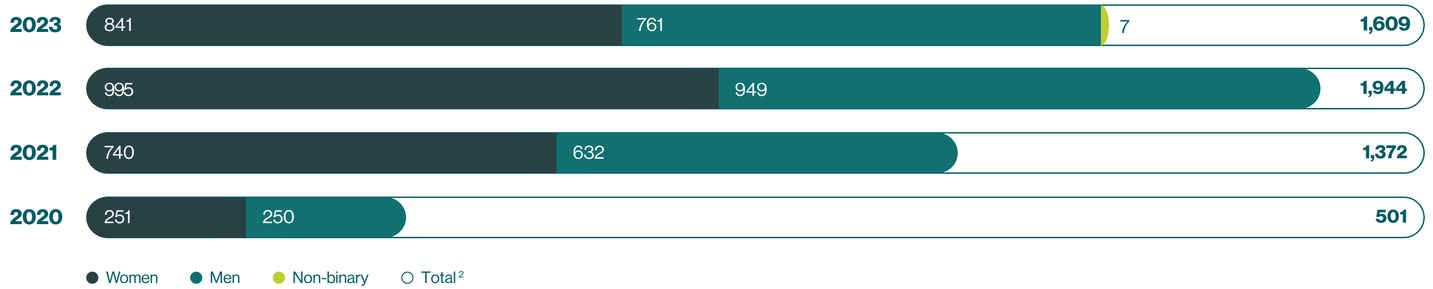
2023	2022	2021	2020
1,609	1,944	1,372	501

Development of new hires[1]

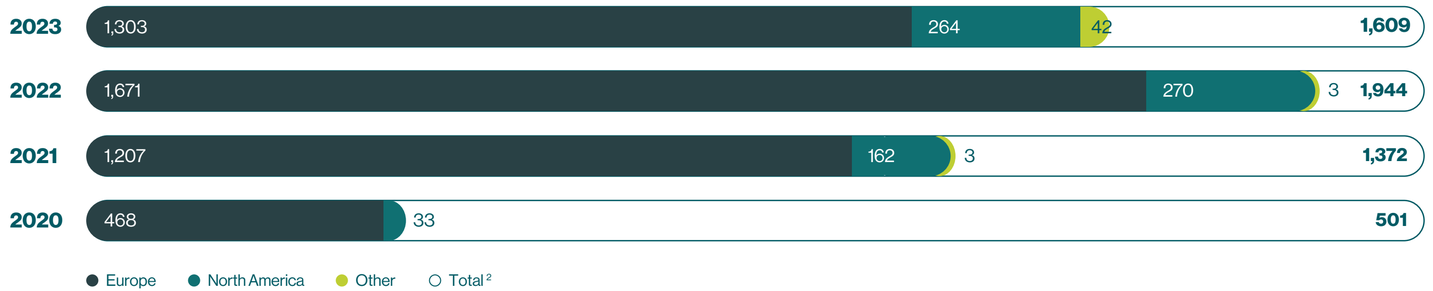
By age group



By gender



By region



1 New hires, excluding the Management Board, trainees and interns, as of December 31.
2 Headcount, excluding the Management Board, trainees and interns, as of December 31.

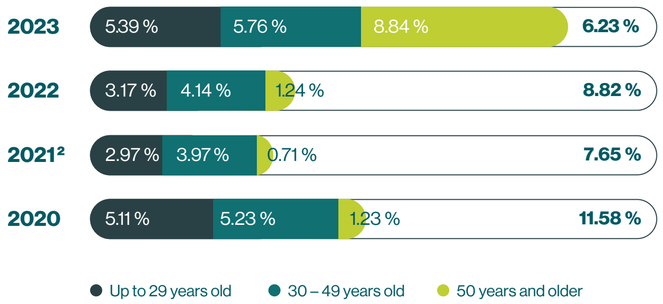
BioNTech has been able to maintain a low turnover rate. In 2023, BioNTech reduced its total turnover rate further from 8.8% in 2022 to 6.2%. The Company's ambition is to maintain an employee turnover rate below the industry average and continue to be an employer of choice in a highly competitive labor market.

As in the two previous years, in 2023, there were no large-scale redundancies or significant job cuts at BioNTech or acquired companies.

Total turnover rate[1]

2023	2022	2021	2020
6.23 %	8.82 %	7.65 %[2]	11.58 %

By age group



1 Turnover rate = Number of leavers / Average number of employees throughout the reporting year *100. For 2022 data and earlier, quarterly averages were not available per subgroup. Figures should therefore be interpreted accordingly. (see table on page 89).

2 The published data from 2021 was corrected from 6.6,0% (6.56%) to 7.6% due to an incorrectly applied formula.

Employee Benefits and Support Programs

As part of its efforts to strengthen employer attractiveness and reward the efforts of its pioneers beyond compensation, BioNTech offers a range of benefits at its global locations. The availability, eligibility and design of the benefits depend on the market conditions and the applicable laws within the respective countries. At the Company's headquarters in Mainz, Germany, some of the benefits BioNTech offers include matching contributions to company pension plans, subsidized public transport, company bikes, employee assistance programs (EAP), childcare support, fitness and well-being offers, remote and hybrid work opportunities (FlexWork) and e-learning. In 2023, a "FlexAbroad" program was introduced, which allows Germany-based employees to work up to 20 working days per year in another E.U. member state.

BioNTech aims to support the work-life integration of employees at its German locations by providing certain options for regular childcare as well as holiday and emergency care. In the event of a childcare emergency, where employees need immediate assistance and alternative support is not available, backup childcare can be provided through a service provider (pme Familienservice). Depending on the age of the child and the situation, this service can include emergency childcare in the employee's home, in person at a backup facility, or via interactive virtual services during vacation periods.

Overview of benefits[3]


Remote working (supports "work from anywhere" in Germany)


Employer-subsidized pension plan


Childcare services (standard, vacation and emergency childcare)


Company bikes


Fitness classes


Life coaching (personal coaches and e-learning)


Company-sponsored job ticket


Vacation and paid leave saving accounts


Special leave for specific situations


Flex Abroad

3 The availability, eligibility and structure of the listed benefits apply only to locations in Germany and may vary per location. The explicit requirements for the individual use of benefits are based on the Company's internal regulations.

Return to work rate in

2023	2022	2021	2020
98.8%	100%	97.0%	94.2%

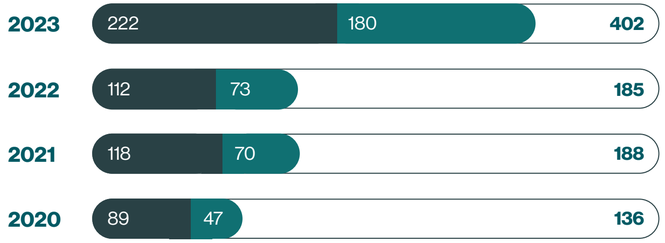
BioNTech's return to work rate after parental leave was 98.8% in 2023. This indicates the adequacy of existing family support measures and encourages further investment in such measures in the future.

Number of employees entitled to parental leave in 2023 **402**

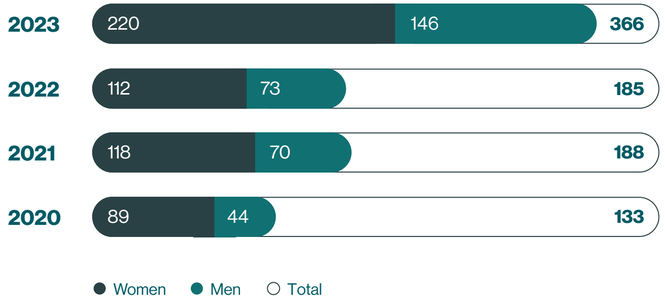
Number of employees who took parental leave in 2023 **366**

Data only covers German employees.

Number of employees entitled to parental leave[1]



Number of employees who took parental leave[2]



1, 2 See table on page 90.

By default, benefits provided to full-time employees are also available to part-time and temporary employees. Differences are made only where required or justified by applicable law. ● **GRI 401-2**

Employee Participation Plans

In February 2024, BioNTech's Management Board and Supervisory Board adopted a new incentive program consisting of the 2024 Non-North America Employee Participation Plan and the 2024 North America Employee Participation Plan (together, the "2024 Program"), both of which succeed the BioNTech 2020 Employee Equity Plan (for employees in European countries) and the BioNTech 2020 Restricted Stock Unit Plan (for employees in the United States), respectively, which expired according to their terms at the end of 2023 (the "Prior Plans"). Awards were made under the Prior Plans in 2021, 2023 and 2023; employees are currently eligible to participate under the 2024 Program. The Company's 2024 Program, like the prior Plans, is long-term in character and intended to motivate employees to commit to BioNTech for the long term. Under the Program, employees can receive restricted stock units (RSUs) awards and, after the relevant vesting periods have elapsed and the other conditions applicable their awards are satisfied, the vested RSUs can be settled in BioNTech American Depositary Shares (ADSs), which are traded on the Nasdaq stock exchange. BioNTech also retains the option to settle the RSUs in cash instead of ADSs. Details of the 2024 Program and the Prior Plans can be found in the Company's Registration Statements on Form S-8, including amendments thereof, filed with the U.S. Securities and Exchange Commission (SEC), which can be found on the SEC and BioNTech websites.

6.5 PIONEER DEVELOPMENT

BioNTech invests in developing and training its existing workforce of pioneers. As part of the Company's global Centers of Excellence, the Talent & Leadership Development (TLD) group supports the business by providing a unique learning environment. TLD shapes BioNTech's learning culture to empower its pioneers to learn and grow. It aims to provide effective and sustainable learning and development experiences for all employees and leaders. This enables them to develop their skills in a focused way, reach their full potential, and make their best contribution to BioNTech's success. TLD is built on four pillars: Leadership Development, Performance & Talent Development, Digital Learning, and Early Career.

Leadership Development

In 2023, 80 (2022: 94) employees in leadership positions worldwide took part in BioNTech's New Horizon Program (NHP) for new leaders, while 47 (2022: 47) of the more experienced leaders joined the Leadership Culture Program (LCP). Both programs are offered yearly on a voluntary basis and can be taken once by employees in leadership positions. A total of 425 (2022: 487) training hours across 91 (2022: 193) leadership development training sessions were offered centrally through TLD, with 332 (2022: 365) leaders participating, supplemented by external training offerings for BioNTech people managers. In addition to routinely updating and expanding these established leadership programs, BioNTech also makes a conscious effort to respond to leaders' needs as they arise. The Leadership Development function focused in 2023 on developing Leadership Principles, which aim at establishing a common leadership philosophy and behaviors across the Company, working closely with BioNTech's Culture Campus department (see also Chapter **6.3 Values and Culture**). BioNTech plans to roll out Leadership Principles in 2024. Also, TLD started a pilot program in 2023 for new people leaders to immerse them in key people management processes at BioNTech and to support their networking. These initiatives strengthen the foundation for leadership development at BioNTech.

Learning & Development

The Learning & Development function offers in-house open enrollment courses focusing on soft skills and languages. In 2023, 529 (2022: 409) participants took part in 525 (2022: 545) training hours across 234 (2022: 408) training sessions offered by the TLD. In addition to these opportunities, employees can also receive financial support to take part in external professional development programs. BioNTech also makes an array of digital learning courses available for all leaders and employees.

