

SUSTAINABILITY **REPORT**

2025

BioNTech Management Board



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



ANNEMARIE HANEKAMP
Chief Commercial Officer



SIERK POETTING, PH.D.
Chief Operating Officer



KYLIE JIMENEZ
Chief People Officer



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



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



RAMÓN ZAPATA
Chief Financial Officer

Composition of the Management Board as of March 1, 2026.



BioNTech at a Glance

COVID-19 vaccine market leadership¹

50%

market share during the fall 2025
vaccination season



COVID-19 vaccine²

5_{bn}

doses shipped to > 180 countries
and territories



Oncology pipeline

25+

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



~42%

of positions at highest and second
highest management level below
Management Board are held by
women

Environment, Occupational Safety, and Health



70%

of our employees covered by ISO 14001
and ISO 45001 certifications

Our values



united



passionate



innovative

¹ COVID-19 vaccine market share of over 50%, including Italy, Spain, France, Germany, U.S., Japan, and Australia | ² Cumulative doses shipped in the years 2021-2025.

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Purpose

In 2025, we achieved key milestones that strengthened our position in oncology, validated our approaches with encouraging data, and set the stage for significant progress in 2026. These accomplishments reflect our dedication to advancing science and making a tangible difference in the lives of patients around the world. It also underlines our commitment to our vision of translating science into survival and becoming a multi-product company by 2030.

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Dear Reader,

In 2025, sustainability evolved into a recalibration of priorities for the corporate world. What began as a primarily values-driven debate has increasingly become a factor of competitiveness, growth, and resilience. In the European Union, sustainability-related regulatory requirements were postponed, streamlined, or simplified, while the European Commission sought to balance the objectives of the Green Deal with a stronger political focus on growth and the reduction of administrative complexity. In other parts of the world, sustainability faces significant challenges, and the term is becoming increasingly subject to debate. At the same time, sustainability remains a cornerstone of good corporate governance.

BioNTech closely follows these developments. Even where requirements are adjusted or simplified, the overall regulatory and policy direction remains unchanged: transparency of data, management of climate-related risks, and oversight of global value chains continue to be essential. With approximately 8,300 employees globally, BioNTech is pursuing the ambition of becoming a self-sustaining biopharmaceutical company with multiple approved products. To support this goal, we follow a sustainability strategy that aims to be resilient to regulatory volatility while maintaining clear ambitions and robust risk management.

A central prerequisite for this approach is reliable and decision-relevant sustainability data. Sound data underpins regulatory compliance, reporting obligations, and the expectations of investors and global partners. It is equally indispensable for our own climate targets, regulatory climate transition planning, the management of potential increases in CO₂-related costs, as well as for the further development of robust HR and social data foundation. In 2025, we therefore placed strong emphasis on strengthening these data areas and on setting the course for future-oriented data architectures and technology solutions.

At the same time, our international footprint means that our value creation and supply chains require greater resilience in the face of geopolitical uncertainty. Regulatory and voluntary sustainability due diligence is therefore an integral part of our enterprise risk management, helping to mitigate disruption risks, trade and sanction exposures, and potential reputational impacts.

In this context, 2025 was a year in which we further strengthened the foundations for integrated sustainability management. We advanced the development of data and data processes, strengthened our governance structures, and improved coordination between central and local areas of responsibility. This has been enabled by a company-wide integration project launched in 2025 to be rolled out progressively from 2026 onwards: It integrates business data, information technologies, and business and commercial processes, thereby creating the basis for consistent corporate and sustainability management and reporting.

These efforts aim to directly support our core business objectives, enhance our resilience in a challenging geopolitical environment, and strengthen our path toward delivering innovative therapies to patients while continuing to build an agile, responsible, and future-ready organization.

We are deeply grateful to our employees for their dedication and commitment, to our partners for their trust and collaboration, and to our investors, shareholders, and Supervisory Board for their continued support. ● **GRI 2-22**

Prof. Ugur Sahin, M.D.

Chief Executive Officer

Annemarie Hanekamp

Chief Commercial Officer

Kylie Jimenez

Chief People Officer

Sierk Poetting, Ph.D.

Chief Operating Officer

James Ryan, Ph.D.

Chief Legal and Chief Business Officer

Prof. Özlem Türeci, M.D.

Chief Medical Officer

Ramón Zapata

Chief Financial Officer

1.0

About BioNTech

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Developing a Next-Generation Immunotherapy Company

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

 **25+**
Phase 2 or Phase 3
clinical trials in oncology

 **10+**
novel-novel combination
clinical trials in oncology
pipeline

 **Leading COVID-19
vaccine market share¹**

¹ COVID-19 vaccine market share of over 50%, including Italy, Spain, France, Germany, U.S., Japan, and Australia.

1.0 About BioNTech

1.1 Business Overview

We are a global next-generation immunotherapy company aiming to pioneer 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 and artificial intelligence, or AI, and machine learning, or ML, capabilities to discover, develop and commercialize our marketed product 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 and protein-based therapeutics (including targeted antibodies such as monoclonal, bispecific and antibody-drug conjugates, or ADCs).

Our multi-technology combination of platforms and product candidates aims to position us as pioneers in the field of individualized, patient-centric therapeutic approaches in oncology and infectious diseases. We believe that by combining complementary treatment modalities, we can leverage the potential of each technology to provide precise and personalized treatments to patients. Such treatments, if approved, could both increase the likelihood of therapeutic success and reduce the risk of therapeutic resistance.

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, potentially synergistic mechanisms of action.

BioNTech Oncology Vision: Translating Science into Survival

2025 ✓

Advanced Strategy, Matured Pipeline & De-risked Development

Progressed key programs into pivotal stage, established partnership with BMS, fortified balance sheet with €17.2 billion in cash¹ to fund our pipeline

2026 – 2029

Drive Oncology Execution at Scale & Speed

Advance combination therapy studies, accelerate pivotal trial execution, build indication-specific oncology portfolios & execute oncology launches

2030

Diversified Multi-Product Company

Build a diversified, multi-product global immunotherapy powerhouse addressing high unmet medical need of cancer patients worldwide

¹ Consists of cash, cash equivalents and security investments, as of December 31, 2025.



In infectious diseases, our goal is to develop vaccines and therapeutics caused by respiratory viruses, latent viruses, bacteria and parasites. We believe our scientific approach and our mRNA technology have the potential to significantly contribute to the fight against global health threats caused by infectious diseases. We have pursued both strategic partnerships and corporate collaborations to partially fund our infectious disease global health programs and aim to continue to do so. Our infectious disease programs aim to contribute to equitable access to innovative vaccines for high medical need indications.

Our approach has generated a robust and diversified product candidate pipeline across a range of technologies in oncology and infectious disease, and has led to the approval of our first marketed pharmaceutical product, *Comirnaty*. Innovation is at the core of our company, and we see potential for our technologies to expand beyond oncology and infectious diseases.

Progress on Strategic Objectives in 2025

In 2025, we made important progress across key strategic areas of the company to strengthen our technology platforms, capabilities and infrastructure, through strategic investments, acquisitions and partnerships impacting patients, shareholders and other stakeholders.

1. Advanced Oncology Pipeline

We continued to develop our innovative oncology pipeline. In 2025, 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 and indications. Today, our pipeline consists of 16 clinical programs in oncology, with more than 25 Phase 2 and Phase 3 clinical trials and 10 novel combination trials ongoing with our investigational bispecific antibody pumitamig. In 2025, we and our partners reported data across our portfolio at multiple medical meetings and published manuscripts in peer-reviewed journals.

2. COVID-19 Vaccine Market Leadership

We continued to build our COVID-19 vaccine franchise and maintained market leadership in multiple key geographies. In 2025, we and Pfizer successfully launched our SARS-CoV-2 variant-adapted vaccine for the 2025/2026 vaccination season in 69 markets globally. We maintained our leadership position in the global COVID-19 vaccine market, achieving a market share of over 50% during the fall 2025 vaccination season.

3. Strategic Transactions and Partnerships

In February 2025, we announced the completion of our acquisition of Biotheus. With the acquisition, we obtained full global rights to the late-stage clinical asset pumitamig. In June 2025, we entered into a global co-development and co-commercialization agreement with Bristol Myers Squibb Company, or Bristol Myers Squibb, to jointly develop, manufacture and commercialize pumitamig across numerous solid tumor types. The collaboration leverages both partners' expertise, resources and global footprint to accelerate pumitamig's path towards potential regulatory approvals and market launches.

In December 2025, we announced our acquisition of CureVac N.V., or CureVac. The strategic transaction complements BioNTech's capabilities and proprietary technologies in mRNA design and delivery formulations.

4. Maintained Strong Financial Position

In 2025, we maintained a strong balance sheet through disciplined financial performance, ending the year with approximately EUR 17.2 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.

On March 10, 2026, we announced plans for an independent company to be established and led by BioNTech co-founders Prof. Ugur Sahin, M.D., and Prof. Özlem Türeci, M.D. The new company with distinct resources, operations and funding options, will advance next-generation mRNA innovations. We plan to contribute related rights and mRNA technologies to the new company to enable and support the prioritized development of next-generation mRNA innovations with disruptive potential. With both companies focusing on their respective strategic priorities, we expect to maximize value for patients and shareholders alike. Prof. Ugur Sahin, M.D., and Prof. Özlem Türeci, M.D., will transition into the management of their new company by the end of 2026 after their current service agreements end. Our Supervisory Board has initiated an executive search to identify successors for the positions to ensure a smooth transition and seamless execution of our strategy.

● GRI 2-6 ● SASB HC-BP-000.B

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

COVID-19 vaccination has played an important role in saving lives and livelihoods across the world. Our commercial product, developed in 2020, *Comirnaty*, was the first-ever approved mRNA-based product, and, to our knowledge, remains the fastest-ever developed prophylactic vaccine from viral sampling to approval. As of March 2026, 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 over 5 billion doses shipped globally.

Under our collaboration with Pfizer, we are the Marketing Authorization Holder in the United States, the European Union, or E.U., the UK, Canada and other countries. Additionally, we are the holder of emergency use authorizations 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 Pharmaceutical Industrial Development, Co., Ltd, or Fosun Pharma, Fosun Pharma has marketing and distribution rights in Mainland China, Hong Kong Special Administrative Region, or SAR, Macau SAR and Taiwan region.

