BIONTECH

2024 SUSTAINABILITY **REPORT**

BioNTech Management Board

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

ANNEMARIE HANEKAMP
Chief Commercial Officer

JENS HOLSTEIN
Chief Financial Officer

SIERK POETTING, PH.D.
Chief Operating Officer

RYAN RICHARDSON
Chief Strategy Officer

JAMES RYAN, PH.D.
Chief Legal and Chief Business Officer

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

BioNTech at a Glance

Fighting against COVID-19

4.9

billion doses shipped since 2020

Investment into R&D in 2024

EUR 2.25 bn

Oncology pipeline

20+

Phase 2 or Phase 3 clinical trials in oncology

An immunotherapy powerhouse

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

Social

~43%

positions at Vice President level and above held by women

Environmental

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

Our values

united

passionate

innovative

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Purpose

OUR PURPOSE

We are focused on our vision to translate science into survival and become a fully-integrated immunotherapy powerhouse. In 2024, we advanced our clinical portfolio with our priority programs progressing into late-stage development and strengthened our artificial intelligence ("AI") research capabilities. With key capabilities in immunology, deep genomics and AI, we believe we are uniquely positioned to help transform cancer medicine into personalized medicine thus making a difference for millions of patients worldwide.

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Dear Reader,

Since the early days of BioNTech, we have been guided by a fundamental commitment to act responsibly towards patients and society. This principle remains steadfast and will continue to drive us forward. We are committed to our vision of translating science into survival and becoming a fully integrated immunotherapy powerhouse.

In 2024, we made significant strides in our clinical portfolio, advancing our priority programs into late-stage development and strengthening our artificial intelligence (AI) research capabilities. By leveraging our expertise in immunology, deep genomics and AI, we believe we are uniquely positioned to revolutionize cancer treatment in the direction of personalized medicine and make a meaningful impact on the lives of millions of patients worldwide.

Our Global Health Office (GHO), established in 2023, plays a pivotal role in our efforts to improve access to our innovative medicines. The GHO supports the 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 potential dimension. To this end, the GHO team collaborates with global health partners, including the World Health Organization (WHO), the African Union, the African CDC, local authorities, trial centers, the Coalition for Epidemic Preparedness Innovations (CEPI), the Gates Foundation, and the Global Alliance for Vaccines and Immunization (GAVI), among others, to strengthen our global health portfolio. This commitment reflects our dedication to the United Nations Sustainable Development Goals (SDGs) and forms the basis for our expanded corporate responsibility, which we detail in this report.

The regulatory environment for sustainability management and reporting in 2024 has been dynamic and challenging due to evolving EU regulations. In this context, we have significantly strengthened our sustainability reporting processes and data management. These improvements make our organization more resilient, regardless of regulatory changes.

We would like to highlight three key achievements in 2024. First, our inaugural truly global Volunteering Week, which saw around 400 volunteers working towards having a sustainable positive impact on people and the environment. Second, gender equality within our company, with 43% of employees at the most senior levels (Vice President and above) being women. Third, our improved ESG ratings at ISS ESG and S&P, which serve as external and independent indicators of our performance in sustainability and responsibility. In both ratings, we are now among the top 10% in our industry.

The Management Board would like to thank everyone who has supported us throughout 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 the trust and collaboration of our business partners, which 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

Annemarie Hanekamp
Chief Commercial Officer

Jens Holstein
Chief Financial Officer

Sierk Poetting, Ph.D.
Chief Operating Officer

Ryan Richardson
Chief Strategy Officer

James Ryan, Ph.D.
Chief Legal and Chief Business Officer

Prof. Özlem Türeci, M.D.
Chief Medical Officer

1.0 About BioNTech

Developing a Next-Generation Immunotherapy Company

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

20+
Phase 2 or Phase 3 clinical trials in oncology

2
pan-tumor priority programs

€ 2.25 bn
investment into R&D in 2024

1.0 About BioNTech

1.1 Business Overview

We are a global next-generation immunotherapy company pioneering novel medicines against cancer, infectious diseases and other serious diseases. Since our founding in 2008, we have focused on harnessing the power of the immune system to address human diseases with unmet medical needs and major global health burdens. Our 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, artificial intelligence, or AI, and machine learning, or ML, capabilities to discover, develop and commercialize our marketed products and product candidates.

We have 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 immunotherapies, protein-based therapeutics (including targeted antibodies such as monoclonal, bispecific and antibody-drug conjugates, or ADCs) and cell therapies.

Our multi-technology combination of platforms and product candidates positions us as pioneers in the field of individualized, patient-centric therapeutic approaches in oncology and infectious diseases.

Our primary focus is oncology, where we endeavor to address the full continuum of cancer from early to late disease stages. 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 our strategy. To augment anti-tumor activity and to counteract resistance mechanisms, we seek to combine compounds with non-overlapping, synergistic mechanisms of action.

In infectious disease, we aim to develop new prophylactic vaccines as well as therapeutics, as there are substantial unmet medical and global health needs. Our approach has generated a robust product pipeline, and has led to the approval of our first marketed product, *Comirnaty*.

Advancing Our Vision for Oncology

A Once-in-a-Generation Opportunity to Transform Medicine for Cancer Patients

2025

Execute on late-stage trials for BNT327 and our mRNA cancer immunotherapy portfolio

Further advance our novel combination strategy

2026 – 2029

Prepare and execute launches of multiple oncology products across key markets

2030

Be a diversified, multi-product, global immunotherapy powerhouse

Turning Science into Survival

Progress on Strategic Objectives in 2024

In 2024, we executed across our four key strategic pillars to strengthen our technology platforms, digital capabilities and infrastructure, through strategic investments, acquisitions, licensing agreements and public-private partnerships impacting patients, shareholders and other stakeholders.

1. Innovative and Diversified Pipeline

We continued to develop our innovative oncology and infectious disease pipeline. Today, our pipeline consists of 18 clinical programs in oncology, with more than 20 Phase 2 and Phase 3 clinical trials, and seven clinical programs in infectious disease. In 2024, we and our partners reported data across our portfolio at multiple medical meetings and published manuscripts in peer reviewed journals.

In oncology, we started multiple clinical trials and brought several assets into mid- and late-stage development, namely Phase 2 and Phase 3 clinical trials, across a range of technologies, including our bispecific antibody BNT327, mRNA cancer immunotherapies and ADCs.

Over the next year, we aim to advance additional product candidates to late-stage development, and we expect to continue building our pipeline towards our potential first oncology launch in 2026.

2. Leadership in COVID-19 Vaccine Development

We continued to build our COVID-19 vaccine franchise and maintained market leadership in multiple key geographies. In 2024, we and Pfizer distributed approximately 180 million COVID-19 vaccine doses to more than 40 countries and regions globally. In 2024, we also increased our supply of prefilled syringes in several markets.

3. Healthcare and Social Responsibility

We advanced our 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 2024, in line with demand. We continue to work with non-governmental organizations, institutes and governments to plan for equitable access to novel medicines, especially in low- and middle-income countries and regions.

We are developing 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 May 2024, we and the Coalition for Epidemic Preparedness Innovations, or CEPI, announced the expansion of our strategic partnership to support the establishment of RNA vaccine R&D, clinical and commercial-scale manufacturing capabilities at our facility in Kigali, Rwanda. These capabilities will contribute to develop potential mRNA vaccines in Africa, for Africa, and better prepare for potential future epidemic and pandemic threats in Africa. CEPI will provide funding of up to $145 million.

In 2024, our near-term science-based emission reduction targets were approved by the Science Based Targets Initiative, or SBTi, a climate action organization which develops methods and criteria for effective corporate climate action and validates corporate targets. This validation underlines that our scope 1 and scope 2 climate targets are ambitious and in line with the United Nations' Paris Climate Agreement to limit global warming to 1.5 degrees Celsius above pre-industrial levels. The SBTi has validated our near-term emission reduction targets in the following form:

- BioNTech commits to reducing absolute scope 1 and scope 2 greenhouse gas emissions by 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.

4. Innovation at Scale

We are building and scaling biotech innovation with the aim of becoming a patient-centric, AI-driven, multi-product immunotherapy company. In February 2024, we entered into a strategic collaboration with Autolus Therapeutics plc, or Autolus, aimed at advancing both companies' autologous CAR-T programs towards commercialization, pending regulatory authorizations. As part of the strategic collaboration, we have the option to access Autolus' commercial and clinical site network, manufacturing capacities in the United Kingdom, or UK, and commercial supply infrastructure in a cost-efficient set-up allowing for the accelerated development of our product candidate BNT211.

Effective as of July 1, 2024, and with a view to BioNTech's first oncology product launch anticipated for 2026, our Supervisory Board appointed Annemarie Hanekamp to the Management Board as Chief Commercial Officer. Annemarie Hanekamp is a seasoned pharmaceutical executive, experienced in developing patient-focused commercial strategies for innovative oncology products encompassing sales, marketing and market access. In her role, she is driving and executing our global commercialization strategy to leverage BioNTech's full potential as a vertically integrated biopharmaceutical company.

In February 2025, we announced the completion of the acquisition of Biotheus. With the acquisition, we obtained full global rights to the bispecific antibody clinical asset BNT327, an investigational bispecific antibody targeting PD-L1 and VEGF-A, formerly also known as PM8002, and Biotheus' pipeline candidates. This follows an initial exclusive global license and collaboration agreement with Biotheus in 2023 to develop, manufacture and commercialize BNT327 globally, ex-Greater China. The transaction is part of our oncology strategy, aimed at enhancing the Company's capabilities to research, develop and commercialize combination therapies using BNT327. Clinical trials with BNT327 have demonstrated encouraging clinical activity in various tumor types including in patients with PD-L1-low and -negative tumors who have typically been less responsive to current checkpoint inhibitor treatments.

In 2024, we maintained a strong balance sheet through disciplined financial performance, ending the year with approximately USD 17.4 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, we believe we are well positioned to continue executing our vision of pioneering novel medicines against cancer, infectious diseases and other serious diseases. ● **GRI 2-6** ● **SASB HC-BP-000.B**

Marketed Products: Comirnaty, our COVID-19 Vaccine Program (BNT162)

Our commercial product, *Comirnaty*, was the first-ever approved mRNA-based product, and, to our knowledge, represents the fastest ever developed prophylactic vaccine from viral sampling to approval. As of December 2024, our 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. Our efforts have resulted in more than 4.9 billion doses shipped globally.

Under our collaboration with Pfizer, we are the Marketing Authorization Holder in the United States, the European Union, or EU, the UK, Canada and other countries. Additionally, we are 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. We have the marketing and distribution rights to *Comirnaty* in Germany and Türkiye.

Under our collaboration with 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

We and Pfizer have established an efficient and robust global vaccine supply chain and manufacturing network capable of meeting global demand.

In 2024, we continued transitioning from an advanced purchase agreement framework to commercial market ordering in some geographies, including the UK, Japan, Switzerland, Australia, South Korea, Singapore and Brazil.

We and Pfizer have an ongoing COVID-19 Vaccine Purchase Agreement with the European Commission, or the EC, to deliver COVID-19 vaccines to the EU. The agreement reflects our and Pfizer's commitment to working collaboratively to help address ongoing public health needs. The 2023 agreement rephased delivery of doses annually through 2026. In addition, the agreement includes an aggregate volume reduction, providing additional flexibility for EU Member States. The EC will maintain access to future adapted COVID-19 vaccines and the ability to donate doses.

History and Development of the Company

We are committed to improving the health of people worldwide with our fundamental research and development of immunotherapies. Scientific rigor, innovation and passion are our driving forces. BioNTech was founded by scientists and physicians to translate science into survival by combining fundamental research and operational excellence.

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

Our principal executive offices are located at An der Goldgrube 12, D-55131 Mainz, Germany. Our telephone number is +49 6131-9084-0. Our website address is www.biontech.com. The information contained on, or that can be accessed through, our website is not part of this document. Our agent for service of process solely for the purpose of notices and communications from the SEC in the United States is c/o BioNTech US Inc., 40 Erie Street, Suite 110, Cambridge, Massachusetts 02139, +1 (617) 337-4701.

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 2024 financial year, which is accessible on BioNTech's website. 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.

1.2 2024 Financial Results

In the 2024 financial year, BioNTech's total revenues were EUR 2.8 billion (2023: EUR 3.8 billion).

For more details on the Company's 2024 financial results, please refer to BioNTech's Annual Report 2024 on Form 20-F filed with the SEC on March 10, 2025. 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 2024 financial year, including its revenues and expenses for research and development, sales and marketing, and administration are available in BioNTech's Annual Report 2024 on Form 20-F filed with the SEC on March 10, 2025. This report is available on the website of BioNTech and the website of the SEC.

Information describing our 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 our 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 numerous 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. Our CSR team reports directly to our 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 relevant topics in the business units and departments. To achieve this, the following operational areas were strengthened in 2024:

- **Decarbonization Strategy and Implementation:** In 2024, our focus was on implementing the overarching measures and integrating them into daily operations and routine activities. Going forward, we will continuously adapt the process and measures as needed. As of the end of 2024, we were in the preliminary phases at site level to ensure the optimal allocation of our multi-year budget resources Furthermore, we further improved our climate management and governance practices, including our financial planning and decision-making process. Since 2023, capital appropriation requests have included an assessment of the project's CO_2e emissions. As of 2024, all construction cost appropriation requests are required to indicate the expected CO_2e changes. This is an important criterion to better manage our operations in alignment with our near-term climate targets.

- **Global Health Office:** In 2024, BioNTech engaged with a large ecosystem of global health partners, including WHO, the African Union, the Africa Centre for Disease Control (Africa CDC), local authorities, study centers, and organizations such as the Coalition for Epidemic Preparedness Innovations (CEPI), the Gates Foundation and GAVI to strengthen partnerships on our global health portfolio. Further activities include our capacity strengthening engagement , in which we host African fellows in Germany as part of two fellowship programs: the “AFRIKA KOMMT!” program supported by Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) and the WHO TDR Clinical Research Leadership programme.

- **Human Rights Officer:** In line with our commitment to continuous improvement, we further professionalized our human rights management in 2024. One of our priorities was to further incorporate human rights aspects into BioNTech’s Enterprise Risk Management (ERM). Our efforts focused on preparing relevant data for ERM inclusion and defining an integrated approach to risk identification and management. In 2024, we also strengthened the ownership and internal communications around human rights matters at BioNTech.

- **Compliance and Business Ethics:** In 2024, we revised our Code of Conduct to reflect BioNTech’s development and expansion in different countries. The Code of Ethics & Business Integrity outlines our commitment to ethical and responsible business practices and emphasizes the importance of transparency, integrity, and compliance with legal and regulatory requirements. It also underscores our dedication to promoting diversity, inclusion, and sustainability in all aspects of our operations.

- **Corporate Citizenship:** We rolled out our extended Charitable Donations and Corporate Volunteering Guideline, replacing our previous Donation Policy. The new guideline provides guidance on a broader scope and process descriptions on all donation- and volunteer-related matters. It enables us to implement initiatives globally, efficiently and in line with both self-imposed and regulatory requirements.

All relevant 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

In 2024, we conducted our second Double Materiality Assessment (DMA) for BioNTech to identify its material topics for sustainability reporting. For the most recent materiality assessment, we built on the foundations of previous years and subsequently implemented an annual DMA process in line with the requirements of the E.U. Corporate Sustainability Reporting Directive (CSRD), including the related European Sustainability Reporting Standards (ESRS).[1] A key principle of the new standards is the concept of “double materiality”.

The ESRS require companies to assess the impacts, risks and opportunities (IROs) of sustainability matters from the following two perspectives:

- Inside-out perspective or impact materiality: This encompasses the sustainability matters related to BioNTech’s own business activities and the upstream and downstream value chain, which have a material impact on the environment and society.

- Outside-in perspective or financial materiality: This includes sustainability matters related to BioNTech’s own business activities that entail material financial risks or opportunities, as they (may) have an impact on BioNTech’s financial position, financial performance, cash flows, access to funds or cost of capital.

Impacts can be potential or actual, positive or negative. Furthermore, they should be assessed for the different timeframes of short-, medium- and long-term. Moreover, the impacts are assessed according their scale, scope and, for negative impacts, their (ir-)remediability. For potential impacts, the probability of occurrence is also included in the materiality assessment of each impact. Financial risks and opportunities are assessed according to their likelihood of occurrence and the magnitude of the financial impact.

In our materiality assessment conducted at the end of 2023 and the beginning of 2024 (materiality assessment 2023/2024), we included the concept of double materiality in our materiality analysis for the first time.

[1] BioNTech falls within the scope of the E.U. Corporate Sustainability Reporting Directive (CSRD). Starting with the 2025 financial year, BioNTech will be required to report according to the CSRD and the European Sustainability Reporting Standards (ESRS), contingent upon the implementation of these requirements into German law.

This assessment formed the basis for the latest sustainability materiality assessment, with an enhanced methodology and identification of material IROs based on the required quantitative assessments by internal subject matter experts according to the described characteristics. The DMA 2024 covered all required sustainability matters as per CSRD for the identification of IROs on topic and sub-(sub-)topic levels and was supplemented by further BioNTech-specific topics as necessary. The results of our human rights risk process and our Enterprise Risk Management process were also used as inputs.

Our DMA conducted for the reporting year 2024 comprised the following process steps:

- Context analysis
- Identification of impacts, risks and opportunities (IROs)
- Double Materiality Assessment of IROs
- Material IROs and a related ESRS data profile

The DMA process 2024 was conducted mainly in the fourth quarter of 2024. The entire process included numerous subject matter experts (SMEs) from BioNTech who contributed their expertise throughout the different process steps.

We have now conducted a dry-run and made the necessary methodological and procedural arrangements for a CSRD-compliant DMA. We will carry out the DMA process in 2025 in accordance with the CSRD.

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. **GRI 3-1, 3-2, 2-29**

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 and cancer.

In 2024, Rwanda facility employed 37 people from 8 different countries in Africa

CEPI commitment of up to USD 145 million for BioNTech facility in Kigali, Rwanda

BioNTech is progressing the development of prophylactic mRNA vaccines

[1] In collaboration with the Gates Foundation. | [2] Funded by Coalition for Epidemic Preparedness Innovations (CEPI).

2.0 Our Responsibility

2.1 Aiming to Increase Access to Innovative Medicines

The United Nations (UN) Sustainable Development Goals outline a global ambition for the world by 2030, which includes global health and well-being. We support the UN's 2030 Agenda for Sustainable Development and its 17 Sustainable Development Goals (SDGs). We focus particularly on our 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**.

Our ambition to improve the health of people worldwide is the driving force behind our work in advancing 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 and cancer. [2]

Facilitating access to medicines 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 priority diseases. Our four principles – transparency, integrity, respect for the environment and human rights – and the UN Sustainable Development Goals (SDGs) guide us in implementing this vision.

BioNTech's Global Health Office (GHO), established in 2023, provides a public health perspective to support 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 potential dimension. The GHO supports clinical development and manufacturing capacity to facilitate our activities in line with the UN SDGs. In 2024, BioNTech engaged with a large ecosystem of global health partners, including WHO, the African Union, the Africa Centre for Disease Control (Africa CDC), local authorities, study centers, and organizations such as the Coalition for Epidemic Preparedness Innovations (CEPI), the Gates Foundation and GAVI to strengthen partnerships on our global health portfolio. Further activities include our capacity strengthening engagement , in which we host African fellows in Germany as part of two fellowship programs: the "AFRIKA KOMMT!" program supported by Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) and the WHO TDR Clinical Research Leadership programme. The head of the GHO reports to BioNTech's CEO, Ugur Sahin.

2.2 Working Together to Promote Vaccine Equity

Building an African Vaccine Ecosystem: Update on Our Expanded CEPI-Partnership
Driven by our shared commitment to equitable access to medicine, we expanded our strategic partnership with the CEPI in 2024. CEPI is committing up to USD 145 million to help us broaden the scope of our manufacturing facility in Kigali, Rwanda, inaugurated in December 2023.[3] This cutting-edge facility is based on our high-tech, digitally enabled modular manufacturing unit, the BioNTainer (see Chapter → **2.4 BioNTainer – A Sustainable, Scalable Solution for mRNA Manufacturing**), designed to produce a range of mRNA-based vaccines. With the support of partners like CEPI, it could become Africa's first commercial mRNA facility, supporting the African Union's and Africa Centre for Disease Control and Prevention's goal of producing 60% of the continent's vaccine doses locally by 2040.

The partnership backs our existing efforts for Africa's pandemic preparedness and vaccine ecosystem in three key areas:

1. **Commercial-Scale Vaccine Manufacturing**
   In line with the 100 Days Mission spearheaded by CEPI and embraced by the G7, G20, and industry leaders to rapidly respond to new health threats, CEPI's funding will accelerate the regulatory authorization of our Kigali facility. To support this goal, we are committed to dedicating up to half of the facility's capacity to producing emergency response mRNA vaccines, pending regulatory approval, in the case of a disease outbreak or potential threat.

2. **End-to-End Manufacturing of Novel Vaccine Candidates**
   Most of the CEPI funding will enable both RNA production and clinical-scale manufacturing at our Kigali site, broadening our activities in Rwanda to support early-stage research and clinical trials for vaccine candidates. At the same time, we are advancing prophylactic mRNA vaccines relevant to African countries, with clinical trials already underway in Europe and Africa for

[2] See **UN Sustainable Development Report 2024**.
[3] Contingent upon pre-agreed activity milestones.

tuberculosis and underway in the United States and Europe for malaria and mpox, respectively. Trials for mpox, malaria, and HIV are also being planned for African countries.

3. **Support for Africa's R&D Ecosystem**
   CEPI's support will help enable us to dedicate manufacturing capacity to third-party projects led by African researchers, academic institutions, and public-private partnerships.[4] These third-party projects are to be selected in collaboration with global, regional, and national healthcare organizations. Their aim is to drive the development of novel mRNA vaccines targeting epidemic or pandemic threats specific to Africa.

Our partnership with CEPI strengthens Africa's vaccine ecosystem, a vision echoed by Dr. Tedros Adhanom Ghebreyesus, WHO Director General:

"Public-private partnerships like this are part of a growing global movement, bringing together companies, foundations and countries to diversify production and make the world a safer place. This is an important day for Rwanda and Africa and should act as a stepping stone for further countries and parties to come together."

Dr. Tedros Adhanom Ghebreyesus
WHO Director General

Collaboration with the German Center for Pandemic Vaccines and Therapeutics
We collaborate with the German Center for Pandemic Vaccines and Therapeutics (ZEPAI) and 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. The contract has been in full effect since 2023. Similar agreements have been concluded between ZEPAI and other pharmaceutical companies based in Germany.

We have shown our continued commitment to pandemic preparedness in Germany and the European Union by entering into this agreement. Under the agreement, we maintain manufacturing capacities for vaccines on standby for the German Federal Government and have agreed to provide these in case of a pandemic.

2.3 Our Infectious Disease Programs

To help establish a sustainable vaccine ecosystem in Africa, we are 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. These diseases are highly prevalent in Africa. If the four abovementioned prophylactic vaccines are successfully developed and authorized by regulatory authorities, we plan to provide lower-income countries with access to these vaccines at a not-for-profit price.

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
BNT162b2 + BNT162b4

In collaboration with Pfizer, we are 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 (NCT05541861) to evaluate the safety, tolerability and immunogenicity of BNT162b4 alone or in combination with BNT162b2 is ongoing.

[4] Projects must meet certain criteria and shall be selected in partnership with global, regional and national healthcare organizations.

2. COVID-19 – Influenza Combination mRNA Vaccine Program – BNT162b2 + BNT161
We and Pfizer are investigating respiratory combination vaccine approaches that aim to simplify immunization practices for health care providers and recipients, helping to reduce the burden of these diseases. Combination vaccines have been an effective approach in overcoming barriers to vaccination by allowing for simple scheduling and fewer injections compared to vaccinations administered separately and/or at different visits to healthcare providers.

- In August 2024, we and Pfizer announced top-line results from the Phase 3 clinical trial (NCT06178991) evaluating the companies' mRNA combination vaccine candidate against influenza and COVID-19 in healthy individuals 18-64 years of age. In this clinical trial, the vaccine candidate was compared to a licensed influenza vaccine and the companies' licensed COVID-19 vaccine given at the same visit. The primary immunogenicity objectives were to demonstrate that the antibody responses to influenza (hemagglutination inhibition) and to SARS-CoV-2 (neutralizing titer) elicited by the combination vaccine candidate were non-inferior to standard of care. The trial did not meet one of its primary immunogenicity objectives of non-inferiority against the influenza B strain despite obtaining higher influenza A responses and comparable COVID-19 responses versus the comparator vaccines. No safety signals with the combination vaccine have been identified in an ongoing safety data review.

- In November 2024, we and Pfizer initiated a randomized, observer-blinded Phase 1/2 clinical trial (NCT06683352) to evaluate the safety, tolerability and immunogenicity of the companies' mRNA combination vaccine candidate against influenza and COVID-19. The trial aims to enroll 1350 healthy individuals aged 18 years and older.

- In February 2025, we and Pfizer initiated a randomized, double-blinded Phase 1/2 clinical trial (NCT06821061) to evaluate the safety, tolerability and immunogenicity of the companies' mRNA vaccine candidates against influenza and COVID-19. The trial aims to enroll 2050 healthy individuals aged 18 years and older.

3. Influenza Vaccine Program – BNT161
In 2018, we and Pfizer entered into an agreement to collaborate on an mRNA program in influenza for an initial period of three years, which ended in 2021. Pfizer has since had 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 royalties on Pfizer's sales.

- A Pfizer-initiated randomized Phase 3 clinical trial (NCT05540522) to evaluate the efficacy, safety, tolerability and immunogenicity of an mRNA influenza immunotherapy candidate has been completed.

- Pfizer is developing second-generation candidates with the goal of improving immunogenicity and potentially breadth of protection, including new trivalent formulations that match updated recommendations by the WHO and the FDA's VRBPAC. These candidates are currently in Phase 2.

4. Herpes Simplex Virus Vaccine Program – BNT163
We have an ongoing research collaboration with the University of Pennsylvania, or UPenn, under which we have the exclusive option to develop and commercialize mRNA vaccine candidates for various infectious disease candidates. This agreement was originally executed in 2018.

- As part of this collaboration, we have the exclusive license to a combination of three HSV antigens for use in a vaccine. This combination of HSV antigens has been further developed into an HSV mRNA vaccine candidate (BNT163), which we are currently evaluating in a Phase 1 clinical trial. This controlled, dose-escalation Phase 1 clinical trial (NCT05432583) aims to evaluate the safety, tolerability and immunogenicity for the prevention of genital lesions caused by HSV-2 and potentially HSV-1. Part A (first-in-human, dose escalation) has been completed. Part B (dose evaluation) has completed dosing, and Part C (population expansion) will start enrollment across sites in the United States.

5. Tuberculosis Vaccine Program - BNT164
We have collaborated with the Gates Foundation since 2019 to develop vaccine candidates aimed at preventing tuberculosis disease.

- A randomized, controlled, dose-finding Phase 1 clinical trial (NCT05537038, Germany) evaluating BNT164 is fully enrolled and ongoing.

- A randomized, controlled, dose-finding two-part Phase 1/2 clinical trial (NCT05547464, Republic of South Africa and Republic of Mozambique) evaluating BNT164 is ongoing. Part A of the Phase 1/2 trial is fully enrolled.

- Both the Phase 1 and Phase 1/2 clinical trials are designed to assess the safety, reactogenicity, and immunogenicity of mRNA vaccine candidates against tuberculosis.

6. Malaria Vaccine Program – BNT165

Our malaria program aims to develop a well-tolerated and highly effective mRNA vaccine with durable immunity to prevent P. falciparum malaria infection, thereby aiming to reducing morbidity, mortality and onward transmission. We plan to assess several vaccine candidates, featuring components of known targets such as circumsporozoite protein, or CSP, and conserved, immunogenic segments of liver stage-expressed proteins.