Digital Learning

The Digital Learning function is paving the way to achieving BioNTech's learning and development goals by creating a digital learning infrastructure that makes learning accessible, scalable, and personalized. The function works closely with relevant departments to consolidate, harmonize, and further evolve the BioNTech Learning Technology Ecosystem. In 2023, an interface was established between the learning management system and learning experience platform. This central entry point provides better access to learning content and facilitates the systematic evaluation of training data to support data-driven improvements. In addition, two new learning content providers were integrated into BioNTech's Learning Technology Ecosystem in close collaboration with the business. By focusing on technology, software, data, and cloud skills, BioNTech has laid the foundation for building future capabilities. As of November 2023, the platform had 4,189 (2022: 3,247) active users; 23,308 (2022: 19,617) viewed learning modules; and 20,233 completed learning elements.

Early Career

BioNTech offers apprenticeships in Germany to early career seekers through the Early Career function. Apprenticeships cover 14 different professions across all areas, from industrial manager to biology laboratory trainee. The Company works closely with an external education provider to offer training in the industrial production of pharmaceuticals and the maintenance of the related technical installations. In 2023, BioNTech employed a total of 67 (2022: 61) apprentices at its German locations in Mainz, Martinsried, Idar-Oberstein and Marburg; 32 of these apprentices were newly employed in 2023. In 2023, 14 (2022: 13) apprentices who completed their apprenticeships went on to join BioNTech as permanent employees. In addition to providing apprenticeship opportunities, BioNTech sponsored 15 (2022: 15) recipients of the Deutschland Stipendium scholarship to study at the University of Mainz in Company-related fields such as medicine, chemistry, law or economics. BioNTech also employed six students from dual study programs at its Marburg site and sponsored five (2022: five) biological technical assistant trainees from the Fresenius University of Applied Sciences. In addition to receiving a monthly grant, scholarship holders completed a four-week compulsory internship at BioNTech.

Comprehensive professional development courses, such as degree programs, technician courses and master's courses, all with a minimum duration of one year, complement BioNTech's professional development offerings. In 2023, 25 employees (2022: 17) began their professional development training as part of such programs. ● **GRI 404-1, 404-2**

Feedback and Performance Appraisals

BioNTech's locations currently have different performance evaluation systems. In 2023, a new global position, "Performance & Talent Development", was established to realize the Company's intention of harmonizing the evaluation systems and reinforcing the focus on feedback and development.

The first step was to introduce an aligned performance management approach in recently established international locations such as Rwanda and Singapore. BioNTech also encourages employees to gather and share formal and informal feedback regularly in order to harness the available skills-based and personal development opportunities. The Company plans to further harmonize its performance management systems in line with its feedback philosophy and establish a global performance enablement approach. • **GRI 404-3**

Building Capacities Locally

BioNTech seeks out the brightest talent to move closer to its vision of improving the health of people worldwide through innovative medicines and technologies. In 2023, BioNTech reached a milestone in the establishment of mRNA vaccine manufacturing capacities in Africa with the inauguration of the Company's site in Kigali, Rwanda.

This, in addition to partnering with existing manufacturers of pharmaceutical products, place BioNTech in a position to contribute to building a resilient and sustainable vaccine ecosystem. Supporting the quest to produce vaccines independently and invest in building local capacity in Africa for Africa, BioNTech has committed to hiring employees locally.

The Rwanda facility is expected to employ approximately 100 people by 2025, with roles across a range of disciplines. In 2023, 20 pioneers were onboarded on-site, with 19 of these pioneers originating from 7 different countries in Africa. BioNTech works closely with partners at the local and international levels, along with experts from research and academia, to help foster a local vaccine ecosystem and build the skill set needed for manufacturing mRNA-based vaccines. More information on this milestone and BioNTech's contribution to a vaccine ecosystem in Africa is described in the Chapter **2.3 BioNTainer – A Sustainable, Scalable Solution for mRNA Manufacturing.**

In 2023, the BioNTech Innovation Center team in Marburg collaborated closely with Cognos International, a private, independent education company creating partnerships between educational institutions and companies abroad, and its LUNEX University. Together, they kicked off a pilot program for the new "Fundamental Knowledge in mRNA Vaccine Production" training. The program was launched in September 2023, with a total of 40 pioneers enrolled at various locations, 19 of whom were enrolled in Kigali.

The aim of the training program is to prepare new employees as best as possible for GMP readiness for the production facilities currently being set up in Rwanda and Singapore. The first three modules (40 training hours each) are designed to provide the knowledge needed in the fields of chemistry, cellular biology and microbiology, before tackling the fourth and final module, GMP in mRNA Vaccine Production (80 training hours), which is the heart of this program.

The four modules are all accredited by international institutes. BioNTech employees who complete the training modules are awarded a professional university certificate from LUNEX University.

In the run-up to the launch of potential production at the Company's African and Asian sites, BioNTech plans to work with its staff in Germany to accelerate the training of the local colleagues who will be responsible for production and all associated laboratory and quality assurance tasks on-site. During this phase, the Company expects to invest more than EUR 10,000 per person in the training and qualification of its workforce in Rwanda. • **GRI 3-3**

BioNTech seeks out the brightest talent to move closer to its vision of improving the health of people worldwide through innovative medicines and technologies.

6.6 DIVERSITY, EQUITY, INCLUSION AND BELONGING

Diverse teams drive innovation, reach more robust decisions and further the personal development of their members. BioNTech believes promoting diversity is both a moral obligation and instrumental to achieving the Company's business objectives. The Company aims for a culture of inclusion and belonging where everyone can thrive based on merit, regardless of gender or gender identity, political opinion, religion or belief, nationality, ethnic or social origin, age, sexual orientation, marital status, disability, physical appearance, or health status. The Company values all dimensions of diversity and actively supports initiatives and dialogue regarding these. BioNTech has been a signatory of the Charta der Vielfalt since 2018, an initiative that promotes diversity in the working world in Germany.

Discrimination, favoritism, or harassment based on the abovementioned or any other personal aspects are not tolerated. This is regulated by applicable law as well as in the Company's policies and Code of Business Conduct & Ethics, which are binding for all employees. Anyone who discriminates against or harasses another person may face disciplinary actions, up to and including the termination of their employment with BioNTech.

BioNTech's HR department is responsible for ensuring a respectful environment with equal opportunities in all areas, from recruitment and hiring to professional development, workforce planning and compensation (see also Chapter 6.4 Pioneer Pipeline). As the Company continues to grow and enlarge its global presence, intercultural sensitivity and an understanding for diversity are becoming more important for effective teamwork. The HR department is working on a more targeted approach to managing diversity and inclusion along this employee journey, with the aim of understanding and overcoming potential issues and biases:

- In 2023, the HR department worked on establishing a governance structure for the Company's Employee Resource Groups (ERGs) and will continue to implement this in 2024. The governance structure aims to provide guidance on establishing, managing and joining ERGs in order to organize BioNTech's employee engagement in a harmonized, focused manner.

- The Diversity Council was founded in 2023, bringing together key stakeholders across the Company who can shape the future of BioNTech's diversity, equity and inclusion processes and policies. The Council is intended to monitor diversity, analyze challenges and define corrective actions more efficiently. It plays a central role in decisions about the future governance of ERGs.

The Company's ERGs are voluntary, employee-led groups formed by members of historically underrepresented communities to advocate for shared concerns and interests and bring community members and allies together globally. To motivate employees, promote an understanding of differences and create more inclusive teams, ERGs such as QueeRNA and Women+ helped provide targeted resources and organize activities in 2023. GRI 3-3

QueeRNA: Our LGBTQIA+ Employee Resource Group

After starting as a small employee initiative in 2022, BioNTech's first ERG, QueeRNA, has grown significantly and welcomes all employees who identify as LGBTQIA+ and their allies. The group meets regularly and organizes events and activities throughout the year. Examples include events surrounding key dates of significance for the community, such as Christopher Street Day in Germany and Pride Month worldwide. Initiating awareness-raising events and highlighting the importance of coming out for the queer community, especially at work, are other examples. QueeRNA also connects with external organizations and similar ERGs from other companies to exchange ideas and bring LGBTQIA+ diversity forward.

Women+: Our Employee Resource Group for Gender Identity and Equality

Women+ is BioNTech's Employee Resource Group focusing on gender identity and equality. Initially founded by U.S.-based colleagues, Women+ has been increasing its reach and bringing community members from various BioNTech sites under its umbrella. Throughout 2023, the ERG organized events, community engagement, programs and support, entering into dialogue for gender identity and equality within the Company. Important areas of action for Women+ going forward will include setting up and expanding a peer mentorship program. The ERG is also working on increasing the dialogue and involvement of senior executive employees as supporters for community needs.

EmBRACE: Our Employee Resource Group for intercultural sensitivity

BioNTech employs people from more than 80 countries and has a growing global presence. The Company celebrates this diversity, fosters cultural understanding and stands against any form of discrimination. Over the last four years, an ERG that originated at BioNTech's U.S. locations has organized several key events, and cultural heritage celebrations, focusing on all dimensions of diversity under the name DEIB (Diversity, Equity, Inclusion and Belonging). This ERG connects and empowers colleagues from all genders, sexual orientation, ethnicities, nationalities and cultures at BioNTech. At the end of 2023, the group rebranded under the name EmBRACE (Empower BioNTech Representation of All Cultures and Ethnicities) in an effort to grow at all BioNTech locations and focus on celebrating and promoting colleagues of underrepresented ethnicities and nationalities. Understanding the intersectionality of every individual, EmBRACE aims to collaborate with QueeRNA and Women+ as a resource for all employees worldwide.

SPOTLIGHTS FROM OUR EMPLOYEE RESOURCE GROUPS

Women+

Women's History Month

In March 2023, the ERG engaged in Women's History Month. Using the hashtag "#EmbraceEquity", the ERG organized various activities to challenge gender stereotypes and raise awareness for gender-based discrimination and the potential biases and challenges women face in the workplace. The ERG also organized a hybrid event, "HERstory," to celebrate women's contributions. HERstory included a panel discussion led by diverse women leaders across the organization, breakout sessions, and a networking hour.

Peer Mentoring Circles

The ERG is especially proud of launching its peer mentoring circles in 2023. These circles comprise over 10 groups, where a total of approximately 45 women exchange and grow personally on topics ranging from empowerment to work-life balance.

EmBRACE:

Black History Month

To engage U.S. colleagues on many levels and facilitate a shared learning experience, EmBRACE created a comprehensive information booklet with weekly focus topics to honor the achievements of Black Americans, celebrate Black culture and raise awareness of existing inequalities. The booklet also contains recommendations for movies, books, podcasts, places to visit and local Black businesses near BioNTech's U.S. sites.

Asian American Pacific Islander Heritage Month

During Asian American Pacific Islander Heritage Month in 2023, EmBRACE prepared a weekly information booklet to deepen the understanding of Asian American and Pacific Islander cultures. The ERG hosted an internal discussion panel with employees of Asian heritage from both German and U.S. offices to discuss their experiences at BioNTech. To highlight the intersectionality of the identities of BioNTech employees, EmBRACE also hosted an event with journalist and activist Helen Zia as a guest speaker, in which she shared her perspective as a queer woman and Asian American.