Commercial, Manufacturing and Distribution Updates

We expect that as SARS-CoV-2 continues to evolve, and the risk of severe COVID-19 disease and deaths persists, there will be continued demand for primary and seasonal vaccinations, especially for at-risk and immunocompromised populations. Studies have demonstrated that natural immunity acquired by SARS-CoV-2 infection is variable across individuals and wanes over time due to viral escape mutations and decreasing antibody titers. The risk of severe COVID-19 disease remains high in vulnerable populations. Vaccination not only reduces the risk of severe COVID-19 but may also mitigate the risk of health impairments related to COVID-19. Given this, and our current understanding of COVID-19's burden on healthcare systems during the fall and winter season, along with its observed peaks at other times of the year, we anticipate the need for annual adapted vaccines to be a long-term component of COVID-19 vaccination practices.

In 2025, we and Pfizer continued our global COVID-19 vaccine leadership with the commercial launch of our SARS-CoV-2 variant-adapted vaccine for the 2025/2026 vaccination season. Since the declaration of the pandemic, we have developed and commercialized multiple COVID-19 vaccine products,

including our most recently developed COVID-19 vaccine targeting the LP.8.1 strain. Each is referred to as *Comirnaty*.

In 2025, we continued transitioning from an advanced purchase agreement framework to commercial market ordering in some geographies.

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.

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

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. 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, is published in the Company's Annual Report on Form 20-F for the 2025 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 2025 Financial Results

In the 2025 financial year, BioNTech's total revenues were EUR 2.9 billion (2024: EUR 2.8 billion).

For more details on the Company's 2025 financial results, please refer to BioNTech's Annual Report on Form 20-F for the 2025 financial year filed with the U.S. Securities and Exchange Commission (SEC) on March 10, 2026. 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 2025 financial year, including its revenues and expenses for research and development, sales and marketing, and administration, are available in BioNTech's Annual Report on Form 20-F for the 2025 financial year filed with the SEC on March 10, 2026. 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 sustainability and responsibility (CSR) lies with our Management Board. BioNTech's CSR department is the driving force behind the systematic incorporation of CSR into the organization, its processes, corporate culture and work practices. Our CSR department 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. ● **GRI 2-12**

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 2025:

- **Integrated Sustainability Management Foundation:** We laid the foundations for strengthening sustainability management and reporting by advancing data quality, processes and architecture through a company-wide project launched in 2025 and to be rolled out progressively from 2026 onwards. This project integrates data, information technologies, and business processes to create the basis for consistent corporate and sustainability management and reporting.
- **Decarbonization Strategy and Implementation:** In 2025, we continued to advance our efforts to reduce electricity-related Scope 2 emissions through two key initiatives: expanding our centralized green energy procurement to additional sites and significantly increasing our portfolio of self-generated renewable electricity. In the current geopolitical environment, this contributes to strengthening our resilience against price volatility and geopolitical shocks.
- **Global Health Office:** In 2025, BioNTech continued to engage with an ecosystem of global health partners to strengthen our global health portfolio. Our partnerships encompass multilateral organizations, including the World Health Organization (WHO), the Africa Centre for Disease Control and Prevention (Africa CDC), and the Global Alliance for Vaccines and Immunization (GAVI), as well as funding organizations such as the Coalition for Epidemic Preparedness Innovations (CEPI), the Gates Foundation, and the European Commission. We also collaborate with local authorities and study centers to support regional implementation of our programs.



Our commitment to capacity building is demonstrated through targeted fellowship programs that host African fellows in Germany. These initiatives include participation in the “AFRIKA KOMMT!” program, supported by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), Germany's primary development agency, and the WHO TDR Clinical Research Leadership program. These programs are designed to strengthen local expertise and support the sustainable development of healthcare capabilities across African markets.

- **Human Rights Officer:** Consistent with our commitment to continuous improvement, we strengthened our human rights and environmental risk management in 2025. A key milestone was appointing an additional Human Rights Officer in 2025 to reinforce our governance framework for human rights and environmental risks. This appointment prompted a comprehensive review and refinement of our internal work processes, roles, and responsibilities. During the year, we expanded the application of the Supplier ESG Risk Score, first introduced into our supplier management processes in 2024. We supported this expansion by providing specialized training to our Global Procurement Organization to ensure consistent application of the Score across our operations.

All relevant departments are supported by the CSR team, which is directly involved in all major CSR projects. ● **GRI 2-13**

CSR and Sustainability Materiality Analysis

During 2025-2026, we are conducting our third Double Materiality Assessment (DMA) to identify the material topics that will shape BioNTech's future sustainability reporting. Building on the foundations of two previous cycles, we have strategically enhanced our DMA process to ensure CSRD compliance from financial year 2027 onwards.¹

Recognizing the critical importance of a high-quality, enterprise-wide integrated DMA analysis for future CSRD reporting in our management report, we have elevated the strengthening of the DMA analysis process from operational reporting activities to a prioritized strategic project. This repositioning enables us to develop a strategically aligned, auditable, more valid and robust materiality assessment process that meets regulatory requirements and supports a further refinement of our CSR Strategy and objectives.

Strategic Enhancement and Process Integration

Starting in 2025, our adapted approach places particular emphasis on the stronger integration of relevant internal stakeholders into alignment processes to ensure consistency with comparable processes and uniformity of reporting in the 2027 management report. This includes deeper coordination between the CFO and COO functions to create a comprehensive and integrated view of our sustainability impacts, risks, and opportunities (IROs).

Double Materiality Framework

This year's assessment continues the DMA process implemented in alignment with the requirements of the E.U. Corporate Sustainability Reporting Directive (CSRD) and the related European Sustainability Reporting Standards (ESRS). A key principle of the new standards is the concept of “double materiality”.

The ESRS require BioNTech to assess the impacts, risks and opportunities (IROs) of sustainability matters from 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 and positive or negative. Furthermore, they are assessed across different timeframes – short-, medium- and long-term. The assessment considers the scale and scope of each impact and, in the case of negative impacts, their irremediability. For potential impacts, the probability of occurrence is also considered. Financial risks and opportunities are assessed based on their likelihood of occurrence and the magnitude of their financial impact.

¹ BioNTech falls within the scope of the E.U. CSRD as a large company (Wave 2). Mandatory reporting in accordance with CSRD and ESRS begins with the 2027 financial year (reported in 2028), subject to transposition into German law.

Methodology and Learning from Experience

Building on the foundation established in our materiality assessment conducted at the end of 2023 and beginning of 2024, the ongoing 2025-2026 materiality assessment applies the defined methodology while incorporating lessons learned from our assessments. The DMA methodology has evolved and was simplified by E.U. regulation in December 2025. This background and our iterative approach across three DMA cycles have provided valuable insights and experiences, which we have incorporated into our process.

Key learnings include the development of audit requirements and maturing data management processes to meet auditor scrutiny. Stakeholder interviews provided insights that enabled us to systematically refine our engagement methodology, focusing dialogue on material sustainability matters and progressively improving both stakeholder relationships and data relevance. We have recognized the need to objectify subjectively weighted assessments through aligned processes and validation stages, including enhanced stakeholder capacity building and engagement.

Comprehensive Assessment Approach

The DMA 2025-2026 assesses all relevant sustainability matters required under the CSRD for the identification of IROs at the topic and sub-(sub-)topic levels, supplemented by additional BioNTech-specific topics where appropriate. In addition to insights from industry reports, the assessment draws on a wider range of inputs from our human rights risk process, Enterprise Risk Management process and due diligence reports, including information on recent acquisitions to ensure a comprehensive understanding of our operating context. The integration of multiple evidence sources enables a more complete view of our IROs across our upstream and downstream value chain, as well as in our operations.

Process Steps

Our enhanced DMA comprises the following steps:

- Context analysis
- Stakeholder engagement
- Identification of impacts, risks and opportunities (IROs)
- Prioritization and impact and financial materiality assessment of IROs
- Consolidated list of material IROs
- ESRS data point profile

The consolidated set of material IROs serves as the foundation for defining BioNTech's ESRS data point profile. Maintaining a consistent approach across cycles ensures continuity in the assessment of materiality and allows materiality outcomes to remain aligned with changes in BioNTech's operational context and strategic developments.

While our DMA process has been established as a strategic project in addition to ongoing reporting activities, the results continue to serve as a reference point for current reporting and operational priority setting, ensuring continuity and relevance for our sustainability management approach.

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

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Contributing to Equitable Access to Vaccines

FOR PEOPLE EVERYWHERE:

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

BioNTech continues to address high and unmet medical needs through the development of vaccines against some of the world's most prevalent infectious diseases.



Global Health Partnerships



BioNTech is progressing the development of prophylactic mRNA vaccines and an antibody program

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 sustainable development, which includes global health and well-being, to be achieved by 2030. We support the UN's 2030 Agenda for Sustainable Development and its 17 Sustainable Development Goals (SDGs). We are particularly focused on contributing to the achievement of goal 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 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 aims to address high and unmet global medical needs, including diseases with pandemic potential – mostly affecting low- and lower middle-income countries.

Facilitating access to vaccines is an important step towards vaccine equity. Our vision is for vaccines to 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 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 lower middle-income countries and those with a potential inequity or pandemic dimension. The GHO supports clinical development and manufacturing capacity to facilitate our activities in line with the UN SDGs. In 2025, BioNTech continued to engage with a large ecosystem of global health partners, including WHO, 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, the European Commission and the Global Alliance for Vaccines and Immunization (GAVI) to strengthen our global health portfolio. Further activities include our capacity-strengthening initiative, in which we host African fellows in Germany as part of two fellowship programs: the "AFRIKA KOMMT!" program supported by Germany's primary development agency, the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), and the WHO TDR Clinical Research Leadership program. The head of the GHO reports to BioNTech's CEO, Ugur Sahin.

2.2 Working Together to Develop Vaccines and Promote Vaccine Equity

Update on our Global Health Partnerships

Over the past several years, BioNTech has entered into a number of global health partnerships to develop vaccines for infectious diseases of global significance, support the development of an African vaccine ecosystem and add to pandemic preparedness in Germany. We share details on the types of partnerships to which we belong, as well as their aims and current status, below.