- A first-in-human Phase 1 clinical trial (NCT05581641) to evaluate the safety, tolerability and exploratory immunogenicity of the vaccine candidate BNT165b1, the first candidate from our BNT165 program, has been completed.

- A randomized, dose escalation Phase 1/2 trial (NCT06069544) to evaluate the safety, tolerability, immunogenicity and efficacy of a second investigational RNA-based vaccine candidate is on clinical hold by the U.S. FDA, as announced on March 4, 2025. BioNTech has complied with the hold by the FDA and, in accordance with the clinical trial protocol, had proactively paused the study. BioNTech is taking actions to address the U.S. FDA's requests and will work with the U.S. FDA to assess next steps.

7. Mpox Vaccine Program – BNT166

Our fully-owned BNT166 program aims to deliver 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 prevent virus replication and infectivity. The program is supported through a partnership with CEPI to provide equitable access to the vaccine, if successfully developed and approved, in low- and middle-income countries. More information about our partnership with CEPI can be found in Chapter → **2.2 Working Together to Promote Vaccine Equity**.

- A Phase 1/2 trial clinical trial (NCT05988203) evaluating the safety, tolerability, reactogenicity and immunogenicity of two mRNA-based multivalent vaccine candidates is ongoing. Phase 1 substudies are fully enrolled and enrollment is ongoing for an open-label, Phase 2a substudy. The trial aims to enroll a total of 96 healthy participants with and without prior history of known or suspected smallpox vaccination.

8. Shingles Vaccine Program – BNT167

We are collaborating with Pfizer to develop the first mRNA-based vaccine candidate against shingles (also known as herpes zoster). 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 is ongoing.

9. Bacterial Vaginosis – BNT331

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

- A two-part, randomized, double-blind Phase 1 clinical trial (NCT06469164) is being conducted to evaluate the safety, tolerability, pharmacokinetics, and pharmacodynamics of BNT331 in healthy women and women diagnosed with bacterial vaginosis. It also aims to explore the efficacy of BNT331 in women diagnosed with bacterial vaginosis.

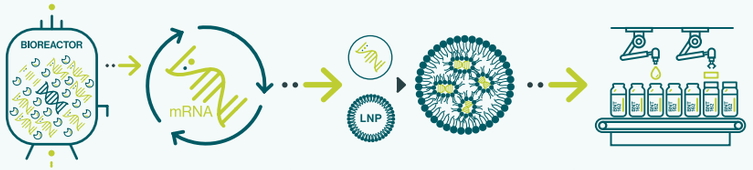
Further information about BioNTech's pipeline and development programs can be found in the **Company's annual report on Form 20-F.** ● **SASB HC-BP-240a.1**

2.4 BioNTainer – A Sustainable, Scalable Solution for mRNA Manufacturing

The BioNTainer concept was developed to contribute 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 containerized clean room solution with a modular design, standardized equipment, and software components. Each BioNTainer is a clean room equipped with state-of-the-art manufacturing solutions for applications, including the manufacture of mRNA drug substance, drug product formulation and drug product filling. 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 vaccines against malaria, tuberculosis and mpox if they are successfully developed and approved. BioNTainer units could also 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. We 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).

Overview of mRNA Manufacturing using BioNTainers



Application	mRNA Manufacture (Drug Substance, DS)	mRNA Formulation (Drug Product Intermediate, DPI)	Filling Final Product
Clinical-Scale BioNTainer Units: Manufacture of mRNA vaccines for clinical trials	DS/DPI BioNTainer		Filling BioNTainer
Commercial-Scale BioNTainer Units: Large-scale manufacturing of mRNA vaccines	DS BioNTainer	DPI BioNTainer	Filling at CMO

In 2023, we reached an important milestone in establishing mRNA vaccine manufacturing capacities in Africa with the inauguration of our site in Kigali, Rwanda, on the occasion of setting up the first BioNTainer unit. This is one of BioNTech's 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 our BioNTainer, which is designed to manufacture a range of mRNA-based vaccines. The manufacturing site in Kigali will initially be equipped with two BioNTainer units for commercial-scale bulk production of mRNA vaccines. The first BioNTainer will serve to manufacture mRNA as a drug substance. The second BioNTainer unit will serve to manufacture the formulated bulk product and is intended to be set up in 2025. As previously mentioned, CEPI is committing up to USD 145 million to help us broaden the scope of our manufacturing facility in Kigali, Rwanda, inaugurated in December 2023.[5] This includes support to establish mRNA vaccine R&D, clinical and commercial-scale manufacturing capabilities at the Kigali facility. The setup of clinical-scale manufacturing capabilities for mRNA-based vaccine candidates involves the installation of two additional BioNTainer units at the Kigali facility. This will allow the facility to manufacture on both a clinical and commercial scale and thus broaden the manufacturing scope in support of a sustainable use case for the facility while strengthening the wider African vaccine development ecosystem (see Chapter ➔ **2.2 Working Together to Promote Vaccine Equity** for more information on our collaboration with CEPI).

"The BioNTainers are designed to provide consistent manufacturing processes that could be applied globally and 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

The overall site is approximately 35,000 square meters and, once fully operational, will have approximately 100 employees. The facility's 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 Comirnaty vaccine. Vaccines manufactured at the Kigali facility are expected to be dedicated to domestic supply in low-income 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. For example, at our site in Rwanda, we employed 37 people from 8 different African countries as of December 31, 2024. Further information on how we work to build local capacities can be found in Chapter ➔ **6.5 Employee Development and Engagement.**

BioNTech Progressing with Plans to Help Build an mRNA Ecosystem in Australia

In 2023, the Company signed a multi-year strategic partnership with the State of Victoria, Australia, for an initiative to strengthen the local mRNA ecosystem with the Company's BioNTainer technology. This partnership is aimed at providing high-tech manufacturing capabilities and BioNTech's expertise to develop projects for further research and development.

BioNTech is now in the process of developing and commissioning a state-of-the-art mRNA manufacturing facility at the Bundoora campus of La Trobe University in Melbourne. In 2024, BioNTech broke ground on the site. Once operationally ready, the facility is intended to support Australia's growing mRNA ecosystem by producing R&D and cGMP clinical-scale investigational mRNA-based medicines. The facility's design is based on BioNTech's BioNTainer units. One unit will be equipped to manufacture mRNA and the formulated drug, and a second unit will enable aseptic filling. In addition to BioNTech establishing its mRNA manufacturing presence in the region, we opened our Innovation Center in Melbourne's central business district in 2024. The Innovation Center is home to BioNTech's local scientific and strategic leadership team and will be used as a focal point for the Company to engage with and integrate into Australia's mRNA ecosystem and the broader region. BioNTech will leverage its local and global expertise to assess and identify mRNA-focused research projects from academia and industry to help facilitate their transition to clinical-stage development as potential product candidates.
● **GRI 203-2**

[5] Contingent upon pre-agreed activity milestones.

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.

EUR 195,473
in total donations in 2024

Global rollout of our renewed Charitable Donations and Corporate Volunteering Guideline

400 **corporate volunteers worldwide**

3.0 Corporate Citizenship

As a company committed to corporate citizenship, we strive to contribute to society beyond our core business. Our Corporate Social Responsibility (CSR) team leads these efforts strategically and reports directly to our Chief Operating Officer (COO).

BioNTech's Corporate Citizenship Concept, adopted by the Management Board in 2020, serves as the framework guiding all of our corporate citizenship activities, whether that be monetary or in-kind charitable donations, corporate volunteering, or sponsorships. We assess each potential corporate citizenship activity against the objectives articulated in our Corporate Citizenship Concept, which is based on three pillars (see graphic below).

BioNTech's Corporate Citizenship Concept

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 Impact

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.

Progress in 2024

In 2024, we made further strides in aligning and extending national and international corporate citizenship activities group-wide.

We rolled out our extended Charitable Donations and Corporate Volunteering Guideline, replacing our previous Donation Policy. The new guideline provides guidance on a broader scope and process descriptions on all donation- and volunteer-related matters. It enables us to implement initiatives globally, efficiently and in line with both self-imposed and regulatory requirements. The guideline describes specific requirements and approval processes for charitable donations and corporate volunteering. Additionally, it includes a revised list of the requirements we must meet when engaging in activities with patient and healthcare organizations (POs and HCOs). In collaboration with our Compliance, Medical Affairs, Corporate Communications and Corporate Social Responsibility departments, we also revised our External Funding Framework – which is part of the abovementioned guideline – to offer a clearer distinction between charitable donations, corporate volunteering, corporate sponsorships, and medical or scientific grants and sponsorships.

In 2024, we also made our first health-related impact donation to Stiftung Juno Kinderkrebshilfe and held our first global Volunteering Week (see highlight ➔ **"Supporting What Matters: A Glimpse of our Corporate Volunteering Week" ➔ on page 25**).

Medical-related Funding and Sponsorship Activities

At BioNTech, we also provide funding with the aim of supporting the improvement of medical education and patient support activities. We manage these activities through our Medical Affairs department in alignment with our Global Medical Affairs strategy. Funding for these activities is allocated in compliance with applicable laws, regulations, and industry codes, as outlined in our internal Healthcare Transparency Policy.

BioNTech's medical-related funding and sponsorship activities include the following:

- Providing medical, scientific, and educational grants to third parties to support healthcare professional educational programs and patient advocacy initiatives.
- Sponsoring scientific and medical activities to enhance scientific exchange, advance research and strategic partnerships.

Medical-related funding is not included in our Corporate Citizenship Concept and is conducted separately. 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-approved by the Management Board as a part of the Corporate Citizenship Concept. We have made it a principle to donate only to causes that align with one of the three pillars of our Corporate Citizenship Concept (see ➔ **page 21**).

We outline further requirements and approval processes in our revised Charitable Donations and Corporate Volunteering Guideline. Global donations, for example, follow the two-person rule and are double-checked before approval by our CSR department (first approver) and the Corporate Funding Committee (CFC). In the case of our regional activities, Local Engagement Heroes (LEHs) serve as the first approvers supported by the CSR department. Exceptional donations must be reviewed by our CSR team (first reviewer) and the Fast Decision Group (FDG) as the second reviewer before final approval from the Management Board. We rely on our Compliance & Business Ethics department to conduct compliance checks that provide further information for the decision-making process.

Donation Requirements

All our donations are evaluated according to the following general requirements laid out in detail in our Charitable Donations and Corporate Volunteering Guideline:

- Donations should only serve charitable purposes and must be in line with our Corporate Citizenship Concept.
- Each activity requires the prior review and approval of the relevant internal stakeholders.
- Donations can be made to charitable or not-for-profit organizations but not to individuals, for-profit entities, political parties or their affiliated organizations. Donations may also not be made to religious organizations whose activities primarily focus on advancing the agenda of specific religious factions. Organizations receiving donations must be inclusive and have a purpose that aligns with BioNTech's corporate values and objectives.
- Donations cannot be received by organizations with an ongoing or planned parallel (business) relationship with BioNTech or those involved in a current or planned vendor selection process.
- All activities must comply with our Conflict of Interest Policy and remain free from any potential conflicts of interest. Under no circumstances may an activity be conducted or perceived as an inducement to promote one of our products, influence the outcome of a clinical trial, or improperly benefit our business activities.
- Activities with HCOs are only acceptable in special cases, such as humanitarian emergencies, while activities with POs are generally allowed. However, neither type of activity should take place regularly and should be initiated by the external organization. These activities are also subject to additional scrutiny rules.
- Unless otherwise stated, each activity must be governed by a written contract with the recipient.
- LEHs and the CFC should provide the CSR department with an annual overview of all regional and global activities.
- Relevant internal and corporate communications functions must be involved to ensure consistent and appropriate communication.

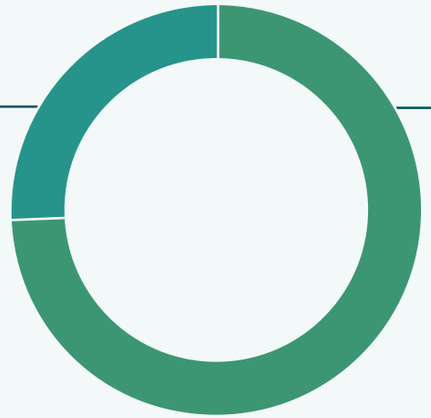
The following specific additional requirements apply to charitable donations:

- Donations must be in line with the pre-defined annual donation budget and the annual donation strategy.
- For in-kind donations, the rules set out in the guideline should be followed to determine whether an item qualifies as an in-kind donation, how it should be valued, and what internal processes to follow.
- Process exemptions may apply for all in-kind donations of low-value materials, except when made to HCOs and/or POs.

BioNTech donated a total of EUR 195,473 in 2024 (2023: EUR 1.25 million), of which EUR 88,222 (2023: EUR 2,375) were in-kind donations.

Donations in 2024

Amount of donation, including in-kind donations in euros



EUR 50,000
Health-Related Causes[1]
(2023: EUR 48,120)

EUR 145,473
Regional Causes
(2023: EUR 103,461)

EUR 0
Exceptional Causes
(2023: EUR 1,100,000)

[1] Donations for 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 a reference to health causes.

3.2 Sponsorships

We distinguish between medical and non-medical sponsorships. For an overview of our medical sponsorships, please refer to the info box on ➔ page 22. Non-medical sponsorships in 2024 focused on regional initiatives near the BioNTech affiliate providing the funding. We support health-related and societal initiatives, as well as 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. In November 2024, we transferred responsibility for our non-medical sponsorship activities from the CSR team to the Corporate Communications department.

We carefully examine each sponsorship request, approving it only after a thorough review conducted by our Compliance & Business Ethics, Legal, and Corporate Communications departments.

BioNTech's non-medical sponsorships in 2024 included the following:

- **Christopher Street Day in Mainz, Germany:** As a global company and signatory of the Diversity Charter, we are committed to fostering a work environment free from prejudice that values all dimensions of diversity, such as gender equality, gender identity, and sexual orientation. In 2024, we continued to reinforce our commitment through our support of the local Christopher Street Day event in Mainz by showing our colors and pledging to focus more intensely on the areas of diversity, inclusion, equity and belonging.
- **The Living with Cancer Foundation:** We began sponsoring the Living with Cancer Foundation in 2023 and continued our support in 2024. Since 2021, we have supported the foundation's annual charity event, "Rowing against Cancer", in Mainz. In 2024, our teams from Munich and Berlin joined their Mainz colleagues to participate in the event. The Living with Cancer Foundation provides on-site therapeutic support programs at oncology facilities, which include moderate sports and exercise activities.
- **Mainzer Fastnacht eG:** Staying true to BioNTech's roots in Mainz, Germany – the location of our headquarters – we continued our sponsorship of the Mainzer Fastnacht e. G foundation in 2024. This 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.

- **Haus des Stiftens:** The Pro Bono Week, organized by Haus des Stiftens, took place from November 11 – 15, 2024. As part of this event, experts provide pro bono advice to full-time and volunteer staff from non-profit organizations and social enterprises. Corporate volunteers from various companies contribute through online coaching sessions and, in some cases, webinars aimed at supporting and professionalizing the charitable work of non-profit organizations.

- **Mainz Science Alliance:** The 22nd Science Market organized by the Mainz Science Alliance took place from September 7 – 9, 2024. Since 2008, the alliance has been dedicated to showcasing the broad and high-quality research and technology expertise in and around Mainz. Its purpose is to strengthen the network of universities, scientific institutions and companies located in Mainz and surrounding areas to promote research collaboration and reinforce the city's position as a science and economic hub.

- **Falling Walls Foundation:** The Falling Walls Foundation hosted the Falling Walls Science Summit in Berlin from November 7 – 9, 2024. This three-day event brings together experts from various scientific disciplines to share research results and find joint solutions to the challenges of our time.

- **Caritas Mainz e. V.:** The charity event "Auf's Parkett für ein Bett," hosted by Caritas Mainz e. V., collected proceeds to give to Thaddäusheim Mainz, an institution in Mainz, Germany, for the homeless and those at risk of becoming homeless. The proceeds are used to provide additional overnight stays for elderly and sick residents.

- **magenta Events GmbH:** The "rocon Company Rund," organized by magenta Event GmbH, is one of the most popular sporting events in the greater Mainz region. Held on August 29, 2024, BioNTech showed its support for the event through its sponsorship and participation of over 450 BioNTech employees in the 5 km run through the city center.

- **Mainz 05:** In September 2024, we entered into a sponsorship with Mainz 05, the local professional soccer club based in the city of BioNTech's founding, Mainz, Germany. This partnership is the first of its kind for BioNTech and underscores our strong connection to our hometown and its clubs.

We consistently document and monitor our sponsorships of healthcare and patient organizations on our digital healthcare compliance platform. This platform helps us assess compliance-related requirements and principles as well as our adherence to globally applicable healthcare transparency reporting obligations. ● **GRI 203-2**

3.3 Volunteer Work

We encourage our employees to participate in volunteer activities and support this by providing them one workday each year to volunteer. Our Charitable Donations and Corporate Volunteering Guideline, which took effect in November 2024, outlines the requirements for a volunteer activity to qualify and the respective approval process.

In 2024, BioNTech employees around the world participated in a range of corporate volunteer activities, volunteering during their workday on projects benefiting their local communities (see highlight, ➔ **page 25**). Corporate volunteering has only recently become a systematic part of our Corporate Citizenship Concept. In 2024, we expanded our centrally organized Corporate Volunteering Program to include both regional and global activities that foster engagement throughout the Company. In addition to our CSR team, which leads our corporate volunteer efforts, we appointed Local Engagement Heroes (LEHs) at our global sites. They manage the approval process for new initiatives proposed at their site and, alongside the local Site Head and CSR, are tasked with strategically promoting and driving engagement.

1

workday each year to volunteer

Supporting What Matters: A Glimpse of Our Global Volunteering Week

Our first global Volunteering Week took place from November 11 to 15, 2024. Several hundred of our employees across our locations in Germany, the United Kingdom, the United States, and Rwanda got involved in local social projects in the areas of "healthy people", "healthy planet", "education" and "people in need". These initiatives were organized by our Local Engagement Heroes. The spotlights below are a testament to the positive impact the week had on both the supported causes and our own workforce.

Germany

In 2024, we continued long-standing engagements such as the PRO BONO CAMP by the social enterprise Haus des Stiftens and ventured into new volunteer opportunities, only a few of which are showcased below.

Spotlight: Sharing the joy of carnival season with senior citizens

On Monday, November 11, two groups of our volunteers visited the Arbeiterwohlfahrt's (AWO – Workers' Welfare organization) senior center in Mainz-Oberstadt. In the morning, they participated in a sports session for the residents and in a St. Martin's play for a kindergarten group. Afterward, our employees chatted with residents over coffee and tea. In the afternoon, the BioNTech choir visited the senior center to celebrate the start of this year's carnival season with carnival songs.

Spotlight: Facing cancer with courage

The "Löwenmutkids" project is an initiative of the non-profit organization "Leben mit Krebs Marburg e. V." It provides support to children and young people whose parents or relatives live with cancer. Through the commitment of two of our volunteers, an exhibition was set up that explains cancer in a child-friendly way and guides affected children and their families to relevant support centers and resources.

Spotlight: Cleaning up the Isar

On November 12, our sites in Munich, Martinsried and Neuried joined forces for a clean-up day. A total of around 40 colleagues took part in the campaign and collected garbage along the Isar river in two shifts over a period of six hours. Equipped with gloves, garbage tongs and plenty of motivation, they worked together to free nature from waste and set an example of environmental awareness. The strong team spirit and immediacy of results on the ground made this effort a success not only for the Isar ecosystem but our team as well. ➔

United Kingdom
Volunteers in the U.K. spent their time at local charities and schools in support of particularly vulnerable and disadvantaged populations. At "The Space", a West London charity offering health and well-being support for locals in need such as people affected by the Grenfell Tower fire, our volunteers helped sort and organize in-kind donations. At the Spinney Primary School, BioNTech employees helped prepare the forest next to the school grounds for future outdoor learning activities.

Spotlight: Promoting healthy eating for everyone
Argyle Primary School is an inclusive community school in England, welcoming children from more than 20 different ethnic backgrounds. Together with a group of BioNTech volunteers, a "Healthy Eating" workshop was held at the school on November 14. Students were taught how to recognize healthy foods and prepare meals from them. The volunteers explained the concept of the "Eatwell Plate" – a meal that contains all types of food. The children had the opportunity to ask questions about the different foods and ultimately designed their own healthy meal on a plate. Supported by the volunteers, the children also planted seasonal herbs and vegetables in their raised beds.

GLOBAL VOLUNTEERING WEEK

United States
At our U.S. locations in Gaithersburg and Cambridge, more than 180 employees dedicated their volunteer day to fighting food insecurity at local schools and soup kitchens, supporting vulnerable groups such as the homeless and women in need and laying the groundwork for a healthy environment through clean-ups and conservation efforts.

Spotlight: Maintaining wildlife habitats in New England
The Massachusetts Audubon Society (Mass Audubon) is the largest conservation organization in New England and focuses on the biggest challenges facing the environment today: the loss of biodiversity, unequal access to nature, and climate change. Mass Audubon is committed to protecting wildlife, preserving and restoring resilient land, advocating for effective environmental policy, and providing nationally recognized educational programs for adults and children. On November 6, our Cambridge U.S. office volunteers enjoyed beautiful late-fall weather while supporting Mass Audubon in maintaining wildlife habitats. BioNTech's volunteers also helped with agricultural clean-up efforts such as removing invasive plants, cutting back overgrowth, and tending fields.

Spotlight: Starting careers right at Northwest High School
Eight employees from Gaithersburg spent their day at a local high school, providing senior students with feedback on their resumes and offering advice on the next steps in students' academic and professional development. Reoccurring themes of the conversation in the process of university and college applications were dealing with disappointment and obtaining admission . By sharing stories of triumphs and challenges in their own professional lives, our employees offered some perspective and reassurance to the students as they embark on their post-high school journeys.

Rwanda
Spotlight: Planting trees and knowledge
On Friday, November 15, a total of 15 of our Rwanda employees volunteered to help two schools near our production site plant 100 trees, including avocado and mango trees. Our team also took the time to educate the local students about proper tree care to ensure the long-term sustainability of the planting campaign.

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 phase to approved and distributed products, we make the well-being of our patients our highest priority.

Variable Management Board renumeration linked to sustainability targets

19 new or revised policies and guidelines

Security risk management process introduced for improved cyber and information security

4.0 Responsible Governance

4.1 Managing Responsible Governance

As the Company has grown and its medical focus has broadened, our purpose has remained the same: old a responsibility to patients, their social environment, and society. This responsibility still guides us: Through our innovations, we aspire to translate science into survival by developing new immunotherapies and vaccines, improving the health of people around the world and contributing to equitable access to innovative medicines.

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

BioNTech and the individuals serving on its corporate bodies are aware of their responsibility and role in society. Societal and environmental factors may influence our Company's success. Our 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, 2024. This report was filed with the U.S. Securities and Exchange Commission (SEC) on March 10, 2025 and is available on the SEC's website. Key corporate governance documents are also available on BioNTech's website in the **Corporate Governance section**.

Our Compensation System 2021/2022 was the result of a thorough review performed by our Supervisory Board, which considered the Group's major transformational changes and market practice. Management Board service agreements, which were extended or concluded after the adoption of the Compensation System 2021/2022, were designed to comply with its principles. Effective as of January 1, 2025, new service agreements reflect the Compensation System 2024.

As in previous years, in the year ended December 31, 2024, the Supervisory Board conducted a review of the compensation system with a renowned independent external compensation consultant to ensure appropriateness and to re-assess current compensation. Taking into account BioNTech's market position, the Supervisory Board proposed the Compensation System 2024, which was adopted at the 2024 AGM.

Under the Compensation System 2024, the Supervisory Board has set ambitious attainable targets that are in line with the expectations of investors and the market and are designed to promote the sustainable and long-term development of the Company. Accordingly, the share of various components as a proportion of total target compensation will change as follows: (i) the share of long-term variable compensation will increase from approx. 40% to approx. 70%; (ii) the share of fixed compensation will decrease from approx. 40% to approx. 20%; and (iii) the share of short-term variable compensation will decrease from approx. 20% to approx. 10%. As with the Compensation System 2021/2022, long-term variable compensation vests over four years and is only available to Management Board members after a four-year waiting period.

The Compensation Systems 2024 of the Management Board and the Supervisory Board are published on our website at **www.biontech.de**.

Variable Remuneration 2025

For the year ending December 31, 2025, the Supervisory Board defined the short-term performance targets and their weighting for all Management Board members. These targets include the following:

- Maintain ISS prime and improved CSR rating by S&P Global
- CO_2 reduction on track
- Transformation roadmap for organization, processes, systems and people on track

These short-term incentive (STI) targets account for about 20% of the variable remuneration of the Management Board members of the BioNTech SE.

Detailed remuneration reports are available on BioNTech's website in the **Corporate Governance section**.

Board Practices

Two-Tiered Board Structure

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

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

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

Our Management Board and our 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 us. 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 us.

In carrying out their duties, the members of both boards must take into account a broad range of considerations when making decisions, including our interests and the interests of our 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.

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

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

We 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 our 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 our share capital oppose the waiver or settlement and have their opposition formally recorded in the meeting's minutes.

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

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. Our Supervisory Board currently consists of six members.

As we are not subject to co-determination, the members of our 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 our Supervisory Board members to be independent and neither our Articles of Association (*Satzung*) nor the rules of procedure

for our Supervisory Board provide otherwise. As per our 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, 2025 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 our 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, 2024, which was filed with the SEC on March 10, 2025, and is available on the SEC's website.

4.2 Compliance and Business Ethics

In keeping pace with BioNTech's growth, we have continued to strengthen and expand our Compliance & Business Ethics department and our compliance management in the reporting year 2024. Our Compliance & Business Ethics department is structured in five areas of expertise: compliance governance, healthcare and commercial compliance, global third-party management, investigations, and trade compliance. One direct report focuses on U.S. operations.

We have a comprehensive compliance program in place built on three elements: prevention, detection and response:

Prevention
- Policies and procedures: All of our employees are bound by BioNTech's policies, guiding them to act ethically and in compliance with applicable laws. We have clearly defined procedures in place to prevent actions that are inconsistent with regulations and our values.
- Campaigns to reinforce ethical awareness: Our compliance principles – integrity, transparency and responsibility – are central to our campaigns and supported by the tone at the top.
- Training and communication: Our ethics and compliance policies are made tangible through repeated exercises and thorough explanations. We provide on-site training, online videos and interactive virtual training.

BioNTech's Compliance Program

Detection
- Timely detection of compliance risks: As BioNTech expands its activities, we continue to implement various measures through our compliance program to help detect new compliance risks.
- Monitoring: We integrate our compliance program's checks and balances directly into the relevant business processes.
- Whistleblowing and Speak Up Program: BioNTech's **Ethics Contact Point** provides an anonymous channel for reporting any potential misconduct. Reports can be made online or by phone. Our Compliance & Business Ethics department also serves as a point of contact for raising concerns.

Response
- Internal investigation: We analyze each report of potential misconduct 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, our 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: Our Compliance & Business Ethics department systematically compiles feedback to adapt the compliance program to the evolving needs of our organization. GRI 2-25, 3-3

Digital Compliance Platform

The measures described above are supported by our digital compliance platform, known internally as the BioNTech Best Practices Hub (BxP Hub). The BxP Hub offers wide-ranging functionalities that support the rollout of policies and the policy library, as well as training and monitoring activities. Using various modules, the BxP Hub tracks interactions across various compliance topics such as the transfer of value (ToV) with healthcare community representatives, meal invitations, corporate gift giving, potential conflicts of interest, and violations and concerns reported via our reporting channels. Since 2023, we have included a tool to check for compliance risks when we engage with external personnel.