Diwali Celebration

Celebrating Diwali in 2023, the Employee Resource Group organized a dinner with authentic cuisine and a Bollywood-inspired dance class led by colleagues. The event saw the enthusiastic participation of many colleagues, who joined the dance and painted diyas to celebrate the Festival of Lights and showcased BioNTech's commitment to an inclusive work environment.

EmBRACE and QueeRNA:

Joint forces for celebrating Pride Month

Organized by EmBRACE throughout June, colleagues from BioNTech US had multiple opportunities to enjoy Pride festivities, including a crafts and coffee meetup to decorate Pride-themed bandanas in Cambridge and a T-shirt tie-dye and rainbow candy bar event in Gaithersburg. During the last week of June, employees across the U.S. participated in themed virtual conversations about allyship, gender expression and pronouns, and how to support local LGBTQIA+ organizations. As Pride Month reached its end, Cambridge employees tried their luck in a round of bingo hosted by a local drag queen.

At the Mainz site, the Company hoisted the Pride flag once again, and members of QueeRNA met over lunch with the Senior Vice President Global Human Resources, as well as representatives of BioNTech's Culture Campus, to exchange ideas, experiences, concerns, and suggestions to improve diversity, equity, inclusion and belonging at BioNTech.

QueeRNA

Queer Networking

The Queer Networking group engaged in various ongoing formats in 2023, including the bi-weekly Coffee Break Call as an informal gathering, giving employees a short break in a safe space. At the Company's Mainz location, a monthly working lunch gives employees a chance to spend time and enjoy a meal with QueeRNA members and allies. A monthly after-work Pride get-together in Mainz promotes the networking of local and regional employers with a local nonprofit organization. As a special event in 2023, QueeRNA hosted an exchange call for the International Coming Out Day in October 2023 to emphasize and celebrate this important uniting experience for the LGBTQIA+ community.

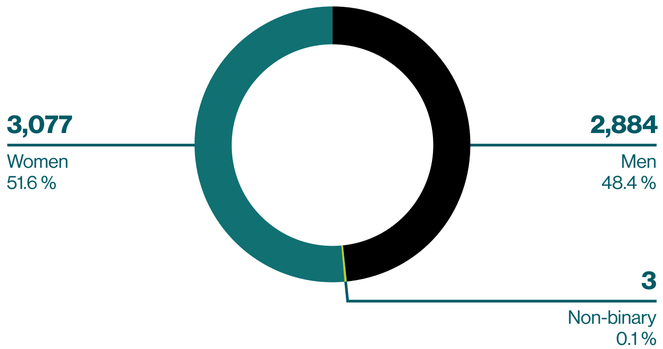
Fair Representation of Women

Gender equity is one among many aspects of diversity that BioNTech strives to achieve for its employees. Our workforce is very close to gender parity, with a slightly higher number of women employees globally. Building on this, we are also monitoring and working on the representation of women on the Management and Supervisory Boards, taking into account both professional and personal qualifications.

Total number of employees[1]

5,964

2023



1 Headcount, excluding the Management Board, trainees and interns, as of December 31, 2023.
For detailed information, see **page 86**.

Women on the Management Board

BioNTech's Management Board currently consists of seven members, including Prof. Özlem Türeci, M.D., Chief Medical Officer. The current proportion of women on the Management Board is 14.3% (2022: 16.7%; 2021: 16.7%). This slight decline in representation on the Management Board resulted from the expansion of the Management Board from six to seven with the internal appointment of James Ryan as Chief Legal Officer. A candidate's experience, profile and fit with the Company's culture are criteria for selection. BioNTech remains committed to increasing women's representation on the Management Board in line with its targets.

On March 8, 2023, and in accordance with Section 111 (5) of the German Stock Corporation Act (AktG), the Supervisory Board set the target for the proportion of women on the Management Board at 25%. The deadline for achieving this target is December 31, 2025. With this target in mind, every appointment to the Board is considered carefully, and strategies are actively developed to achieve this goal with future appointments.

Women on the Supervisory Board

On March 8, 2023, BioNTech set a target for women's representation on the Supervisory Board of 25% to be achieved by December 31, 2025, in accordance with Section 111 (5) AktG. In 2023, the Company elected Baroness Nicola Blackwood to the Supervisory Board to succeed Prof. Christoph Huber, M.D. As a result, two of the six members of the Supervisory Board are women, placing the proportion of women on the Board at 33.3% (2022: 16.6%). Diversity and women's representation on the Supervisory Board remain important to BioNTech. The Company will consider its commitment to the fair representation of women in upcoming Supervisory Board elections.

Women's Representation at Different Management Levels

BioNTech is committed to a high proportion of women at all management levels. BioNTech's significant growth led to changes in reporting lines and the composition of teams below the Management Board in 2023. On March 8, 2023, the Management Board set the target at 30% for the highest and second-highest management levels below the Management Board in accordance with Section 76 (4) AktG. The deadline for achieving this target at both management levels is December 31, 2025. The representation of women at these levels is above BioNTech's current target. In 2023, 37% (2022: 38%, 2021: 43%) of the members at the highest management level below the Management Board were women. At the second-highest management level below the Board, 46% (2022: 40%; 2021: 52%) of the positions were held by women. Historically, the Company has measured this commitment by evaluating the level of women's representation at the first and second management levels below the Management Board.

Although women's representation is above the target based on the current monitoring structure, BioNTech believes that focusing on seniority levels, regardless of reporting lines, will provide greater clarity. As the organization evolves, this approach can also reduce distortions that arise, such as those resulting from changes in reporting lines due to the Company's growth. Therefore, starting in 2023, BioNTech began monitoring women's representation in management by measuring the number of women at the vice president level and above. According to this monitoring structure, women's representation at the vice president level and above was 36% in 2023, compared to 22% in 2022. Reporting on the more granular seniority levels will allow BioNTech to take more specific action on gender equity and set targets accordingly. ● **GRI 405-1**

Equal Remuneration

BioNTech compensates its employees equally for performing similar work and fulfilling equivalent roles, regardless of gender, identity and employment model. In 2023, an initial gender pay gap analysis showed a pay difference of 2.3% among its employees in Europe based on gender and adjusting for different seniority levels and employment models. BioNTech is working to further harmonize its job levels to generate the global adjusted gender pay gap and to monitor its efforts regarding equal remuneration. The global unadjusted gender pay gap was 6% in 2023.[2]

In line with the German "General Equal Treatment Act" (Gesetz zur Allgemeinen Gleichbehandlung – AGG), the Company's principle of equal compensation applies to part-time as well as full-time employees (based on a pro rata temporis calculation). BioNTech remains committed to pay equity and will continue to conduct a gender pay gap analysis annually and take targeted actions as necessary. ● **GRI 405-2, 401-2**

2 Unadjusted gender pay gap = {[(Average gross hourly pay of male employees - average gross hourly pay level of female employees)/Average gross hourly pay level of male employees]*100}.

6.7 HEALTH AND SAFETY

Ensuring the highest occupational health and safety standards for BioNTech's employees, business partners, and other stakeholders is essential. Workplace-related risk assessments, including those specific to risks associated with hazardous substances, are carried out at least every two years.

The ultimate responsibility for health and safety rests with the Management Board. Operational implementation and responsibility lie with the line managers and are supported by the SHE Department and its management. The SHE Department operates globally to maintain a safe working environment by proactively eliminating hazards and minimizing risks through the following hierarchy of measures:

- Elimination of hazards
- Substitution with less hazardous work processes, operating procedures, work materials and work equipment
- Application of technical measures and changes in how work is organized
- Application of administrative measures, including training
- Use of suitable personal protective equipment

● **GRI 403-2**

BioNTech regularly consults with experts and regulatory authorities at different stages of the processes outlined above. The SHE Department is also responsible for emergency responses, evacuation procedures, rescue plans and related training.

Health and Safety Management System, Training and Communication

The Company is implementing an integrated management system according to the international standards (ISO) 14001 (environmental management) and ISO 45001 (occupational health and safety management systems). The system will be rolled out globally to all sites and cover all employees. Information about BioNTech's Integrated Management System according to ISO 45001 (occupational health and safety management), ISO 14001 (environmental management) and ISO 50001 (energy management) is provided in Chapter **5.2 Group Environmental Management.** ● **GRI 403-1**

General health and safety briefings are provided to all new employees shortly after joining the Company and repeated on an annual basis. Briefings are available to employees online at all times and cover aspects such as emergency preparedness (e.g., for accidents and spills), the appropriate handling of hazardous substances and biohazards, and general safe behavior practices. The SHE Department is working to share exemplary measures for health and safety management throughout the Company, using channels such as the intranet.

Safety briefings specifically designed for employees working in laboratories and other special workplaces are carried out regularly by the relevant departments. Such workplaces are monitored in accordance with regulatory requirements. ● **GRI 403-7**

All relevant health and safety information, including operating directives, risk assessments, guidelines, and laws, is available to all employees. Dedicated digital information areas have been set up for the topics of occupational health and safety and genetic engineering. The information provided includes applicable laws, ordinances, rules, operating instructions, forms and relevant background information. Mandatory training and an annual general health and safety instruction program are available to all employees and ensured and monitored by the SHE Department. In addition, all SHE training courses – both mandatory and voluntary – are available to all employees online.

Accidents and near-accidents are documented and reviewed daily by SHE employees in an effort to eliminate hazards (see detailed figures on **page 83**). For work-related accidents involving at least one workday of absence, a mandatory investigation report is prepared, which contains an analysis of the accident and suitable mitigation or preventive measures. The documentation and processing of accidents are conducted at a local level.

BioNTech involves its employees in health and safety management, where appropriate, in collaboration with the works council as the employees' representative. Consultation and participation activities are adapted to local conditions and carried out on-site. ● **GRI 403-4, 403-5**

Occupational Medical Services and Health Promotion

BioNTech continues to expand its health promotion and education beyond specific work-related risks. In addition to company-supported sports activities and health-related courses, such as yoga, employees in Germany can take part in health days sponsored four times each year by Germany's largest public health insurer. Other offers, including health information and campaign days, are regularly communicated on the intranet.

At BioNTech sites outside of Germany, preventive medical check-ups are offered by external service providers in accordance with the laws of the respective country. In Germany, occupational medical services are regularly available on-site, and examinations are carried out in accordance with the German Ordinance on Preventive Occupational Medicine (Verordnung zur arbeitsmedizinischen Vorsorge – ArbMedVV).

● **GRI 403-3, 403-6, 3-3**

7.0

ESG RATINGS AND MEMBERSHIPS

7.0 ESG RATINGS AND MEMBERSHIPS

7.1 ESG AND SUSTAINABILITY-RELATED RATINGS

ESG and sustainability-related ratings provide valuable information that can be used in the ongoing development of BioNTech's sustainability activities and sustainability management. They also reflect the expectations and requirements of relevant stakeholders. The Company expects the relevance of ESG ratings to continue to grow dynamically on the capital market.

BioNTech publishes its ESG rating results as promptly as possible after their publication and within the scope of legal and regulatory requirements. Openness, dialogue and cooperation are important principles when engaging with ESG rating agencies.