Collaboration with the Gates Foundation

BioNTech's partnership with the Gates Foundation began in 2019 with an initial equity investment of USD 55 million by the Foundation. The partnership was formed to support the development of preclinical vaccine and immunotherapy candidates to prevent and treat tuberculosis and HIV infection. The tuberculosis program (BNT164) has since advanced to Phase 2, supported by further grants from the Gates Foundation.





Collaboration with the Coalition for Epidemic Preparedness Initiative (CEPI)

In 2023, the Coalition for Epidemic Preparedness Initiative (CEPI) and BioNTech announced a strategic partnership to advance mRNA-based vaccines, including the development of BNT166 for the prevention of mpox, a serious infectious disease caused by an orthopoxvirus. CEPI is providing up to USD 90 million in funding to support this effort, which aligns with its 100 Days Mission, a global initiative to develop safe and effective vaccines within 100 days of identifying a pandemic pathogen. This mission is supported by the G7, G20, and industry leaders and aims to accelerate vaccine readiness for future pandemics.

Driven by our shared commitment to equitable access to innovative vaccines targeting infectious diseases, we expanded our strategic partnership with CEPI in 2024. CEPI has committed up to USD 145 million to advance our manufacturing facility in Kigali, Rwanda, which was inaugurated in December 2023.¹ In collaboration with partners such as CEPI, the Rwanda facility is intended to produce mRNA vaccines in Africa for Africa, contributing to 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 facility could be used by BioNTech and local partners to manufacture mRNA vaccines with the potential to address some of the greatest unmet global health needs affecting low- and lower middle-income countries and to enable the development of vaccines against pathogens posing endemic or pandemic threats to Africa.

Collaboration with the European Investment Bank (EIB) and European Commission (EC)

The EIB and EC have teamed up with BioNTech, together with CEPI, to advance our mRNA manufacturing site in Rwanda, awarding us funding in October 2025, through a blended finance instrument of EUR 95 million. This consists of a EUR 35 million milestone-based "Team Europe Initiative on Manufacturing and Access to Vaccines, Medicines and Health Technologies in Africa" (MAV+) grant and an up to EUR 60 million credit facility that can be drawn from the European Investment Bank under the European Fund for Sustainable Development Plus (EFSD+) program. This financing is intended to support the site's overall infrastructure for facility operations, develop manufacturing capabilities, and build contract development manufacturing organization (CDMO) capabilities to support clinical development by manufacturing clinical trial materials for partners.

Our partnership with CEPI and the EC/EIB aims at strengthening Africa's vaccine ecosystem, a vision echoed by Karl Nehammer, the EIB's Vice President responsible for health:



This manufacturing site is about empowering Africa with the tools and expertise to tackle health challenges independently. By working with BioNTech and the European Commission, we're supporting a future where vaccines are produced in Africa, for Africa. This partnership is a major step forward for health, jobs, and innovation across the continent.

Karl Nehammer
Vice President of the EIB

Collaboration with the German Center for Pandemic Vaccines and Therapeutics

We collaborate with the German Center for Pandemic Vaccines and Therapeutics (Zentrum für Pandemie-Impfstoffe und -Therapeutika – ZEPAI), with whom we have entered into a pandemic preparedness agreement to facilitate the rapid and sufficient supply of vaccines in the event of a pandemic. This agreement 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 by entering into this agreement. Under its terms, we maintain vaccine manufacturing capacities on standby for the German Federal Government and have committed to making these available in the event of a pandemic.

¹ Contingent upon pre-agreed activity milestones.



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 others with epidemic or pandemic potential, such as mpox. A clinical trial for our tuberculosis vaccine candidates is underway in South Africa and Mozambique, and we plan to launch additional trials of infectious disease vaccine candidates in 2026. These diseases are highly prevalent across Africa.

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

In collaboration with Pfizer, we are aiming to develop a vaccine candidate that enhances and broadens SARS-CoV-2 immunogenicity responses.

2. COVID-19 – Influenza Combination mRNA Vaccine Program – BNT162 + BNT161

In collaboration with Pfizer, Phase 1/2 clinical trials are being conducted to evaluate the safety, tolerability and immunogenicity of the combination of the companies' mRNA vaccine candidates against influenza and COVID-19. We expect to provide updates as the program progresses.

3. Herpes Simplex Virus Vaccine Program – BNT163

A Phase 1 clinical trial (NCT05432583) is being conducted to evaluate the safety, tolerability, immunogenicity and preliminary efficacy of BNT163 for the prevention of genital lesions caused by HSV-2 and potentially HSV-1.

In October 2025, data from this trial were presented at the 2025 Infectious Disease Week, or IDWeek, congress. The data showed BNT163 was well-tolerated with an acceptable safety profile and induced binding antibody and neutralizing titers to HSV-2 antigens.

4. Tuberculosis Vaccine Program – BNT164

In December 2025, a Phase 1a clinical trial (NCT05537038) to evaluate the safety, reactogenicity, and immunogenicity of BNT164 was completed.

A Phase 1b/2a clinical trial (NCT05547464) is being conducted to assess the safety, reactogenicity, and immunogenicity of mRNA vaccine candidates against tuberculosis disease.

5. Malaria Vaccine Program – BNT165

A 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 FDA, as announced on March 4, 2025. BioNTech has complied with the hold by the FDA and, in accordance with the clinical trial protocol, has proactively paused the study. BioNTech is assessing next steps in the development of this vaccine candidate.

6. Mpox Vaccine Program – BNT166

A Phase 1/2 clinical trial (NCT05988203) is being conducted to evaluate the safety, tolerability, reactogenicity and immunogenicity of an mRNA-based multivalent vaccine candidate (BNT166a).

In October 2025, data from the Phase 1 portion of this trial were presented at the 2025 IDWeek congress. The data showed that BNT166 was well-tolerated and induced multiantigen-directed antibodies with cross-mpox virus clade and cross-orthopoxvirus neutralization activity in vaccinia virus-naïve and experienced participants.

A randomized, placebo-controlled Phase 2 clinical trial (NCT07379580) is being conducted to evaluate the safety, reactogenicity, and immunogenicity of BNT166 in healthy participants.

7. Shingles Vaccine Program – BNT167

A Phase 1/2 clinical trial (NCT05703607) to evaluate the safety, tolerability, and immunogenicity of BNT167 in up to 900 healthy volunteers 50 through 69 years of age was terminated.

Both we and Pfizer have decided to opt out of the further development of BNT167.

8. HIV Antibody Program – BNT351

In February 2026, the first patient was dosed in a Phase 1 clinical trial (NCT07392372) to evaluate the safety, pharmacokinetics, and antiviral activity of BNT351 in adults living with and without HIV.

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

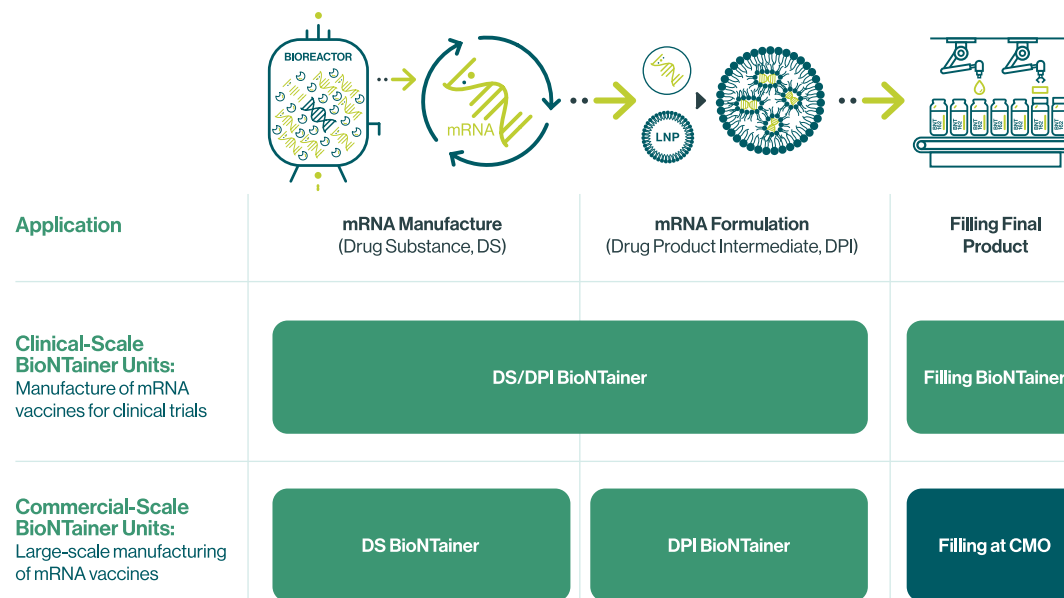
Our *BioNTainer* concept was developed as a modular and scalable manufacturing solution to support the rapid establishment of vaccine production capacities. By enabling localized, GMP-compliant manufacturing, *BioNTainers* contribute to building resilient vaccine ecosystems and support our commitment to sustainable and equitable access to innovative vaccines against infectious diseases, including in low- and lower-middle-income countries. *BioNTainers* allow 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 such as 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 and tailored to regional needs. Manufacturing could conceivably include BioNTech's investigational vaccines against malaria, tuberculosis and mpox, if they are successfully developed, approved, authorized by regulatory authorities and in line with regional demand. *BioNTainer* units can also support clinical-scale manufacturing of investigational mRNA-based medicines. Capacity can be scaled up by adding further modules and sites to the manufacturing network. ● **GRI3-3**

Building mRNA Vaccine Manufacturing Capacity in Rwanda

In 2023, we reached an important milestone in establishing mRNA vaccine manufacturing capacities in Africa with the inauguration of our site in Kigali, Rwanda. The next *BioNTainer* units for manufacturing drug substance, drug product, and vaccine filling are expected to be installed in 2026, funded through our CEPI partnership. These *BioNTainers* are intended to produce and fill up to 500,000 doses of clinical trial material and/or vaccines per year.

We work closely with local authorities to facilitate compliance with the relevant regulatory procedures of the national regulatory agency. We 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



The Rwanda site is approximately 35,000 square meters and, once fully operational, will have approximately 100 employees. The facility's manufacturing capacity will depend on the mRNA product being manufactured and various factors, such as dosage and formulation. For commercial vaccine production or in response to a pandemic or outbreak, BioNTech could activate all installed BioNTainers on site and potentially manufacture up to 50 million doses annually of a product, using an RNA process similar to that used for the COVID-19 vaccines by Pfizer and BioNTech.