Your Voice Matters

straightforward

protected

anonymous

Compliance Responsibilities

Our Management Board bears the overall responsibility for the compliance program. Since 2024, the Chief Executive Officer (CEO) has been responsible for Compliance and Business Ethics within the Management Board, a role previously held by the Chief Operating Officer (COO). The head of the Compliance & Business Ethics department reports directly to the CEO, providing updates on critical compliance matters as they arise. The Management Board and/or the Head of Compliance and Business Ethics provides the Audit Committee of the Supervisory Board with regular reports or on an ad hoc basis on the operation of the compliance program.

The Compliance & Business Ethics department chairs the Company's Compliance & Risk Committee (CRC), formerly known as the Compliance Advisory Committee (CAC). The CRC comprises senior leaders representing different functions, including BioNTech Site Services (BSS), Compliance & Business Ethics, Culture Campus, Enterprise Risk Management, Global Financial Processes & SOX, Global Regulatory Affairs, Internal Audit, Quality and R&D Program Management. Representatives of other relevant functions may also be invited to join individual CRC meetings. The CRC's purpose is twofold: first, it acts as a cross-functional forum to screen and discuss the Company's potential compliance risks. For material compliance risks, the Committee has the authority to prescribe appropriate risk management measures based on best practices and industry codes. The risks themselves are assigned to a risk area and managed in a decentralized manner by dedicated organizational functions. Second, the CRC reviews and decides on BioNTech's policy governance process. This process is a critical governance function for developing, approving and implementing corporate policies and guidelines as outlined in our Corporate Rules Policy.

We hold each and every employee accountable for adhering to BioNTech's rules, policies and applicable laws, while promoting an environment free from corruption, discrimination, and harassment. To support this, we require new staff members to take part in compliance training as part of their onboarding process. We also provide senior executives with compliance training tailored to the specific areas dealt with in their departments. Our Compliance & Business Ethics department is responsible for overseeing the rollout and monitoring of policies via the BxP Hub. GRI 2-24

Progress in 2024

We continued to professionalize our compliance management in 2024, making significant progress in areas such as governance structure, team size, specialization and content.

- **General progress:** The Compliance & Business Ethics department now reports directly to the CEO. We aligned the department's structure with the needs of our evolving organization and continue to enhance the development of subject matter expertise within the team. Now structured into five distinct areas of expertise, each led by experienced compliance professionals, we expanded the department by adding six additional full-time employees in 2024 alone. To better support the different business functions, we assigned each function a Compliance Business Partner to act as the go-to support resource for the respective department. This approach helps facilitate the smooth integration of compliance practices across our sites and business activities.

- **Policy governance:** BioNTech's global policy governance framework lays out the centralized process for developing, approving, and implementing our global and local corporate policies and guidelines. In 2024, we introduced a total of 19 new or revised policies and guidelines through said process. Consisting of 13 policies and guidelines at the end of the year, our compliance program comprises a subset of BioNTech's library of policies and guidelines that includes but goes beyond compliance-related documents. By the end of the year, our compliance program comprised a total of 13 policies and guidelines, a selection of which are described on ➔ page 33.

- **Code of Ethics & Business Integrity:** In 2024, we revised our Code of Conduct to reflect BioNTech's development and expansion in different countries. The Code of Ethics & Business Integrity outlines our commitment to ethical and responsible business practices and emphasizes the importance of transparency, integrity, and compliance with legal and regulatory requirements. It also underscores our dedication to promoting diversity, inclusion, and sustainability in all aspects of our operations. The Code of Ethics & Business Integrity serves as a guiding principle for all our employees, ensuring that BioNTech's values and mission are upheld in all of our business activities. ● GRI 2-16, 2-26

"Our business relationships with HCPs and HCOs are professional, based on our ethical standards and aligned with our principles: Integrity, responsibility, and transparency."

(BioNTech Code of Ethics & Business Integrity)

Compliance Lighthouse

6 new compliance specialists hired in 2024

9 active compliance trainings in 2024

Overview of Selected Compliance Policies

BioNTech's compliance program comprises a total of 13 policies and guidelines, a selection of which are described below. ● GRI 2-23

Conflicts of Interest Policy

BioNTech's Conflicts of Interest Policy establishes binding procedures for potential risks associated with conflicts of interest. The policy applies to the members of our Supervisory Board and Management Board, as well as to all directors and employees across BioNTech and its subsidiaries. Under this policy, we require all representatives of BioNTech to disclose to the Company any conflict of interest risks, including those involving personal workplace relationships, outside engagements (such as board memberships), personal financial interests, and relationships with business partners and competitors. When a conflict of interest involves a member of the Management Board or Supervisory Board, we require that this individual consult our Compliance & Business Ethics department for guidance and advice on managing the matter responsibly, transparently, and with integrity. ● GRI 2-15

Anti-Bribery and Anti-Corruption

BioNTech is committed to eliminating all forms of corruption, including extortion and bribery. We have underlined this commitment through our support of the UN Global Compact, as documented by our signatory status and yearly Communication on Progress. We exercise a zero-tolerance policy towards passive or active, indirect or direct corruption and bribery. This is supported by our Anti-Bribery and Anti-Corruption (ABAC) Policy, in which we outline our processes to ensure we adequately manage bribery and corruption risks. This policy is provided to all Company employees, and we expect them to participate in related online training. We track the number and nature of confirmed incidents of corruption. ● GRI 205-1, 205-2

Compliance Due Diligence Guideline

BioNTech maintains a risk-based third-party due diligence program to identify and mitigate potential compliance risks when dealing with third parties. Compliance risks refer to legal and reputational risks, particularly in the areas of anti-bribery and anti-corruption, anti-money laundering, healthcare fraud, conflicts of interest, and ethical conduct. We begin the process with the background screening of the third party and its stakeholders, utilizing publicly available data, including online media databases, law enforcement and debarment lists, and political exposure records. We supplement this information with internal and external questionnaires designed to gather detailed information and documentation about the third party and proposed business relationship. For complex transactions, such as mergers, acquisitions or equity investments, we conduct enhanced or forensic due diligence – often involving external counsel – to address deeper ethical and reputational risks. Our compliance team analyzes all collected data to identify potential risks and recommends appropriate mitigation measures, such as tailored contractual clauses. Through this systematic approach, we ensure that our third-party engagements meet the highest ethical and regulatory standards.

Business Gifts and Hospitality Guideline

BioNTech's Business Gifts and Hospitality Guideline prohibits our employees from giving business gifts to healthcare professionals (HCPs) and government officials. In this guideline, we establish thresholds (maximum values) in various currencies for business gifts and meals and outline specific requirements for giving and receiving business gifts and providing or receiving meals to external parties. The guideline also regulates the documentation of such activities in our gifts and hospitality register.

"Acting with integrity is a non-negotiable for BioNTech."

(BioNTech Code of Ethics & Business Integrity)

Healthcare Interaction and Transparency Policies

We are committed to following the highest ethical standards and fully complying with all legal and compliance requirements when interacting with members of the healthcare community, including healthcare professionals, healthcare organizations (HCOs), patient organizations (POs), and patients. 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. Alongside our strong commitment outlined in our Code of Ethics & Business Integrity, we also adhere to the FSA's Transparency Code. We have a global program in place requiring the disclosure of all payments made to HCPs, HCOs, and POs in accordance with the applicable transparency requirements. To ensure compliance with applicable laws and industry codes in our healthcare interactions, we have established a Healthcare Transparency Policy and a Policy on Business Interactions with the Healthcare Community. In these policies, we outline the requirements for external interactions that must be adhered to by all our employees. To support this, our Compliance & Business Ethics department educates employees on interacting appropriately with the healthcare community. It also emphasizes the importance of complying with transparency obligations in countries with specific legal requirements, such as the Belgian Sunshine Act, the French Bertrand Act and the U.S. Physician Payments Sunshine Act. To govern and oversee our healthcare interactions, we require that all engagements involving a transfer of value to the healthcare community be documented in our dedicated IT system and assessed by our Compliance & Business Ethics department. Throughout 2024, we introduced several new guidelines and manuals to further strengthen our healthcare compliance framework. BioNTech places a strong emphasis on ensuring appropriate interactions with the healthcare community and has a clear commitment to this outlined in its Code of Ethics & Business Integrity. ● SASB HC-BP-510a.2

Code of Ethics & Business Integrity

"Full legal compliance, integrity and a strong sense of ethical responsibility underpin everything we do. Acting with integrity is non-negotiable for BioNTech."

Get an insight into our Code of Ethics & Business Integrity:
https://investors.biontech.de/codes-conduct/

4.3 Human Rights

BioNTech is a global biotechnology company with operations and value creation in a wide range of countries worldwide. We have a responsibility to respect human rights in our operations and business relationships around the world. We recognize this responsibility and are committed to ensuring we do not cause or contribute to adverse impacts on human rights. Our commitment reflects our core values and the expectations of our stakeholders. We also firmly believe that respecting human rights contributes to BioNTech's long-term competitiveness.

In recent years, many governments have developed National Action Plans (NAPs) for human rights, leading to the introduction of human rights 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 us. We have been required to comply with the Act since its introduction in 2023. BioNTech is also subject to other human rights legislation, including the United Kingdom Modern Slavery Act 2015.

In 2024, the human rights regulatory landscape continued to evolve with the E.U. Corporate Sustainability Due Diligence Directive (CSDDD) entering into force. E.U. member states now have two years to incorporate the CSDDD into national law. In Germany, this is likely to involve amendments to the LkSG. The directive goes beyond existing legislation, such as the LkSG, in many respects, including its scope of application, supply chain coverage, due diligence requirements, and liability. We continue to monitor the development of human rights regulations at a national, European, and international level.

Human Rights Frameworks

We have developed a comprehensive approach to human rights at BioNTech. The following are examples of leading human rights standards and frameworks that guide our strategies and commitments:

- 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, we are 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's publicly available Human Rights Statement, prepared in accordance with the German LkSG, outlines our commitment, governance structure, and due diligence processes. It also addresses key human rights topics particularly relevant to us. In 2024, we revised our statement based on our annual human rights risk analysis. The revised Human Rights Statement 2025 is available to all stakeholders on our **website**.

Our Human Rights Statement is supported by our human rights commitments outlined in our Code of Ethics & Business Integrity, which governs our own operations and employees. In addition, we have a Supplier Code of Conduct that, among others, defines our human rights and environmental management expectations for our suppliers. We are continuously integrating these expectations into our procurement practices and implementing the corresponding standard operating procedures and training programs. To this end, the Human Rights Officer and managers in the purchasing department are in regular dialog. **GRI 2-23**

Human Rights Governance

We monitor our human rights obligations through a governance structure and program encompassing the following:

Human Rights Officer:
Our Human Rights Officer (HRO), appointed by the Management Board for the BioNTech Group, sets the human rights agenda; supervises the human rights risk management and risk analysis, including preventive and remedial measures; manages reports and complaints within the compliance grievance process; is accountable for documentation and reporting; assesses the effectiveness of measures and uses CSR resources to support special matter experts and risk owners in the business areas with their responsibilities to respect human rights in our own operations and in the supply chain. The HRO has a designated budget and staff support. This function regularly aligns with other departments, such as the Global Procurement Organization, Compliance & Business Ethics and Enterprise Risk Management, on relevant human rights issues.

The appointment of an HRO does not relieve the Management Board of its supervisory and monitoring responsibilities for human rights compliance. As part of annual reporting duties, the HRO reported to the Management Board in December 2024, detailing the HRO's work, risk assessment results, and key challenges.

Human Rights Due Diligence

Building on the commitments outlined in our Human Rights Statement, we have implemented a human rights due diligence process designed to identify, prevent, and mitigate adverse human rights impacts associated with our activities. As of 2024, this process encompassed the following aspects:

Risk Identification

We regularly perform proactive risk analyses to identify human rights and environmental risks, actual impacts and specific incidents early and work on preventing and mitigating them effectively. We conduct these analyses at least annually and on an ad hoc basis to evaluate potential risks in the event of significant changes to our operations or business relationships and in response to specific human rights and environmental risk concerns.

Prevention

Relevant preventive measures are incorporated into standard operating procedures, particularly in the areas of clinical studies and safety, health and environment. We monitor and evaluate existing measures and adapt them where necessary, particularly in response to findings from our risk analyses. We have implemented a number of tools to help ensure the HRO can perform the role effectively. These include providing the HRO with a sufficient budget and staff support, as well as access to all LkSG-relevant information and IT systems, support from external consultants, and sufficient decision-making and directive authority. Responsible employees receive appropriate training and are supported by internal and external human rights experts.

Remedy

We carefully weigh, review and prioritize any risks and violations identified to derive the appropriate level of engagement and course of action. Our focus is on implementing effective, suitable remedial actions to prevent, address, and minimize the effects of potential adverse impacts and violations. ● **GRI 2-25**

Grievance Mechanism

BioNTech strives to identify and mitigate risks within both our own operations and our supply chain. We encourage all internal and external stakeholders to notify us of any concerns or potential risks related to areas such as human rights, environmental practices, products and product candidates, and corruption. Our stakeholders can contact our HRO directly or utilize **BioNTech's whistleblowing tool** or Ethics Contact Point to report concerns anonymously. The Ethics Contact Point is accessible to the global public and available 24/7. In line with our Speak Up Policy, concerns are reported to our Compliance & Business Ethics department and then forwarded to the responsible function or human rights representatives for resolution when appropriate. We are committed to protecting anyone raising a concern on reasonable grounds, regardless of the reporting channel used or the outcome of the investigation into the alleged misconduct.

"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

Reporting

We regularly publish information on our human rights due diligence obligations, for example, in this sustainability report. This report provides, among other information, the identified human rights and environment-related risks and potential violations of due diligence obligations according to national and international laws and standards. We present information in this report on the preventive and mitigation measures we take to address identified risks and remedy violations. BioNTech will continuously refine and adapt the assessment and derived measures while evaluating and reporting on their impact and effectiveness. Documents on the fulfillment of BioNTech's due diligence obligations will be accessible to stakeholders via BioNTech's **corporate website** in line with legal obligations. ● **GRI 3-3**

Proactive Due Diligence

Prioritized Human Rights Topics

In 2023, we carried out our first human rights risk analysis encompassing BioNTech's own operations and its direct suppliers. In 2024, we further refined our approach and renewed our abstract and concrete risk analysis in line with internationally recognized standards, incorporating information from external experts and internal sources. As a result, the following topics have been identified as priority topics:

- 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

The following topics were considered in the risk assessment but were not determined to be priority risks for our own operations or for our direct suppliers:

- Excessive violence
- Adequate living wage
- Unlawful eviction from land
- Impact on local communities
- Corruption and bribery

The results of our 2024 risk analysis have been communicated to our key decision-makers, including our Management Board and relevant line managers. We take appropriate preventive measures to address the risks identified, continuously enhance our human rights risk assessment and monitor the effectiveness of our human rights management. ● **GRI 308-1, 308-2, 407-1, 408-1, 409-1, 414-1, 414-2**

We are committed to avoiding any actions that could cause or contribute to adverse human rights impacts, be it in its own operations or in its business relationships with others.

Progress in 2024

In line with our commitment to continuous improvement, we further professionalized our human rights management in 2024. One of our priorities was to further incorporate human rights aspects into BioNTech's Enterprise Risk Management (ERM). Our efforts focused on preparing relevant data for ERM inclusion and defining an integrated approach to risk identification and management. In 2024, we also strengthened the ownership and internal communications around human rights matters at BioNTech. We accomplished this by establishing risk profiles for all of the risks identified in our own operations and holding dedicated onboarding presentations involving our site heads. For our suppliers, we updated our Supplier Code of Conduct in 2024, outlining BioNTech's expectations and requirements for suppliers.

Furthermore, we underwent a comprehensive internal audit in 2024 to document our compliance with existing human rights regulations and identify areas for improvement. The findings and measures suggested have been communicated to our Management Board and Supervisory Board. Based on the audit results, we have created a roadmap to further improve our human rights management.

As part of our human rights and environmental risk due diligence, we work to utilize the information we gather on our direct suppliers. These insights, along with other data, will be used to inform an internal supplier ESG score that we are currently developing.

4.4. Business Continuity Management

Business Continuity, Emergency and Crisis Management
Our Business Continuity Management System (BCMS) at BioNTech aims to ensure that the Company can follow its mission without any major interruption to protect human life, patient health and safety, as well as its assets and reputation.

The BCMS system's general framework is outlined in the BioNTech Group-wide Business Continuity (BC) Policy and guideline, as well as in the Emergency and Crisis Management (ECM) Policy. These frameworks also define our relevant roles and processes to enable effective BC and EC implementation.

Our Global Business Continuity and Emergency and Crisis Management teams were transferred to the Global Security & Protection (GS&P) organization in 2024, which is part of our BioNTech Site Services organization, which ultimately reports to our COO. This change allows us to better leverage synergies to protect our sites and ensure the resilience of our operations. At all BioNTech locations, our local leads and wider team, as well as function heads, are responsible for implementing and maintaining BC and EC management at their sites and within the departments. Our global BCM and ECM teams provide implementation support to the sites and functions by providing training to team leads and team members.

We develop and maintain all local and global BC and EC plans in line with the growth of our business, using a risk-based approach that is regularly reviewed and tested. Our BC plans encompass both preventive and recovery strategies for disruptions involving personnel, machinery, IT systems, and suppliers, as well as for failure scenarios, including incidents at production sites caused by factors such as climate change. We safeguard our IT infrastructure utilizing an IT disaster recovery plan that incorporates 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.

We centrally store all relevant documents and protect them with access restrictions to ensure that only authorized employees, such as our BC and EC teams, are granted access. Our BCMS follows the Plan-Do-Check-Act (PDCA) cycle, a four-step process for implementing change and ensuring continuous improvement of our management system.

Given its importance to BioNTech's strategy and vision, we have deeply integrated the BCMS into our organization, ensuring frequent alignment with our top management. The scope and strategy of the BCMS adhere to the Company's vision supported by annual management reviews and regular reporting to the COO. Additionally, we can turn to the BC Steering Committee when a situation arises that requires immediate action.

We update our BC plans and test them annually. Our BCMS team ensures that BioNTech's new locations and business activities are appropriately integrated into the BCMS at all times. This helps the entire Company to ensure it is adequately prepared for any disruptive event in the future. ● GRI 3-3

Progress in 2024
Our Global BC team made several improvements in 2024. These included increasing the number of on-site tests to validate the effectiveness of the recovery strategies outlined in the BC plans, such as theoretical simulations of severe weather or power outages, and integrating the U.K. site and our global production network into the BCMS. We also conducted an annual BC Awareness Week, on-site awareness workshops, and on-demand BC training. We also established a global Business Continuity Community of Practice to promote mutual learning and enhance resilience. These initiatives were implemented to foster greater awareness of BC- and EC-related topics across BioNTech. To further strengthen our approach, we also established a steering committee to act as a direct stakeholder representative in an effort to ensure the tracking and escalation of serious issues and risks. Lastly, we developed a concept for third-party BC capability assessments.

4.5 Cyber and Information Security

To achieve our ambitious vision, we need access to reliable, trustworthy information and data at the right time. The significant and increasing volume of sensitive information that we receive, generate and store – such as patient, employee and customer data – requires robust cyber and information security capabilities across the entire organization. Our approach to cyber and information security, which is aligned with our business objectives, strives to adequately protect all information, systems, assets, physical locations and people.

From a business perspective, this means protecting our key information assets while ensuring compliance 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 2023, BioNTech has been designated as one of Germany's critical infrastructures (KRITIS), as defined by the BSIG. This classification is based on regulatory definitions of critical services and thresholds under German law that recognize an organization's importance for society and public safety. As a result, we are required to comply with the BSIG reporting and verification obligations in Germany.

Our cyber and information security strategy is built around the following main objectives:

- Protect information resources: Ensure the confidentiality, integrity, and availability of our information resources through appropriate management and protection.
- Rollout risk management process: Manage risks to our information security (IS) by addressing the range of threats through a documented and approved risk management process.
- Ensure information confidentiality: Promote awareness among our employees and trusted parties who use our information technology resources about their roles and responsibilities in safeguarding information security.
- Align with stakeholders: Achieve compliance from third parties with our policies, relevant information security regulations, and shared objectives.

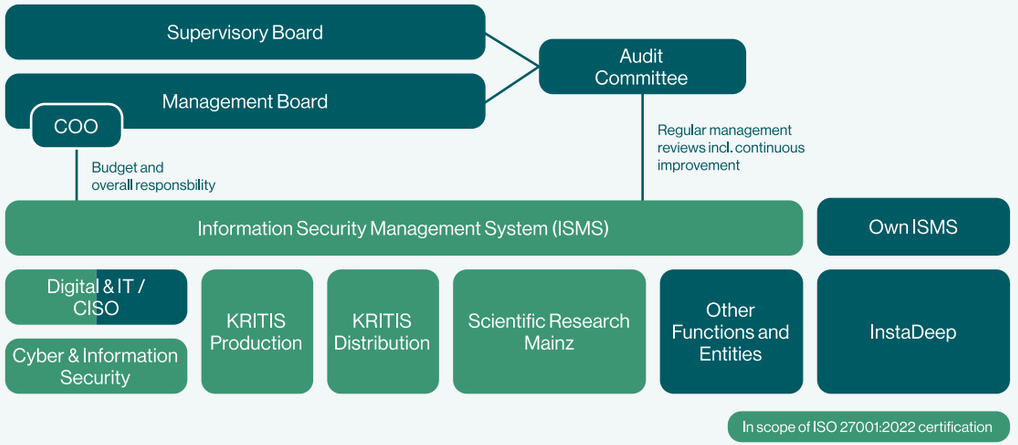
Management Approach

At BioNTech, we rely on prescribed international standards as guidance and take a centralized approach to managing cyber and information security. This ensures a consistent level of security and compliance across all our entities and locations. To provide this level of consistency, we implemented an Information Security Management System (ISMS) in compliance with the international standard for Information Security ISO/IEC 27001. This standard defines the requirements for an ISMS based on internationally recognized good practices.

Currently, we are in the process of certifying our ISMS according to the international standard ISO 27001. The certification process focuses on all KRITIS-related processes involved in the production and distribution of prescription drugs and oncology scientific research.

For an ISMS to be implemented successfully, leadership support is one of the most crucial factors. This involves conducting regular reviews of the ISMS and verifying its suitability, adequacy and effectiveness. At BioNTech, our Chief Operating Officer (COO) is ultimately accountable for ensuring the BioNTech Group has the proper information security capabilities in place. This responsibility includes representing cyber and information security on the Management Board and allocating the resources necessary for the Information Security Organization (ISO) to achieve the set objectives. Additionally, the COO informs the Audit Committee of the Supervisory Board about key cyber and information security aspects and the continuous improvement of the ISMS. Reporting directly to our COO is our Chief Information Security Officer (CISO), who is responsible 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), who is tasked with managing the implementation of the ISMS and overseeing all other cyber and information security matters. Our subsidiary, InstaDeep, has also established cyber and information security processes, as well as its own ISMS.

Our ISMS:
Supporting Critical Functions and ISO Certification Across Entities



We began our cyber and information security journey in 2021 with the launch of our Global Security Transformation Program. We completed this program in 2023 with the establishment of a cyber and information security organization. This organization operates with specialized capabilities and dedicated teams guided by our C&IS framework, as outlined below:

C&IS Delivery Enablement	Oversees the overall cyber and information security strategy, which includes the security architecture, managing security providers, and leading regional security efforts.
C&IS Governance	Provides comprehensive services in risk management, policy development, vendor management, and security awareness programs to ensure compliance and protection of information assets.
C&IS Integration	Provides essential services, including application security consulting, security automation, DevSecOps solutions, and cloud security monitoring. Also encompasses the management of user identities and access across the organization, ensuring compliance with principles such as need-to-know, least privilege, and separation of duties.
C&IS ERT (Cyber Emergency Response Team)	Provides critical services such as 24x7x365 network monitoring via the Security Operations Center (SOC) and Security Information and Event Management (SIEM), as well as threat intelligence and hunting, data loss prevention, and incident response.

Progress in 2024

In 2024, we introduced our holistic Security Risk Management process together with the Global Security & Protection (GS&P) team. The overarching goal of Security Risk Management is the adequate identification, assessment, management, and mitigation of security risks to protect assets in an efficient, consistent, and effective manner.

The Risk Assessment Process requires us to *identify*, *analyze*, *treat* (mitigate, accept, transfer, avoid) and *monitor* security risks. Following the introduction of the risk management process, we launched a company-wide governance, risk and compliance (GRC) platform. This platform guides all risk owners through a defined process for tracking and documenting the related corrective actions and approvals.

Risk Assessment Process

Cyber and Information Security: An Ongoing Journey

Cyber and information security is never a “done” job; it is an ongoing journey. As technology evolves, so do the threats and challenges we face. This dynamic landscape requires us to continually adapt and improve our security measures.

At BioNTech, we understand that new threats and requirements emerge regularly, calling for our constant vigilance and proactive approach. Our commitment to security drives us to continuously learn, evolve and implement innovative strategies to stay ahead of potential risks.

By embracing this ongoing journey, we not only protect our data and systems but also strengthen our innovation-driven business model. This approach ensures that we remain resilient and secure in an increasingly complex and dynamic digital world, empowering us to innovate with confidence while safeguarding our organization and its assets.

4.6 Patient Privacy and Data Privacy Management

Management Approach
At BioNTech, we take responsibility for the proper processing of personal data and maintaining transparent communication with the individuals whose data we process. Our commitment encompasses the storage, access, retention, and security of all personal data when engaging with patients, employees, customers, business partners, and vendors. We make our Data Privacy Policy transparently available on our **Company website**.

We have a data privacy system in place to assess the data privacy risks for all our systems and processes across the BioNTech Group. This system supports us in properly mapping our data, maintaining up-to-date records on our processing activities, conducting data transfer impact assessments, and managing our vendor data. We have a dedicated, standardized process that ensures we are notified of data breaches and can promptly inform the individuals affected.

In 2024, our Data Privacy team further improved the integration of data privacy responsibilities throughout the Company.

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

Stefanie Kirchner
Senior Director Data Privacy

Global Data Privacy Framework
When processing personal data, we are responsible for ensuring that we comply 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 we operate. The applicable requirements and standards we need to follow when processing personal data are set out in our global data privacy framework. In 2024, we began updating our Privacy Policy again and standardizing further key documents.

Our data privacy strategy focuses on the following three pillars:

- Company-wide framework: Our Data Privacy Policy provides for a consistent level of data privacy and data protection throughout BioNTech.
- Intuitive usability: Operating guidelines support our departments and employees in their compliance with the overall data privacy and data protection requirements.
- Strong collaboration: Our Data Privacy department collaborates closely with other relevant functions at BioNTech, facilitating a dialogue about data privacy and data protection requirements.

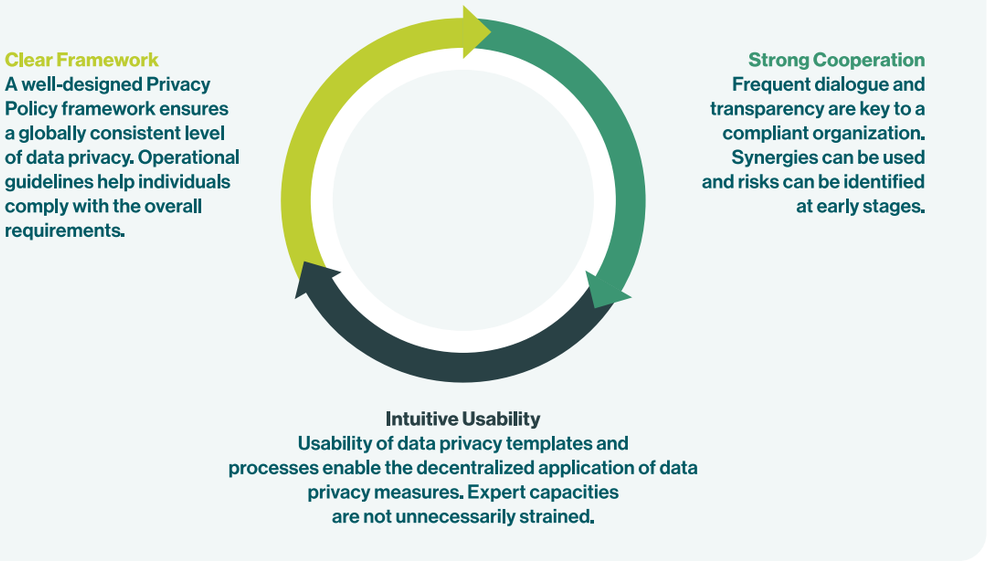
The global data privacy framework fosters compliance with the applicable regulations and sets minimum standards for the Company. Personal data is processed in accordance with the applicable laws and with high security standards.