Prime Rating from ISS ESG

BioNTech retained its "Prime" status from **ISS ESG** in 2023. ISS ESG is a provider of ESG screening, ratings and analytics services and part of the Institutional Shareholder Services Group (ISS). Since 2022, ISS ESG has awarded BioNTech the "Prime" status, placing it in the top 10 % of all companies rated in the Pharmaceuticals and Biotechnology sector. ISS ESG gave the Company an overall Corporate Rating of B- and a Governance Quality Score of 5 (as of December 2023) on a risk scale ranging from 1 (low risk) to 10 (high risk).

S&P Corporate Sustainability Assessment (S&P CSA)

In 2023, BioNTech received an S&P Global CSA **score of 45** (2022: 32) out of 100 from the S&P Corporate Sustainability Assessment (CSA). Since 2022, BioNTech has been actively engaging in the S&P CSA rating process and has been listed as a participating company. The rating is updated annually and in response to major developments.

Morningstar Sustainalytics

BioNTech received a **Sustainalytics ESG risk rating** score of 24.1 in 2023 (2022: 22.3), corresponding to a "medium risk" rating, which represents the third of five risk levels (negligible, low, medium, high and severe). The rating measures the degree to which a company's economic value is at risk based on ESG factors. Sustainalytics uses absolute risk categories and quantitative scores ranging from 0 to 40+ to offer comparable scoring across all rated companies and industries.

Corporate Responsibility Prime
RATED BY ISS ESG

Rated MORNINGSTAR | SUSTAINALYTICS

7.2 MEMBERSHIPS

BioNTech Supports the Vision of the UN Global Compact

BioNTech signed the UN Global Compact on March 9, 2020 and committed to submitting an annual progress report. The Sustainability Report 2023 also serves as a Communication on Progress (CoP) in line with the UN Global Compact. In 2023, the German UN Global Compact Network was established as an independent organization in the legal form of a membership corporation (eingetragener Verein/e.V.). The UN Global Compact Network Germany (UN Global Compact Netzwerk Deutschland e.V.) was established in May 2023 and BioNTech became a formal member in August 2023.

The UN Global Compact is the world's largest and most important initiative for responsible corporate governance. Based on ten universal principles and the Sustainable Development Goals (SDGs), it pursues the vision of an inclusive and sustainable global economy for the benefit of all people, communities and markets. Building on the ten principles, signatories are called upon to promote the general goals of the United Nations, particularly the Sustainable Development Goals.

By signing the Global Compact, BioNTech shows that it shares this vision and intends to implement these corporate governance principles in its work. The Sustainable Development Goal 3: "Good health and well-being" is closely aligned with BioNTech's core business. The SDGs will remain an important point of reference for BioNTech in the future.

BioNTech is a Member of the German econsense Network

econsense is a network of internationally operating companies with the common goal of actively shaping the transition to a more sustainable economy and society. econsense supports its members in anchoring sustainability in operations and strategy, as well as along the supply chain. The network tracks and analyzes all of the relevant issues spanning from environmental protection to human rights and always with a focus on the business case for sustainability. By exchanging with business, politics, and civil society, econsense proactively addresses sustainability challenges and advocates frameworks and policies that facilitate business innovation and competitiveness. This makes econsense a valued thought leader, advisor, and partner in matters of sustainability.

Member of the German B.A.U.M. Network

B.A.U.M. e.V. is a network committed to a future worth living through sustainable management. Founded in 1984 and with over 700 members, the association is a strong voice for sustainably operating companies and a driving force for sustainable development in Europe.

B.A.U.M. supports its members in the establishment and further development of sustainability strategies and brings together actors from business, politics, science, media and associations. The association's objective is the transformation to a social-ecological market economy based on the guiding principles of the United Nations Sustainable Development Goals (SDG) and the Paris Agreement on climate protection.

Internationally, B.A.U.M. is a founding member of the International Network for Environmental Management e.V. (INEM).

BioNTech as a Signatory of the Diversity Charter ("Charta der Vielfalt")

The Diversity Charter ("Charta der Vielfalt") is a German employer initiative to promote diversity within companies and institutions. The aim of the initiative is to advance the recognition, appreciation and inclusion of diversity in the work world in Germany. Signatories strive to create a work environment that is free of prejudice. All employees should be valued and feel appreciated regardless of their gender, gender identity, nationality, ethnic origin, religion, beliefs, disability, age, sexual orientation or identity.

As a signatory to this initiative, BioNTech is committed to promoting diversity and creating an appreciative work environment at BioNTech and in the working world.

List of Relevant Memberships • GRI 2-28

This list contains BioNTech's most relevant memberships.

Scientific

- American Association for Cancer Research (AACR)
- American Society for Mass Spectrometry (ASMS)
- American Society of Clinical Oncology (ASCO)
- American Society of Tropical Medicine and Hygiene (ASTMH)
- Arbeitsgemeinschaft für Pharmazeutische Verfahrenstechnik e. V.
- Association of American Physicians (AAP)
- CLSI – Clinical and Laboratory Standards Institute
- Cluster for Individualized Immune Intervention (Ci3) e. V.
- DECHEMA Gesellschaft für Chemische Technik und Biotechnologie e. V.
- European Society for Medical Oncology (ESMO)
- International Society For Advancement of Cytometry (CYTO/ISAC)
- International Society for Cell & Gene Therapy (ISCT)
- Mainzer Wissenschaftsallianz e. V.
- Massachusetts Biotechnology Council
- Max Bergmann Kreis e. V.
- Research Quality Association Ltd.
- Society for Immunotherapy of Cancer (SITC)
- The American Association of Pharmaceutical Scientists (AAPS)
- Vienna BioCenter – Wissenschaftliche Standortgemeinschaft

Business Associations

- American Chamber of Commerce in Germany e.V.
- Biotechnologie-Industrie-Organisation Deutschland e. V. (BIO Deutschland e. V.)
- Bundesverband Materialwirtschaft, Einkauf und Logistik e. V. (BME)
- Chambre de Commerce et D'Industrie France-Amerique
- Freiwillige Selbstkontrolle für die Arzneimittelindustrie e. V.
- gesundheitswirtschaft rhein-main e. V.
- Hessenchemie – Arbeitgeberverband Chemie und verwandte Industrien für das Land Hessen e. V.
- IHK – Industrie- und Handelskammer für Koblenz
- IHK – Industrie- und Handelskammer für München und Oberbayern
- IHK – Industrie- und Handelskammer für Rheinhessen
- IHK – Industrie- und Handelskammer Halle-Dessau
- IHK – Industrie- und Handelskammer zu Berlin
- Singapore Business Federation
- Verband der Chemischen Industrie e. V. (VCI)
- Verband Forschender Arzneimittelhersteller e. V. (vfa)
- Vereinigung für Sicherheit in der Wirtschaft e. V.

Sustainability/CSR

- B.A.U.M. e. V. Netzwerk für nachhaltiges Wirtschaften
- econsense – Forum Nachhaltige Entwicklung der Deutschen Wirtschaft e. V.
- The National Association for EHS&S Management (NAEM)
- UN Global Compact Netzwerk Deutschland e. V.

Other

- DIRK – Deutscher Investor Relations Verband e. V.
- DSAG – Deutschsprachige SAP-Anwendergruppe e. V.
- Kita Bio Regio e. V.
- Verband Deutscher Treasurer e. V.
- Zentrale zur Bekämpfung unlauteren Wettbewerbs e. V.

8.0 APPENDIX AND DATA

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8.1 ABOUT THIS REPORT

The Sustainability Report 2023 is the fourth corporate responsibility and sustainability report of the BioNTech Group. It was published on March 20, 2024. The reporting period corresponds to the 2023 financial year. As a general rule, the data included in this report is relative to the 2023 financial year and all operations controlled by BioNTech. Unless stated otherwise, employee data does not cover InstaDeep; employee numbers for InstaDeep are reported separately.

The editorial deadline for this report was March 8, 2024 to be able to adequately present relevant developments. Topics with relevance beyond the 2023 financial year are therefore part of the report and indicated appropriately. The Sustainability Report complies with the requirements of Sections 289b et seq. and 315b et seq. of the German Commercial Code (Handelsgesetzbuch – HGB) and includes what is referred to as "non-financial aspects" of the Company's activities (environmental, employee and social issues, human rights, anti-corruption and anti-bribery) that are relevant for an understanding of its business performance and position.

This report has been prepared in accordance with the Universal Standards 2021 of the Global Reporting Initiative (GRI) (see **8.5 GRI Content Index**). **GRI 2-3**

8.2 FORWARD-LOOKING STATEMENTS AND DISCLAIMER

This report contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995, as amended. In some cases, forward-looking statements can be identified by terminology such as "will", "may", "should", "expects", "intends", "plans", "aims", "anticipates", "believes", "estimates", "predicts", "potential", "continue", or the negative of these terms or other comparable terminology, although not all forward-looking statements contain these words. The forward-looking statements in this report are neither promises nor guarantees, and you should not place undue reliance on these forward-looking statements because they involve known and unknown risks, uncertainties, and other factors, many of which are beyond BioNTech's control and which could cause actual results to differ materially from those expressed or implied by these forward-looking statements. You should review the risks and uncertainties described under the heading "Risk Factors" in BioNTech's Annual Report on Form 20-F for the year ended December 31, 2023 and in subsequent filings made by BioNTech with the SEC, which are available on the BioNTech website in the Investors section. Except as required by law, BioNTech disclaims any intention or responsibility for updating or revising any forward-looking statements contained in this presentation in the event of new information, future developments or otherwise. These forward-looking statements are based on BioNTech's current expectations and speak only as of the date hereof.

Furthermore, certain statements contained in this report relate to or are based on studies, publications, surveys and other data obtained from third-party sources and BioNTech's own internal estimates and research. While BioNTech believes these third-party sources to be reliable as of the date of this report, it has not independently verified, and makes no representation as to the adequacy, fairness, accuracy or completeness of, any information obtained from third party sources. In addition, any market data included in this report involves assumptions and limitations, and there can be no guarantee as to the accuracy or reliability of such assumptions. While BioNTech believes its own internal research is reliable, such research has not been verified by any independent source. In addition, BioNTech is the owner of various trademarks, trade names and service marks that may appear in this report. Certain other trademarks, trade names and service marks appearing in this report are the property of third parties. Solely for convenience, the trademarks and trade names in this presentation may be referred to without the ® and TM symbols, but such references should not be construed as any indicator that their respective owners will not assert, to the fullest extent under applicable law, their rights thereto.

8.3 VERIFICATION

The Supervisory Board has examined the contents of the Sustainability Report 2023 in accordance with Section 171 (1) AktG. The Supervisory Board found that the content of the report complies with the requirements of Sections 289b et seq. and 315b et seq. HGB. It also stated that the report is coherent in relation to the adopted strategy and corporate policy of the Management Board with regard to non-financial objectives and the concepts developed for this purpose. The Sustainability Report 2023 was reviewed with regard to the statements in the group management report on the opportunities and risks of the future development of the Company. Following the outcome of the Supervisory Board's review, there were no objections raised to the Sustainability Report 2023 for the 2023 financial year. **GRI 2-14**

8.4 DETAILED DATA

Unless stated otherwise, environmental data is relative to the whole BioNTech Group, including InstaDeep. Unless stated otherwise, employee data does not cover InstaDeep; employee numbers for InstaDeep are reported separately. As of 2023, employee figures exclude Management Board members, apprentices, trainees, and interns. BioNTech reports employee numbers in headcount.