BioNTainers are designed to provide consistent manufacturing processes that can be applied globally and tailored to regional needs.

Sierk Poetting, Ph.D.
Chief Operating Officer BioNTech

BioNTech is not just building a site in Kigali, Rwanda, but also a team and its capabilities to run the *BioNTainer*-based facility. Our Rwanda site employed 37 people from 8 different African countries by the end of 2025. 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, we signed a multi-year strategic partnership with the State of Victoria, Australia, for an initiative to strengthen the local mRNA ecosystem with BioNTech's *BioNTainer* technology. This partnership aims to provide high-tech manufacturing capabilities and BioNTech's expertise to develop projects for further research and development.

We are advancing the development and commissioning of our state-of-the-art mRNA manufacturing facility on the Bundoora campus of La Trobe University in Melbourne. Having broken ground on the site in 2024, construction activities on the building structure have gained momentum. In November 2025, we celebrated the "topping-out" of the building, with the successful completion of the concrete superstructure. 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.

In advance of the completion of BioNTech's R&D and clinical-scale mRNA manufacturing facility, in mid-2025, we established R&D mRNA manufacturing capabilities in leased laboratory space at La Trobe University. In October 2025, we celebrated the successful manufacture of mRNA on Australian soil. BioNTech's R&D mRNA manufacturing services are now available to the growing mRNA ecosystem, and we expect our capabilities to expand through 2026. Upon completion of construction, we will transfer our R&D processes and equipment trains into our own facility.

Following the opening of our Innovation Center in Melbourne's central business district in mid-2024, our local scientific and strategic leadership team made a concerted effort to engage with and integrate into the mRNA ecosystem in Australia and the broader region. We will continue to leverage our local and global expertise to assess and identify mRNA-focused research projects from academia and industry and facilitate their transition to clinical-stage development as potential future product candidates. ● **GRI 203-2**



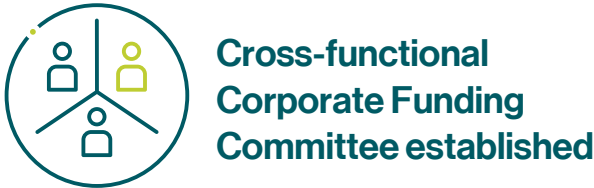
3.0

Corporate Citizenship

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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.



3.0 Corporate Citizenship

As a company committed to corporate citizenship, we strive to make a contribution to society that extends beyond our core business. Our Corporate Sustainability and Responsibility (CSR) team guides these efforts and reports directly to our Chief Operating Officer (COO).

BioNTech’s approach to corporate citizenship is shaped by our Corporate Citizenship Concept, adopted by the Management Board in 2020. It sets the framework for all our corporate citizenship activities, including monetary and in-kind charitable donations, volunteer work and sponsorships. We evaluate each potential initiative according to the objectives defined in this concept, which is structured around three pillars (see graphic below). ● **GRI 3-3**

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 2025
In 2025, we made further strides in aligning and extending the reach of our national and international corporate citizenship activities group-wide.

Working closely with our Compliance, Medical Affairs, Corporate Communications and Corporate Sustainability and Responsibility departments, we continued to refine our External Funding Framework to more clearly distinguish our charitable donations, corporate volunteering, corporate sponsorships, medical and scientific grants, and sponsorships.

This resulted in the creation of our Corporate Funding Committee (CFC), a cross-functional funding forum for evaluating potential charitable donations and corporate sponsorships with global or regional relevance. The committee is led by CSR and the Corporate Communications department: CSR is responsible for donation requests, while Corporate Communications oversees corporate sponsorships.

Furthermore, at the end of 2024, we introduced our Charitable Donations and Corporate Volunteering Guideline, followed by our Corporate Sponsoring Guideline in March 2025. The Charitable Donations and Corporate Volunteering Guideline sets out the specific requirements and approval processes for charitable donations and corporate volunteer work. It also includes updated requirements that apply when engaging with patient and healthcare organizations (POs and HCOs). In 2025, the CSR team implemented the guideline across our sites and provided training to Local Engagement Heroes to apply the new requirements. The Corporate Sponsoring Guideline provides a clear framework for the requirements and approval processes related to corporate sponsorships and external activities organized by third parties in non-medical and non-scientific fields.

3.0 Corporate Citizenship

BioNTech Sustainability Report 2025





In 2025, the CSR team further expanded the scope of our health-related impacts (HRIs) by starting a new donation project. We value ongoing dialogue with the organizations we support, which includes visiting projects on-site, and aim to provide long-term support without creating financial dependency. The CSR team's collaboration with the Global Medical Affairs team was also strengthened, especially regarding donations to patient and healthcare organizations. This helps facilitate compliance and deeper integration within the Company.

This year, we also continued our health-related impact donation to Stiftung Juno Kinderkrebshilfe and extended our support to the COURAGE Foundation for chronically ill children.

Medical- and Scientific-Related Funding and Sponsorship Activities

BioNTech also contributes funding to improve medical education and patient support activities. Our Medical Affairs department manages these funding and sponsorship activities in line with our Global Medical Affairs strategy. All funding is granted in compliance with the relevant laws, regulations, and industry codes, as outlined in our internal Healthcare Transparency Policy.

BioNTech's medical-related funding and sponsorship activities include

- providing medical, scientific, and educational grants to third parties to support healthcare professional education programs and patient advocacy initiatives; and
- sponsoring scientific and medical activities to enhance scientific exchange and advance research, and strengthen strategic partnerships.

Medical-related funding falls outside the scope of our Corporate Citizenship Concept and is managed 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 our Corporate Citizenship Concept. It is guided by a clear principle: to donate only to causes that align with one of the three pillars of our Corporate Citizenship Concept (see → **page 20**).

Further requirements and approval pathways are outlined in our updated Charitable Donations and Corporate Volunteering Guideline. Global donations, for example, follow the two-person rule and must first be approved by our CSR department, followed by our Corporate Funding Committee (CFC). For regional activities, the initial approval is carried out by our Local Engagement Heroes (LEHs) with the support of our CSR department. Exceptional donations follow an expanded approval process in which the CSR team conducts the first review and the Fast Decision Group (FDG) undertakes the second review before the final approval by the Management Board. Our Compliance & Business Ethics department also performs compliance checks to inform and support 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 be charitable in nature and consistent with our Corporate Citizenship Concept.
- Each activity requires the prior review and approval of the relevant internal stakeholders.
- Donations may be made to charitable or not-for-profit organizations but not to individuals, for-profit entities, political parties, or their affiliated organizations. Donations are not permitted to religious organizations whose primary activities promote the agenda of specific religious groups. Eligible organizations must be inclusive and have a purpose aligned with BioNTech's corporate values and objectives.
- Donations cannot be made to organizations that have an ongoing or prospective business relationship with BioNTech or that are involved in a current or upcoming 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 limited to exceptional cases, such as humanitarian emergencies, while activities with POs are generally allowed. Both types of activity should be initiated by the external organization, not occur regularly, and undergo additional scrutiny.
- Unless otherwise stated, each activity must also 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:

- Charitable donations must be in line with the defined annual donation budget and reflect the priorities set out in the annual donation strategy.
- In-kind donations must follow the criteria set out in the guideline to determine whether the donation qualifies as an in-kind donation, how it should be valued, and which internal processes apply.
- Exemptions to these processes may apply to low-value in-kind donations, unless the recipient is an HCO or PO.

In 2025, BioNTech donated a total of EUR 170,025 (2024: EUR 195,473), of which EUR 34,163 (2024: EUR 88,222) were in-kind donations.

Donations by Pillar in 2025

Amount of donation, including in-kind donations in euros



Donations by Type in 2025

Amount of donations in euros



3.2 Sponsorships

We distinguish between medical/scientific and non-medical/non-scientific corporate sponsorships. Further details on our medical/scientific sponsorships are provided in the info box on → [page 21](#).

In 2025, our non-medical sponsorships focused on regional initiatives in the communities where we operate. They supported both health-related and societal causes while promoting responsible brand visibility. These collaborations gave us meaningful opportunities to present the BioNTech name and corporate identity in contexts that are both credible and aligned with our mission.

Non-medical/non-scientific sponsorships fall under the responsibility of the Corporate Communications department, which oversees their initiation, evaluation, and ongoing monitoring. All proposals are evaluated in accordance with our Corporate Sponsoring Guideline and require the approval of the Corporate Funding Committee, following a structured due diligence process.

In 2025, BioNTech's non-medical sponsorships included, among others, the following:

- **Haus des Stiftens:** The annual Pro Bono Week, organized by Haus des Stiftens, took place in November 2025. As part of this recurring event, experts provide pro bono guidance to non-profit organizations and social enterprises. Corporate volunteers support this initiative by providing online coaching sessions and webinars designed to strengthen and professionalize charitable work.
- **Caritas Mainz e. V.:** The charity event "Auf's Parkett für ein Bett," hosted by Caritas Mainz e. V., raised funds for Thaddäusheim Mainz, a facility supporting unhoused and housing-insecure individuals. The funds raised at this event enable the facility to offer additional overnight stays to elderly and vulnerable residents.
- **Rosie's Place, Cambridge, U.S.:** The "Funny Women – Serious Business Luncheon" unites more than 1,200 community and business leaders to generate awareness and funding for programs offering holistic support to unhoused and housing-insecure women.¹

Our healthcare and patient organization sponsorships are consistently documented and monitored via our digital healthcare compliance platform. This allows us to assess compliance requirements systematically and helps ensure we meet global healthcare transparency requirements. ● **GRI 203-2**

¹ Sponsorship for Rosie's Place was pledged in 2025. The payment is planned for 2026.

3.3 Volunteer Work

We encourage our employees to engage in volunteer activities and support this by providing them one workday each year to volunteer. Our Charitable Donations and Corporate Volunteer Guideline, which took effect in November 2024, outlines the requirements an activity must meet to qualify as volunteer work and the corresponding approval process.

In 2025, BioNTech employees participated in corporate volunteer activities, dedicating their workday to projects benefitting their local communities (see highlight, → [page 24](#)). In 2024, we expanded our central Corporate Volunteer Program to include regional and global activities designed to increase engagement throughout the Company. We also appointed Local Engagement Heroes (LEHs) at our global sites to support our CSR team in leading our volunteer efforts. LEHs oversee the approval process for new site initiatives and work with the local Site Head and CSR department to strategically promote and drive engagement.