The dialogue between our Data Privacy department and other functions also supports the early detection of data privacy risks. As part of our global strategy, privacy-related documents, such as informed consent forms (ICF) for clinical trials, are being standardized company-wide. In 2024, we published practical implementation guidelines and are moving towards a single policy format, unifying all

documents into one to increase ease of use. We also updated our data privacy page on the company-wide intranet to offer handy, practical information and guidance for our employees.

Furthermore, we established and implemented ICF standards and Clinical Trial Agreements (CTAs) and rolled out a new Data Processing Agreement company-wide to use with our external vendors.

BioNTech's Data Privacy Strategy



In 2024, we expanded our mandatory online training program, launched in 2023. We conducted several data privacy training sessions available in various formats and tailored to the specific teams involved. The teams participating in the reporting year were Human Resources, Clinical Operations, Procurement, Smart Data Analytics, SAP Analytics, Legal, Business Development and Business Alliances.

In 2024, we received several data subject requests through our established process. Our Data Privacy department handled these requests in compliance with the applicable regulations. When required, we reported complaints to the respective authorities. None of the complaints concerning the BioNTech Group were found to violate data privacy regulations by the responsible authorities in 2024. ● **GRI 3-3, 418-1**

4.7 Patient Safety

At BioNTech, we address the needs of patients[6] and healthcare professionals (HCPs) within the framework of national and international regulations, guidelines and harmonized global standards. This includes transparently disclosing product-related risks and benefits, securing operational excellence and continuously working to build trust with society at a local, national, and international level. The safety of our products and product candidates concerns the entire product lifecycle. From the research and clinical trial phases to approved and distributed products, we make the well-being of our patients our highest priority. We foster teamwork and effective communication, as both are central to ensuring product safety. We are committed to communicating openly with regulators, patients, and other stakeholders and require all employees to promptly report drug safety and quality issues to our specialized personnel.

From the research and clinical trial phases to approved and distributed products, we make the well-being of our patients our highest priority.

Management Approach

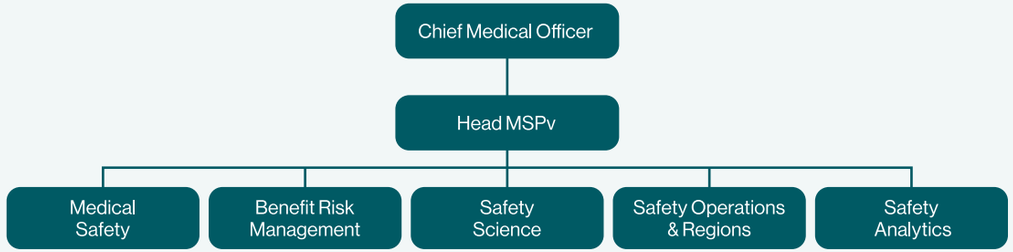
Our quality management system is designed to ensure we comply with the national and international legislation, regulations and guidelines for the clinical development, production, registration and marketing of medicinal products. The relevant guidelines for this system include, but are not limited to, 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).

[6] 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.

Safety Governance Model in Global Clinical Development

Within our global development organization (GDO), we have implemented a safety governance model to ensure the timely detection, evaluation and escalation of safety observations to the appropriate level of decision-making. This model enables us to quickly bring critical new safety risks to the attention of our Chief Medical Officer (CMO) for discussion and company decision-making in the Executive Safety Council, which includes the Company's cross-functional senior leaders. The Executive Safety Council also addresses emerging safety issues related to the post-marketing phase of BioNTech products. Chaired by our CMO or delegated to the Head of Medical Safety and Pharmacovigilance (MSPv), the safety governance model also ensures the Management Board stays informed and maintains the oversight of pertinent safety issues.

Overview of our Medical Safety and Pharmacovigilance (MSPv) Organization



Our Medical Safety and Pharmacovigilance (MSPv) department monitors patient program safety across the full spectrum of clinical trials for each product, assesses the likelihood and relevance of individual safety events in relation to the product and prepares the annual safety reports for BioNTech products in development. The safety governance model integrates MSPv within the GDO. Our MSPv safety physicians and scientists collaborate with their colleagues from non-clinical and clinical development and regulatory and clinical operations in cross-functional teams to develop and deploy risk minimization and risk management strategies during clinical product development and post-marketing.

Our Quality Assurance department continuously monitors the execution of our quality management system. The department is responsible for ensuring our systems and processes are working effectively to assure the quality of products entering the market or used in clinical trials. Our quality management system allows us to control risks throughout the production process, from raw materials to the final product or product candidate. It also helps to ensure we comply with the relevant quality and legal standards. Quality Assurance also conducts risk-based audits of all clinical activities our GDO performs under GMP, GCP and GVP regulations and applicable legislation. ● **GRI 3-3**

Engaging with Regulatory Authorities

Our Global Regulatory Affairs (GRA) department is responsible for managing all regulatory submissions, corresponding with regulatory authorities during clinical trials, and 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 dossiers and product information aligned with the scientific knowledge available.

The GRA department ensures support for our growing pipeline and maintains compliance across all regulatory activities throughout all clinical development phases and post-approval. It brings together the expertise needed to plan and execute regulatory submissions and interactions globally, create and maintain regulatory documentation, and provide guidance on regulatory requirements. The GRA encompasses several key functions, including GRA Chemistry, Manufacturing, and Controls (CMC), Development Pipeline, Commercial Portfolio, Operations, Regulatory Intelligence and Global Labeling.

Training

At BioNTech, we work to instill a company-wide understanding of pharmacovigilance fundamentals to strengthen the awareness of patient safety. Our employees and relevant contractors undergo mandatory pharmacovigilance awareness training to ensure they can identify and appropriately report safety-related events. We provide this mandatory training to all employees as part of their onboarding process and reinforce it with refresher training on an annual basis. For all employees directly involved in the safety and quality of our active pharmaceutical ingredients (API), we also provide regular job-specific training in compliance with applicable international regulations.

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 we go beyond what is legally required when it comes to transparency in clinical trial data. How we achieve this, including details of our clinical trials, is available on our **clinical trials website** and summarized below.

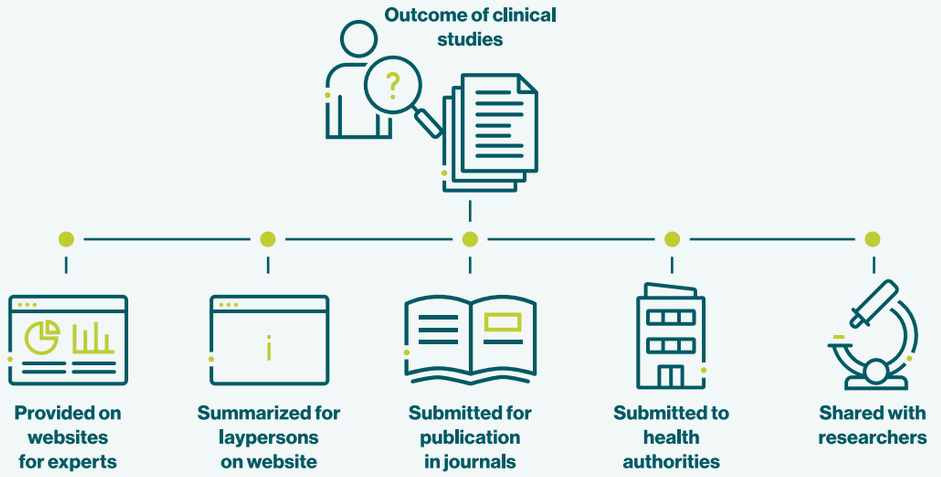
We register our interventional clinical studies (Phase I and beyond) with the first participant enrolled after March 2022 on the publicly accessible website **clinicaltrials.gov**. We also use this platform to post the primary and secondary outcomes of the studies within 12 months of the last participant's last visit (LPLV). The same outcomes are also posted as layperson and expert summaries on the BioNTech **website**. Within 30 months of LPLV, we also submit the primary and secondary outcomes of in-scope studies for publication in scientific journals.

For the clinical studies we have submitted to regulatory authorities, we share clinical study reports with researchers upon request, subject to contractual stipulations to protect personal data and commercially confidential information. We do this to support our marketing authorization applications in the European Union and/or the 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, as outlined in the guideline dated July 1996.

We take this approach for all BioNTech-sponsored interventional clinical studies (Phase I and beyond) that investigate 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. This does not extend to clinical studies where contractual agreements with development partners prevent BioNTech from disclosing such information.

Upon request, we will also share individual participant data with researchers 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 the commitments outlined in our 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



Patient Safety in Clinical Trials

We adhere to the regulatory framework and international guidelines for clinical trials, working within our previously described safety governance model to ensure trial participants' safety. We conduct global clinical trials by commissioning them to qualified contract research organizations (CROs). Patient safety in trials and programs is monitored in-house in collaboration with our development partners where applicable. This process is led by our MSPv medical and clinical safety experts in close collaboration with the clinical development physician responsible. For individualized therapeutic candidates, we ensure a complete and strict chain of custody in compliance with national regulations and clinical trial protocols.

The ethics committee reviews 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, we work closely with the ethics committee to find solutions.

Ethics committees and regulatory authorities monitor each trial and its data from approval to completion. All parties involved – BioNTech, CROs, authorities and the ethics committee – work together to safeguard patient well-being and safety. If, at any time during a clinical trial, an unexpected risk is identified, our 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 framework facilitates the immediate escalation of urgent and significant risks to the Executive Safety Council, chaired by our 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**

We apply a rigorous safety framework to our clinical trials to ensure patient safety.

Our clinical trial teams and vendor management functions actively manage and oversee the contract research organizations (CROs). Our quality strategies, service level standards and expectations are set out in detailed contracts. These agreements also outline the quality management responsibilities of both BioNTech and the CRO, including but not limited to risk-based quality management (RBQM), quality control and quality assurance for clinical studies.

Our aim in these agreements is to promote consistency, transparency and open communication between BioNTech and the CRO while also ensuring 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 2024, none of our clinical trials were terminated as a result of violations of GMP/GCP or other regulatory requirements, and we did not incur any monetary losses following such procedures. ● **SASB HC-BP-210a.3**

Monitoring Vaccine Safety

BioNTech and Pfizer continue to distribute Comirnaty and monitor its safe use worldwide. Comirnaty is our first approved mRNA product and the only mRNA product we currently market.

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 our partner Pfizer, continuously monitors the benefit-risk profile of Comirnaty.

We formalized our commitment in the Pharmacovigilance Agreement we signed with Pfizer, outlining the responsibilities for safety activities. In addition to regular internal audits, BioNTech undergoes periodic inspections by regulatory authorities to ensure we comply with Good Pharmacovigilance Practices (GVP) and applicable local laws and regulations.

In 2024, as in prior years, we did not receive any FDA warning letters or face any FDA enforcement action, and no comparable actions were taken by regulatory authorities outside the United States.

In the 2024 reporting year, there were no market recalls of BioNTech's marketed medicinal products.

More details are included in Chapter → **8.4 Detailed Data**. ● **GRI 416-1**

Preventing Counterfeiting

At BioNTech, we uphold high safety standards throughout the Comirnaty value chain. This is how we can ensure high production quality and effectively prevent any outside interference. We ensure the traceability of products throughout the supply chain and prevent counterfeiting through the following methods and technologies:

- We source raw materials exclusively from qualified service providers with whom BioNTech has long-standing relationships. For the collection of finished products, we ensure high safety standards by closely cooperating with our partner Pfizer and using external contract manufacturers with high-level, specialized qualifications.
- We store raw materials and intermediate and finished products in secure warehouses located on fenced, restricted access and specially secured, camera-monitored sites.
- We make certain, without exception, that material inspections are conducted in the incoming goods department, using delivery bills and a digital inventory management system that monitors all inventory management activities. This helps us to accurately identify cargo 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. The manufacturer's batch information is also 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 are 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, and we use specific security measures when delivering our products. We have qualified all of BioNTech's relevant partners and vendors in the supply chain and have quality agreements in place for end-to-end product quality and traceability.

Special security measures for supplying 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 applied to the product presentations, such as overt, covert and/or forensic features, that go beyond regulatory requirements. ● **SASB HC-BP-260a.1, HC-BP-260a.2**

Product Information

Providing adequate information about Comirnaty to ensure its optimal use is a critical element of patient care. Pfizer's and BioNTech's global COVID-19 vaccine information website provides access to the most up-to-date, country-specific product information. The E.U. Summary of Product Characteristics (SmPC) for Comirnaty, for example, provides information to healthcare professionals on the correct use of the vaccine for informed treatment decisions. It contains all of the legally prescribed information on Comirnaty, such as dosing, administration, scheduling, storage, handling, contraindications, warnings/precautions and possible adverse reactions. The package leaflet is also available in country-specific languages and provides all of the vaccine's relevant information. We have submitted multiple updates of the prescribing and patient 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 the updated composition for COVID-19 vaccines issued by the World Health Organization (WHO), the European Medicines Agency (EMA)/European Center for Disease Prevention and Control (ECDC) and the U.S. Food and Drug Administration (FDA)/ Vaccine and Related Biological Products Advisory Committee (VRBPAC). These updates support the introduction of monovalent vaccines encoding the anticipated seasonal SARS-CoV-2 (sub)variant. We strive to fully comply with the legal and regulatory requirements for the marketing of pharmaceutical products. Any deviations from the regulations concerning pharmaceutical product information would be corrected in a controlled process. ● **GRI 3-3, 417-1**

Promotion of Off-Label Use
Promotion of off-label use of medicinal products is strictly prohibited by our Compliance Policy on Business Interactions with Healthcare Professionals. This policy includes the principle that all sales-related business functions are prohibited from answering any off-label use questions raised by HCPs. Unsolicited off-label use questions raised by HCPs can only be answered by the Medical Information team, which is part of our Global Medical Affairs team. ● **SASB HC-BP-270a.2**

4.8 Animal Welfare

At BioNTech, we conduct research to improve the health of people worldwide. The safety, efficacy and quality of our products and product candidates are our top priorities. We develop our 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 we also conduct studies that involve the responsible use of animals. The knowledge we obtain 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.

We are committed to combining excellent research results and individual animal welfare in a thoughtful, careful and conscientious manner. Responsible research at BioNTech is guided by the implementation of the 3R principles: Replacement, Reduction and Refinement. Wherever possible, we seek to apply non-animal methods in our testing practices (Replacement). We also keep the number of animals we require to obtain the necessary scientific information to a minimum (Reduction). All of our animal testing is designed to reduce the severity of necessary treatments and examinations to the absolute minimum for each research animal (Refinement).

We communicate our responsibility towards animals in internal awareness campaigns for the relevant colleagues. Our responsibility includes paying close attention to the specific needs of each species. Our goal is to create favorable living conditions for animals and ensure their well-being in our stewardship throughout their lives. At the same time, we want to ensure our colleagues have an adequate work environment. All of our actions are directed at meeting the legal requirements for species-appropriate housing and the performance of animal testing. We also strive to continuously improve our practices in line with the advancements made in science and technology. Consistent with the European Commission's "Ethics for Researchers" and European and national laws, it is our responsibility to avoid inflicting pain, suffering or harm on any animal without reasonable justification and to limit adverse effects as much as possible.

Main Commitments & Approach

During preclinical research, our animal studies are conducted in state-of-the-art animal facilities with housing conditions that comply with the applicable laws and good animal practice, as defined by the Federation of European Laboratory Animal Science Associations (FELASA) in Europe. In other regions, we expect our external partners to adhere to the standards of the Association for Assessment and Accreditation of Laboratory Animal Care (AAALAC) or similar regional standards or guidelines. We require our business partners who are involved in animal testing to comply with our Supplier Code of Conduct. Under our General Terms and Conditions of Purchase, we reserve the right to terminate the agreement without notice when animal welfare standards are violated. ● **GRI 3-3**

4.9 Government Relations

Taxes
Our Vice President of Global Tax & Customs reports directly to the Chief Financial Officer (CFO). Ultimate responsibility for all tax-related topics rests with the Management Board.

We cooperate with the relevant tax authorities in all tax matters in a trustworthy and transparent manner, in line with our mandatory Code of Ethics & Business Integrity. 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 2024 financial year, BioNTech operated primarily in Germany and therefore the taxes 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, 2024 are disclosed in the annual report and in Form 20-F, the latter of which was filed with the SEC on March 10, 2025. Both the annual report and the 20-F are available on **BioNTech's website** in the Investors section. **GRI 207-1, 207-2**

Financial Assistance

Government Grants

BioNTech received two government grants from the Austrian research promotion agency (Forschungsförderungsgesellschaft, FFG) between 2018 and 2023, amounting to EUR 2.2 million. These grants have been terminated.

We received several grants from the German government. The German Federal Ministry of Education and Research (Bundesministerium für Bildung und Forschung – BMBF) granted up to roughly EUR 167,000 as part of the CurATime project. The funding received so far amounts to roughly EUR 33,000. Additionally, as part of the KIWI project of the German Ministry of Economic Affairs and Climate Protection (Bundesministerium für Wirtschaft und Klimaschutz), we received a grant for a maximum of EUR 4 million, with approximately EUR 635,000 received by the end of 2024.

BioNTech also received funding for its building project "Haus IV" from the German bank KfW. The funding amounts to approximately EUR 1.9 million and was awarded in recognition of the project's high sustainability standards. We describe "Haus IV" in more detail in this report in the section → **Creating a Sustainable Space for Innovation: Welcome to Mainz House IV.** **GRI 201-4**

Special Non-Governmental Grants

In 2023, BioNTech and the Gates Foundation signed a grant agreement under which the Gates Foundation provided BioNTech a grant supporting the development of a tuberculosis (TB) vaccine candidate (BNT164 vaccine program). This grant continued to be in place in 2024. **GRI 3-3**

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.

We hold memberships in industry associations that promote a regulatory framework that drives innovation and improves patient access to novel therapies (see Chapter → **7.2 Memberships**). The engagement with industry associations is mainly focused on the German Association of Research-Based Pharmaceutical Companies (Verband Forschender Arzneimittelhersteller e. V. – vfa), which represents the interests of research-based pharmaceutical companies in Germany. BioNTech subject matter experts are actively involved in various vfa expert groups to ensure that the Company" positions are reflected in the association's efforts. **GRI 3-3, 415-1**

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

Public Affairs

Due to BioNTech" potential to improve the standard of care with tailored treatment approaches for oncology and infectious diseases and 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, we have presented our positions and views in direct dialogue with political stakeholders. We continued 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 mission of translating science into survival by fighting infectious diseases, cancer and other serious illnesses through the development of novel therapies.

Lobby Register

In compliance with legal obligations, BioNTech has been registered in the EU 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**

Creating a Sustainable Space for Innovation: Welcome to Mainz House IV

In January 2024, BioNTech opened the doors to Mainz House IV at Hechtsheimer Straße 2c – 3,000 m² of office space spread across four levels designed to inspire innovation. Registered for LEED platinum certification and built as an energy-efficient KfW 55 property, Mainz House IV reflects our commitment to sustainable development. As the first building fully aligned with BioNTech's global sustainability guidelines for new buildings and major renovations, it sets a new benchmark for future projects.

With features such as full air conditioning, which is intelligently connected to waste heat from other buildings, KNX smart building technology, underfloor systems, and comprehensive security measures, the building is designed for both environmental sustainability and a comfortable, safe work atmosphere, with an abundance of natural daylight. Shuttle services provide seamless connections to and from the building, while charging and planned repair stations for bicycles encourage eco-friendly, active commuting. Telephone booths and cozy seating areas offer quiet spots for focused work and informal exchanges. With its 13 meeting rooms and 6 themed think tanks, House IV provides the perfect setting for our employees to think through big ideas. A light-flooded company restaurant is also available to employees. The modern kitchen, equipped with a wet waste disposal system, has a capacity for fresh meals for up to 280 people.

3,000 m²

280
fresh meal capacity kitchen

13
meeting rooms

6
themed think tanks

5.0 Environmental and Climate Protection

Creating Value within Planetary Boundaries

FOR FUTURE GENERATIONS:

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

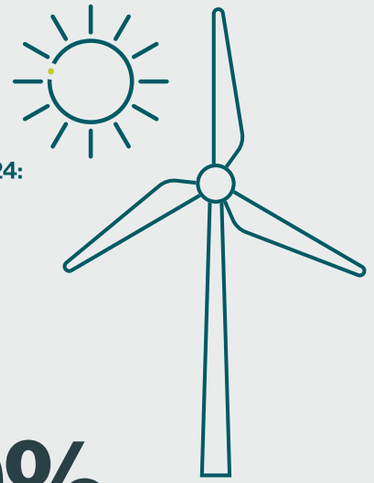
SBTi-validated Scope 1 and 1 target for 2030 vs. 2021: Absolute reduction of GHG emissions of

42%

Share of renewable electricity among total bought-in electricity in 2024:

84%

(2023: 85%)



Roughly 70%

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

More than

99%

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

5.0 Environmental and Climate Protection

5.1 Our Impact on the Environment

As a research-driven biotech company, BioNTech's business operations have an impact on the environment. Our production and R&D activities require resources, such as energy and water, and generate waste. The majority of our CO2e emissions are greenhouse gas (GHG) emissions arising from our purchases of goods and services. In addition, many of our activities require face-to-face interaction with other researchers, collaborators, and business partners, making business travel essential – a factor compounded by our Company's global presence. The biotech industry's highly regulated safety requirements in areas such as waste and water management also present unique environmental challenges. We are committed to addressing these challenges and recognize our role in seeking to reduce emissions from our own operations and those in our supply chain.

5.2 Group Environmental Management

Governance

Responsibility for our operational environmental management at BioNTech lies with our Safety, Health and Environment (SHE) department and is embedded in the Environmental Programs & Protection function. Our global SHE activities encompass a range of areas such as environmental protection, with a focus on water protection and waste and wastewater management. The department is also responsible for the introduction, implementation and maintenance of our global Integrated Management System (IMS), covering areas such as the environment, health and safety, energy management, energy audits, and energy monitoring. This function is also in charge of occupational health and safety, plant and process safety, sustainable construction, and compliance with relevant safety, health and environmental legislation, including the environmental-related due diligence obligations set out in the German Act on Corporate Due Diligence Obligations for the Prevention of Human Rights Violations in Supply Chains (Lieferkettensorgfaltspflichtengesetz, LkSG).

Integrated Management System

At BioNTech, we continuously develop, monitor and seek ways to improve our group-wide environmental management policies and procedures. We have processes in place designed to ensure that we comply with the relevant environmental, health and occupational safety laws and regulations. Our group-wide policies, handbooks, guidelines, work instructions and standard operating procedures (SOPs) are intended to help ensure we adhere to applicable national and local laws and regulations. They also aim to enhance our environmental performance through improvements such as better energy efficiency. Our Safety, Health, Environment & Energy Policy Statement is available on our **corporate website**.

Our employees have access to the relevant documents, regulations, and other environmental information through an online library. We provide mandatory training on essential aspects of SHE management via in-person sessions, webcasts, and online platforms using various software solutions. Policies are rolled out through our Compliance Management System. The SHE management team helps design 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 implemented 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). We are required to take specific measures to ensure we comply with internationally recognized standards and improve our SHE performance. These measures include evaluations of environmental aspects (ISO 14001), energy evaluations (ISO 50001) and occupational health and safety risk assessments (ISO 45001). Our aim is to further enhance and continuously improve our SHE management globally. We plan to achieve this through our Integrated Management System by implementing group-wide global policies and standards and setting objectives and targets for the ongoing development of SHE management.

The scope of our IMS includes health and safety as well as environmental topics such as waste and energy. These areas are also covered in our guidelines, the most important of which are the global SHE Management System handbook, the SHE Statement and the list of global SHE objectives. The SHE Statement applies company-wide at BioNTech and has been endorsed by our Management Board.

We aim to implement our Integrated Management System requirements at all of our sites. Audits are conducted on a rolling basis as part of the certification process. In January 2025, BioNTech received the ISO 14001 and 45001 certifications, which covered roughly 70% of our employees by the end of 2024. The Company's compliance with the respective ISO standards was confirmed by an external audit in December 2024.

In 2024, Integrated Legal Compliance and IMS audits were performed in Germany and the U.S. The ISO 50001 certification audit successfully passed the Stage I examination and is currently undergoing the Stage II audit process.

Achieving our SHE objectives starts with the Management Board's discussion and approval of the objectives each year at a global level. These global objectives then serve as the foundation for setting site-specific objectives. Each site is responsible for defining and meeting its own objectives in line with our company-wide objectives and identifying the measures needed to improve SHE management.

All of our employees are required to undergo mandatory training to become familiar with our SHE Statement, a process we aim to continue to conduct annually. We supplement this training with instruction on our SHE Management System to support the implementation of our Integrated Management System. Training is provided online or on-site to our employees. Building on the results we achieved in 2023, we continued to develop our global sustainability guideline in 2024. We plan to update this guideline to expand its scope of application to activities such as renovations and fit-outs and to tighten specific criteria. During the reporting year, we followed the guidelines for construction projects in Australia and Cambridge, U.K. We also made progress on our monitoring concept for energy consumption, water use, and wastewater generation. We rolled out software globally to ensure consistent data collection and combined this with a metering concept and the manual recording of consumption data (electricity, gas, district heating, water) at several locations. All data, including the consumption levels of technical and refrigerant gases and fleet consumption, are digitally recorded, stored, and used internally.

Safety, Health and Environmental Risk Management

Our SHE department is responsible for conducting risk assessments in the areas of safety, health and environment, which support our group-wide Enterprise Risk Management. Risk assessments include environmental impact assessments for our own operations and new construction projects. The department also supports business continuity processes in the areas of emergency preparedness and hazard prevention for our sites and employees (see Chapter ➔ **4.4 Business Continuity Management**). Occupational health and safety, along with environmental considerations, also form a part of BioNTech's human rights obligations (see Chapter ➔ **4.3 Human Rights**). To address these obligations, we identify, evaluate, qualify, and financially quantify potential risks based on defined criteria, taking action when necessary.

5.3 Waste

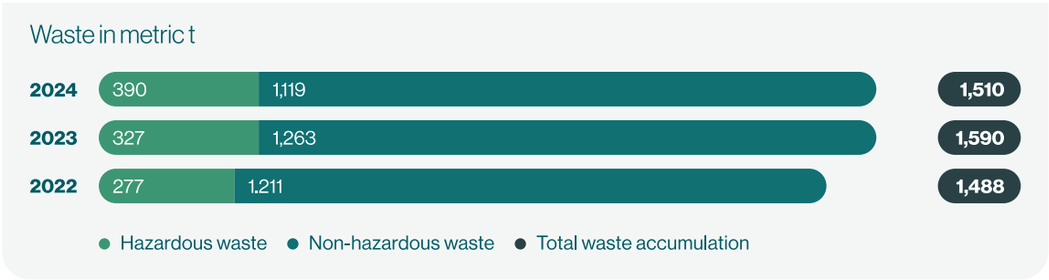
At BioNTech, we prioritize waste prevention and professional waste disposal, especially where hazardous waste is concerned. The processes we use are described in our internal SOPs and mandatory work procedures. We require all of our employees to undergo waste management training and to read and sign the instructions for our waste management procedures. In addition, we carefully select our disposal service providers and ensure the terms of waste disposal are contractually defined. Our service providers are all required to provide us with proof of their proper disposal of waste.