Energy Consumption[1] • GRI 2-4, 302-1, 302-4

In MWh	% of total in 2023	2023	2022[3]	2021	2020	2019
Direct energy consumption						
Renewable energy generated on site	0.2	91	26	26	0	0
Coal	0	0	0	0	0	0
Natural gas	11.7	6,060	3,603	3,826	3,509	2,470
Heating oil	0.4	221	37	0	0	0
Fleet (petrol, diesel)	0.6	297	123	345	0	0
Biofuels	0	0	0	0	0	0
Indirect energy consumption						
Bought-in electricity[2]	49.8	25,870	20,847	15,934	10,466	7,812
Thereof renewable bought-in electricity		22,037	17,476	14,440	1,042	943
% of renewable bought-in electricity of total electricity		85	84	91	10	12
District heating	7.9	4,133	3,921	3,678	3,072	2,976
District cooling	15.1	7,862	6,629	5,814	0	0
Bought-in steam	14.1	7,356	7,432	7,219	0	0
Bought-in compressed air	0.2	99	110	107	0	0
Total energy consumption		**51,989**	**42,728**	**36,984**	**17,047**	**13,258**
Thereof renewable energy consumption		32,235	17,537	14,466	1,042	943
% of renewable energy		62	41	39	6	7

1 Data partially consists of extrapolations. When available, consumption levels were taken from invoices. Otherwise, consumption is estimated based on energy intensity levels of locations with similar use or extrapolated from consumption of previous years.
2 Does not include electricity used for charging of e-vehicles from BioNTech's fleet outside of BioNTech's own locations.
3 2022 energy consumption data was corrected due to a reporting error.

Energy by Source • GRI 2-4

In MWh	% of total in 2023	2023	2022[3]	2021	2020	2019
Renewable energy sources	62.0	32,235	17,537	14,466	1,042	943
Natural gas	11.7	6,060	3,603	3,862	3,509	2,470
Coal, nuclear, petroleum fuels and/or similar energy sources	26.3	13,693	21,587	18,656	12,496	9,845
Total energy		**51,989**	**42,728**	**36,984**	**17,047**	**13,258**

Direct GHG Emissions (Scope 1) and Indirect GHG Emissions (Scope 2)[1] • GRI 2-4, 305-1, 305-2, 305-5

In t CO_2e	% of total in 2023	2023	2022[4]	2021	2020	2019
Scope 1 emissions	**29**	**1,342**	**866**	**886**	**704**	**607**
Coal		0	0	0	0	0
Natural gas		1,105	728	809	660	565
Heating oil		54	65	0	0	0
Fleet emissions		69	33	42	25	29
Process-related emissions		79	40	35	19	14
Refrigerants		31	0.03	0	0	0
Scope 2 emissions (market-based)[2]	**71**	**3,339**	**3,162**	**2,337**	**3,851**	**2,748**
Electricity[3]		1,467	1,279	423	3,139	2,460
District heating		371	211	290	713	288
District cooling		0	0	0	0	0
Steam		1,501	1,672	1,624	Not collected	Not collected
Bought-in compressed air		0.03	0	0	0	0
Total Scope 1 & 2		**4,681**	**4,028**	**3,223**	**4,555**	**3,356**
CO_2e emissions from biofuels		–	0	0	0	0

1 BioNTech uses the operational control approach, meaning CO_2e emissions are relative to all sites under BioNTech's operational control. For Scope 1 and 2, this includes InstaDeep sites.
2 The market-based method was used for the calculation of Scope 2 carbon dioxide equivalent emissions from externally sourced energy (electricity, steam and district heating). The market-based method uses emission factors from BioNTech's renewable energy suppliers who fulfill internal quality criteria. For all other electricity, BioNTech uses residual mix factors (if available) and grid mix factors of the International Energy Agency (IEA). They are updated annually. The location-based Scope 2 emissions are also based on IEA data and equal 10,657 t CO_2e.
3 CO_2e emissions from purchased electricity using the location-based approach amount to 8,785 t CO_2e.
4 2022 Scope 1 emissions for Idar-Oberstein were corrected due to a reporting error.

CO_2e Emissions Scope 1 and 2 by Location[1] • GRI 2-4

In t CO_2e	% of total in 2023	2023	2022	2021	2020	2019
Mainz [DE]	12.6	589	474	393	2,122	2,243
Berlin [DE]	13.2	618	251	84	82	15
Idar-Oberstein [DE][2]	5.3	246	230	395	1,591	915
Martinsried [DE]	1.8	84	71	53	110	144
Neuried [DE]	1.9	91	16	31	46	38
Halle [DE]	0.8	38	16	9	11	–
Marburg [DE]	35.2	1,648	1,834	1,834	493	–
Cambridge [USA]	26.9	1,258	155	78	101	–
Gaithersburg [USA]	0.9	41	979	345	–	–
Other[3]	1.4	67	3	–	–	–
Total BioNTech		**4,681**	**4,028**	**3,223**	**4,555**	**3,356**

1 BioNTech uses the market-based approach for its Scope 2 calculations. Data is partially based on estimations and assumptions.
2 2022 Scope 1 emissions for Idar-Oberstein were corrected due to a reporting error.
3 For 2023 onwards, BioNTech Group locations (incl. InstaDeep) that account for <0.5% of total Scope 1 and 2 emissions are summarized under "other".

Energy / CO_2 Intensity KPIs • GRI 2-4, 302-3, 305-4

	2023	2022[2]	2021[3]	2020	2019
Cost of sales (in EUR m)	599.8	2,995.0	2,911.50	59.30	17.40
Energy use / cost of sales (in MWh / EUR k)[1]	0.09	0.01	0.01	0.30	0.80
GHG emissions / cost of sales (in t / EUR m)	890.60	374.14	497.981	104.20	334.10

1 Unit corrected due to error.
2 2022 GHG emissions / cost of sales corrected due to a reporting error.
3 2021 data recalculated due to corrections in purchasing data using a comprehensive environmental input-output model and corrected transports, including WTT (well-to-tank).

Other Indirect GHG Emissions (Scope 3) • GRI 2-4, 305-3, 305-5

In t CO_2e	% of total in 2023	2023[2]	2022[3]	2021[4]	2020	2019
Upstream activities[1]	99.9	529,023	1,114,662	1,444,411[1]	1,624	2,445
Downstream activities	0.1	478	1,861	2,228.00	Not collected	Not collected
Total Scope 3		**529,501**	**1,116,523**	**1,446,639**	**1,624**	**2,445**
Total Scope 1–3 (in t CO_2e)		**534,182**	**1,120,551**	**1,449,862**	**6,179**	**5,801**

1 Includes optional emissions from hotel stays as part of business travel emissions.
2 Data does not cover Scope 3 emissions for InstaDeep.
3 2022 Scope 1 emissions for Idar-Oberstein were corrected due to a reporting error.
4 2021 emission data recalculated due to corrections in purchasing data using a comprehensive environmental input-output model and corrected transports, including WTT (well-to-tank).

Waste Generated[1] • GRI 306-3, 306-4, 306-5

In t	% of total in 2023	2023	2022	2021	2020	2019
Hazardous waste	**20.6**	**327**	**277**	**247**	**274**	**214**
Incineration (with energy recovery)		327	277	247	274	214
Incineration (without energy recovery)		0	0	0	0	0
Landfill		0	0	0	0	0
Recycling		0	0	0	0	0
Non-hazardous waste	**79.4**	**1,263**	**1,211**	**650**	**1,283**	**157**
Incineration (with energy recovery)		1,263	1,211	650	1,283	157
Incineration (without energy recovery)		0	0	0	0	0
Landfill		0	0	0	0	0
Recycling		Not collected	Not collected	Not collected	Not collected	Not collected
Total waste[2]		**1,590**	**1,488**	**897**	**1,558**	**371**

1 Data was provided mainly by external service providers.

Water and Wastewater[1] • GRI 303-3, 303-4

In thousand cubic meters	% of total in 2023	2023	2022	2021	2020	2019
Total water withdrawal		113	75	72	25	15
Thereof from locations with water stress[2]	0.46	0.52	0	Not collected	Not collected	Not collected
Total water discharge		102	75	72	25	15

1 Data was provided mainly by external service providers. Data is partially based on estimations and assumptions. All water withdrawal represents fresh water.
2 For data until 2022, locations with water stress were assessed using the water depletion ratio from WWF "Water Risk Filter." For 2023 data, locations with water stress were assessed using the water scarcity risk category, which includes water depletion among other indicators, with a score equal/higher than 3 – according to CDP water questionnaire guidance. Data for 2023 include both BioNTech and InstaDeep.

TCFD • GRI 201-2

Type of risk/opportunity	Description
Transition risks – 1.5°C scenario based on the IEA NZE report	Fossil fuel use, which may lead to high carbon costs, is limited along the supply chain in the future. Transportation is generating risks, especially for long-distance routes, as air transport will be impacted by increasing carbon prices or alternative fuels.
Physical risks – Supply chain IPCC RCP 4.5 scenario	In the chosen scenario and for the assessed timeframe, BioNTech's international suppliers, in particular, face a variety of potential high-impact risks (risks that could halt production for an extended period or even completely), from rising sea levels and floods to convective storms and tropical cyclones. European suppliers are particularly impacted by convective storms; however, this typically results in minor property damage not affecting business continuity. Heatwaves pose a medium risk to all suppliers in 2030, with risk significantly increasing in 2050. The resulting higher energy costs and employee productivity losses will not likely be passed on to BioNTech in 2030 but may result in higher raw material prices in 2050 and sourcing delays.
Physical risks – Own production sites IPCC RCP 4.5 scenario	Heatwaves across all sites are resulting in higher production costs to meet the increased cooling demand. International sites show the highest physical risks due to heatwaves, floods, droughts, sea level rise and cyclones. This may lead to asset damage and/or business interruption. German sites are mainly impacted by convective storms, which typically lead to only minor property damage. However, Berlin, Mainz and Halle are also close to flood areas.
Physical risks – Logistic and distribution IPCC RCP 4.5 scenario	Under this scenario, BioNTech's largest distribution centers in Germany would be highly affected by heatwaves in 2030. Thus, BioNTech could face increased energy costs for cooling and be affected should the cooling system fail. Regarding transport, heatwaves impact refrigerated trucking by disturbing the cold chain and endangering the stability of the vaccines. Generally, the highest impact due to heatwaves can be seen in regions south of the equator or in the Mediterranean and tropical climate zones, where temperatures will already reach significantly higher levels in 2030 compared to today.
Opportunities	Along the supply chain, opportunities can be derived as raw material prices are decreasing. This is linked to decreasing energy prices, fostered by the transition to renewable energies, as well as efficiency gains. There may be a link between rising temperatures as a result of climate change and an increased incidence of infectious diseases, especially affecting populations that are exposed to these infectious diseases in particularly vulnerable parts of the world. BioNTech aims to develop and provide medicines to help affected people while further reducing the Company's impact on the environment. BioNTech could play an important role in minimizing the toll such infectious diseases could take on vulnerable populations.