Supporting What Matters: A Glance at Our Volunteer Activities

BioNTech encourages employees at all locations to contribute to diverse projects supporting their local communities. Over the course of 2025, many got involved in local social projects in the areas of “healthy people”, “healthy planet” and “people in need”. These initiatives were organized by our Local Engagement Heroes. The following highlights are a testament to the positive impact the week had on both the supported causes and our own workforce.

Germany

In 2025, we remained committed to long-standing engagements such as the PRO BONO Week hosted by the social enterprise Haus des Stiftens, while embracing new volunteer opportunities. A few examples are highlighted below.

Spotlight: Sharing creativity and connecting with seniors

Our volunteers visited the Arbeiterwohlfahrt's (AWO – Workers' Welfare organization) senior center in Mainz-Oberstadt, where they painted ceramics with the residents. During the visit, volunteers engaged in conversations with the residents and provided creative support.

In 2025, our employees also showed their commitment by supporting the AWO Senior Center's summer festival. Volunteers assisted on-site, helped ensure activities ran smoothly, and spent time talking with residents, so all participants could fully enjoy the event.

Spotlight: Clearing up to preserve nature

For the “Am Rothen Sand” project in Wackernheim, BioNTech volunteers joined NABU Mainz und Umgebung e. V. in caring for a newly created biotope designed to protect rare plant and animal species and strengthen biodiversity. Together, they cleared an overgrown orchard and removed excess vegetation from surrounding areas, preparing the landscape for the next growing season and creating vital habitats for endangered species. ➔





Singapore

In 2025, our employees in Singapore joined volunteer efforts offering direct support to people in need, helping to create safer, more welcoming living environments and assisting organizations that provide essential everyday services to the community.

Spotlight: Creating a brighter home to foster well-being

Volunteers supported a project organized by the Singapore Cancer Society to assist a beneficiary and her family by completing the painting of their three-room flat and creating a more comfortable, uplifting home environment.

Spotlight: Helping to Nourish a Community

Our volunteers supported Willing Hearts, an organization serving over 10,000 meals daily to the local community. Volunteers assisted with essential behind-the-scenes tasks, including sorting and packing donations, chopping vegetables and frozen fillets, and preparing ingredients for cooking and baking, helping ensure thousands of people had access to a warm meal.

GLOBAL VOLUNTEERING 2025

4.0 Responsible Governance

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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.



ISMS

ISO-certified Information Security Management System



16 policies and guidelines forming a comprehensive compliance program

Business Continuity Management System integrated across organization



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: to hold 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, 2025. This report was filed with the U.S. Securities and Exchange Commission (SEC) on March 10, 2026 and is available on the SEC's website. Key corporate governance documents are also available on BioNTech's website in the [🌐 Corporate Governance section](#).

The Compensation System 2024, which was in effect through 2025, was implemented following a comprehensive review conducted by our Supervisory Board. This review took into account significant transformational changes within the Group and market practice.

As in previous years, in the year ended December 31, 2025, the Supervisory Board conducted a review of the compensation system with a renowned independent external compensation consultant to ensure appropriateness and to re-evaluate current compensation practices. The Supervisory Board concluded that the Compensation System 2024 remained appropriate and in line with the Company's goals.

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 has changed as follows: (i) the share of long-term variable compensation has increased from approx. 40% to approx. 70%; (ii) the share of fixed compensation has decreased from approx. 40% to approx. 20%; and (iii) the share of short-term variable compensation has decreased 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 of the Management Board and the Supervisory Board are published on our website at [🌐 www.biontech.de](https://www.biontech.de).





Variable Remuneration 2026

For the year ending December 31, 2026, the Supervisory Board defined the short-term performance targets and their weighting for all Management Board members. These targets include the following:

- Achieve sustainable financials with focus on revenue targets, cost management objectives, and maintaining a strong financial cash position to support strategic investments and long-term business resilience
- Actively manage our pipeline towards a competitive commercial business by achieving commercial readiness and progressing priority pipeline programs towards market launch
- Maintain ESG rating excellence and shape our organization to execute fast and effectively

These short-term incentive (STI) targets account for about 10% of the variable remuneration of the Management Board members of 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.

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

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.

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 – AktG). 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 have been members of the Supervisory Board since 2008. As stated in the declaration to the German Corporate Governance Code, or the Corporate Governance Code, (Entsprechenserklärung) published by the Company on February 25, 2026 pursuant to Section 161 para. 1 of the AktG, 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 (Handelsgesetzbuch – 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, 2025, which was filed with the SEC on March 10, 2026, and is available on the SEC's website.

4.2 Compliance and Business Ethics

We continued to strengthen and expand our Compliance & Business Ethics department as well as our overall compliance management in the 2025 reporting year. Our Compliance & Business Ethics department is organized into four areas of expertise: compliance governance, commercial and healthcare compliance, foreign trade and third-party intelligence, and investigations and compliance monitoring. To support the consistent integration of compliance practices across our global sites and business activities, each function has been assigned a Compliance Business Partner who serves as the dedicated resource for the respective department.

Our comprehensive compliance program is structured around three core elements: prevention, detection and response:

Prevention

- **Compliance 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 to prevent any actions that conflict with regulatory requirements or our values.
- **Campaigns to reinforce ethical awareness:** Our compliance principles – integrity, transparency and responsibility – are central to shaping our awareness campaigns and are reinforced by the tone set at the top.
- **Training and communication:** We translate our ethics and compliance policies into practice through regular hands-on exercises and clear, accessible guidance. Training is delivered through on-site sessions, online videos, and virtual interactive programs.

Detection

- **Timely detection of compliance risks:** As BioNTech expands its activities, we continue to strengthen our compliance program with measures designed to identify emerging compliance risks.
- **Monitoring:** We embed our compliance program's checks and balances directly into relevant business processes to support consistent oversight.

- **Whistleblowing and SpeakUp Program:** BioNTech's **Ethics Contact Point** offers anonymous channels – both online and by phone – for reporting potential misconduct. In addition, our Compliance & Business Ethics department is available as a direct avenue for raising concerns.

BioNTech's Compliance Program



prevent



detect



respond

Response

- **Internal investigation:** We review every report of potential misconduct to determine any need for further investigation. All investigations are conducted in accordance with our defined process, which promotes professionalism, objectivity and confidentiality.
- **Disciplinary and remedial measures:** The outcomes of our investigations, audits and risk assessments guide the disciplinary and remedial recommendations of our Compliance & Business Ethics department. Disciplinary measures center on individual accountability, while remedial measures focus on improving structural and procedural weaknesses.
- **Continuous improvement:** Our Compliance and Business Ethics department systematically gathers feedback to adapt our compliance program to the evolving needs of our organization. ● **GRI 2-25**

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 broad capabilities that support the roll-out of policies and management of the policy library, along with related training and monitoring activities. Using dedicated modules, the hub tracks interactions across key compliance areas, including transfers of value (ToV) with healthcare community representatives, meal invitations, corporate gift giving and potential conflicts of interest. It further captures violations and concerns submitted through our reporting channels. The BxP Hub also includes the capability to identify potential compliance risks when engaging with external personnel. Our Compliance & Business Ethics department oversees the rollout and monitoring of policies via the BxP Hub.

Your Voice Matters



straightforward



protected



anonymous

Compliance Responsibilities

Responsibility for the compliance program at the highest level lies with our Management Board. Within the Board, the Chief Executive Officer has overseen the area of Compliance & Business Ethics since 2024. Reporting to the CEO, the global Head of Compliance and Business Ethics provides updates on critical compliance matters as they arise. As a part of their duties, both the Management Board and the Head of Compliance and Business Ethics provide regular and ad hoc updates to the Audit Committee of the Supervisory Board on the execution of the compliance program.

The Compliance & Business Ethics department chairs the Company's Compliance & Risk Committee (CRC). The CRC comprises senior leaders from departments across the organization, including BioNTech Site Services (BSS), Compliance & Business Ethics, Culture Campus, Enterprise Risk Management, Global Financial Processes & SOX, Global Regulatory Affairs, Internal Audit, Legal, Quality and R&D Program Management, and Global Commercialization. Representatives of other departments join specific CRC meetings. The CRC's purpose is twofold: first, it acts as a cross-functional forum for screening and discussing the Company's potential compliance risks. In the case of material compliance risks, the Committee defines and recommends risk management measures, drawing on best practices and relevant industry standards. Each risk is allocated to a defined risk area and managed in a decentralized structure by dedicated functions. Second, the CRC reviews and decides on BioNTech's policy governance process. This process is a critical governance mechanism for developing, approving and implementing corporate policies and guidelines in line with our Corporate Rules Policy.

We expect all employees to comply with BioNTech's rules and policies, as well as applicable laws, while contributing to a workplace free from corruption, discrimination, and harassment. We facilitate this by requiring all new employees to take part in compliance training during their onboarding process. We also provide senior executives with compliance training tailored to the specific areas relevant to their departments. ● **GRI 3-3, 2-24**



Progress in 2025

In 2025, we continued to professionalize our compliance management, making significant progress in areas such as governance structure, team size, specialization and content.

- **General progress:** We further aligned the department's structure to the needs of our evolving organization and deepened subject matter expertise across the team. In 2025 alone, we expanded the department by adding six additional full-time employees. Key initiatives included setting up a local compliance unit in China, forming a dedicated trade compliance team, and enhancing resources for our compliance monitoring and controls.
- **Policy governance:** BioNTech's global policy governance framework ensures a clear and coordinated approach to developing, approving, and implementing our global and local corporate policies and guidelines, including those related to compliance. In 2025, our compliance program consisted of 16 policies and guidelines, representing a defined subset of BioNTech's broader policy library and guidelines. A selection of our compliance policies and guidelines is described on → [page 33](#).
- **Equal treatment/non-discrimination workshops:** At BioNTech, we are committed to cultivating a work environment defined by fairness, respect, and equal opportunity. Ensuring equal treatment, irrespective of gender, age, ethnicity, disability, sexual orientation, or any other characteristic, is more than a compliance obligation but is fundamental to building a strong, inclusive workplace. Team leaders play a pivotal role in fostering this culture. To support team leaders in meeting these responsibilities, the Compliance & Business Ethics department provided interactive workshops to line managers and their teams, covering topics from core principles of equal treatment to case-based discussions exploring discriminatory situations.
- **Code of Conduct & Business Ethics:** In 2024, we revised our Code of Conduct & Business Ethics to reflect BioNTech's continued growth and international expansion. The updated Code reinforces our commitment to ethical and responsible business practices and translates complex legal requirements into clear, accessible guidance for employees. In connection with the Code's launch, we introduced a multi-layered, multisensory communication campaign to reinforce both our "tone from the top" and our "tone from within". Key elements included video messages from our CEO and Global Head of Compliance and interactive seed-paper materials directing employees to FAQ resources. Our efforts were recognized by the jury of the Fox Awards (see info box).