Our Integrated Management System (IMS) also covers waste management as part of environmental management (ISO 14001) (see ➔ **Integrated Management System** in Chapter ➔ **5.2 Group Environmental Management**). We consistently implement our standard operating procedures (SOPs) and work instructions at each site, supplementing them with further guidelines as needed. Each site has a designated function responsible for waste management. The employees tasked with waste management receive mandatory training tailored to the specific focus and characteristics of each site, be it an office building, manufacturing facility, or laboratory. Our SHE department works closely with the sites to identify and tap any potential to reduce waste. The department is also dedicated to continually improving the quality of waste management data, resulting in such initiatives as waste balance sheets detailing the types and routes of the waste disposed.

Each year, we establish waste-related targets as part of the global SHE target-setting process (see Chapter → **5.2 Group Environmental Management**). These targets fall within the framework of our IMS/ISO 14001 management system and are reviewed and approved annually. Our annual review process incorporates improvement measures such as better data collection, more precise waste separation and disposal routes, and employee training and awareness sessions. The measures we implemented in 2024 included the rollout of a global waste balance sheet to improve data quality and the generation of key figures. Other measures included improved waste storage facilities for new buildings and better management of construction waste.

In 2024, BioNTech generated 1,510 tons of waste (2023: 1,590t; 2022: 1,488t). The year-on-year decrease in the total waste volume reflects the Company's operations.

Waste Accumulation



● **GRI 306-1, 306-2**

Hazardous Waste

In 2024, approximately 26% of our waste was categorized as hazardous waste[7]. As required by law, our hazardous waste was thermally treated, incinerated or recycled at specialized facilities. This is the same procedure required globally at all sites generating hazardous waste.

We expect the disposal facilities we use 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, we began conducting audits at disposal facilities to ensure they comply with our requirements. We successfully completed audits in 2024 of the two primary waste disposal providers serving our Mainz location. We plan to follow this with further audits at other facilities on an ongoing basis. These audits are also required under our IMS, which mandates all sites to establish an audit program to be carried out internally or by an external party. We also conduct audits at disposal facilities outside of Europe prior to commissioning vendors, particularly for work involving the disposal of hazardous waste.

● **GRI 3-3**

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

5.4 Water and Effluents

Water and Wastewater Management

By 2050, an estimated 52% of the world's population will be living in water-stressed areas. As water scarcity and pollution become increasingly critical issues, sustainable water and wastewater management will be key to ensuring sustainable development. Recognizing this, one of our environmental management goals at BioNTech is to ensure sustainable water and wastewater management. As we continue to grow and expand in Germany and other countries globally, managing water availability and ensuring its responsible use remain priorities. In taking on this responsibility, we seek to minimize the impacts of our operations on local water supplies.

Water Risk Management

We take both water management and water risks into account in our environmental impact assessments for our existing operations and new construction projects. These assessments are also part of our Enterprise Risk Management and due diligence processes, in line with the LkSG. We identify and carefully evaluate the risks related to water and effluents and their potential longer-term impact. Our own water use is also assessed in this process. If found to be a significant environmental factor, we develop and implement measures at the relevant operations. In the case of new construction projects, we also perform a water budget analysis.

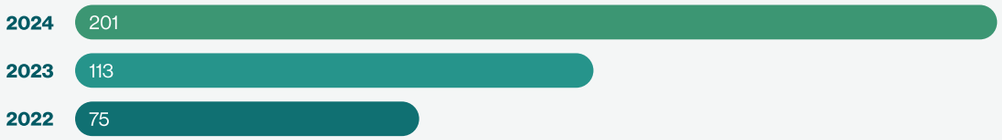
By taking a precautionary approach, we strive to protect the Company from the adverse effects of increasingly stringent water protection regulations. For example, the permit process for new construction and other activities typically considers water and water discharge, including the potential release of hazardous substances into water (see Chapter → **5.3 Waste**). We also work to maintain high water management standards at all of our sites globally. For new construction projects, for example, we integrate state-of-the-art water management solutions into our building designs, which includes installing water-saving equipment and water-efficient fittings and the use of rainwater for irrigation, landscaping and sanitary purposes. ● **GRI 303-1**

Water Withdrawal

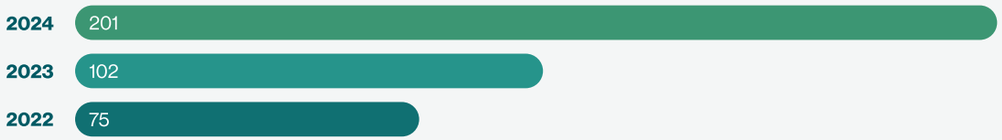
We monitor our water withdrawal annually, relying on water invoices for each site. In 2024, our total water withdrawal amounted to 201 megaliters (2023: 113 megaliters; 2022: 75 megaliters). As described in Chapter → **5.2 Group Environmental Management**, in 2024 we began rolling out an energy and environmental monitoring concept that also digitally records and stores water withdrawal data. In addition to the continued growth of our operations, the rise in water withdrawal can partially be attributed to a more precise calculation. In 2024, only a very small share of 0.49% (2023: 0.46%) of our total water withdrawal came 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



Wastewater Effluents

We closely monitor the discharge of the wastewater we generate. In addition to the greywater and blackwater generated by our offices and other administrative operations, we generate wastewater in our research and development laboratories and production facilities.

To prevent hazardous chemicals and substances from entering bodies of water and the surrounding environment, pharmaceutical wastewater is prohibited from being discharged into municipal sewer systems. To comply with this, we have implemented mandatory SOPs and internal guidelines. Wastewater is also a consideration in our environmental management processes as part of the evaluation of the environmental aspects described above.

Our wastewater is also closely monitored and analyzed before being discharged via dedicated disposal channels in compliance with the strict legal and regulatory requirements. We also design and implement our own neutralization systems in line with local water legislation, which we treat as a minimum requirement for BioNTech. Recent examples include our new wastewater treatment facilities in Mainz, in operation since 2022, as well as those at our Marburg production site, in operation since 2023. ● **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, societal 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 humanity limits global warming to 1.5°C compared to pre-industrial levels and meets the goals of the Paris Agreement.[8]

After allocating electricity and heat emissions to the end-use sectors, the industrial sector continued to be the sector with the highest emissions in 2022, accounting for about 40% of emissions globally (IEA 2024, see diagram for further details). Contributing to this effort will require a profound transformation in the way we produce goods and manage our value chain to enable massive and timely reductions in greenhouse gas emissions. We report on our measures to address these challenges later in this chapter.

Global CO_2 Emissions by Sector, 2022

Source: IEA (2024), Greenhouse Gas Emissions from Energy Data Explorer, IEA, Paris.
Latest figures available are for 2022; electricity and heat emissions allocated to final sectors.

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

Climate Change Mitigation Governance

Our continuous development and execution of our climate change mitigation strategy reflects our increasing attention to climate protection and our aim to reduce our GHG emissions. Many areas of the Company and the Management Board are involved in driving the strategy forward, with the ultimate responsibility assigned to our COO. The COO's task is to ensure that the Management Board considers the relevant GHG emissions and energy issues in its work and decisions. To achieve our near-term climate targets, we have implemented the first measures in our operations: future planning and supplier management. Our transformation requires financial, operational and human resources, as well as the necessary management capacity, which we continue to develop further. For 2024, we included a CO_2e reduction target in the Short-Term Incentive (STI) Plan. The target aimed for a 10% reduction in CO_2e emissions in 2024 compared to 2023 based on our site portfolio of 2021 – BioNTech's climate strategy baseline year. Further information about this STI target can be found in BioNTech's **Remuneration Report**.

In 2024, we further defined the in-house responsibilities within our environmental departments, fostering collaboration and improving internal processes. The monitoring and reporting of energy data from our sites, for example, is now more closely linked to the responsibilities of our energy management team within the Safety, Health and Environment (SHE) department. In addition, the team formerly known as Energy and Sustainability Projects (ESPs), which is in charge of our decarbonization efforts, has been renamed the Decarbonization Strategy and Implementation (DSI) department to reflect its more clearly defined responsibilities for reducing the CO_2e emissions from our own operations. The DSI department is part of the BioNTech Site Services (BSS) department. The head of DSI reports to the head of BSS, who ultimately reports to our COO.

[8] See, e.g., **Assessment Report 2023 by the Intergovernmental Panel on Climate Change (IPCC)**.

In 2024, we further improved our climate management and governance practices, including our financial planning and decision-making process. Since 2023, capital appropriation requests have included an assessment of the project's CO_2e emissions. As of 2024, all construction cost appropriation requests are required to indicate the expected CO_2e changes. This is an important criterion to better manage our operations in alignment with our near-term climate targets. The DSI department also reviews all project mandates that are part of the Stage Gate Process – the preliminary project approval process – from a decarbonization perspective. Almost all capital appropriation requests made in 2024 resulted in an assessed change in CO_2e emissions close to zero. A limited number of projects were carried out for strategic considerations that had an expected change in CO_2e emissions higher than zero.

GHG emissions are also a key consideration in our development and execution of new building projects. As described in Chapter ➔ **5.2 Group Environmental Management**, we have continued to implement our sustainability guideline for new building projects. In addition to this guideline, we have guidance for the selection of rented properties. The guidance includes criteria such as the availability of meter readings to enable closer monitoring of a site's energy consumption and its availability of CO_2e-neutral energy supply to help reduce the CO_2e footprint of our operations. Guidance on purchasing green power, cooling and heating is also available to the relevant functions and only allows for the use of fossil-based energy sources in exceptional circumstances, such as emergency power generation.

Our DSI department works to enhance the monitoring and steering of GHG emissions at each site. In support of these efforts, we began developing our Carbon Dashboard in 2023. The dashboard is designed to inform the responsible functions of the implications of decisions for their sites and during relevant projects, such as new building construction. This first version of the dashboard enables us to visualize CO_2e emissions at site level. Our DSI department aims to continuously improve the dashboard for our local sites. Other measures to raise awareness were also taken in 2024.

Our DSI team set up a community of practices to share knowledge and build up expertise in the organization. This group brings together site representatives and other functions involved in our decarbonization efforts. Since the first quarter of 2023, colleagues have been exchanging exemplary practices in this forum and continued to do so throughout 2024. Global and regional groups met throughout 2024 to identify local decarbonization potential and jointly work towards executing the measures identified. The internal quarterly meetings are coupled with external initiatives, such as an industry roundtable on decarbonization.

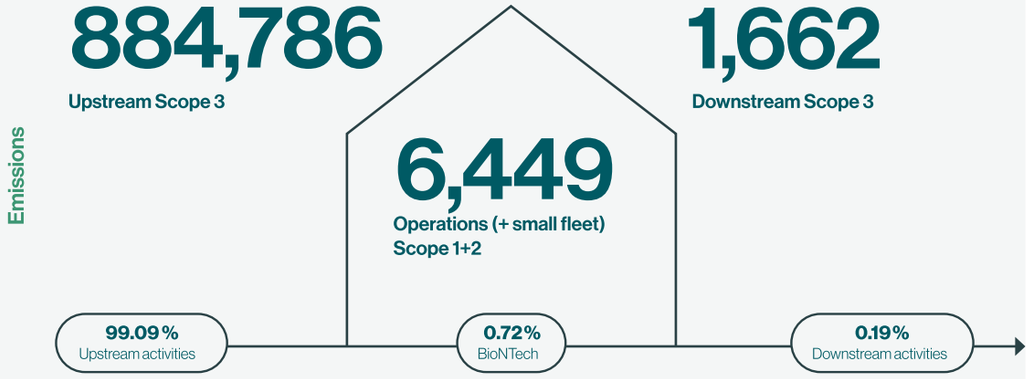
Climate protection as a strategic objective is part of the CSR function and CSR management, with direct and regular reporting to our COO. Our CSR and DSI departments work closely together toward achieving targets with the support of other functions, such as Safety, Health and Environment, Procurement, Supply Chain Management, and IT. The responsibility for climate protection and decarbonization is also being established within our operating units, subsidiaries and branches worldwide. ● **GRI 3-3**

BioNTech's Corporate Carbon Footprint 2024

At BioNTech, we account for our greenhouse gas emissions in accordance with the internationally recognized standards of the GHG Protocol, using the operational control approach. Under this approach, we account for 100% of the GHG emissions from the operations we control. In 2024, our CO_2e emissions footprint amounted to 892,897 metric tons of CO_2e. A total of 6,449 metric tons were Scope 1 and Scope 2 emissions (about 1% of total emissions) and 886,448 metric tons of CO2e were Scope 3 emissions (slightly more than 99%). We have been disclosing our Scope 3 GHG footprint since the 2021 baseline year. Although these emissions are outside of our direct sphere of influence, they account by far for the largest share of our total Scope 1 - 3 footprint. In 2024, we calculated all relevant emission sources across our upstream and downstream value chains to identify key sources. The Scope 3 emissions were calculated using a spend-based method using GTAP emission factors. As in the previous year, upstream Scope 3 emissions constituted the largest share of our emissions in 2024. From 2023 to 2024, Scope 1 and 2 emissions increased by roughly 38%, driven by our new operations in Singapore. Compared to the previous year – excluding the Singapore site – we would have decreased our CO_2e emissions due to the reduction measures implemented, primarily green electricity purchases.

During the same period, our total Scope 3 emissions increased by roughly 67%. This change in emissions was mainly caused by an improvement of our data collection methodology for the calculation of the Scope 3.1 and 3.2 categories, now using GTAP emission factors. Contributing to an increase in these emissions was also a shift to higher R&D-related expenses and increased expenditures. The majority (81%) of GHG emissions stemmed from Scope 3.1: Purchased goods and services. Within this category, more than 60% of the emissions can be attributed to purchased goods and services in the sub-category of the GTAP data of human health and social work. The next largest sub-categories within Scope 3.1 emissions were the manufacture of chemical and chemical products (roughly 12%) and the manufacturing of pharmaceutical, medicinal chemical and botanical products (roughly 15%).

GHG Footprint (Scope 1, 2, and 3)



In 2021, we had our first full year of commercial production, which led to higher energy consumption and the need for more goods and services for our operations. As a result, 2021 was chosen as the baseline year for future comparisons of our climate protection efforts. In 2022, we established a GHG emissions recalculation policy according to the GHG Protocol guidance. The policy sets rules for organic and inorganic growth and aims for a consistent data set over time as well as meaningful emissions data comparisons. We are further developing this approach to enhance the efficiency and reliability of our data processes and improve data quality.

Given the global growth and expansion of our operations, we continuously work to improve our data gathering processes to reduce uncertainties and improve data quality according to the GHG Protocol and the requirements of the SBTi. As a general goal of our carbon accounting processes, we aim to minimize the number of estimations and extrapolations used to calculate our carbon footprint. In 2024, we transitioned from collecting data for GHG accounting at the end of the reporting period to an ongoing data collection process. This change is intended to enhance data quality, transparency and accuracy and prepare us for more frequent internal data reporting. We also intensified the training and onboarding of colleagues involved in data gathering and worked on aspects such as our emissions factor inventory and calculation standards for CO_2e emissions.

Climate Strategy and Decarbonization Budget

To meet our commitment to help protect the climate, we developed a comprehensive climate strategy in 2021 and further refined it in 2022. Our strategy aligns its emission reduction targets with the SBTi to minimize our environmental impact by cutting GHG emissions in our own operations and our entire value chain. In 2024, our near-term targets submitted to the SBTi in 2023 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 classified our Scope 1 and Scope 2 targets as in alignment with a 1.5°C trajectory.

"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 entire value chain to positively impact patients, employees, communities, and ultimately, the planet."

Sierk Poetting, Ph.D.
Chief Operating Officer at BioNTech

In 2023, our Management Board approved a multi-year framework budget to equip the central DSI department with the necessary resources to carry out our decarbonization measures. This budget is intended to finance measures to reduce our CO_2e footprint at focus sites over a five-year period and will be overseen centrally by the DSI department. The budget is earmarked for investments to support the capital requirements of the decarbonization pathway towards BioNTech's near-term 2030 target. ● GRI 3-3

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 the indirect emissions in its supply chain (Scope 3). The Company's emission reduction targets (see ➔ page 57) 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 emission reduction-targets in line with the latest climate science.

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.

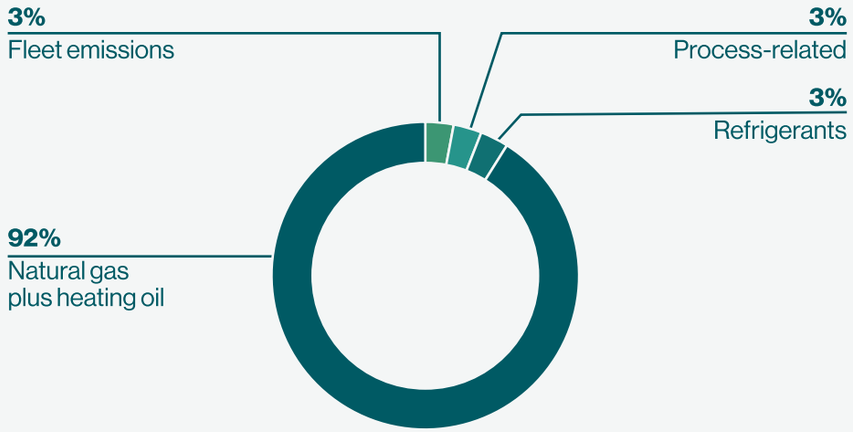
VALIDATION JOURNEY

Climate Change Mitigation in Operations

We aim to play an active role in climate change mitigation by reducing the emissions under our direct control. The key challenge for us is to simultaneously reduce our Scope 1 and 2 emissions to fulfill our SBTi commitment while managing the expansion of our operations. Our central DSI department, together with functions at respective sites, evaluates, plans and implements various mitigation measures to meet this challenge. The DSI department is responsible for monitoring progress towards our near-term targets. Some of the measures are described in the following sections.

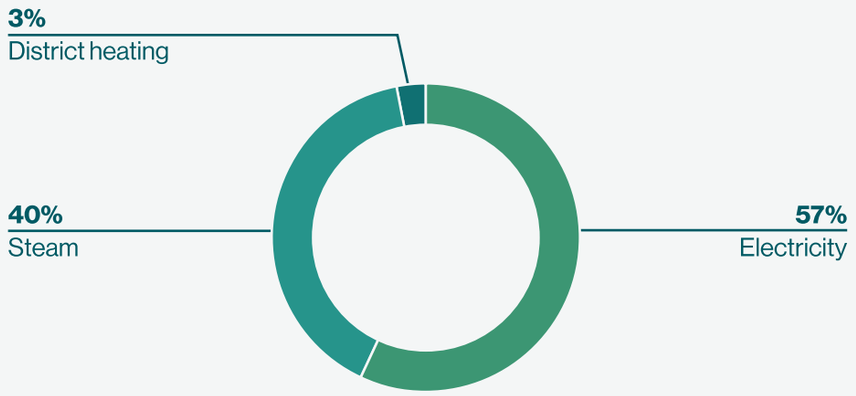
In 2023, we conducted in-depth analyses that identified the most effective levers for reducing our CO_2 footprint. This resulted in several planned measures, including the installation of photovoltaic facilities, more efficient HVAC systems, and energy-efficient heat pumps at our sites. The department focuses on reducing CO_2e emissions in line with our climate strategy, for example, by switching to electricity-based technologies at our facilities generating the most CO_2e emissions. The evaluation of GHG emissions abatement levers is subject to each site's development and therefore follows varying timelines. Our Singapore site, for example, stands out for its implementation of measures to reduce energy demand. Since commencing operations, it has achieved major reductions in energy consumption through ongoing construction projects that incorporate measures such as removing old equipment and optimizing heating systems. In 2024, our focus was on implementing the overarching measures and integrating them into daily operations and routine activities. Going forward, we will continuously adapt the process and measures as needed. As of the end of 2024, we were in the preliminary phases at site level to ensure the optimal allocation of our multi-year budget resources.

Direct GHG Emissions (Scope1)



Total Scope 1 emissions in 2024: 100% = 2,405 t CO_2e.
Difference to 100% due to rounding.

Indirect GHG Emissions (Scope 2)



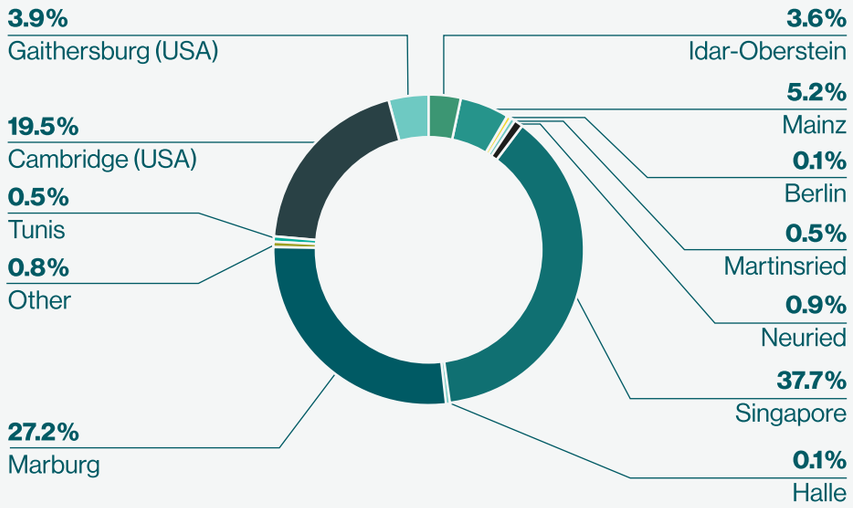
Total Scope 2 emissions in 2024 (market-based): 100% = 4,044 t CO_2e.

Understanding BioNTech's Energy Requirements

We primarily use energy to heat and power our facilities. All of our natural gas consumption is used for heating purposes. Over the past four years, we have been developing a series of measures aimed at reducing our energy consumption and facilitating the switch to renewable alternatives. In 2024, we continued refining and implementing these measures, as outlined below. ● GRI 3-3

Emissions by Location

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



Total emissions Scope 1 and 2 in 2024: 100 % = 6,449 t CO_2e.
Scope 2 market-based calculation.

Energy Efficiency

Our environmental and energy management system plays a key role in increasing the energy efficiency of our overall operations. We have continued to implement our 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), as described in Chapter → 5.2 Group Environmental Management. The Integrated Management System also covers energy-related aspects and will help improve the collection of energy-related data, which includes the detailed analysis and evaluation of energy consumption. It will also support the definition of energy-related objectives.

In 2024, we exceeded our energy efficiency objectives based on our 2023 energy consumption. Other milestones we achieved in 2024 include obtaining ISO 50001 certification in Mainz and Marburg and implementing various measures for energy efficiency. These efforts included renovating a roof at one of our Mainz sites for better overall energy efficiency and upgrading the HVAC system in Marburg. ● GRI 3-3

Renewable Energy

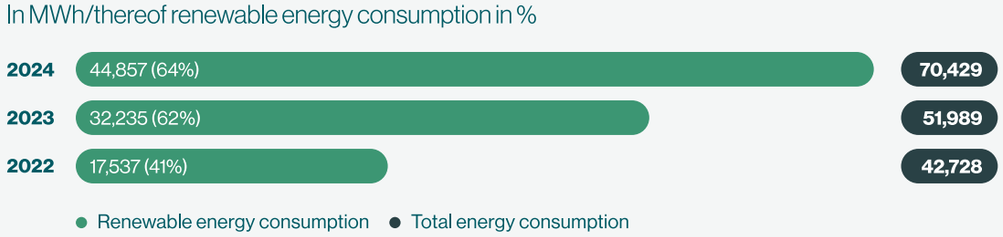
We are continuously working to transition from conventional energy sources to renewable energy. Building on the progress we achieved in 2023, we further expanded the number of sites procuring energy from renewable energy sources in 2024. The number of sites under centralized green energy procurement grew in 2024 and included sites in Berlin and the Melbourne and Idar-Oberstein locations. We are also in the process of streamlining the purchase of bundled and unbundled Energy Attribute Certificates (EACs) or Renewable Energy Certificates (RECs).

At some sites, we have taken steps to generate our own renewable energy. The 2023 scheduled retrofitting at one major site in Mainz, which involved the installation of a photovoltaic (PV) system, was completed in 2024. Another site in Mainz has also been selected for the installation of a new PV system. We continue to assess the potential to expand our generation of renewable energy at further locations. In 2024, we explored innovative renewable energy sources at various sites, which included geothermal drilling to evaluate the potential in Neuried and at our headquarters in Mainz. The inspection results in Neuried were negative, and we are awaiting further information on Mainz, which we expect to receive in the course of 2025.

For sites where green energy contracts or energy generation from direct PV installations are not viable, for example, due to spatial constraints, we have initiated the use of Power Purchase Agreements (PPAs). In 2024, we concluded a PPA for our Rwanda site. Other PV contracting options are being evaluated and will be used where feasible. To complement these measures, we have updated our green energy procurement guideline to better align with relevant international standards, such as the GHG Protocol, RE100 and SBTi, and will implement this guideline.

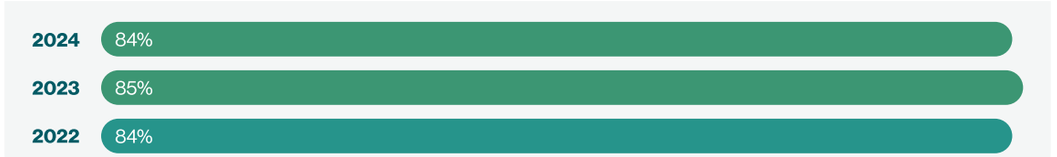
The percentage of bought-in electricity produced by renewable energy was 84% in 2024, compared to 85% in 2023. Our use of renewable bought-in electricity increased substantially from 22,037 MWh in 2023 to 32,069 MWh in 2024.

Energy Consumption



Our energy consumption increased in 2024 compared to the previous year, driven by an increase in energy demand at some of our locations. Energy consumption was also affected by the addition of our new locations in Singapore and in Mainz, Germany. The share of renewable energy consumption increased slightly from 62% in 2023 to 64% in 2024; however, the absolute amount of renewable energy increased from 32,235 MWh in 2023 to 44,857 MWh in 2024. The relative slight increase of the share of renewable energy is mainly caused by our Singapore site.

Percentage of Renewable Electricity from Bought-in Electricity



Climate Protection in our Supply Chain

In 2024, we continued to work towards meeting our SBTi supplier engagement target commitment. This included taking sustainability and climate-related criteria into consideration in our purchasing decisions. Additionally, we continued 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 2024, we also expanded our outreach to further relevant suppliers.

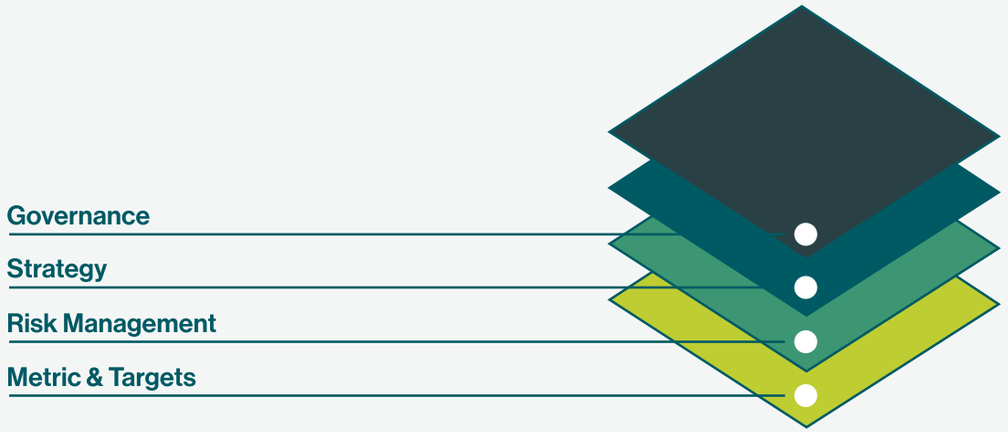
We expect our suppliers to ensure and demonstrate their climate protection efforts. We communicate this expectation through our Supplier Code of Conduct, which includes specific requirements for climate protection and climate-related disclosures. Our new Supplier Code of Conduct was introduced in March 2024.