Please note: The potential scenarios described above are characterized in accordance with the TCFD assessment. The statements above are limited to the scope and parameters of such assessment and do not express BioNTech's view of the likelihood or preferability of certain outcomes.

Quality Data • GRI 416-2 • SASB HC-BP-210a.2, HC-BP- 250a.3, HC-BP- 250a.5

Indicator	2023	2022	2021
Internal and third-party audits			
Total number of internal audits	**18**	**22**	**23**
thereof Good Clinical Practices (GCP)[2]	4	9	12
thereof Pharmacovigilance (PV)	3	0	0
thereof Good Manufacturing Practices (GMP)	11	13	11
Total number of third-party audits	**53**	**20**	**22**
thereof Good Clinical Practices[2,3]	47	12	13
thereof Pharmacovigilance[3]	4	6	7
thereof Good Manufacturing Practices	2	2	2
Total number of FDA inspections	**3**	**14**	**4**
thereof Good Clinical Practices[1]	3	14	4
thereof Pharmacovigilance	0	0	0
thereof Good Manufacturing Practices	0	0	0
FDA inspections that resulted in enforcement actions	0	0	0
Total number of inspections from all other health authorities (non-FDA)	**6**	**7**	**15**
thereof Good Clinical Practices[1]	5	6	15
thereof Pharmacovigilance	0	0	0
thereof Good Manufacturing Practices	1	1	0
Actions indicated			
Good Manufacturing Practices			
Number of GMP inspections resulting in Voluntary Action Indicated (VAI) status (FDA-related indicator)	0	0	0
Number of GMP inspections resulting in Official Action Indicated (OAI) status (FDA-related indicator)	0	0	0
Number of GMP inspections resulting in obligatory actions from health authorities other than the FDA	1	1	0

Indicator	2023	2022	2021
Good Clinical Practices[1]			
Number of GCP inspections resulting in Voluntary Action Indicated (VAI) status (FDA-related indicator)	0	0	0
Number of GCP inspections resulting in Official Action Indicated (OAI) status (FDA-related indicator)	0	0	0
Number of GCP inspections resulting in obligatory actions from health authorities other than the FDA	0	0	0
Pharmacovigilance			
Number of PV inspections resulting in Voluntary Action Indicated (VAI) status (FDA-related indicator)	0	0	0
Number of PV inspections resulting in Official Action Indicated (OAI) status (FDA-related indicator)	0	0	0
Number of PV inspections resulting in obligatory actions from health authorities other than the FDA	0	0	3
Recalls[4]			
Class I	0	0	0
Class II	0	0	0
Class III	0	0	0

General note: The data provided in the table above cover all BioNTech-sponsored programs for the reporting year of 2023.

1 Data cover all GCP inspections for BioNTech-sponsored trials, even if inspections were coordinated by a partner organization.

2 Does not include non-clinical audits (e.g., on Good Laboratory Practices [GLP]) or in-study audits (e.g., on Good Clinical Laboratory Practices [GCLP]).

3 Data includes partner audits.

4 For an explanation of recall classifications, please visit the **FDA website.**

Number of Employees (Excluding InstaDeep) ● GRI 2-7, 405-1

Headcount of employees[1]	2023	2022[2]	2021	2020	2019
Total	**5,964**	**4,692**	**3,138**	**2,047**	**1,323**
Thereof employed by BioNTech SE	3,166	2,304	1,378	623	Not collected
By age group		Not collected	Not collected	Not collected	Not collected
Up to 29 years old	1,140				
30–49 years old	4,134				
50 years or older	690				
By gender					
Women	3,077	2,352	1,605	1,098	741
Men	2,884	2,340	1,533	949	582
Non-binary	3	0	Not collected	Not collected	Not collected
By region				Not collected	Not collected
Europe	5,267	4,253	2,902		
North America	650	435	233		
Africa	20	0	0		
Asia	27	4	3		

Headcount of employees[1]	2023	2022	2021	2020	2019
By type of employment					
Permanent employees	5,098	3,452	Not collected	Not collected	Not collected
Women	2,597	1,805			
Men	2,498	1,647			
Non-binary	3	0			
Temporary employees	866	1,083	Not collected	Not collected	Not collected
Women	480	471			
Men	386	612			
Non-binary	0	0			
Non-guaranteed hours employees[3]	167	157	Not collected	Not collected	Not collected
Women	86	76			
Men	81	81			
Non-binary	0	0			
By working time model					
Full-time employees	5,420	4,141	Not collected	Not collected	Not collected
Women	2,634	1,955			
Men	2,783	2,186			
Non-binary	3	0			
Part-time employees	544	551	Not collected	Not collected	Not collected
Women	443	397			
Men	101	154			
Non-binary	0	0			

1 For years 2022 and prior, employee data generally include working students. For 2023 onwards, working students are reported under "non-guaranteed hours employees" but not included in the total number of employees or any breakdown (such as employees by region, by gender etc.).
2 The 2022 breakdown of employees by region was corrected due to a reporting error.
3 Non-guaranteed hours employees at BioNTech are working students.

Number of Employees – InstaDeep Only • GRI 2-7, 405-1

Headcount of employees	2023	2022	2021	2020	2019
Total	**328**	**Not applicable**	**Not applicable**	**Not applicable**	**Not applicable**
By age group		Not applicable	Not applicable	Not applicable	Not applicable
Up to 29 years old	177				
30–49 years old	147				
50 years or older	4				
By gender		Not applicable	Not applicable	Not applicable	Not applicable
Women	74				
Men	254				
Non-binary	Not collected				
By region		Not applicable	Not applicable	Not applicable	Not applicable
Europe	190				
North America	11				
Africa	126				
Asia	1				

Yearly Average of Employees by Function

Headcount, excluding Management Board, trainees and interns	2023	2022	2021	2020	2019
Total	**5,640**	**4,104**	**2,694**	**1,624**	**1,195**
Clinical Research & Development	434	243	137	113	81
Scientific Research & Development	1,871	1,302	875	586	414
Operations	1,469	1,240	863	490	376
Quality	470	383	322	184	129
Support Functions	1,217	828	431	218	126
Commercial & Business Development	179	108	66	33	69

Employees by Function at the End of the Reporting Period

Headcount, excluding Management Board, trainees and interns	Dec 31, 2023	Dec 31, 2022	Dec 31, 2021	Dec 31, 2020	Dec 31, 2019
Total	**5,964**	**4,692**	**3,138**	**2,047**	**1,323**
Clinical Research & Development	592	274	153	128	90
Scientific Research & Development	1,972	1,512	1,026	661	459
Operations	1,448	1,365	1,036	699	416
Quality	474	413	301	234	142
Support Functions	1,284	983	539	276	139
Commercial & Business Development	194	145	83	49	77

New Employees ● GRI 401-1

	2023	2022	2021	2020	2019
Total number of new employee hires	**1,609**	**1,944**	**1,372**	**501**	**538**
By age group					
Up to 29 years old	350	535	496	233	239
30–49 years old	1,053	1,010	784	230	269
50 years or older	206	399	92	38	30
By gender					
Women	841	995	740	251	274
Men	761	949	632	250	264
Non-binary	7	0	Not collected	Not collected	Not collected
By region					
Europe	1,303	1,671	1,207	468	537
North America	264	270	162	33	1
Others	42	3	3	0	0

	2023	2022	2021	2020	2019
Rate of new employee hires (in %) [1]	**30.29**	**41.43**	**43.72**	**24.47**	**40.67**
By age group					
Up to 29 years old	38.50	40.59	60.86	49.79	58.72
30–49 years old	30.30	36.75	39.44	17.33	34.53
50 years or older	21.21	63.74	27.46	15.08	21.90
By gender					
Women	30.83	42.30	46	22.86	36.98
Men	29.47	40.56	41	26.34	45.36
Non-binary	Not collected	Not collected	Not collected	Not collected	Not collected
By region					
Europe (incl. U.K.)	27.46	39.29	42	23.96	40.68
U.S.	48.80	62.07	70	35.11	33.3
Others	161.54	75.00	100	–	–

1 The formula for calculating the rate of employee new hires was changed from the last reporting year. Rate of employee new hires for 2022 and previous reporting cycles = Number of new employee hires / Number of employees at the end of the financial year *100. Rate of employee new hires for 2023 and onwards: Number of new employee hires / Average number of employees throughout the reporting year *100.

Employee Turnover ● GRI 2-4; GRI 401-1; HC-BP-330a.2

	2023	2022[2]	2021[3]	2020	2019
Total turnover rate (in %)[1]	**6.23**	**8.82**	**7.65**	**11.58**	**12.80**
By age group					
Up to 29 years old	5.39	3.17	2.97	5.11	5.19
30–49 years old	5.76	4.41	3.97	5.23	6.53
50 years or older	8.84	1.24	0.71	1.23	1.09
By gender					
Women	5.57	4.43	4.75	6.03	7.36
Men	6.89	4.48	2.90	5.54	5.44
Non-binary	Not collected	Not collected	Not collected	Not collected	Not collected
By region					
Europe	5.96	7.21	6.76	11.21	12.80
North America	8.69	1.58	0.89	0.37	0
Others	6.25	0.02	0	0	0
Voluntary turnover rate[4]	3.10	4.66	Not collected	Not collected	Not collected

1 Turnover rate = Number of leavers / Average number of employees throughout the reporting year *100. For 2022 data and earlier, quarterly averages were not available per subgroup. Figures should therefore be interpreted accordingly.
2 2022 turnover for women was corrected due to a reporting error. The correct turnover rate is 4.34% instead of 4.43%.
3 2021 figures were corrected due to a reporting error.
4 Proportion of employees who chose to leave BioNTech in the reporting period expressed as a percentage of total employees.

	2023	2022[1]	2021	2020	2019
Total number of leavers	**331**	**362**	**206**	**188**	**153**
By age group					
Up to 29 years old	49	130	80	83	62
30–49 years old	200	181	107	85	78
50 years or older	82	51	19	20	13
By gender					
Women	152	178	128	98	88
Men	178	184	78	90	65
Non-binary	1	0	Not collected	Not collected	Not collected
By region					
Europe	283	296	182	182	153
North America	47	65	24	6	0
Others	1	1	0	0	0
By type according to SASB HC-BP-330a.2					
Executives / senior managers voluntary and involuntary turnover rate	33	32	5	5	6
Mid-level managers voluntary and involuntary turnover rate	125	24	14	17	13
Professionals voluntary and involuntary turnover rate	127	95	33	45	40
All others voluntary and involuntary turnover rate	46	211	154	121	94

1 2022 breakdown of total number of leavers by age group was corrected due to a reporting error.