In recognition of the communication campaign accompanying the launch of its updated Code of Conduct & Business Ethics, BioNTech received the FOX Efficiency Award for communication concept and efficiency, as well as the FOX Efficiency Visual Award for design.



The concept and delivery are truly impressive, calling attention to a compliance measure and bringing its standards and principles to life.

(Fox Awards Jury)



The FOX AWARDS, issued by the German publishing house dapamedien Verlag, are awarded in recognition of effective marketing and communication. Their core goal is to honor communication and marketing projects that are not just creative, but measurably effective.

● GRI 2-16, 2-26

Overview of Selected Compliance Policies

BioNTech's compliance program is built around 16 policies and guidelines, a selection of which is highlighted below. ● **GRI 2-23**

Conflicts of Interest Policy

BioNTech's Conflicts of Interest Policy sets out binding procedures for managing potential 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. It requires all BioNTech representatives to disclose any conflict of interest risks, including personal workplace relationships, outside engagements (such as board memberships), personal financial interests, and relationships with business partners and competitors. Conflicts of interest involving a member of the Management Board or Supervisory Board require consultation with our Compliance & Business Ethics department to ensure that the matter is managed responsibly, transparently, and with integrity. ● **GRI 2-15**

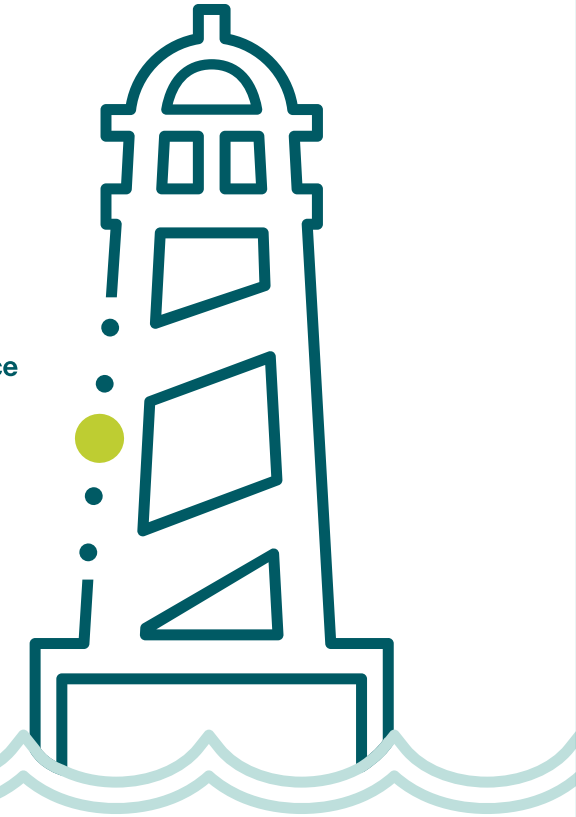
Anti-Bribery and Anti-Corruption

BioNTech is committed to eliminating all forms of corruption, including extortion and bribery. We reaffirm this commitment through our support of the UN Global Compact, as reflected by our signatory status and yearly Communication on Progress. We maintain a zero-tolerance policy towards passive or active, indirect or direct corruption and bribery. Our Anti-Bribery and Anti-Corruption (ABAC) Policy strengthens this stance by defining our rules for sufficiently managing bribery and corruption risks. We provide this policy to all Company employees and track the number and nature of confirmed corruption incidents. ● **GRI 205-1, 205-2**

Compliance Lighthouse

6 new compliance specialists hired in 2025

15 active compliance trainings in 2025



Compliance Due Diligence Guideline

At BioNTech, we have established a risk-based third-party due diligence program to identify and mitigate potential compliance risks when engaging with third parties. Compliance risks include legal and reputational risks – particularly related to anti-bribery and anti-corruption – as well as anti-money laundering, healthcare fraud, conflicts of interest, and ethical conduct. We begin with a background screening of the third party and its stakeholders, using publicly available data. We then supplement this with internal and external questionnaires gathering detailed information and documentation on the third party and the proposed business relationship. For complex transactions, such as mergers, acquisitions or equity investments, we conduct enhanced or forensic due diligence to address deeper ethical and reputational risks. Our compliance team reviews the collected data to identify potential risks and recommends appropriate mitigation measures, such as incorporating specific provisions into contractual agreements.



Acting with integrity is a
non-negotiable for BioNTech.

(BioNTech Code of Ethics & Business Integrity)

Anti-Fraud Policy

We are dedicated to meeting the highest ethical and legal standards in our business practices and do not tolerate behavior that violates anti-fraud laws. BioNTech's Anti-Fraud Policy, introduced in 2025, sets out our fraud prevention rules and procedures, including mechanisms ensuring BioNTech representatives can detect, report, and prevent acts and transactions that could be in violation.

Business Gifts and Hospitality Guideline

Under BioNTech's Business Gifts and Hospitality Guideline, our employees are prohibited from giving business gifts to healthcare professionals (HCPs) and government officials. The guideline defines the conditions, as well as the thresholds in different currencies (maximum values), for giving or receiving gifts and meals vis-à-vis external parties. The guideline also outlines the requirements for reporting these activities in our gifts and hospitality register.

Healthcare Interaction and Transparency Policies

BioNTech has been a member of the German Voluntary Self-Regulation for the Pharmaceutical Industry (Freiwillige Selbstkontrolle für die Arzneimittelindustrie e. V. – FSA) since 2021. Building on our commitments under our Code of Ethics & Business Integrity, we comply with the FSA's Transparency Code in our interactions with the healthcare community, including healthcare professionals, healthcare organizations (HCOs), patient organizations (POs), and patients. 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, we have established a Healthcare Transparency Policy and a Policy on Business Interactions with the Healthcare Community. These policies set out the requirements for all employee interactions with external healthcare stakeholders. Our Compliance and Business Ethics department provides training to help employees navigate these interactions appropriately and underscores the need to comply with country-specific transparency rules such as the Belgian Sunshine Act, the French Bertrand Act, and the U.S. Physician Payments Sunshine Act. To govern and oversee these interactions, we require that all engagements involving a transfer of value to the healthcare community be documented in our dedicated IT system and reviewed by our Compliance & Business Ethics department. ● **SASB HC-BP-510a.2**



Speaking up for what matters: Insights into our International Awareness Week

Acting ethically and responsibly is not only the right thing to do but is in the best interest of our Company, employees, and external stakeholders. Speaking up helps ensure integrity in our research and operations and protects colleagues, patients, and the Company as a whole. To raise awareness and encourage employees to openly voice concerns, regardless of whether they involve internal discrimination or product quality issues, we held a dedicated week to spotlight our SpeakUp channels available at BioNTech.

The week's initiatives included an intranet video featuring the Compliance and Business Ethics team and our CFO Ramón Zapata, highlighting why SpeakUp is important for everyone. Brown bag sessions created a forum to address detailed questions, including what takes place after a SpeakUp report is submitted, how an investigation works, and which cases have led to improvements. Employees also had the opportunity to take part in a global quiz to win a meet-and-greet with our Global Investigations team.



SpeakUp@BioNTech



SIMPLE.



PROTECTIVE.



ANONYMOUS.





4.3 Human Rights

BioNTech is a global biotechnology company with operations and value creation in a wide range of countries worldwide. This global presence carries a responsibility to respect human rights in our operations and business relationships globally. We acknowledge this responsibility and are committed to ensuring that our activities do not cause or contribute to adverse human rights impacts. This commitment is grounded in our fundamental belief that respecting human rights is an inherent obligation and reflects our core values. It aligns with the expectations of our stakeholders and represents an essential aspect of responsible business conduct that guides our operations worldwide.

Human Rights Frameworks

We have developed a comprehensive approach to human rights that shapes how we work across the Company. Our strategies and commitments are guided by several leading human rights standards and frameworks that include the following:

- The International Bill of Human Rights (encompassing the Universal Declaration of Human Rights, the International Covenant on Economic, Social and Cultural Rights, and the International Covenant on Civil and Political Rights)
- The International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work
- The UN Guiding Principles on Business and Human Rights
- The OECD Guidelines for Multinational Enterprises on Responsible Business Conduct

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 Supply Chain Due Diligence Act (LkSG), sets out our commitment to human rights and outlines our governance structure and due diligence processes. It also addresses the key human rights topics most relevant to our operations. In 2025, we completed our annual human rights risk analysis and, based on the results, revised our statement. The updated Human Rights Statement 2026 has been endorsed by the Company's Management Board and is publicly available on our [website](#).

Our Human Rights Statement is reinforced by the commitments outlined in our Code of Ethics & Business Integrity, which governs our operations and employees. Our Supplier Code of Conduct sets out our human rights and environmental management expectations for BioNTech suppliers, forming the foundation for responsible business conduct across our supply chain. We are continuously integrating these expectations into our procurement practices, implementing corresponding standard operating procedures and developing the respective training. This work is supported through ongoing dialogue between the Human Rights Officers and the Procurement Excellence team within the Global Procurement Organization. ● **GRI 2-23**

Human Rights Governance

Our Human Rights Governance provides the structures, responsibilities, and due diligence processes through which we identify, manage, and mitigate human rights and environmental risks across our operations and supply chain. Governance is structured around the following key elements, which together provide consistent oversight and implementation:

Human Rights Officers

The BioNTech Group's Human Rights Officers (HROs) are appointed by the Management Board. Their role is to oversee human rights and environmental risk management, as well as the annual risk assessment cycle, including preventive and remedial measures and their effectiveness. HROs are also responsible for managing human rights-related reports and complaints in line with the Compliance department's prescribed grievance process and ensuring their proper documentation and reporting.