5.6 Climate Risk Management

We recognize the impact the climate can have on our business from a risk and opportunity perspective. In 2022, we 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 our entire value chain (see infobox TCFD Risks and Opportunities). The results of the analysis help guide our governance policies, strategy and investment plans. We also integrate the findings into our Enterprise Risk Management and use them to review our climate-related 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 below).

TCFD Recommendations Structured Around Four Building Blocks



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**

Governance

Our 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. Our climate efforts have the explicit endorsement of our Management Board, particularly our Chief Operating Officer (COO), Sierk Poetting, Ph.D., and our Chief Strategy Officer (CSO), Ryan Richardson.

Strategy

In 2022, we conducted a qualitative and quantitative transition risk scenario analysis based on data from the **IEA Net Zero Emissions (NZE) report**. This report examines market, policy, legal and technology risks and opportunities across the value chain. Our analysis addresses the risks and opportunities that could arise for us as the world transitions to a low-emission economy and society. This includes potential risks and opportunities stemming from changes in the regulatory environment and marketplace in which we operate. We based the transition risk scenario analysis on the 1.5°C scenario, in alignment with the Paris Agreement. It incorporated time frames extending to 2030 and 2050 to provide us insight into the medium- and long-term effects. The analysis focused on our primary commercial product, the Pfizer-BioNTech COVID-19 Vaccine.

The key findings showed that we are mitigating a substantial portion of our risks. We are accomplishing this through our commitment to the Science Based Targets initiative (SBTi) for our operations and supply chain, alongside our ongoing decarbonization efforts. These actions help us minimize transition risks and fully capitalize on the potential opportunities, as presented in the TCFD table on ➔ **page 89**.

Going forward, we will continue to monitor the global regulatory landscape and update our analysis in response to key changes in climate-related legislation, in the market and in our business organization, as we did following our 2023 acquisition of InstaDeep.

We have 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. For this analysis, we selected the medium- and long-term time frames of 2030 and 2050. We identified both chronic and acute physical risks such as the increased likelihood of extreme weather events. Understanding the effect of physical impacts on our own facilities, assets, production and workforce is critical to ensuring our long-term financial stability. At the same time, we recognize the importance of taking a holistic view of climate change and have extended our analysis to encompass the entire value chain, including logistics, transportation, and suppliers. We have been integrating climate risk as a criterion in different decision-making processes since 2023. This includes decisions concerning potential investments and new corporate locations to ensure we address risks at an early stage. We aim to discuss the key findings of our climate risk analyses with the respective sites if necessary and implement further adaptation measures at the sites when appropriate. As part of this process, we intend to have the climate risk analyses validated by further experts at the site level. Since our comprehensive analysis in 2022, we have updated the climate risk assessment to include the newly acquired company InstaDeep. We will continue to update the assessment as needed in response to organizational changes. The results are presented in the TCFD table on ➔ **page 89**.

Risk Management

We have been integrating climate-related aspects (SBTi targets and TCFD) into our Enterprise Risk Management as a general category since 2023. We are also working steadily to incorporate further specific climate-related risk categories and information into our Enterprise Risk Management to better assess the potential material financial impacts of climate change.

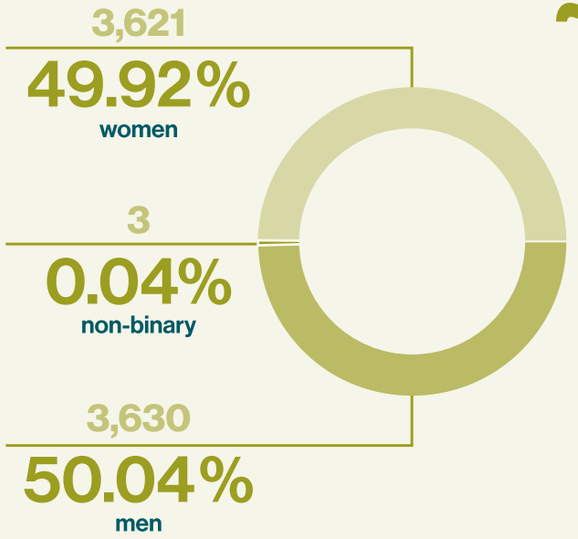
Metrics and Targets

A description of our climate-related strategy, targets and measures can be found in Chapter ➔ **5.5 Climate Change Mitigation and Management**. Our carbon footprint for 2024 is presented on ➔ **page 87**. **GRI 3-3**

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.



~43.0%
of positions at Vice President level and above held by women

~7.0%
total turnover rate

~1,400
new employees welcomed

Employee data may differ from the employee figures in BioNTech's financial statements due to definitions specific to the sustainability reporting standards used for BioNTech's sustainability reports. Unless stated otherwise, employee data reflects headcount information for the entire BioNTech Group as of December 31 of the reporting year.

6.0 Attractive Employer

6.1 Impact on BioNTech's Employees

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 are key to the Company's success in achieving its objectives.

6.2 Human Resource Management

Ensuring a welcoming and all-encompassing corporate culture and successfully managing a global workforce of more than 7,200 employees[9] depend on well-functioning, integrated structures. Our global Human Resources department is committed to attract, develop and retain the right talent and help create an environment where everybody feels respected, valued, and can grow to their full potential in a sustainable manner. Based on a global HR operating model established in 2022, we continued to evolve in 2023 and 2024 to provide scalable, state-of-the-art HR structures and seamless services to support a high-performing global organization and highly engaged employees. In 2024, we enhanced our global HR capabilities, including HR and workforce analytics, created dedicated employer branding expertise, strengthened our HR project management excellence and progressed on our HR digitalization roadmap. In addition, we further enhanced our HR instruments spectrum by conducting our first employee survey to receive direct feedback from all employees in 2024. Our key human resources functions are described below.

BioNTech's Key Global Human Resource Functions:

- Our Human Resource Business Partners focus on enabling the business through value-adding partnerships and service excellence to achieve our business objectives. This enables our management to focus on sustainable progress. 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 our overarching people agenda.
- Our Human Resource Centers of Excellence (CoEs) are accountable for all HR stages of the employee lifecycle as well as for optimization and governance processes, among other responsibilities. The CoEs include Talent Acquisition, Total Rewards, Talent, Leadership & Development, and Labor Law within the Legal function. Our CoEs operate globally, creating unique user experiences for core processes, such as recruiting and talent development. They support our continued evolution 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 CoE'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 strategic projects and implement major people initiatives.

To effectively support our HR function's continuous evolution and enablement, we have been operating on a SAP-based IT landscape that covers and maps all core HR processes worldwide since 2022. Our global digital landscape includes a service delivery and workflow platform, a digital time recording function, and e-personnel files. We have been working successfully with these fully integrated, cloud-based digital HR solutions as a cornerstone for BioNTech's global organizational structures and scalable global processes. In 2024, we also continued to harmonize our payroll services in Germany and internationally to provide our employees an enhanced user experience. ● GRI 3-3

Freedom of Association

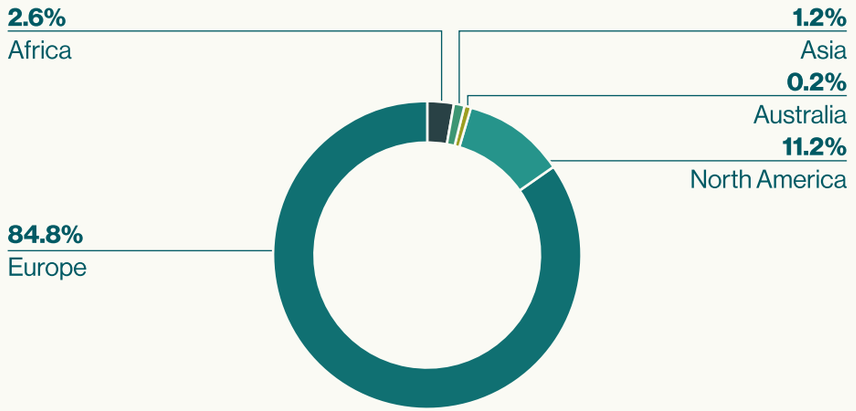
We respect the rights of every individual and are committed to complying with the labor laws in the markets where we operate. Employees are free to join or not join any union of their choice for representation and to engage in collective bargaining. We also comply, at a minimum, with the provisions of 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.

[9] Employee data may differ from the employee figures in BioNTech's financial statements due to definitions specific to the sustainability reporting standards used for BioNTech's sustainability reports. Unless stated otherwise, employee data reflects headcount information for the entire BioNTech Group as of December 31 of the reporting year.

These rights are explicitly expressed in our ➔ **Human Rights Statement.** In 2024, over 80% of our employees were also subject to the E.U.'s strict workplace regulations.

At BioNTech, we underline our 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, 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, we expect our suppliers 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] Excluding the Management Board, trainees and interns. Employee data may differ from the employee figures in BioNTech's financial statements due to definitions specific to the sustainability reporting standards used for BioNTech's sustainability reports. Unless stated otherwise, employee data reflects headcount information for the entire BioNTech Group as of December 31 of the reporting year.
For detailed information, see ➔ **page 91**.

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. Our compliance tool, BxP Hub, is available to all employees for reporting potential violations of the Code of Ethics & Business Integrity, 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

Our 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 2024, works councils were active at our locations in Mainz (also covering the employees of BioNTech SE at our VoltAir office in Berlin), Marburg, Idar-Oberstein, Martinsried and Neuried, as well as in Berlin for the employees of JPT Peptide Technologies GmbH, a wholly owned subsidiary of the BioNTech Group. 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. In 2024, the KBR consisted of ten 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. ● **GRI 3-3**

Fair Remuneration

As a growing company, we are 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 our acquisitions of companies with different collective bargaining agreements. With the production plant in Marburg, acquired in 2020, BioNTech is bound by an industry-wide collective bargaining agreement ("Manteltarifvertrag der Chemischen Industrie"). Our location in Vienna, Austria, is also covered by a collective bargaining agreement ("Kollektivvertrag für Angestellte im Gewerbe und Handwerk und in der Dienstleistung"). When the terms and conditions of employment are not covered by collective bargaining agreements or

works agreements, we seek to establish terms and conditions of employment, including remuneration, in accordance with the market practices in the countries in which we operate. ● GRI 2-20, 2-30

6.3 Values and Culture

At BioNTech, our corporate culture is rooted in three core values: united, passionate, and innovative. These values shape our actions and define who we are as a company. We believe our values and corporate culture have been instrumental in our success over the past decade and continue to drive our innovation and execution to bring new medicines to people. Our founding corporate culture, exemplified by "Project Lightspeed", contributed to the rapid and successful development of Comirnaty. Our Management Board and Supervisory Board both recognize the importance of preserving this culture as a guiding compass and equipping it with the mechanisms to sense, shape and evolve in alignment with our business strategy.

BioNTech continued to grow in 2024, welcoming approximately 1,400 new employees. We believe our unique corporate culture serves as a unifying force among our 7,254 employees from all over the world, who bring a range of disciplinary, cultural and personal backgrounds. All of our employees are encouraged to actively embrace our corporate culture through initiatives such as workshop sessions conducted by our Culture Campus department.

In 2020, we established our "Culture Campus" to emphasize the importance placed on corporate culture at BioNTech. In 2022, we reorganized this initiative and elevated it to a standalone department in 2023. We realize the value of continuing to evolve our corporate culture during times of growth. The focus of our culture work is driven from the bottom up by our Culture Ambassadors – a community of over 100 employees – who support culture development. From the top down, our board members leverage their touchpoints within the organization and work to align key business strategies with the Culture Campus objectives.

In 2024, the Culture Campus department continued to focus on fostering connection and cohesion across the organization. Our "Connect with Colleagues" platform, launched in 2023, has grown to 50 groups, uniting roughly 180 BioNTech colleagues who share passions ranging from walking pets and bouldering to performing classical music. In 2024, we sponsored Connect with Colleagues groups to host open events to share cultural activities through the Culture Campus. These groups brought numerous BioNTech colleagues together through the "International event" series, which featured a Turkish picnic, a Salsa dance night, and a sing-along with the BioNTech Chorminotes choir. In Berlin and Idar-Oberstein, our Culture Ambassadors also led cultural activities for colleagues, including a local town hall event.

"Our roots are in mutual respect, constructive collaboration, and joint problem-solving."

Prof. Özlem Türeci, M.D.
Chief Medical Officer

Another focus of our culture work in 2024 was to support teams in reflecting on and improving their collaboration. At BioNTech, we believe culture matters most in our everyday work. This is what inspired us to expand the content of our "Collaboration Corner" platform, established in 2023. We added content on value-based collaboration in the workplace, along with practical guidance for developing meeting etiquette, team contracts, and other frameworks for negotiating work in teams. Based on the feedback we received from our Culture Ambassadors, this support proved effective in helping teams discuss common issues, such as organizing hybrid work and interfacing with other teams.

Non-Negotiables for Our Culture: Respect in the Workplace

One of the key activities led by our Culture Ambassadors in 2024 was to establish a shared understanding of what "respect at the workplace" means at BioNTech and what we should expect from each other in terms of fair and respectful interaction. With the principle of mutual respect at the heart of our culture, one of our goals is to "safeguard and foster a respectful work environment". This goal remains a key focus of our Culture Ambassador network, the Culture Campus, and our Compliance & Business Ethics teams.

To provide our teams with even greater support and facilitate an exchange on key cultural topics, our Culture Campus launched "FACULTY", a community of internal culture facilitators. Through FACULTY, our colleagues with facilitation know-how, expertise in promoting collaboration, and deep knowledge of BioNTech's culture can actively support our culture-related initiatives. Our fifty FACULTY members are based at sites across Germany, the United States, China, Rwanda, and the United Kingdom. They include employees from various departments such as HR, Engineering, Quality, R&D, Site Operation, and IT.

6.4 Employee Pipeline

The recruitment of talent and effective workforce planning are essential to our continued success at BioNTech. We rely on highly skilled employees to drive the development of our innovative medicines and therapies. This creates a recruitment challenge in terms of both quality and quantity. With the rare skill sets we often require, we face intense competition for a limited talent pool, especially in research and development.

As part of our Human Resource Centers of Excellence, our Talent Acquisition team is crucial to raising BioNTech's visibility and employer brand awareness among target groups globally. The team is dedicated to identifying and selecting the right talent for BioNTech. It also consults and cooperates closely with other HR functions, hiring managers and departments such as the Culture Campus and Corporate and Internal Communications to assess talent availability and ensure successful hiring.

Talent Acquisition Approach

Our talent acquisition approach focuses on attracting and hiring excellent candidates while promoting standards of high quality and equal opportunity globally in partnership with our business and HR teams. We have continued to shift from passive job postings to a proactive sourcing approach that includes the selective use of external partners to find promising job candidates. Instead of waiting for the right candidates to apply, we identify and actively reach out to candidates to interest them in our job opportunities.

Offering equal opportunities and fostering an understanding of BioNTech's unique corporate culture remain central to how we recruit new hires. We are determined to ensure a respectful, equal-opportunity work environment consistent with our internal policies, our Code of Ethics & Business Integrity, and the applicable laws (see also chapters ➔ **4.2 Compliance and Business Ethics** and ➔ **6.6 Diversity, Equity, Inclusion and Belonging**). We recognize the key role talent acquisition plays in building a diverse and inclusive work environment at BioNTech. To support this, we offer training and education for our recruiters and hiring managers and set up processes to prevent potential discrimination.

Our core values and corporate culture extend far beyond non-discrimination, serving as key drivers of BioNTech's success (see Chapter ➔ **6.3 Values and Culture**). They have been essential to achieving our mission and form a vital part of our employer brand and identity. To identify suitable candidates whose values and expectations align with BioNTech's as part of a targeted, successful recruitment process, we offer support on cultural alignment in the recruiting process to hiring managers across the organization. Our interview training in 2023 focused on cultural alignment and was provided to the Talent Acquisition team. In 2024, the focus shifted to hiring managers and consisted of multiple rounds of interview training offered to managers across the organization.

In 2024, we took steps to further professionalize our recruitment marketing. To meet the high demand for talent in the area of mRNA-based therapies and at the new GMP Production Pilot Facility in Mainz, Germany, we introduced state-of-the-art approaches such as performance marketing for multichannel campaigns. These efforts have resulted in better access to critical target groups and will serve as a blueprint for future recruitment campaigns.

To strengthen our positioning as an employer of choice, BioNTech has begun developing a global Employer Value Proposition – a positioning strategy highlighting what sets us apart from the competition as an employer. Our Talent Acquisition team is working closely on this initiative with our Corporate Communications, Internal Communications and Culture Campus departments, as well as with other internal functions.

Our efforts to attract talent have not gone unnoticed. BioNTech is recognized as one of the most sought-after employers, especially in Germany, and consistently achieves the top spot in independent and renowned employer rankings. The following are examples from 2024:

- #1 Employer in Pharma & MedTech in Germany according to a survey of more than 33,000 German employees conducted by Stern magazine and the research company Statista
- #12 Employer in Forbes magazine's global Top Companies for Women

- #1 Employer among science students in Germany according to research by the renowned human resource research institute Trendence in 2024
- #1 Employer for science students in Germany for the third consecutive time and #4 in Health & Medicine according to the annual employer ranking published by Universum Global and Wirtschaftswoche magazine
- #1 Employer in Science among Gen Z in Germany according to a survey of more than 30,000 Gen Z participants conducted by the Universum Global research institute
- Most attractive employer in Mainz and #2 in Southern Germany according to Capital magazine based on data from 480,000 participants surveyed by Statista
- #2 Employer for young professionals in Science and #10 for Health & Medicine in Germany according to research conducted by Universum Global and published by Wirtschaftswoche magazine

Progress in 2024

To succeed in a competitive international talent market, we continued to develop our HR Talent Acquisition function in 2024.

Our Talent Acquisition team received training in specific areas of recruitment and beyond. Training was provided in areas such as job ad copywriting, diversity and unconscious bias, artificial intelligence in recruitment, advanced assessment techniques and BioNTech's culture essentials through both classroom and virtual training. We also participated in exchange sessions with renowned international companies to learn from experiences within and outside our industry and expand our network.

To make our processes more effective, we introduced Recruiter Toolkits to guide our Talent Acquisition team on how to best use standard tools like SAP SuccessFactors Recruiting and LinkedIn to increase visibility for jobs and improve candidate outreach.

In addition to our own employer marketing efforts, we recognize that employer review platforms such as Glassdoor and Kununu attract significant traffic and strongly influence a company's reputation and access to talent. In 2023, we adopted a more active management approach in which we not only use these platforms as marketing channels but also proactively engage with both positive and negative feedback and address misinformation effectively.

Lastly, we introduced our Global Background Check system to ensure that new hires are who they claim to be. We carry out these checks while protecting BioNTech from potential harm in line with data protection and data privacy requirements to meet legal and regulatory requirements. ● **SASB HC-BP-330a.1**

Hiring and Turnover

Our strong visibility and continued attractiveness as an employer enable BioNTech to attract an exceptionally high number of applications for a company of our size. We continued to increase the number of external applications to approximately 120,000 in 2024 (2023: over 100,000).

Total Number of New Employees

2024	2023	2022
1,416	1,609	1,944

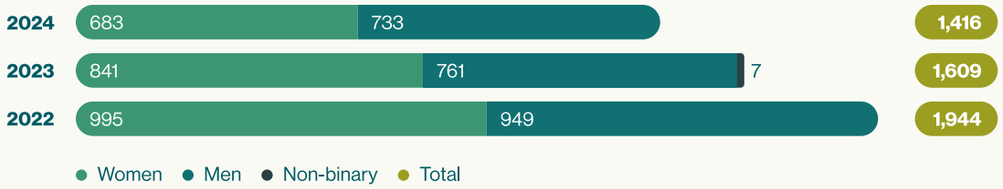
(As of December 31) → **page 92**

BioNTech successfully maintained a low turnover rate of approx. 7.0% globally in 2024 (2023: 6.2%). Our ambition is to keep employee turnover below the industry average and remain an employer of choice in a highly competitive labor market.

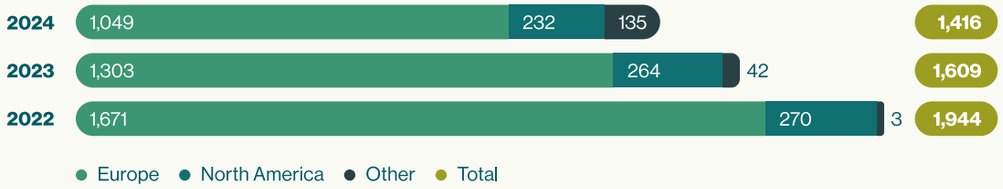
Development of New Hires[1]

By age group

By gender



By region



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

Total Turnover Rate[1]

6.99% 2024

6.23% 2023

8.82% 2022

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 93).

Employee Benefits and Support Programs

In our effort to strengthen employer attractiveness and recognize the contributions of our employees beyond compensation, we offer the following range of benefits at our global locations, largely focused on health, life and risk benefits:

- **Medical health benefits:** BioNTech offers health and wellness programs to help employees maintain and achieve optimal health through a variety of global offerings tailored to the specific requirements of each country. These programs may include health and disability insurance and preventative care.
- **Pension and retirement plans:** No matter where our employees are in their careers, we offer plans and resources tailored to local practices to help them plan and save for the future and reach their financial goals.

- **Well-being and fitness benefits:** Employee well-being is important to BioNTech. We offer a range of opportunities at all of our sites globally to help our employees stay active and fit through physical and mental well-being programs.

- **Employee assistance programs:** At any age or life stage, good advice and support can open up new avenues. We support our employees by providing them with access to a global network of coaches, counselors, and selected programs that they can use confidentially.

- **Work life effectiveness programs:** Special situations in life require special solutions. This is why we offer flexible, country-specific options to meet our employees' needs in terms of their workplace and paid time off benefits.

- **Business travel assistance:** We offer coverage and protection for employees to ensure safe, secure, and smart business travel.

The availability, eligibility and design of the benefits we offer depend on local market conditions and the applicable laws in the countries we operate.

At our headquarters in Mainz, Germany, some of the benefits we offer include matching contributions to company pension plans, subsidized public transport, company bikes, employee assistance programs (EAP), childcare support, fitness and well-being programs, hybrid work opportunities (FlexWork), and e-learning resources.

We introduced our "FlexAbroad" program in 2023, allowing our Germany-based employees who are E.U. citizens to work up to 20 days per year in another E.U. member state.

In line with our ambition to help employees integrate their work and family life, we offer regular childcare options as well as holiday and emergency care at our German locations. If employees face a childcare emergency, need immediate assistance, and alternative support is not available, we offer backup childcare through our service provider, pme Familienservice. Depending on the child's age and the situation, this service can include emergency childcare in the employee's home, in-person care at a backup facility, or interactive virtual support during vacation periods.

Specific benefits offered to our U.S. employees include the following:
- Medical, dental and vision insurance
- Life, critical illness and accidental death and dismemberment (AD&D) insurance
- Pre-tax health savings (HSA), flexible spending (FSA) and dependent care reimbursement accounts (DCRA)
- 401(K) retirement plan with company matching contributions
- Discounted home, auto and pet insurance (consolidated)
- Paid time off for sickness, bereavement, vacation, floating public holidays and year-end U.S. holiday closure between December 25 and January 1
- Tuition reimbursement & student loan assistance programs
- Professional development programs
- Employee assistance and concierge program (EAP) available 24/7
- Well-being incentives, such fitness and weight loss reimbursements, rewards programs for employees enrolled in a medical plan and different wellness challenges
- Virtual tutoring and childcare via SitterStream
- Commuting allowance and subsidized parking

Our U.S. employees who are parents to a newborn or recently adopted child are eligible for 12 weeks of fully paid leave under our Parental Leave Policy. The paid leave can be used flexibly within 12 months of the child's birth or adoption. Employees who give birth receive a total of 18 weeks of fully paid leave, with 6 of the 18 weeks partially reimbursed (60% of earnings) by their U.S. insurance provider. Our Family Planning Allowance (the "Program") covers up to USD 10,000 in eligible expenses per event associated with adoption, surrogacy, genetic testing, long-term cryopreservation, and infertility treatment. An "event" refers to one birth or adoption, even if it involves multiple children (e.g., twins).

Return to Work Rate

2024	2023	2022
99.2%	98.8%	100%

BioNTech's return to work rate after parental leave was 99.2% in 2024 (2023: 98.8%). This level indicates the adequacy of our existing family support measures and highlights the importance of investing in such measures.

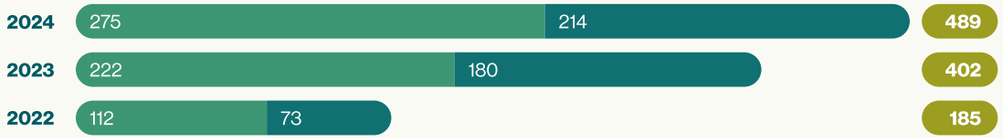
Number of Employees Entitled to Parental Leave in 2024

Number of employees entitled to parental leave in 2024 **489**

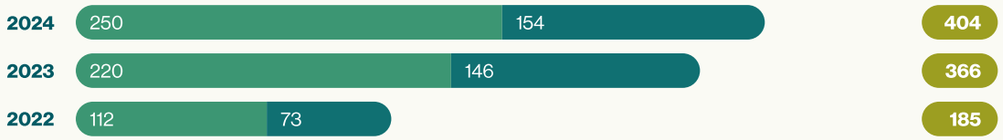
Number of employees who took parental leave in 2024 **404**

Data only covers employees in Germany.

Number of Employees Entitled to Parental Leave



Number of Employees Who Took Parental Leave



● Women ● Men ● Total

Data only covers employees in Germany

We automatically provide the same benefits to our part-time and temporary employees as we do to our full-time employees, unless differences are justified or required by law. ● GRI 401-2

Employee Participation Plans

In February 2024, BioNTech's Management Board and Supervisory Board adopted a new discretionary incentive program consisting of the 2024 Non-North America Employee Participation Plan and the 2024 North America Employee Participation Plan (together, the "2024 Plans"). These plans replaced 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), which expired as scheduled at the end of 2023 (the "Prior Plans"). Awards under the Prior Plans were granted in 2020, 2021, 2022 and 2023. Under the new 2024 Program, 97% of our employees – permanent employees at all levels, excluding roles such as interns – are eligible to participate.

Similar to the Prior Plans, the 2024 Plans are designed as a long-term incentive to motivate employees to make a long-term commitment to BioNTech. Under the 2024 Plan, employees can receive restricted stock units (RSUs) and, at the VP level and above, a mix of RSUs and performance-based restricted stock units (PRSUs), which are subject to adjustment based on the performance of BioNTech's American Depositary Shares (ADSs) on the Nasdaq stock exchange. After a 4-year vesting period with linear vesting at 25% per year, and once all applicable conditions are met, the vested (P)RSUs can be settled in BioNTech ADSs. BioNTech also retains the option to settle (P)RSUs in cash or shares instead of ADSs. Details of the 2024 Plan and the Prior Plans can be found in the Company's Form S-8 registration statements, including any amendments, filed with the U.S. Securities and Exchange Commission (SEC). These documents are available on both the SEC and BioNTech websites.

Overview of Benefits[1]

[1] 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.

6.5 Employee Development and Engagement

We invest in developing and training our existing workforce. Our global Center of Expertise (CoE) Talent, Leadership & Development (TLD) supports our Company's business ambitions by shaping a unique learning environment designed to provide our employees with effective and sustainable learning opportunities. This enables our employees and leaders 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 the following pillars: Leadership Development, Performance & Talent Development, Digital Learning, Early Career, and Employee Engagement.