Parental Leave in Germany[1] • GRI 401-3

As of December 31	2023	2022	2021	2020	2019
Employees entitled to parental leave	402	185	188	136	101
Women	222	112	118	89	61
Men	180	73	70	47	40
Non-binary	0	0	Not collected	Not collected	Not collected
Employees who took parental leave in the reporting year	366	185	188	133	95
Women	220	112	118	89	60
Men	146	73	70	44	35
Non-binary	0	0	Not collected	Not collected	Not collected
Employees who returned to work in the reporting year after parental leave ended	240	74	100	65	53
Women	114	16	58	31	21
Men	126	58	42	34	32
Non-binary	0	0	Not collected	Not collected	Not collected
Return to work rate[1] (in %)	98.77	100.0	97.0	94.2	93.0
Women	97.44	100.0	96.6	93.9	91.3
Men	100.00	100.0	97.6	94.4	94.1
Non-binary	–	–	Not collected	Not collected	Not collected

1 All parental leave data is relative to Germany only.
2 Return to work rate = Total number of employees who returned to work after parental leave / Total number of employees due to return to work after taking parental leave * 100.

Occupational Health and Safety[1] • GRI 403-9

	2023	2022	2021	2020	2019
Number of fatalities as a result of work-related injuries[2]	0	0	0	0	0
Rate of fatalities as a result of work-related injuries in %[3]	0	0	0	0	0
Number of high-consequence-work-related injuries (excluding fatalities)[4]	0	0	0	0	0
Rate of high-consequence-work-related injuries (excluding fatalities) in %[5]	0	0	0	0	0
Number of work-related injuries resulting in ≥ 1 day(s) of absence from work	9	17	2	4	2
Lost time accident rate (LTAR)[6]	0.32	0.902	0.1328	0.2756	0.169

1 All OHS data is relative to the BioNTech sites in Mainz only.
2 Work-related injuries are those that arise from exposure to hazards at work.
3 Number of fatalities as a result of work-related injury divided by number of hours worked and multiplied by 200,000.
4 A high-consequence, work-related injury is a work-related injury that results in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within six months.
5 High-consequence work-related injuries (excluding fatalities) divided by number of hours worked and multiplied by 200,000.
6 Number of work-related injuries resulting in ≥ 1 day(s) of absence from work divided by number of hours worked and multiplied by 200,000.

Donations

This list contains BioNTech's monetary and in-kind donations; the list contains donations according to BioNTech's Corporate Citizenship concept for financial year 2023.

Donation recipient / vendor	Purpose[1]	Monetary / In-kind donations	Donation amount (in EUR[2])
ACIR Fritsch Foundation, Inc.	Health-Related Cause	Monetary donation	23,120.32
Aktionsbündnis Katastrophenhilfe GbR	Exceptional Cause	Monetary donation	500,000.00
Aktionsbündnis Katastrophenhilfe GbR	Exceptional Cause	Monetary donation	100,000.00
American Cancer Society, Inc.	Regional Cause	Monetary donation	7,000.00
AWO Kreisverband München-Land e.V.	Regional Cause	Monetary donation	1,000.00
Breast Cancer Initiative East Africa (BCIEA), Inc.	Health-Related Cause	Monetary donation	10,000.00
Bund der Pfadfinderinnen und Pfadfinder e.V.	Regional Cause	Monetary donation	500.00
Cambridge School Volunteers, Inc.	Regional Cause	Monetary donation	2,000.00
Caritasverband Mainz e.V.	Regional Cause	Monetary donation	740.95
Caritasverband Mainz e.V.	Regional Cause	Monetary donation	10,000.00
Caritasverband Mainz e.V.	Regional Cause	Monetary donation	3,208.00
Citypastoral Marburg	Regional Cause	Monetary donation	5,000.00
DKMS Donor Center gGmbH	Regional Cause	Monetary donation	600.00
DKMS Donor Center gGmbH	Regional Cause	Monetary donation	1,120.00
Elterninitiative für leukämie- und tumorkranke Kinder	Regional Cause	Monetary donation	6,000.00
Förderverein der Berufsfeuerwehr Mainz 2000 e.V.	Regional Cause	Monetary donation	2,000.00
Förderverein für Tumor- und Leukämiekranke Kinder	Regional Cause	Monetary donation	2,000.00
Freiwillige Feuerwehr Idar-Oberstein	Regional Cause	Monetary donation	500.00
FSV Blau-Weiß Idar-Oberstein	Regional Cause	Monetary donation	400.00
Hirntumor-Selbsthilfegruppe Mittelhessen	Regional Cause	Monetary donation	2,000.00
Hochschulen Fresenius gemeinnützige Trägergesellschaft	Health-Related Cause	In-kind donation	No financial value
Hope Connections for Cancer Support	Regional Cause	Monetary donation	5,000.00

1 Donations to health-related causes are listed using the former strategic Corporate Citizenship pillars and logic: Microfunding ranging from a minimum of EUR 500 to a maximum of EUR 10,000 with reference to health causes (for more information, see Chapter **3.0 Corporate Citizenship**).
2 For any donation made in USD, the average exchange rate for the calendar and reporting year of 2023, as reported by Deutsche Bundesbank, was used to calculate the financial volume in euros. For 2023, the average exchange rate was EUR 1 = USD 1.0813.

Donation recipient / vendor	Purpose[1]	Monetary / In-kind donations	Donation amount (in EUR[2])
Interessengemeinschaft Layenhof e.V.	Regional Cause	Monetary donation	300.00
Kinderträume e.V.	Regional Cause	Monetary donation	5,000.00
Kleine Riesen Nordhessen gGmbH	Regional Cause	Monetary donation	5,000.00
Krebsgesellschaft Rheinland-Pfalz e.V.	Health-Related Cause	Monetary donation	2,000.00
Krebsgesellschaft Rheinland-Pfalz e.V.	Health-Related Cause	Monetary donation	10,000.00
KulturRaum München e.V.	Regional Cause	Monetary donation	5,000.00
Gottfried Wilhelm Leibniz Universität Hannover	Health-Related Cause	In-kind donation	No financial value
Make-a-Wish Deutschland gGmbH	Regional Cause	Monetary donation	10,000.00
Our Past Initiative	Regional Cause	Monetary donation	6,117.00
Stiftung Ambulantes Kinderhospiz München	Regional Cause	Monetary donation	2,500.00
Stiftung Juvente Mainz	Regional Cause	In-kind donation	2,375.00
Stiftung Kinder. Gesundheit. Mainz – Stiftung für das Zentrum für Kinder- und Jugendmedizin	Health-Related Cause	Monetary donation	2,000.00
Stiftung LebensBlicke	Health-Related Cause	Monetary donation	1,000.00
Tentaja Soziale gGmbH	Regional Cause	Monetary donation	4,000.00
TuS Mackenrodt 1910/21 e. V.	Regional Cause	Monetary donation	2,000.00
TV 1848 Oberstein	Regional Cause	Monetary donation	2,000.00
UNO-Flüchtlingshilfe e.V.	Exceptional Cause	Monetary donation	500,000.00
unplugged – Das Beratungscafé, gpe gGmbH	Regional Cause	Monetary donation	1,500.00
Von Bülow Studienstiftung Pharmazie	Regional Cause	Monetary donation	3,600.00
Wohnsitzlos in Mainz e.V.	Regional Cause	Monetary donation	5,000.00

1 Donations in purpose of health-related causes are listed using the former strategic Corporate Citizenship pillars and logic: Microfunding ranging from minimum EUR500 to maximum EUR10, 000 with reference to health causes (for more information see Chapter **3.0 Corporate Citizenship**).
2 For any donation made in USD, the average exchange rate for the calendar resp. reporting year of 2023 as reported by Deutsche Bundesbank was used to calculate the financial volume in euros. For 2023, the average exchange rate was EUR 1 = USD 1.0813.

8.5 GRI AND SASB CONTENT INDICES, INCLUDING UN SUSTAINABLE DEVELOPMENT GOALS (SDGS) AND PRINCIPLES OF THE UN GLOBAL COMPACT

GRI

BioNTech's sustainability reporting is guided by the standards of the Global Reporting Initiative (GRI). This report was prepared in accordance with the current version of the guidelines, the GRI Universal Standards 2021. In the GRI Content Index, readers will find an overview of all reported indicators, including references to the corresponding text passages.

SASB

Since the publication of the Sustainability Report 2020, BioNTech applies the sustainability accounting standard for Biotechnology & Pharmaceuticals (Version 2023-06) of the Sustainability Accounting Standards Board (SASB) to identify, manage and communicate financially material sustainability information to shareholders. In the SASB Content Index, readers will find an overview of all reported SASB indicators, including references to the corresponding text passages.

UNGC and SDGs

By signing the 10 principles underlying the United Nations Global Compact (UNGC), BioNTech has explicitly committed to respecting human rights and labor standards and promoting environmental protection in its business operations and preventing corruption.

BioNTech supports the UNGC with the objective of contributing to the global implementation of its 10 principles and the Sustainable Development Goals (SDGs). BioNTech has integrated the UNGC principles into its business processes and is carrying out concrete actions to enforce them. The GRI content index references the 10 principles and corresponding text passages. The overall Sustainability Report 2023 therefore also serves as the Company's Communication on Progress Report for the UN Global Compact. The UN's 17 Sustainable Development Goals (SDGs) have also been cross-referenced in this report's content index whenever applicable.

GRI Content Index

Statement of use: BioNTech has reported the information cited in this GRI content index for the 2023 reporting year in accordance with the GRI Standards.

Code	Indicator	SDG	UNGC Principle	Page Number	Comments/ Omissions
GRI 1 used: GRI 1: Foundation 2021					
GRI 2: General Disclosures 2021 (BioNTech Material Topic: Governance)					
2-1	Organizational details			**10**	
2-2	Entities included in the organization's sustainability reporting			**10**	
2-3	Reporting period, frequency and contact point			**80, 102**	
2-4	Restatements of information			**81, 82, 83, 89**	BioNTech corrected minor reporting errors in 2022 data and states this wherever applicable.
2-5	External assurance				BioNTech did not seek independent external assurance for this report.
2-6	Activities, value chain and other business relationships			**9**	
2-7	Employees	8, 10	6	**86, 87**	
2-8	Workers who are not employees	8, 10	6		In 2023, 78 agency workers ("Leiharbeitende") who were not directly employed by BioNTech worked for the Company (2022: 137).