Our HROs play a central role in strengthening and advancing BioNTech's human rights and environmental risk management by providing expertise and resources to the respective Risk Owners. This support helps ensure that human rights considerations are systematically incorporated across our operations and supply chain. To help advance broader human rights and environmental risk management efforts, BioNTech additionally takes part in cross-sector initiatives, including econsense's Human Rights & Value Chain cluster and the UN Global Compact Network.

The appointment of two HROs does not relieve the Management Board of its supervisory and monitoring responsibilities for human rights compliance. As part of annual reporting obligations according to the LkSG, the HROs reported to the Management Board in December 2025, providing an update on their activities, results of the risk assessment, and the key challenges identified.

Human Rights Due Diligence

Building on the commitments outlined in our Human Rights Statement, we have implemented a structured human rights due diligence process to identify, prevent, mitigate and remediate adverse human rights impacts associated with our activities. It is designed to address risks across our operations and supply chain and is embedded in our governance, risk management, and operational processes. As of 2025, this process encompassed the following aspects:

Risk Identification

To identify risks at an early stage, we regularly perform proactive risk analyses to detect human rights and environmental risks, actual impacts, and specific incidents and work to prevent and mitigate them effectively. These analyses are conducted at least once annually and, as needed, on an ad hoc basis. They help 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. We apply a risk-based, two-step approach to assess risks in our own operations and those of our direct suppliers. Risk assessments related to indirect suppliers are performed on an ad hoc basis.

Preventive and Remedial Measures

As outlined in our Human Rights Statement, we focus on integrating relevant preventive and remedial measures into our standard operating procedures and Company policies, particularly within the areas of Safety, Health and Environment, Human Resources, Global Security & Protection, and Clinical Studies. We monitor and evaluate existing measures and adapt them where necessary, particularly in response to findings from our risk analyses. Additionally, we conduct risk-based audits and implement appropriate mitigation measures where necessary.

Once risks and violations are identified, we carefully weigh, review and prioritize them to determine the appropriate response and level of engagement. Our approach centers on implementing effective, suitable remedial actions to prevent, address, and minimize the effects of potential adverse impacts and violations.

To reinforce our efforts, we build and strengthen internal expertise and training across the organization by offering mandatory and voluntary training on our policies for specific staff roles. Employees involved in human rights and environmental risk management are requested to participate in the appropriate training. This training is complemented by additional awareness-raising sessions, some of which have a thematic focus. ● **GRI 2-25**

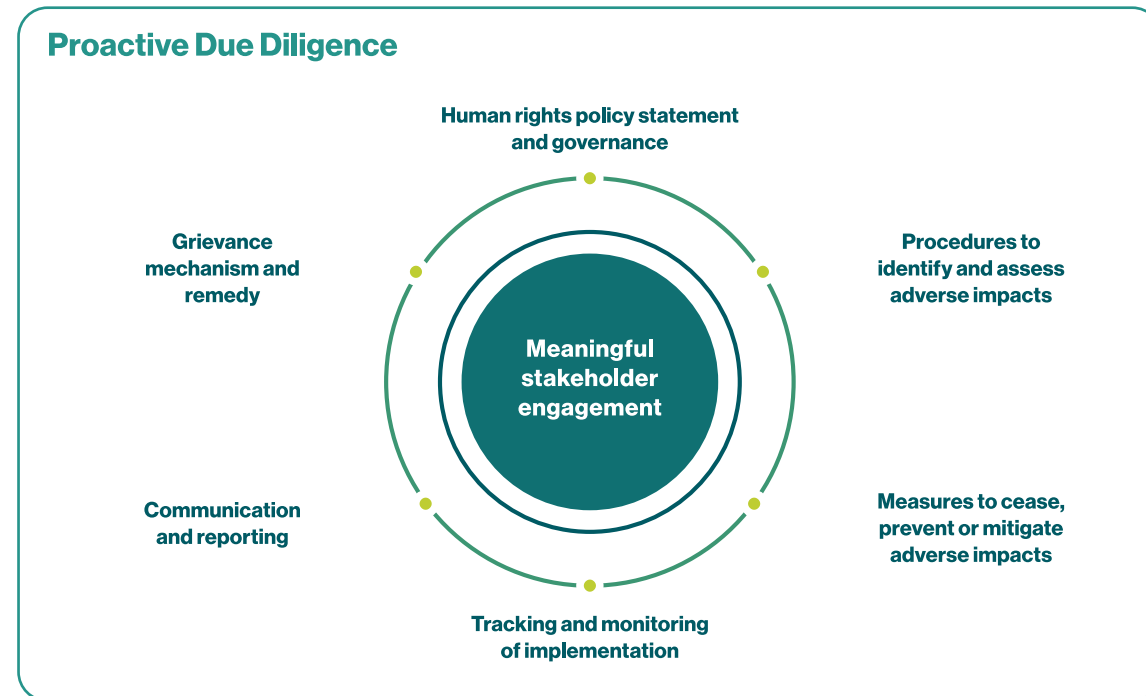
Grievance Mechanism

Grievance mechanisms play a key role in supporting BioNTech's efforts 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. Reports can be submitted directly to our HROs and anonymously through our global Ethics Contact Point, 🌐 **BioNTech's whistleblowing tool**, which is publicly available 24/7. Our complaints procedure for handling concerns is published on our 🌐 **corporate website**. In line with our SpeakUp Policy, concerns are reported to our

Compliance & Business Ethics department and, when appropriate, forwarded to the responsible function or human rights representatives for resolution. Throughout this process, we are committed to protecting anyone raising a concern in good faith, regardless of the reporting channel or outcome of the investigation into the alleged misconduct.

Reporting

We regularly publish information on our human rights due diligence obligations as part of our commitment to transparency, including in our sustainability report. Our sustainability report, Human Rights Statement, and the respective Modern Slavery Act Statements are all publicly available on BioNTech's [corporate website](#) in line with legal obligations. ● **GRI 3-3**



Human Rights Focus Areas

Since 2023, we have been conducting annual human rights and environmental risk analyses encompassing BioNTech's own operations and its direct suppliers. Based on the results of these analyses, BioNTech has prioritized the following risk areas¹:

- Child labor
- Environmental impact
- Equal treatment and non-discrimination
- Freedom of association and the right to collective bargaining
- Forced labor
- Health and safety at work
- Work hours and rest breaks

As a global next-generation immunotherapy company pioneering the development of novel medicines against cancer, infectious diseases and other serious diseases, our focus extends to industry-specific human rights aspects in the following areas:

- Access to innovative vaccines for infectious diseases
- Clinical trials

The results of our 2025 risk assessment were provided to the Company's key decision-makers, including the Management Board and relevant line managers. We use these findings to implement appropriate preventive measures, further develop our human rights risk assessment, address identified risks, and monitor the effectiveness of our human rights management on an ongoing basis.

We closely track regulatory developments at the German and European levels, including those related to LkSG and the E.U. Corporate Sustainability Due Diligence Directive (CSDDD). Working in close alignment with BioNTech's Risk Management, we incorporate material human rights risks into our company-wide risk management system. In 2025, in the context of our ongoing risk management efforts, we continued to work toward a fully integrated risk management approach. ● **GRI 308-1, 308-2, 407-1, 408-1, 409-1, 414-1, 414-2**

¹"Prioritized risk areas" in accordance with the German Supply Chain Due Diligence Act.

Progress in 2025

In line with our commitment to continuous improvement, we continued to build on and improve our human rights and environmental risk management in 2025.

A key milestone was the appointment of an additional Human Rights Officer in 2025 to reinforce our human rights and environmental risk governance framework. This addition prompted a review and further refinement of our internal work processes, roles, and responsibilities.

During the year, we continued to expand the use of the Supplier ESG Risk Score, first introduced into our supplier management processes in 2024. We supported this initiative by providing specialized training to our Global Procurement Organization to ensure the Score's consistent application.

We are committed to avoiding any actions that could cause or contribute to adverse human rights impacts in both our own operations and our business relationships with others.

A further priority in 2025 was integrating the newly acquired Biotheus sites into BioNTech's annual human rights and environmental risk assessment cycle. In addition to assessing Biotheus' operations, we established the first structures to address sustainability due diligence requirements.

We also evaluated our portfolio of current and planned preventive, mitigating, and remedial measures. Among others, we conducted a dedicated workshop to further develop effective approaches to supplier risk management. At the same time, we developed training and an awareness-raising program on sustainability due diligence tailored to different stakeholder groups.

Finally, we introduced an updated Supplier Code of Conduct to reflect the latest regulatory developments and BioNTech's evolving business needs.

4.4. Global Operational Resilience

Business Continuity Management and Emergency and Crisis Management

To support the reliability and stability of BioNTech's global operations, we have implemented a comprehensive approach to maintaining operational resilience, built on the foundations of Business Continuity (BC) and Emergency and Crisis Management (ECM). These areas are managed centrally by a team from the Global Security & Protection (GS&P) department, ensuring a unified approach to addressing disruptions and crises across BioNTech's global operations.

Our Business Continuity Management System (BCMS) aims to ensure BioNTech can continue fulfilling its mission without major interruptions. The system is governed by a general BCMS framework defined in the group-wide Business Continuity Policy and guidelines and the Emergency and Crisis Management Policy. Together, these frameworks establish clear roles and processes to ensure the effective implementation of Business Continuity and Emergency and Crisis Management.

At all BioNTech locations, our local leads, function heads, and their wider teams are responsible for implementing and maintaining BC and ECM provisions at their sites and within their departments. Their responsibilities encompass preventive and recovery strategies for disruptions involving personnel, machinery, IT systems, and suppliers, as well as for failure scenarios, such as climate-related incidents at production sites. The Global Operational Resilience team supports sites and functions in executing the required processes by providing expertise, training, and ongoing guidance.

Given the importance of operational continuity to achieving BioNTech's vision and strategy, we have fully integrated the BCMS across our organization. The system follows the Plan Do Check Act (PDCA) cycle, a four-step approach designed to implement change and drive the continuous improvement of our management system. Within this framework, we review, update, and test our Business Continuity and Emergency and Crisis Management plans annually. All relevant documentation is centrally maintained and protected through access restrictions to ensure availability only to authorized employees, including our BC and ECM teams. At the organizational level, our Global Operational Resilience team ensures that new BioNTech locations and business activities are appropriately integrated using a risk-based approach. The integration of Biotheus, which we acquired in the first quarter of 2025, is currently underway.