Leadership Development

In 2024, a total of 280 training hours (2023: 425) across 27 leadership development training sessions (2023: 91) were offered centrally through TLD, with 272 leaders participating (2023: 332). Of the 1,319 employees in leadership positions worldwide, 91 (2023: 80) took part in our New Horizon Program (NHP) for first-time leaders and 32 experienced leaders (2023: 47) 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. In addition to routinely updating and expanding these established leadership programs, we also make a conscious effort to respond to our leaders' needs as they arise.

To enable our new leaders to have a successful start to their role, we continued to offer the HR Onboarding Day for New Leaders ("Getting Started for New Leaders") in 2024, a 1-day event format that was first introduced in 2023. The event aims to provide our new leaders with an initial high-level overview of BioNTech's HR structures and processes from a people leader's perspective. At the same time, this onboarding day offers a welcome opportunity to expand one's own leadership network and exchange with peers. In 2024, 84 new leaders participated in the event.

In 2024, we started to build a new, global in-house training portfolio accessible to all levels of our leaders globally. This Training Portfolio for Leaders (TPL) aims to provide core leadership tools, promote the development of a shared leadership mindset and develop individual leadership competencies. It comprises five new training modules (1-1.5 training days), focusing on the most sought-after leadership competencies at our Company. All five trainings were first introduced at the end of 2024, with 65 participants attending in person at the three training hubs in Germany, the U. S., and Singapore. The TLP will be developed into a standardized offering with trainings facilitated on a regular basis.

Digital Learning

Our Digital Learning function is paving the way to achieving our learning and development goals by creating a digital learning infrastructure that makes learning at BioNTech accessible, scalable, and personalized. The function works closely with relevant departments to consolidate, harmonize, and further develop the BioNTech Learning Technology Ecosystem. It has also established a Global Learning Circle to exchange best practices and define a common roadmap.

By focusing on technology, software, data, and cloud skills, we have laid the foundation for building future capabilities. The Learning Hub is our central entry point to learning content and allows for the systematic evaluation of training data to support data-driven improvements. In addition to the three external content providers integrated into the hub in 2023, we added a new learning content provider to BioNTech's Learning Technology Ecosystem in 2024. In 2024, our Learning Hub had 3,920 active users (2023: 4,189), 27,534 viewed learning modules (2023: 23,308), and 20,023 completed learning elements (2023: 20,233).

Early Career

Through our Early Career function in Germany, we offer apprenticeships to people in the early stages of their career. Apprenticeships cover 10 different professions across various fields, from industrial manager to biology laboratory trainee. Additionally, we offer four dual study programs in Marburg. We work closely with an external education provider to offer training in the industrial production of pharmaceuticals and the maintenance of related technical installations. As of December 31, 2024, we

employed a total of 67 (2023: 67) apprentices and 3 dual study program students across BioNTech's German locations in Mainz, Martinsried, Idar-Oberstein and Marburg. Of these apprentices, 18 were newly employed in 2024. Most of the apprentices who completed their apprenticeships in 2024 went on to join BioNTech as permanent employees.

In addition to providing apprenticeship opportunities, we sponsored 15 (2023: 15) recipients of the Deutschland Stipendium scholarship to study at the University of Mainz in fields related to our Company, such as medicine, chemistry, law, and economics. We also sponsored five biological technical assistants in training from the Fresenius University of Applied Sciences. In addition to receiving a monthly grant, scholarship holders completed a four-week compulsory internship at BioNTech and returned for a voluntary internship later in their training.

Comprehensive professional development courses, such as degree programs, technician courses and master's courses, all with a minimum duration of one year, complement our professional development offerings. In 2024, 15 employees (2023: 25) began their professional development training as part of such programs. ● **GRI 3-3, 404-1, 404-2**

Feedback and Performance Appraisals

We currently operate different performance evaluation systems across our locations and sites. In line with our group-wide feedback philosophy, we intend to harmonize our approach and arrive at a global performance appraisal system. To this end, we established a new global function "Global Lead Performance Management", in 2023. In 2024, we initiated a global multi-year project and made significant progress in harmonizing system support.

In 2024, more than 700 people managers were trained in local performance review process policies, practices, and system usage to enable them to navigate annual performance reviews with their direct reports. For 3,277 Mainz-based employees, the 2024 performance review process was completed using our leading HR IT system, according to eligibility criteria defined for each group works agreement. Along with our global harmonization and digitization efforts, we expect the number of employees using system support in performance reviews and feedback conversations to increase.

Complimentary voluntary training offerings for people managers around the globe include monthly learning nuggets on selected performance management topics, such as feedback, development, and self-reflection. These learning offerings are provided in a variety of formats, such as conversation skills training, self-paced video learning paths, curated theory input, and manager tools and guidelines. For example, 295 people managers took advantage of the global conversation skills training on conducting effective development dialogues in October 2024. The self-paced, on-demand learning offers reached a total of 4,333 clicks between September and mid-December 2024. ● **GRI 404-3**

Building Capacities Locally

At our sites globally, we look for the best talent to help us achieve our vision of improving the health of people around the world through innovative medicines and technologies. At our site in Rwanda, we employed 37 people from 8 different African countries as of December 31, 2024.

This local approach is integral to our efforts to independently manufacture vaccines and invest in building local capacity in Africa, for Africa. We are also working closely with local and international partners and research and scientific experts to foster a local vaccine ecosystem and build the skills needed to produce mRNA-based vaccines locally.

BioNTech is committed to ensuring that locally recruited staff at all sites receive ongoing training and education in mRNA vaccine production. The Company allocates an annual budget for various training programs for this purpose. At the Rwanda site, for example, adequate resources were provided to meet our high standards of operational excellence. These included workshops on quality management and assurance and improving communication and collaboration within and among teams as a result of team growth. In August 2024, BioNTech Rwanda hosted delegations of technical teams from BioNTech's BIC, Global Quality Assurance, Quality Control and Global Supply Chain functions. Together with their local Rwandan colleagues, they examined the entire manufacturing process in a workshop.

6.6 Diversity, Equity, Inclusion and Belonging

Diverse teams drive innovation, make more robust decisions and further the personal development of their members. We are committed to creating an inclusive and respectful work environment that embraces the diversity of our employees. At BioNTech, we all have the opportunity to thrive based on merit, regardless of gender, gender identity, political opinion, religion or belief, nationality, ethnic or social origin, age, sexual orientation, marital status, disability, physical appearance, or health status. We value all dimensions of diversity and actively promote initiatives and dialogue to support them. Since 2018, BioNTech has been a signatory of the Charta der Vielfalt, an initiative promoting workplace diversity in Germany.

At BioNTech, we refuse to tolerate discrimination, favoritism, or harassment based on the characteristics mentioned or any other personal aspects. This is regulated by applicable law and Company policies, including our Code of Ethics & Business Integrity, all of which are binding for our employees. Anyone who discriminates against or harasses another person may face disciplinary actions, up to and including the termination of their employment with BioNTech.

Progress in 2024

Our global HR department is responsible for ensuring a respectful work environment with equal opportunities in all areas, from recruitment and hiring to professional development, workforce planning and compensation (see also Chapter ➔ **6.4 Employee Pipeline**).In 2024, we reached significant milestones in our Diversity, Equity, Inclusion and Belonging (DEIB) journey, together with our Diversity Council, founded in 2023. The Council's initial priority is to interpret the different concepts in diversity management – diversity, equity, inclusion and belonging – and define the appropriate terminology for us to use at BioNTech. To increase awareness, we established an internal platform to educate our employees on key DEIB concepts and show them various ways they can share their ideas, offer feedback and actively participate. We created a dedicated email address to enable our employees to contact the Diversity Council directly. Through this channel, employees can bring topics straight to the attention of the Diversity Council, which are then added to the Council's meeting agenda. Members of the Diversity Council also receive briefings from our Employee Resource Groups (ERGs), which has improved the communication between the Diversity Council and ERGs and the communities they represent. The Diversity Council held six meetings in 2024. ● **GRI 3-3**

QueeRNA: Our LGBTQIA+ Employee Resource Group

QueeRNA represents BioNTech employees who identify as LGBTQIA+ and their allies. QueeRNA began as a small initiative in 2022 and has since expanded globally, establishing a chapter in the United States in 2024. The chapters in Germany and the United States collaborated closely throughout the year, organizing events and activities for Global Pride Month and Christopher Street Day in Germany. The majority of these activities were led by our QueeRNA members and included informational newsletters, conversations with queer thought leaders, as well as training and networking events.

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

Women+ is our Employee Resource Group focusing on gender identity and equality. Founded by our U.S.-based colleagues, Women+ has grown over the past years and continued to expand in 2024 by starting a new chapter in Germany and adding new members in the U.K. and Rwanda. The organization of events surrounding International Women's Day and Women's History Month provided a great opportunity for members to collaborate globally. These events were also attended by our company management and leadership. Apart from hosting specific events, Women+ members work together in different work streams on topics such as mentorship, sponsorship and awareness.

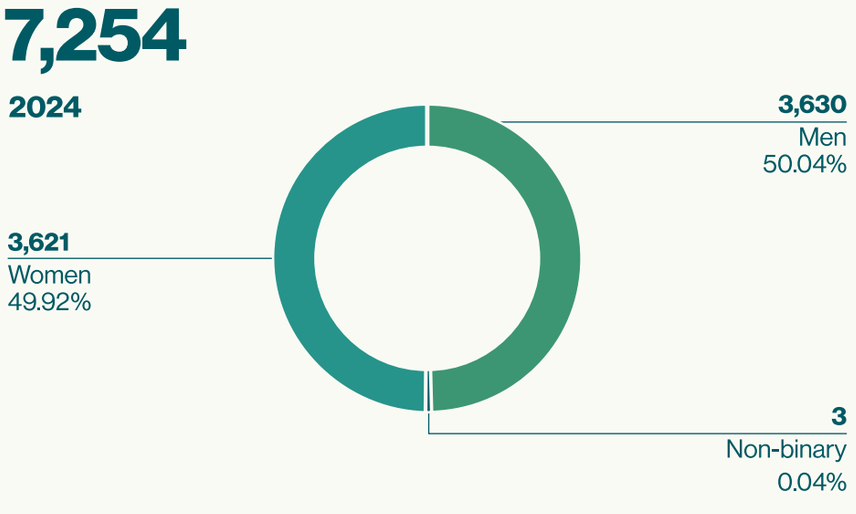
EmBRACE: Our Employee Resource Group for Ethnic Diversity and Intercultural Sensitivity

EmBRACE (Empower BioNTech Representation of All Cultures and Ethnicities; formerly the Employee Resource Group for Intercultural Sensitivity) originated at our U.S. locations and has made it a mission to celebrate and promote colleagues from underrepresented ethnicities and nationalities. Since its rebranding, EmBRACE has focused on building a committed core team in both the U.S. and Germany. Many EmBRACE members already actively promote intercultural sensitivity outside of the formal ERG structures. These events and gatherings are increasingly being organized under the EmBRACE umbrella. Recognizing the intersectionality of every individual, EmBRACE members are currently establishing a regular calendar of events in collaboration with other ERGs to foster respect and understanding, particularly towards underrepresented ethnicities and nationalities.

Fair Representation of Women

Gender equity is one of the many aspects of diversity that we are striving to achieve for our employees; our workforce is at gender parity, with a slightly higher number of male employees globally. We are building on this progress by actively monitoring and addressing the representation of women on our Management Board and Supervisory Board, taking into account both professional and personal qualifications.

Total Number of Employees[1]



[1] Excluding Management Board, trainees and interns. Employee data may differ from the employee figures in BioNTech's financial statements due to definitions specific to the sustainability reporting standards used for BioNTech's sustainability reports. Unless stated otherwise, employee data reflects headcount information for the entire BioNTech Group as of December 31 of the reporting year. For detailed information, see → page 91.

Women on the Management Board

Our Management Board consists of seven members, including Prof. Özlem Türeci, M.D., as Chief Medical Officer, and Annemarie Hanekamp as Chief Commercial Officer. In the Board's current composition, the proportion of women is 28.6% (2023: 14.3%; 2022: 16.7%). Annemarie Hanekamp's appointment in 2024 enabled us to reach our 25% target set on March 8, 2023, in accordance with Section 111 (5) of the German Stock Corporation Act (AktG), ahead of our deadline.

Women on the Supervisory Board

On March 8, 2023, we set a target to achieve 25% women's representation on BioNTech's Supervisory Board by December 31, 2025, in accordance with Section 111 (5) AktG. In 2024, there were no new appointments to the Supervisory Board. With Prof. Dr. Anja Morawietz and Baroness Nicola Blackwood as members, two of the six seats are held by women, keeping the proportion of women at 33.3% (2023: 33.3%). Diversity and women's representation on our Supervisory Board are important to us at BioNTech, and we remain committed to the fair representation of women in upcoming Supervisory Board elections.

Women's Representation at Different Management Levels

We are striving for a high proportion of women at all management levels. On March 8, 2023, our Management Board set a 30% target for women's representation at 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. Currently, we exceed our target at both levels. In 2024, women held 34% (2023: 37%, 2022: 38%) of the positions at the highest management level below the Management Board. A total of 47% of positions were held by women at the second-highest management level below the Management Board (2023: 46%; 2022: 40%).

Since 2023, we have been monitoring women's representation in management by measuring the number of women at the Vice President level and above. We believe we can gain greater clarity by focusing on seniority levels, regardless of reporting lines. Based on this metric, women's representation in management positions grew by seven percentage points significantly to 43% in 2024 (2023: 36%; 2022: 22%). ● **GRI 405-1**

Equal Remuneration

At BioNTech, we compensate our employees equally for performing similar work and fulfilling equivalent roles, regardless of gender, identity or employment model. In 2024, our gender pay gap analysis showed a 4.0% pay difference (2023: 2.3%) among our employees in Europe, adjusted for seniority level and employment model. We are working to further harmonize job levels to generate the global adjusted gender pay gap and to monitor our efforts towards equal remuneration. The global unadjusted gender pay gap was 3.4% in 2024 (2023: 6.0%).[10]

We ensure that our principle of equal compensation applies to both part-time and full-time employees, in line with the German General Equal Treatment Act (Gesetz zur Allgemeinen Gleichbehandlung – AGG), using a pro rata temporis calculation. We remain committed to pay equity and will continue to conduct a gender pay gap analysis annually. ● **GRI 405-2**

[10] 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}.

Stronger Together: Spotlights from Our Global Employee Resource Groups

Our global Employee Resource Groups (ERGs) are an important cornerstone of our efforts to build a diverse, inclusive, and supportive workplace environment. Bringing together employees who share common interests, backgrounds, or experiences, the ERGs have continued to expand their reach and maturity in 2024. The insights into their activities shared in this highlight exemplify how our ERGs work towards building an inclusive workspace for everyone through improving visibility and shaping corporate practices.

Global Employee Resource Groups

Women+

Women+ experienced remarkable growth in 2024, reaching over 180 members across Germany, the U.S., the U.K., Rwanda, and Asia. This is almost twice the number of members in 2023. Among its many achievements in the past year, the group hosted a global event that drew over 500 attendees and held a Women+ History Month celebration featuring esteemed speakers like Prof. Clara Menéndez, Director of the Maternal, Child and Reproductive Health Initiative and Program at the Barcelona Institute for Global Health (ISGlobal), and our Chief Medical Officer Prof. Dr. Özlem Türeci. The group successfully launched Peer Mentoring Circles and implemented internal work streams focused on career development, family balance, and gender neutrality. Moving into 2025, Women+ remains committed to addressing some of the most common challenges faced from the ERG's perspective, including the integration of work life for working mothers, as well as mentorship opportunities and negotiation skills trainings to enhance career prospects and personal growth.

EmBRACE

In 2024, EmBRACE expanded its global reach by hosting events with over 200 participants and establishing a regional chapter in both the U.S. and Germany. EmBRACE fostered cultural and ethnical awareness and connection through a number of major events, including Lunar New Year celebrations in Singapore and Shanghai, a Turkish community event in Germany, a collaboration with the AFRIKA KOMMT initiative by hosting participants of that program and through cultural celebrations in the U.S. The group also sponsored our Company's first global Volunteering Week, supporting STEM education, and collaborated with our Corporate Communications team on BioNTech's cultural heritage newsletter. Looking ahead, EmBRACE aims to continue promoting cultural exchange through events celebrating traditional foods and cultures and seeks to further contribute to advising on corporate practices from the ERG's perspective.

QueeRNA

As our longest standing ERG, QueeRNA grew over 28% in 2024, surpassing 100 members and allies worldwide and launching its first local chapter in the U.S. Among its key accomplishments, the ERG hosted a discussion series on topics such as pronouns, allyship, LGBTIQ+ resources, and the history of activism, with over 200 participants as part of Pride Month and celebrated in cities across the U.S. In Germany, the group organized the city tour "Que(e)r durch Mainz" led by the local "Geografie für alle" association to explore the past and present queer spaces in Mainz and continued working with Schwuguntia e. V. in the regional LGBTIQ+ community. In keeping with this approach, QueeRNA is eager to continue its outreach to LGBTIQ+ organizations in the vicinity of BioNTech's sites to build an ecosystem of support. The group is motivated to ensure a clear commitment to queer support and allyship within BioNTech and beyond and to further expand its organizational presence.

6.7 Health and Safety

We believe in maintaining the highest occupational health and safety standards for our employees, business partners, and other stakeholders. To support this, we conduct workplace-related risk assessments regularly. These include assessments of the risks specific to hazardous substances.

The ultimate responsibility for health and safety rests with our Management Board. Line managers are accountable for operational implementation, supported by our SHE department and its management. The head of the SHE department reports to the head of BioNTech Site Services, who, in turn, reports to our Chief Operating Officer. We work globally through our SHE department to maintain a safe working environment by proactively eliminating hazards and minimizing risks. We accomplish this through the following hierarchy of measures:

- Elimination of hazards
- Substitution with less hazardous work processes, operating procedures, work materials and work equipment
- Implementation 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**

We consult regularly with experts and regulatory authorities at various stages of the processes outlined above. The SHE department is also responsible for handling emergency responses, evacuation procedures, rescue plans and related training.

Health and Safety Management System, Training and Communication

We have implemented a group-wide integrated management system in accordance with international standards (ISO) on environmental management (ISO 14001), occupational health and safety management (ISO 45001) and energy management (ISO 50001). We provide detailed information about our integrated management system in Chapter ➔ **5.2 Group Environmental Management.** ● **GRI 403-1, 403-8**

In addition to company-supported sports activities and health courses, employees in Germany can also take part in health days.

New employees receive general health and safety briefings shortly after joining the Company, which are repeated on an annual basis. We make these briefings permanently available to our employees online. The topics covered include emergency preparedness (e.g., for accidents and spills), the proper handling of hazardous substances and biohazards, and general safe behavior practices. Our SHE department works to share exemplary practices for health and safety management throughout the Company using channels such as the intranet.

We conduct regular safety briefings specifically designed for employees working in laboratories and other specialized workplaces through the relevant departments. We also monitor these workplaces to ensure compliance with regulatory requirements. ● **GRI 403-7**

All relevant health and safety information, including operating directives, risk assessments, guidelines, and laws, is available to all of our employees. We have set up dedicated digital information hubs for the topics of occupational health and safety and genetic engineering. Here we provide employees with information, including the applicable laws, ordinances, rules, operating instructions, forms and relevant background details. We provide and monitor mandatory training, along with an annual general health and safety instruction program, through our SHE department, making them available to all employees. We also make all SHE training courses – both mandatory and voluntary – available to all employees online.

We document and review accidents and near misses daily through our SHE team to eliminate hazards (see detailed figures on ➔ page 94). For work-related accidents that result in at least one workday of absence, we prepare a mandatory investigation report that contains an analysis of the accident and recommendations for suitable mitigation or preventive measures. The documentation and processing of accidents are handled locally. During the quarterly meetings of our Occupational Health and Safety Committee (Arbeitsschutzausschuss – ASA), data on work-related accidents involving at least one workday of absence are presented to our Vice President of BioNTech Site Services.

We regularly involve our employees in health and safety management. All of our health and safety measures and assessments are reviewed in collaboration with our works council. ASA – comprising a Company management representative, two members of the works council, occupational physicians, occupational safety specialists and our Safety Officer – meets at least four times per year in accordance with the legal requirements to discuss the state of health and safety management at BioNTech and additional measures as needed. Additional consultation and participation activities are adapted to local circumstances and carried out on-site. ● **GRI 403-4, 403-5**

Occupational Medical Services and Health Promotion

We continue to expand our health promotion and education efforts beyond specific work-related risks. In addition to company-supported sports activities and health courses, such as yoga, our employees in Germany can take part in health days sponsored four times annually by Germany's largest public health insurer. We also regularly share other offers, such as health information and campaign days, on our Company intranet.

At our sites outside of Germany, we offer preventive medical check-ups through external service providers in accordance with the laws of each 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).

In 2024, we developed the Handbook of Occupational Health Management (OHM) to further streamline our occupational health activities as a global, growing organization. The handbook is intended to serve as the primary reference for all BioNTech sites. ● **GRI 3-3, 403-3, 403-6**

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 our sustainability activities and sustainability management. They also reflect the expectations and requirements of relevant stakeholders. BioNTech expects the relevance of ESG ratings to continue to grow dynamically on the capital market.

We publish our 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

We retained our "Prime" status from **ISS ESG** in 2024. 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. In addition, BioNTech improved its overall rating from a B- to a B in the overall Corporate Rating 2024 on a scale from D- (lowest rating) to A+ (highest rating). ISS has extended its ESG Quality Score to include the categories "Social" and "Environment", where BioNTech currently is rated with a 1 and 2, respectively. These scores indicate a company's transparency with a focus on social and environmental matters on a scale from 1 (high disclosure) to 10 (low disclosure). BioNTech also achieved a 4 in the "Governance" dimension of the ISS Quality Score on a risk scale ranging from 1 (low risk) to 10 (high risk).[11]

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

In 2024, we received an S&P Global CSA **score of** 52 (2023: 45) out of 100 from the S&P Corporate Sustainability Assessment (CSA). Since 2022, we have been actively engaging in the S&P CSA rating process and have been listed as a participating company. The rating is updated annually and in response to major developments.

Morningstar Sustainalytics

In October 2024, BioNTech received an ESG Risk Rating of 25.9 and was assessed by Sustainalytics to be at medium risk of experiencing material financial impacts from ESG factors. This corresponds to a risk in the third of five risk levels (negligible, low, medium, high and severe). The rating measures the extent to which the economic value of a company is at risk due to ESG factors. Sustainalytics uses absolute risk categories and quantitative scores from 0 to 40+ to provide a comparable assessment for all rated companies and industries.

[11] Figures as of December 9, 2024.

7.2 Memberships

BioNTech Supports the Vision of the UN Global Compact

BioNTech signed the UN Global Compact on March 9, 2020, and became a participant committed to submitting an annual progress report. 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 embedding sustainability into their operations, strategy and along the supply chain. The network tracks and analyzes all of the relevant issues 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 BAUM Network

BAUM 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.

BAUM supports its members in the establishment and further development of sustainability strategies and brings together actors from business, politics, science, media and associations. BAUM's objective is to transform 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, BAUM 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, defined as memberships with ≥ EUR 1,000 in annual membership fees.

Scientific

- Alliance for mRNA Medicines (AMM)
- American Association for Cancer Research (AACR)
- American Association of Pharmaceutical Scientists (AAPS)
- 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)
- Clinical and Laboratory Standards Institute (CLSI)
- Cluster for Individualized Immune Intervention (Ci3) e. V.
- Community Oncology Alliance (COA)
- DECHEMA Gesellschaft für Chemische Technik und Biotechnologie e. V.
- Deutsche Gesellschaft für Hämatologie und Medizinische Onkologie e. V. (DGHO)
- Deutsche Krebsgesellschaft e. V. (DKG)
- European Society for Medical Oncology (ESMO)
- European Confederation for Pharmaceutical Entrepreneurs (EUCOPE)
- 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.
- Medical Information Leaders in Europe Association (MILE)
- Research Quality Association Ltd.
- Society for Immunotherapy of Cancer (SITC)
-
- Vienna BioCenter – Wissenschaftliche Standortgemeinschaft

Business Associations

- American Chamber of Commerce in Germany e. V.
- Association of Corporate Counsel
- Biotechnologie-Industrie-Organisation Deutschland e. V. (BIO Deutschland e. V.)
- Bundesverband Materialwirtschaft, Einkauf und Logistik e. V. (BME)
- Chambre de Commerce et de L'Industrie France-Amerique
- Freiwillige Selbstkontrolle für die Arzneimittelindustrie e. V.
- gesundheitswirtschaft rhein-main e. V.
- Healthcare Businesswoman's Association (HBA)
- Healthcare Distribution Alliance (HDA)
- Pharmaceutical Cargo Security Coalition (PCSC)
- 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
- Transported Asset Protection Association (TAPA EMEA)
- Verband der Chemischen Industrie e. V. (VCI)
- Verband Forschender Arzneimittelhersteller e. V. (vfa)
- Vereinigung für Sicherheit in der Wirtschaft e. V.

Sustainability/CSR

- BAUM 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

- Berufsverband der Compliance Manager
- DIRK – Deutscher Investor Relations Verband e. V.
- DSAG – Deutschsprachige SAP-Anwendergruppe e. V.
- Kita Bio Regio e. V.
- Project Management Institute (PMI)
- Verband Deutscher Treasurer e. V.
- Zentrale zur Bekämpfung unlauteren Wettbewerbs e. V.

8.0 Appendix and Data

8.0 Appendix and Data

8.1 About This Report

The Sustainability Report 2024 is the fifth annual corporate responsibility and sustainability report of the BioNTech Group. This report has been prepared in accordance with the Universal Standards 2021 of the Global Reporting Initiative (GRI) (see **8.5 GRI and SASB Content Indices**) and was published on March 24, 2025.

The reporting period corresponds to the 2024 financial year. The data included in this report is relative to the 2024 financial year and all operations controlled by BioNTech, unless stated otherwise. The full list of subsidiaries and parent companies is published in the Company's annual report on Form 20-F for the 2024 financial year, which is accessible on **BioNTech's website**. The editorial deadline for this report was March 12, 2025, in order to adequately present the relevant developments. Topics with relevance beyond the 2024 financial year are therefore part of the report and indicated appropriately.

In this sustainability report, as in our financial reporting, "BioNTech", the "Group", the "Company", "we", "us", and "our" refer to BioNTech SE and its subsidiaries, except where the context requires otherwise. Where relevant, we use the average exchange for the year 2024, as reported by Deutsche Bundesbank, to convert financial data from U.S. dollars to euros and vice-versa. For 2024, the average exchange rate was EUR 1 = USD 1.0824.

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. **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, 2024 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 to 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 their rights thereto to the fullest extent under applicable law.

8.3 Verification

The Supervisory Board has examined the contents of the Sustainability Report 2024 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 2024 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 2024 for the 2024 financial year. ● **GRI 2-14**

8.4 Detailed Data

Unless stated otherwise, data is relative to the whole BioNTech Group. In some instances, individual data may not add up to the total due to rounding.

Energy Consumption[1] ● GRI 302-1, 302-4

In MWh	% of total in 2024	2024	2023	2022
Direct energy consumption				
Renewable energy generated on site	0.2	124	91	26
Coal	0.0	0	0	0
Natural gas	16.8	11,851	6,060	3,603
Heating oil	0.2	159	221	37
Fleet (petrol, diesel)	0.4	258	297	123
Biofuels	0.0	42	0	0
Indirect energy consumption				
Bought-in electricity	54.1	38,123	25,870	20,847
Thereof renewable bought-in electricity		32,069	22,037	17,476
% of renewable bought-in electricity of total electricity		84	85	84
District heating	7.8	5,493	4,133	3,921
District cooling	11.3	7,970	7,862	6,629
Bought-in steam	9.0	6,307	7,356	7,432
Bought-in compressed air	0.1	101	99	110
Total energy consumption		**70,429**	**51,989**	**42,728**
Thereof renewable energy consumption		44,857	32,235	17,502
% of renewable energy		64	62	41

[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.