Code	Indicator	SDG	UNGC Principle	Page Number	Comments/ Omissions
2-9	Governance structure and composition	5, 16			**https://investors.biontech.de/corporate-governance/**
2-10	Nomination and selection of the highest governance body	5, 16			**https://investors.biontech.de/static-files/bea07085-78a5-4b1a-bc1c-f2284579f132** (see § 2, "Rules of Procedure for the Supervisory Board")
2-11	Chair of the highest governance body	16			**https://www.biontech.com/int/en/home/about/our-board-members.html**
2-12	Role of the highest governance body in overseeing the management of impacts	16		**10**	
2-13	Delegation of responsibility for managing impacts			**11**	
2-14	Role of the highest governance body in sustainability reporting			**80**	BioNTech's COO Sierk Poetting and the Company's Disclosure Committee have reviewed and approved the information in this report, including BioNTech's material topics from a CSR and sustainability perspective.
2-15	Conflicts of interest	16		**34**	See also: **https://investors.biontech.de/static-files/bea07085-78a5-4b1a-bc1c-f2284579f132** (§ 2(3), 5(6), 12(2), "Rules of Procedure for the Supervisory Board")
2-16	Communication of critical concerns			**33**	Critical concerns are directly reported to BioNTech's COO through the Company's compliance team. For confidentiality reasons, the total number and nature of concerns are not reported.
2-17	Collective knowledge of the highest governance body				**https://www.biontech.com/int/en/home/about/our-board-members.html**
2-18	Evaluation of the performance of the highest governance body				Information on (self-) assessments of BioNTech's Supervisory Board may be found in the Company's annual report on form 20-F.
2-19	Remuneration policies				Details on BioNTech's remuneration policies can be found in the Company's remuneration reports.
2-20	Process to determine remuneration	16	6	**30, 62**	Details on BioNTech's processes to determine remuneration for its governance bodies can be found in the Company's remuneration reports.
2-21	Annual total compensation ratio				Information unavailable.
2-22	Statement on sustainable development strategy		1–10	**5**	
2-23	Policy commitments	16	1–6, 7, 10	**34, 35**	
2-24	Embedding policy commitments			**32, 36**	
2-25	Processes to remediate negative impacts			**32, 36**	
2-26	Mechanisms for seeking advice and raising concerns	16	1–6, 7, 10	**33, 36**	
2-27	Compliance with laws and regulations	16			If there were material instances of non-compliance with laws and regulations and public disclosure criteria are met, details would be included in BioNTech's annual report on Form 20-F.
2-28	Membership associations			**78**	
2-29	Approach to stakeholder engagement			**13**	
2-30	Collective bargaining agreements	8	3		Information incomplete. BioNTech applies the federal collective bargaining agreement of the chemical industry at its Marburg site and maintains several company agreements ("Betriebsvereinbarungen").

Code	Indicator	SDG	UNGC Principle	Page Number	Comments/ Omissions
GRI 3: Material Topics 2021					
3-1	Process to determine material topics			**13**	
3-2	List of material topics			**13**	
GRI 201: Economic Performance 2016					
3-3	Management of material topics			**38**	
201-1	Direct economic value generated and distributed	8, 9		**10**	Details on BioNTech's cost of sales, operating costs, tax payments and profits can be found in the Company's annual report on Form 20-F.
201-2	Financial implications and other risks and opportunities due to climate change	13	7, 8, 9	**84**	
201-4	Financial assistance received from government			**46**	
GRI 203: Indirect Economic Impacts 2016					
3-3	Management of material topics			**11**	
203-2	Significant indirect economic impacts	1, 3, 8		**16, 20, 25, 26**	
GRI 205: Anti Corruption 2016					
3-3	Management of material topics			**32**	
205-1	Operations assessed for risks related to corruption	16	10	**34**	
205-2	Communication and training about anti-corruption policies and procedures	16	10	**34**	
205-3	Confirmed incidents of corruption and actions taken	16	10		Not reported due to confidentiality constraints.
GRI 207: Tax 2019					
3-3	Management of material topics			**46**	
207-1	Approach to tax	1, 10, 17		**46**	
207-2	Tax governance, control, and risk management	1, 10, 17		**46**	
GRI 302: Energy 2016					
3-3	Management of material topics			**53**	
302-1	Energy consumption within the organization	7, 8, 12, 13	7, 8, 9	**81**	
302-3	Energy intensity	7, 8, 12, 13	7, 8	**83**	
302-4	Reduction of energy consumption	7, 8, 12, 13	8, 9	**81**	

Code	Indicator	SDG	UNGC Principle	Page Number	Comments/ Omissions
GRI 303: Water and Effluents 2018					
3-3	Management of material topics			**51**	
303-1	Interactions with water as a shared resource	6, 12	7	**51**	
303-2	Management of water discharge-related impacts	6	7	**52**	
303-3	Water withdrawal	6	7, 8	**83**	
303-4	Water discharge	6		**84**	
GRI 305: Emissions 2016					
3-3	Management of material topics			**53**	
305-1	Direct (Scope 1) GHG emissions	3, 12, 13, 14, 15	7, 8	**82**	
305-2	Energy indirect (Scope 2) GHG emissions	3, 12, 13, 14, 15	7, 8	**82**	
305-3	Other indirect (Scope 3) GHG emissions	3, 12, 13, 14, 15	7, 8	**83**	
305-4	GHG emissions intensity	13, 14, 15	8	**83**	
305-5	Reduction of GHG emissions	13, 14, 15	8, 9	**82, 83**	
GRI 306: Waste 2020					
3-3	Management of material topics			**50**	
306-1	Waste generation and significant waste-related impacts	3, 6, 12, 14		**50**	
306-2	Management of significant waste-related impacts	3, 6, 12		**50**	
306-3	Waste generated	3, 6, 12, 14, 15		**83**	
306-4	Waste diverted from disposal	3, 12		**83**	
306-5	Waste directed to disposal	6, 14, 15		**83**	
GRI 308: Supplier Environmental Assessment 2016					
3-3	Management of material topics			**36**	
308-1	New suppliers that were screened using environmental criteria		8		
308-2	Negative environmental impacts in the supply chain and actions taken		8		

Code	Indicator	SDG	UNGC Principle	Page Number	Comments/ Omissions
GRI 401: Employment 2016					
3-3	Management of material topics			**61**	
401-1	New employee hires and employee turnover	5, 8, 10	6	**88, 89**	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	3, 5, 8	6	**68, 73**	
401-3	Parental leave	5, 8	6	**90**	
GRI 402: Labor/Management Relations 2016					
3-3	Management of material topics			**61**	
402-1	Minimum notice periods regarding operational changes	8			Information unavailable.
GRI 403: Occupational Health and Safety 2018					
3-3	Management of material topics			**74**	
403-1	Occupational health and safety management system	3, 8, 16		**74**	
403-2	Hazard identification, risk assessment, and incident investigation	8		**74**	
403-3	Occupational health services	8		**74**	
403-4	Worker participation, consultation, and communication on occupational health and safety	8, 16		**74**	
403-5	Worker training on occupational health and safety	8		**74**	
403-6	Promotion of worker health	3		**74**	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	8		**74**	
403-8	Workers covered by an occupational health and safety management system	8		**49**	
403-9	Work-related injuries	3, 8, 16		**90**	
GRI 404: Training and Education 2016					
3-3	Management of material topics			**70**	
404-1	Average hours of training per year per employee	4, 5, 8, 10	6	**69**	Information incomplete. Data collection processes under review.
404-2	Programs for upgrading employee skills and transition assistance programs	8		**69**	
404-3	Percentage of employees receiving regular performance and career development reviews	5, 8, 10	6	**70**	Information incomplete. Data collection processes under review.

Code	Indicator	SDG	UNGC Principle	Page Number	Comments/ Omissions
GRI 405: Diversity and Equal Opportunity 2016					
3-3	Management of material topics			**71**	
405-1	Diversity of governance bodies and employees	5, 8	6	**73, 86, 87**	
405-2	Ratio of basic salary and remuneration of women to men	5, 8, 10	6		
GRI 406: Non-discrimination 2016					
3-3	Management of material topics			**71**	
406-1	Incidents of discrimination and corrective actions taken	5, 8	6		Not reported due to confidentiality constraints.
GRI 407: Freedom of Association and Collective Bargaining 2016					
3-3	Management of material topics			**36, 61**	
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	8	2, 3	**35, 61**	
GRI 408: Child Labor 2016					
3-3	Management of material topics			**36**	
408-1	Operations and suppliers at significant risk for incidents of child labor	8	2, 5		
GRI 409: Forced or Compulsory Labor 2016					
3-3	Management of material topics			**36**	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor				
GRI 414: Supplier Social Assessment 2016					
3-3	Management of material topics		1–6	**36**	
414-1	New suppliers that were screened using social criteria	5, 8, 16			
414-2	Negative social impacts in the supply chain and actions taken	5, 8, 16	1–6		
GRI 415: Public Policy 2016					
3-3	Management of material topics			**46**	
415-1	Political contributions	16		**46**	
GRI 416: Customer Health and Safety 2016					
3-3	Management of material topics			**41**	
416-1	Assessment of the health and safety impacts of product and service categories			**44**	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	16		**85**	

Code	Indicator	SDG	UNGC Principle	Page Number	Comments/ Omissions
GRI 417: Marketing and Labeling 2016					
3-3	Management of material topics			41	
417-1	Requirements for product and service information and labeling	12	7	45	
GRI 418: Customer Privacy 2016					
3-3	Management of material topics			40	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	16		40	
BioNTech Material Topic: Animal Welfare (without reporting standard)					
3-3	Management of material topics			45	

SASB Content Index

Code	Accounting Metric	Page Number	Comments
Safety of Clinical Trial Participants			
HC-BP-210a.1	Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	43	
HC-BP-210a.2	Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI) and (2) Official Action Indicated (OAI)	85	
HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	43	If there were material legal proceedings associated with clinical trials in developing countries and public disclosure criteria are met, details would be included in BioNTech's annual report on Form 20-F.
HC-BP-240a.1	Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	18	
HC-BP-240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)		Not reported.
HC-BP-240b.1	Number of settlements of Abbreviated New Drug Application (ANDA) litigation that involved payments and/or provisions to delay bringing an authorized generic product to market for a defined time period		Not reported.
HC-BP-240b.2	Percentage change in: (1) average list price and (2) average net price across U.S. product portfolio compared to previous year		Not reported.
HC-BP-240b.3	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous year		Not reported.
Drug Safety			
HC-BP-250a.1	List of products listed in the Food and Drug Administration's (FDA) MedWatch Safety Alerts for Human Medical Products database		No products listed in FDA MedWatch database.
HC-BP-250a.2	Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System		**https://fis.fda.gov/sense/app/95239e26-e0be-42d9-a960-9a5f7f1c25ee/sheet/7a47a261-d58b-4203-a8aa-6d3021737452/state/analysis**
HC-BP-250a.3	Number of recalls issued, total units recalled	85	
HC-BP-250a.4	Total amount of product accepted for take back, reuse, or disposal		Not reported.
HC-BP-250a.5	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	85	
Counterfeit Drugs			
HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	44	
Ethical Marketing			
HC-BP-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	45	If there were material legal proceedings associated with false marketing claims and public disclosure criteria are met, details would be included in BioNTech's 2023 annual report on Form 20-F.
HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products		Not reported.

Code	Accounting Metric	Page Number	Comments
Employee Recruitment, Development & Retention			
HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	66	
HC-BP-330a.2	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) midlevel managers, (c) professionals, and (d) all others	89	
Supply Chain Management			
HC-BP-430a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit programs for integrity of supply chain and ingredients		Not reported.
Business Ethics			
HC-BP-510a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery		If there were material legal proceedings associated with corruption and bribery and public disclosure criteria are met, details would be included in BioNTech's annual report on Form 20-F.
HC-BP-510a.2	Description of code of ethics governing interactions with health care professionals	34	
Activity Metrics			
HC-BP-000.A	Number of patients treated		Clinical trials: 2,220 patients in 2023. In 2023, BioNTech and Pfizer distributed over 460 million total COMIRNATY doses, of which over 190 million doses were BioNTech's Omicron XBB.1.5-adapted monovalent COVID-19 vaccine.
HC-BP-000.B	Number of drugs (1) in portfolio and (2) in research and development (Phases 1–3)		1 commercialized drug (BNT162b2); over 20 programs in oncology and seven programs in infectious disease being evaluated in over 40 clinical trials, including eight Phase 2 and two Phase 3 clinical trials in oncology.

8.6 IMPRINT

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