Energy by Source

In MWh	% of total in 2024	2024	2023	2022
Renewable energy sources	64	44,857	32,235	17,537
Natural gas	17	11,851	6,060	3,603
Coal, nuclear, petroleum fuels and/or similar energy sources	19	13,720	13,693	21,587
Total energy		**70,429**	**51,989**	**42,728**

Direct GHG Emissions (Scope 1) and Indirect GHG Emissions (Scope 2) [1]

● **GRI 305-1, 305-2, 305-5**

In t CO_2e	% of total in 2024	2024	2023	2022	2021 - base year
Scope 1 emissions	37	2,405	1,342	866	886
Coal		0	0	0	0
Natural gas		2,168	1,105	728	809
Heating oil		41	54	65	0
Fleet emissions		67	69	33	42
Process-related emissions		65	79	40	35
Refrigerants		64	31	0.03	0
Scope 2 emissions (market-based) [2]	63	4,044	3,339	3,162	2,337
Electricity [3]		2,305	1,467	1,279	423
District heating		127	371	211	290
District cooling		0	0	0	0
Steam		1,602	1,501	1,672	1,624
Bought-in compressed air		0	0.03	0	0
CO_2e emissions from biofuels		10	0	0	0
Total Scope 1&2		**6,449**	**4,681**	**4,028**	**3,223**

[1] BioNTech uses the operational control approach, meaning CO_2e emissions are relative to all sites under BioNTech's operational control.
[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 16,205 t CO_2e.
[3] CO_2e emissions from purchased electricity, incl. electricity purchased for vehicles, using the location-based approach amount to 13,135 t CO_2e.

CO_2e Emissions Scope 1 and 2 by Location [1]

In t CO_2e	% of total in 2024	2024	2023	2022	2021 - base year
Mainz [DE]	5.2	334	589	474	393
Berlin [DE]	0.1	4	618	251	84
Idar-Oberstein [DE]	3.6	229	246	230	395
Martinsried [DE]	0.5	34	84	71	53
Neuried [DE]	0.9	61	91	16	31
Halle [DE]	0.1	9	38	16	9
Marburg [DE]	27.2	1,756	1,648	1,834	1,834
Cambridge [USA]	19.5	1,254	1,258	155	78
Gaithersburg [USA]	3.9	249	41	979	345
Singapore [SGP]	37.7	2,431	-	-	-
Tunis [TUN]	0.5	35	reported under "other"	-	-
Other [2]	0.8	51	67	3	-
Total BioNTech		**6,449**	**4,681**	**4,028**	**3,223**

[1] BioNTech uses the market-based approach for its Scope 2 calculations. Data is partially based on estimations and assumptions.
[2] For 2023 onwards, BioNTech Group locations that account for <0.5% of total Scope 1 and 2 emissions are summarized under "other".

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

	2024	2023	2022
Cost of sales in (in € m)	541.3	599.8	2,995.0
Energy use / cost of sales in (in MWh/€ k)	0.13	0.09	0.01
GHG emissions / cost of sales (in t / € m)	1,649.5	890.6	374.1

Other indirect GHG emissions (Scope 3) ● GRI 305-3, 305-5

In t CO_2e	% of total in 2024	2024 [3]	2023 [2]	2022
Upstream activities [1]		884,786	529,023	1,114,662
Downstream activities		1,662	478	1,861
Total Scope 3		**886,448**	**529,501**	**1,116,523**
Total Scope 1-3 (in t CO_2e)		**892,897**	**534,182**	**1,120,551**

[1] Includes optional emissions from hotel stays as part of business travel emissions that account for 5% of total upstream emissions.
[2] 2023 data does not cover Scope 3 emissions for InstaDeep.
[3] GTAP emission factors used, replacing ESCHER tool used in previous years.

Waste Generated[1,2] ● GRI 306-3, 306-4, 306-5

In t	% of total in 2024	2024	2023	2022
Hazardous waste		**390**	**327**	**277**
Incineration (with energy recovery)		145	327	277
Incineration (without energy recovery)		239	0	0
Landfill		0	0	0
Recycling		6	0	0
Non-hazardous waste		**1,119**	**1,263**	**1,211**
Incineration (with energy recovery)		458	1,263	1,211
Incineration (without energy recovery)		301	0	0
Landfill		11	0	0
Recycling		349	Not collected	Not collected
Total waste [2]		**1,510**	**1,590**	**1,488**

[1] Data was provided mainly by external service providers.
[2] For our international locations where recycling and disposal methods are not known, we used the data of our head office in Mainz (Goldgrube) to extrapolate. The locations in question are small (office) locations for which disposal is not under our operational control. The waste concerned is non-hazardous.

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

In thousand cubic meters	% of total in 2024	2024	2023	2022
Total water withdrawal		201	113	75
Thereof from locations with water stress[2]	0.49	0.99	0.52	0
Total water discharge		**201**	**102**	**75**

[1] Data was provided mainly by external service providers. Data is partially based on estimations and assumptions. All water withdrawal represents fresh water.
[2] Until 2022, locations with water stress were identified using the water depletion ratio from WWF "Water Risk Filter." For 2023, locations with water stress were identified using the water scarcity risk category. For 2024, we considered both the water availability and drought category to ensure consistency at indicator level. Locations with a median score equal to / higher than 3 are considered water-stressed, according to CDP water questionnaire guidance.

TCFD ● GRI 201-2

Type of risk/opportunity	Description
Transition risk 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 416-2,2-4 ● SASB HC-BP-210a.2, HC-BP-250a.3, HC-BP-250a.5, HC-BP-260a.3

Indicator	2024	2023	2022
INTERNAL AND THIRD-PARTY AUDITS			
TOTAL number of internal audits [1]	**39**	**18**	**22**
thereof Good Clinical Practices (GCP) [2]	2	4	9
thereof Pharmacovigilance (PV)	1	3	0
thereof Good Manufacturing Practices (GMP)	36	11	13
TOTAL number of third-party audits	**187**	**52**	**19**
thereof Good Clinical Practices [2,3]	18	46	12
thereof Pharmacovigilance [3]	3	4	5
thereof Good Manufacturing Practices	166	2	2
TOTAL number of FDA inspections	**3**	**3**	**14**
thereof Good Clinical Practices [4]	3	3	14
thereof Pharmacovigilance [4]	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)	**8**	**6**	**7**
thereof Good Clinical Practices [4]	1	5	6
thereof Pharmacovigilance [4]	2	0	0
thereof Good Manufacturing Practices	5	1	1
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	5	1	1
Good Clinical Practices [4]			
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	1	0	0
Pharmacovigilance [4]			
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	1	0	0
RECALLS [5]			
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 2022-2024 reporting years. The overall increase in GMP audit numbers is due to a broadening of the scope and, as a result, the sites included.

1 Internal audits are conducted to assess internal processes and systems for compliance with GXP regulations.
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 Data cover all GCP/GVP inspections for BioNTech-sponsored trials, even if inspections were coordinated by a partner organization.
5 For an explanation of recall classifications, please visit the **FDA website**.

Number of Employees [1,2] GRI 2-79

Headcount of employees as of December 31, 2024	2024	2023 [3]	2022
Total	**7,254**	**5,964**	**4,692**
Thereof employed by BioNTech SE	3,564	3,166	2,304
By age group			
Up to 29 years old	1,295	1,140	Not collected
30-49 years old	5,137	4,134	
50 years or older	822	690	
By gender			
Women	3,621	3,077	2,352
Men	3,630	2,884	2,340
Non-binary	3	3	0
By region			
Europe	6,152	5,267	4,253
North America	812	650	435
Africa	190	20	0
Asia	86	27	4
Australia	14	0	—
By type of employment			
Permanent employees	**6,464**	**5,098**	**3,452**
Women	3,225	2,597	1,805
Men	3,237	2,498	1,647
Non-binary	2	3	0
Temporary employees	**790**	**866**	**1,083**
Women	396	480	471
Men	393	386	612
Non-binary	1	0	0
Non-guaranteed hours employees	**97**	**167**	**157**
Women	48	86	76
Men	48	81	81
Non-binary	1	0	0
By working time model			
Full-time employees	**6,567**	**5,420**	**4,141**
Women	3,096	2,634	1,955
Men	3,469	2,783	2,186
Non-binary	2	3	0
Part-time employees	**687**	**544**	**551**
Women	525	443	397
Men	161	101	154
Non-binary	1	0	0

Yearly Average of Employees by Function [1,2]

Headcount	2024	2023 [3]	2022
Total	**6,884**	**5,640**	**4,104**
Clinical Research & Development	687	434	243
Scientific Research & Development	2,138	1,871	1,302
Operations	1,549	1,469	1,240
Quality	474	470	383
Support Functions	1,831	1,217	828
Commercial & Business Development	205	179	108

Employees by Function at the End of the Reporting Period [1,2]

Headcount of employees as of December 31, 2024	31 Dec 2024	31 Dec 2023 [3]	31 Dec 2022
Total	**7,254**	**5,964**	**4,692**
Clinical Research & Development	779	592	274
Scientific Research & Development	2,191	1,972	1,512
Operations	1,315	1,448	1,365
Quality	492	474	413
Support Functions	2,259	1,284	983
Commercial & Business Development	218	194	145

[1] Employee data may differ from the employee figures in BioNTech's financial statements due to definitions specific to the sustainability reporting standards used for BioNTech's sustainability reports. Unless stated otherwise, employee data reflects headcount information for the entire BioNTech Group as of December 31 of the reporting year.

[2] As of 2023, employee figures exclude Management Board members, apprentices, trainees and interns. For years 2022 and prior, employee data generally includes 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.).

[3] For 2023, data does not include 328 InstaDeep employees. InstaDeep employee data for 2023 was reported separately in our 2023 Sustainability Report.

Representation of Women ● GRI 405-1

	2024	2023	2022
Share of women at different management levels (in %)			
Total workforce	49.92	51.59	Not collected
All management positions	49.35	49.71	Not collected
Junior management positions	50.94	53.13	Not collected
Top management positions	34.43	37.25	Not collected
Management positions in revenue-generating functions	56.42	55.56	Not collected
STEM-related positions	56.72	56.16	Not collected

New Employees ● GRI 401-1

	2024	2023	2022
Total number of new employee hires	**1,416**	**1,609**	**1,944**
By age group			
Up to 29 years old	382	350	535
30-49 years old	895	1,053	1,010
50 years or older	139	206	399
By gender			
Women	683	841	995
Men	733	761	949
Non-binary	0	7	0
By region			
Europe	1,049	1,303	1,671
North America	232	264	270
Others	135	42	3
By management level / function			
All management levels	33	Not reported	Not reported
Junior management level	258	Not reported	Not reported
Top management level	27	Not reported	Not reported
STEM-related functions	620	Not reported	Not reported

	2024	2023	2022
Rate of new employee hires (in %) [1]	**22.19**	**30.29**	**41.43**
By age group			
Up to 29 years old	32.15	38.50	40.59
30-49 years old	18.31	30.30	36.75
50 years or older	17.22	21.21	63.74
By gender			
Women	19.14	30.83	42.3
Men	20.94	29.47	40.56
Non-binary	0	Not collected	Not collected
By region			
Europe	17.82	27.46	39.29
US	30.29	48.80	62.07
Others	58.19	161.54	75

[1] The formula for calculating the rate of employee new hires was changed from reporting years 2022 to 2023 and following years. 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.

Additional Hiring KPIs

	2024	2023	2022
Rate of internal hires (in %)[1]	16.4	Not collected	Not collected
Average hiring costs (in €)[2]	4,827	Not collected	Not collected

1 Rate of internal hires_= Number of open positions filled by internal candidates / Number of vacancies at BioNTech in the reporting year
2 Average Hiring Costs = Posting and Agency Costs / Number of External Hires

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

	2024	2023	2022
Total turnover rate (in %)[1]	**6.99**	**6.23**	**8.82**
By age group			
Up to 29 years old	8.50	5.39	3.17
30-49 years old	6.01	5.76	4.41
50 years or older	10.66	8.84	1.24
By gender			
Women	6.59	5.57	4.34
Men	7.40	6.89	4.48
Non-binary	Not collected	Not collected	Not collected
By region			
Europe	6.51	5.96	7.21
North America	10.84	8.69	1.58
Others	6.47	6.25	0.02
By top-nationality			
German	4.04	Not collected	Not collected
US-American	0.33	Not collected	Not collected
Indian	0.06	Not collected	Not collected
Turkish	0.10	Not collected	Not collected
Italian	0.06	Not collected	Not collected
Voluntary turnover rate[2]	4.46	3.10	4.66

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 Voluntary turnover rate = Number of voluntary leavers / Average number of employees throughout the reporting year *100

	2024	2023	2022
Total number of leavers	**481**	**331**	**362**
By age group			
Up to 29 years old	101	49	130
30-49 years old	294	200	181
50 years or older	86	82	51
By gender			
Women	226	152	178
Men	254	178	184
Non-binary	1	1	0
By region			
Europe	383	283	296
North America	83	47	65
Others	15	1	1
By type according to SASB HC-BP-330a.2			
Executives / senior managers	60	33	32
Mid-level managers	163	125	24
Professionals	57	127	95
All others[1]	201	46	211

1 InstaDeep leavers could not be disaggregated and are reported collectively under "All others".

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

As of December 31	2024	2023	2022
Employees entitled to parental leave	489	402	185
Women	275	222	112
Men	214	180	73
Non-binary	0	0	0
Employees who took parental leave in the reporting year	404	366	185
Women	250	220	112
Men	154	146	73
Non-binary	0	0	0
Employees who returned to work in the reporting year after parental leave ended	236	240	74
Women	105	114	16
Men	131	126	58
Non-binary	0	0	0
Return to work rate[2] (in %)	99.16	98.77	100
Women	99.06	97.44	100
Men	99.24	100.00	100
Non-binary	Not collected	Not collected	Not collected

[1] All parental leave data is relative to Germany only and does not include InstaDeep employees.
[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

	2024	2023	2022
Number of fatalities as a result of work-related injuries[2]	0	0	0
Rate of fatalities as a result of work-related injuries in %[3]	0	0	0
Number of high-consequence work-related injuries (excluding fatalities)[4]	0	0	0
Rate of high-consequence work-related[5]	0	0	0
Number of work-related injuries resulting in ≥ 1 day(s) of absence from work	8	9	17
Lost time accident rate (LTAR)[6]	0.23	0.32	0.90

[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 monetary and in-kind donations according to BioNTech's Corporate Citizenship concept for financial year 2024.

Donation recipient / vendor	Purpose [1]	Monetary / In-kind donations	Donation amount (in €[1])
Aktion Brücke e. V.	Regional cause	Monetary donation	1,000.00
Behinderten- und Rehabilitationssport- Verband Rheinland Pfalz e. V.	Regional cause	Monetary donation	1,000.00
Cambridge School Volunteers, Inc.	Regional cause	Monetary donation	1,847.75
Caritasverband Diözese Fulda e. V.	Regional cause	Monetary donation	2,500.00
Chemieschule Dr. Erwin Elhardt	Regional cause	In-kind donation	1,568.86
Gaithersburg Community Soup Kitchen	Regional cause	Monetary donation	500.00
Eastern Service Workers Association	Regional cause	Monetary donation	1,847.75
FC livingroom Mainz e. V.	Regional cause	Monetary donation	1,600.00
Förderkreis Wendepunkt Mainz e. V.	Regional cause	Monetary donation	2,500.00
Förderverein Münchfeldschule e. V.	Regional cause	Monetary donation	500.00
Frederick Community College	Regional cause	In-kind donation	16,796.76
Goetheschule Mainz	Regional cause	In-kind donation	109.95
Häusliche Kinderkrankenpflege Marburg e. V.	Regional cause	Monetary donation	5,000.00
HORIZONT e. V.	Regional cause	Monetary donation	1,000.00
IBUKA	Regional cause	Monetary donation	7,017.40
in.betrieb gGmbH Gesellschaft für Teilhabe und Integration	Regional cause	In-kind donation	3,650.00
Kids in Tech, Inc.	Regional cause	Monetary donation	1,847.75
Tafel Marburg e. V.	Regional cause	Monetary donation	3,000.00
Evangelische Gemeinde Mainz-Weisenau	Regional cause	Monetary donation	1,000.00
Leben mit Krebs in Marburg e. V.	Regional cause	Monetary donation	3,000.00
Leibnizschule Mainz	Regional cause	In-kind donation	109.95
Leukämiehilfe RHEIN-MAIN e. V.	Regional cause	Monetary donation	1,000.00
Ludwig-Schwamb-Schule Mainz	Regional cause	In-kind donation	109.95
Martinusschule Oberstadt	Regional cause	In-kind donation	16.99
Mass Audubon	Regional cause	Monetary donation	1,847.75
Montgomery College Foundation	Regional cause	In-kind donation	34,108.01
Pint of Science	Regional cause	Monetary donation	500.00
rehab republic e. V.	Regional cause	Monetary donation	2,000.00
Sportbund Rheinhessen e. V.	Regional cause	Monetary donation	2,500.00
Stiftung Juno Kinderkrebshilfe	Health-related impact	Monetary donation	50,000.00

Stiftung Juvente Mainz	Regional cause	Monetary donation	700.00
Stiftung Juvente Mainz	Regional cause	In-kind donation	3,000.00
United Way of the National Capital Area	Regional cause	Monetary donation	4,000.00
United Way of the National Capital Area	Regional cause	Monetary donation	5,543.24
Universities at Shady Grove	Regional cause	In-kind donation	27,781.61
University of Liverpool	Regional cause	In-kind donation	969.67
Verein für Heilende Erziehung Marburg e. V.	Regional cause	Monetary donation	3,000.00
Verein zur Förderung der medizinischen Ausbildung in RLP e. V.	Regional cause	Monetary donation	500.00
Verein zur Förderung der medizinischen Ausbildung in RLP e. V.	Regional cause	Monetary donation	500.00

[1] For any donation made in USD, the average exchange rate for the calendar and reporting year of 2024, as reported by Deutsche Bundesbank, was used to calculate the financial volume in euros. For 2024, the average exchange rate was EUR 1 = USD 1.0824.

8.5 GRI and SASB Content Indices

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 2023-12) 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 2024 reporting year in accordance with the GRI Standards.

Code	Indicator	SDG (2024)	UNGC Principle	Page Number	Comments/Omissions
GRI 1 used: GRI 1 Foundation 2021					
GRI 2: General Disclosures 2021					
2-1	Organizational details			10	
2-2	Entities included in the organization's sustainability reporting			10	
2-3	Reporting period, frequency and contact point			85, 104	
2-4	Restatements of information			90	BioNTech corrected minor reporting errors in 2023 data and states this wherever applicable.
2-5	External assurance				We 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	91	
2-8	Workers who are not employees	8, 10	6		In 2024, 112 agency workers ("Leiharbeitende") who were not directly employed by BioNTech worked for the Company (2023: 78).
2-9	Governance structure and composition	5, 16			https://investors.biontech.de/corporate-governance/overview
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			86	Our COO, Sierk Poetting, and our Company's Disclosure Committee have reviewed and approved the information in this report, including the material topics from a CSR and sustainability perspective.

Code	Indicator	SDG (2024)	UNGC Principle	Page Number	Comments/Omissions
2-15	Conflicts of interest	16		33	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			32	For confidentiality reasons, the total number and nature of concerns are not disclosed.
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 our Supervisory Board may be found in BioNTech's annual report on form 20-F.
2-19	Remuneration policies				Details on our remuneration policies can be found in BioNTech's remuneration reports.
2-20	Process to determine remuneration	16	6	67	Details on our processes to determine remuneration for its governance bodies can be found in BioNTech'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	33, 35	
2-24	Embedding policy commitments			31	
2-25	Processes to remediate negative impacts			31, 36	
2-26	Mechanisms for seeking advice and raising concerns	16	1-6, 7, 10	32	
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 our annual report on Form 20-F.
2-28	Membership associations			83	
2-29	Approach to stakeholder engagement			12	
2-30	Collective bargaining agreements	8	3	67	Information incomplete. We are bound by collective bargaining agreement for our sites in Marburg and Vienna and maintain several company agreements ("Betriebsvereinbarungen").
GRI 3: Material Topics 2021					
3-1	Process to determine material topics			12	
3-2	List of material topics			12	
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 our cost of sales, operating costs, tax payments and profits can be found in our annual report on Form 20-F.
201-2	Financial implications and other risks and opportunities due to climate change	13	7, 8, 9	89	
201-4	Financial assistance received from government			48	
GRI 203: Indirect Economic Impacts 2016					
3-3	Management of material topics			11	
203-2	Significant indirect economic impacts	1, 3, 8		19, 24	
GRI 205: Anti Corruption 2016					
3-3	Management of material topics			31	
205-1	Operations assessed for risks related to corruption	16	10	33	
205-2	Communication and training about anti-corruption policies and procedures	16	10	33	
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			48	

Code	Indicator	SDG (2024)	UNGC Principle	Page Number	Comments/Omissions
207-1	Approach to tax	1, 10, 17		48	
207-2	Tax governance, control, and risk management	1, 10, 17		48	
GRI 302: Energy 2016					
3-3	Management of material topics			60	
302-1	Energy consumption within the organization	7, 8, 12, 13	7, 8, 9	86	
302-3	Energy intensity	7, 8, 12, 13	7, 8	87	
302-4	Reduction of energy consumption	7, 8, 12, 13	8, 9	86	
GRI 303: Water and Effluents 2018					
3-3	Management of material topics			54	
303-1	Interactions with water as a shared resource	6, 12	7	54	
303-2	Management of water discharge-related impacts	6	7	54	
303-3	Water withdrawal	6	7, 8	88	
303-4	Water discharge	6		88	
GRI 305: Emissions 2016					
3-3	Management of material topics			60	
305-1	Direct (Scope 1) GHG emissions	3, 12, 13, 14, 15		87	
305-2	Energy indirect (Scope 2) GHG emissions	3, 12, 13, 14, 15		87	
305-3	Other indirect (Scope 3) GHG emissions	3, 12, 13, 14, 15		88	
305-4	GHG emissions intensity	13, 14, 15		87	
305-5	Reduction of GHG emissions	13, 14, 15		87, 88	
GRI 306: Waste 2020					
3-3	Management of material topics			53	
306-1	Waste generation and significant waste-related impacts	3, 6, 12, 14		53	
306-2	Management of significant waste-related impacts	3, 6, 12		53	
306-3	Waste generated	3, 6, 12, 14, 15		88	
306-4	Waste diverted from disposal	3, 12		88	
306-5	Waste directed to disposal	6, 14, 15		88	
GRI 308: Supplier Environmental Assessment 2016					
3-3	Management of material topics			36	
308-1	New suppliers that were screened using environmental criteria		8	37	
308-2	Negative environmental impacts in the supply chain and actions taken		8	37	
GRI 401: Employment 2016					
3-3	Management of material topics			65	
401-1	New employee hires and employee turnover	5, 8, 10	6	92, 93	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	3, 5, 8	6	72	
401-3	Parental leave	5, 8	6	94	
GRI 402: Labor/Management Relations 2016					

Code	Indicator	SDG (2024)	UNGC Principle	Page Number	Comments/Omissions
3-3	Management of material topics			65	
402-1	Minimum notice periods regarding operational changes	8			Information unavailable.
GRI 403: Occupational Health and Safety 2018					
3-3	Management of material topics			79	
403-1	Occupational health and safety management system	3, 8, 16		78	
403-2	Hazard identification, risk assessment, and incident investigation	8		78	
403-3	Occupational health services	8		79	
403-4	Worker participation, consultation, and communication on occupational health and safety	8, 16		79	
403-5	Worker training on occupational health and safety	8		79	
403-6	Promotion of worker health	3		79	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	8		78	
403-8	Workers covered by an occupational health and safety management system	8		78	
403-9	Work-related injuries	3, 8, 16		94	
GRI 404: Training and Education 2016					
3-3	Management of material topics			74	
404-1	Average hours of training per year per employee	4, 5, 8, 10	6	74	Information incomplete. Data collection processes under review.
404-2	Programs for upgrading employee skills and transition assistance programs	8		74	
404-3	Percentage of employees receiving regular performance and career development reviews	5, 8, 10	6	74	Information incomplete. Data collection processes under review.
GRI 405: Diversity and Equal Opportunity 2016					
3-3	Management of material topics			75	
405-1	Diversity of governance bodies and employees	5, 8	6	76, 92	
405-2	Ratio of basic salary and remuneration of women to men	5, 8, 10	6	76	
GRI 406: Non-discrimination 2016					
3-3	Management of material topics			75	
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, 66	
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	8	2, 3	37	
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	37	
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			37	

Code	Indicator	SDG (2024)	UNGC Principle	Page Number	Comments/Omissions
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		37	
414-2	Negative social impacts in the supply chain and actions taken	5, 8, 16	1-6	38	
GRI 415: Public Policy 2016					
3-3	Management of material topics			48	
415-1	Political contributions	16		48	
GRI 416: Customer Health and Safety 2016					
3-3	Management of material topics			43	
416-1	Assessment of the health and safety impacts of product and service categories			45	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	16		90	
GRI 417: Marketing and Labeling 2016					
3-3	Management of material topics			46	
417-1	Requirements for product and service information and labeling	12	7	46	
GRI 418: Customer Privacy 2016					
3-3	Management of material topics			42	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	16		42	
BioNTech Material Topic: Animal Welfare					
3-3	Management of material topics			47	

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	45	
HC-BP-210a.2	Number of inspections related to clinical trial management and pharmacovigilance that resulted in: (1) entity voluntary remediation or (2) regulatory or administrative actions taken against entity	90	
HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	45	If there were material legal proceedings associated with clinical trials in developing countries and public disclosure criteria are met, details would be included in our 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	17	
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.2	Percentage change in: (1) average list price and (2) average net price across product portfolio compared to previous reporting period		Not reported.
HC-BP-240b.3	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous reporting period		Not reported.
Drug Safety			
HC-BP-250a.1	Products listed in public medical product safety or adverse event alert databases		Comirnaty
HC-BP-250a.2	Number of fatalities associated with products		https://fis.fda.gov/sense/app/95239e26-e0be-42d9-a960-9a5f7f1c25ee/sheet/7a47a261-d58b-4203-a8aa-6d3021737452/state/analysis
HC-BP-250a.3	(1) Number of recalls issued, (2) total units recalled	90	
HC-BP-250a.4	Total amount of product accepted for take back, reuse, or disposal		Not reported.
HC-BP-250a.5	Number of enforcement actions taken in response to violations of current good manufacturing practices (GMP) or equivalent, by type	90	
Counterfeit Drugs			
HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	46	
HC-BP-260a.2	Discussion of process for alerting customers and business partners to potential or known risks associated with counterfeit products	46	
HC-BP-260a.3	Number of actions that led to raids, seizure, arrests, or filing of criminal charges related to counterfeit products	90	If there were material legal proceedings associated with counterfeit products and public disclosure criteria are met, details would be included in our annual report on Form 20-F.
Ethical Marketing			
HC-BP-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims		If there were material legal proceedings associated with false marketing claims and public disclosure criteria are met, details would be included in our annual report on Form 20-F.
HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	47	
Employee Recruitment, Development & Retention			
HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development staff	69	
HC-BP-330a.2	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid-level managers, (c) professionals, and (d) all others	93	
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

Code	Accounting Metric	Page Number	Comments
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 our annual report on Form 20-F.
HC-BP-510a.2	Description of code of ethics governing interactions with health care professionals	33	
Activity Metrics			
HC-BP-000.A	Number of patients treated		Clinical trials: 751 patients in 2024
HC-BP-000.B	Number of drugs (1) in portfolio and (2) in research and development (Phases 1–3)		1 commercialized drug (BNT162b2); 18 clinical programs in oncology with more than 20 phase 2 and 3 clinical trials and seven clinical programs in infectious diseases.

8.6 Imprint

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