To protect BioNTech's IT infrastructure, we have established a comprehensive IT disaster recovery plan in line with relevant industry standards. The plan includes proactive measures such as robust data center and server management, disaster recovery protocols for critical systems, and the prioritization of essential systems to maintain operational continuity during the recovery process.

The scope and strategy of the BCMS are aligned with the Company's vision and periodically reviewed by the Company's management, including the COO. Additionally, we can escalate matters to the BC Steering Committee when situations arise that require immediate action. ● **GRI 3-3**

Progress in 2025

In 2025, we updated our governance structure to give the GS&P department a clear mandate to strengthen global operational resilience. We refined the Business Impact Analysis and BC Plan templates to improve their usability and offered local BC teams implementation support. We also expanded our collaboration with the IT resilience team by introducing cross-functional processes to better link BC-relevant processes with the related IT infrastructure.

4.5 Cyber and Information Security

Delivering on our ambitious Company vision requires timely, reliable, and secure access to information and data. Effectively protecting our patients, employees and partners – and thereby the foundation of our innovative strength – requires continuous vigilance, a high degree of adaptability and a proactive approach to emerging threats. Our cyber and information security strategy extends well beyond technical safeguards to address the increasing volume of sensitive information we handle. It aims to ensure comprehensive protection of our 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).

Building on this foundation, the cyber and information security strategy is structured around the following main objectives:

- Protect information resources to ensure confidentiality, integrity, and availability, with security controls regularly assessed for compliance and improvement.
- Manage information security risks through documented processes, including risk identification, treatment, and monitoring.
- Affirm the responsibility of BioNTech representatives and trusted third parties for safeguarding information security. To support this responsibility, BioNTech implements and tracks the completion of security awareness training and regularly evaluates its effectiveness.
- Ensure third-party compliance with standards and regulations through the requirements set out in the Supplier Code of Conduct and security assessments.

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 27001:2022. This standard defines the requirements for an ISMS based on internationally recognized good practices.

In February 2025, we successfully completed the ISO/IEC 27001:2022 certification process for our ISMS. The certification process focused on all KRITIS-related processes involved in the production and distribution of prescription drugs and oncology scientific research. The certification is publicly available on our [Company website](#).

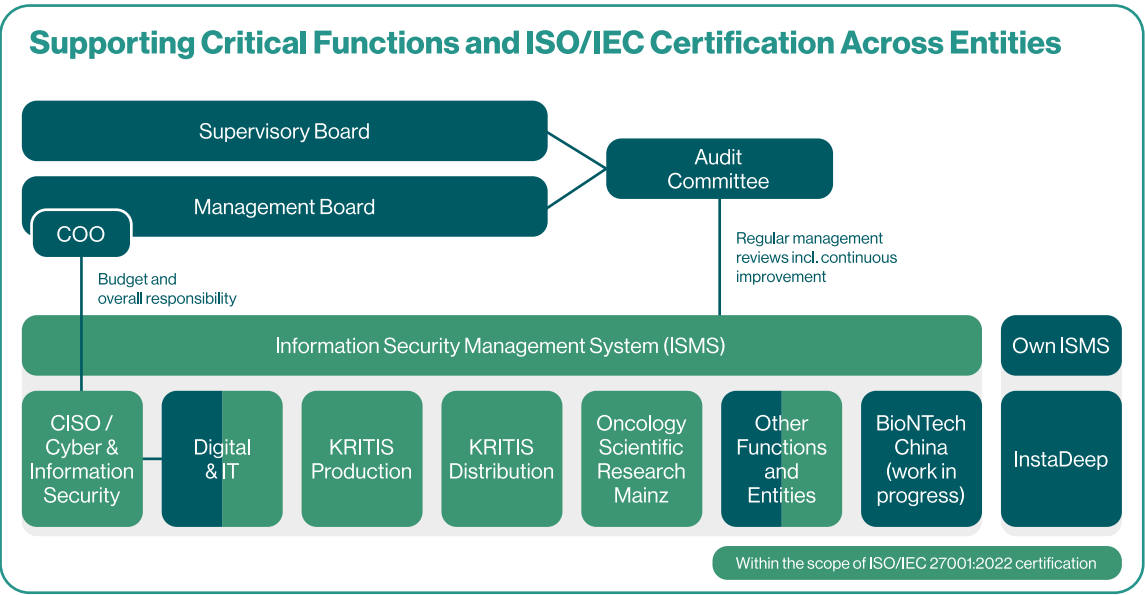
Sustained leadership commitment is essential to implementing the ISMS successfully. At BioNTech, our Chief Operating Officer (COO) is ultimately accountable for ensuring the BioNTech Group has the appropriate information security capabilities in place, which includes conducting regular reviews of the ISMS and verifying its suitability, adequacy and effectiveness.



Information security means working with my team and across all levels to understand risks, identify needs and develop global solutions.

(Dominik Stihl, CISO)

Effective November 1, 2025, the role of the Chief Information Security Officer (CISO) was formalized as an independent, consolidated leadership role – transitioning from the Head of IT and integrating the responsibilities of both the CISO and the Head of Cyber & Information Security (C&IS). The CISO functionally reports to the COO while maintaining operational alignment with the Head of IT, ensuring focused leadership and strengthening operational synergies in cyber and information security. Key responsibilities include reporting on cyber and information security to the Management Board, allocating resources for the Information Security Organization (ISO) and informing the Supervisory Board's Audit Committee of key security aspects and ISMS improvements. Additionally, the CISO oversees the cyber and information security strategy, global policy development, security operations, and the implementation of the ISMS. The role extends across BioNTech's subsidiaries, which either manage their own ISMS, such as InstaDeep, or are in the process of being integrated into the global ISMS, such as our recent acquisition, Biotheus.



The ISMS is implemented by our 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 security architecture, managing security providers, leading regional security efforts, and program management of major IT security initiatives.
C&IS Governance	Provides comprehensive services in risk management, policy development, third party 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.

The teams operate under BioNTech's Information Security Policy, which sets out clear roles and responsibilities for all Company representatives in the context of cyber and information security, including employees and management, and designated roles such as the CISO and COO, among others. The policy also affirms BioNTech's commitment to ensuring third parties comply with its standards and relevant information security regulations. These requirements are outlined in the BioNTech Supplier Code of Conduct and supported by a third-party security assessment process designed to ensure compliance.

Risk Assessments

In 2024, we introduced a holistic Security Risk Management process together with the Global Security & Protection (GS&P) team. This framework defines BioNTech's approach to security risk governance and sets the principles for effective risk management to protect assets in an efficient, consistent, and effective manner.

The Risk Assessment Process serves as a mechanism for operationalizing this framework, which requires us to *identify*, *analyze*, *treat* (mitigate, accept, transfer, avoid) and *monitor* security risks. Following its introduction, we launched a company-wide governance, risk and compliance (GRC) platform that allows risk owners to track risks and document corrective action and approvals. The risk assessments are reviewed and updated annually. In addition, BioNTech conducts vulnerability tests of its external attack surface throughout the year, including an annual external penetration test performed by a specialized service provider. As per our Information Security Policy, the CISO is ultimately responsible for safeguarding the organization against cyber and information security threats.

Progress in 2025

In 2025, we successfully completed the process of certifying our Information Security Management System (ISMS) according to the international ISO/IEC 27001:2022 standard. Moving forward, the Company will perform annual internal audits and work towards the continuous improvement of the ISMS through systematic evaluation, ongoing monitoring, and a structured change management process in line with ISO/IEC 27001 and the Company's Information Security Policy.

BioNTech also completed its first mandatory audit as one of Germany's critical infrastructures (KRITIS), as defined by the BSIG. The scope of KRITIS is based on regulatory definitions of critical services and thresholds under German law that recognize an organization's importance towards society and public safety. Falling within the scope of the definition since 2023, BioNTech is required to comply with BSIG reporting and verification obligations.

Another significant achievement was the establishment of a secure, modern approach to our cloud infrastructure in collaboration with the cloud team. As a part of the cloud transformation initiative, the cyber and information security organization played a key role in ensuring compliance with BioNTech's "Secure by Design" principles. This initiative enabled us to quickly, securely, and seamlessly migrate our existing systems from local data centers to the cloud, enhancing the flexibility, efficiency, and reliability of our services.

Risk Assessment Process





4.6 Patient Privacy and Data Privacy Management

Management Approach

At BioNTech, we process personal data responsibly and maintain clear, transparent communication with the individuals whose data we use. This commitment extends to the storage, access, retention, and security of data across all our interactions with patients, employees, customers, business partners, and vendors. For full transparency, we make our Data Policy openly available on our [Company website](#).

We use a data privacy system to evaluate privacy risks across all systems and processes within the BioNTech Group and incorporate these risks into our Global Risk Tool. This approach allows us to properly map our data, maintain up-to-date records, conduct data transfer impact assessments, and manage our vendor data effectively. In the event of a data breach, we follow a standardized process that begins with opening a dedicated ticket in the ServiceNow system. This ensures that the Data Privacy department is informed of data breaches in a timely manner and can promptly notify the individuals affected and take measures to minimize the risks they may face.

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.

Global Data Privacy Framework

When processing personal data, we are responsible for ensuring we comply with all 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 requirements and standards governing how we process personal data are outlined in our global data privacy framework. In 2025, we published a new global Data Privacy Policy reflecting our global organization. We also standardized our Data Processing Agreement for data processing worldwide and integrated it into several other policies to ensure robust data privacy.

Our data privacy strategy is based on the following three core pillars:

- **Company-wide framework:** Our Data Privacy Policy provides a consistent and harmonized approach to data privacy and data protection across BioNTech.
- **Intuitive usability:** Operating guidelines help our departments and employees navigate and comply with the overall data privacy and protection requirements.
- **Strong collaboration:** Our Data Privacy department partners with key functions throughout BioNTech to encourage a consistent, open dialogue on data privacy and data protection requirements.



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
Executive Director Data Privacy

The global data privacy framework supports compliance with the applicable regulations and sets the standards for the Company. Personal data is processed in compliance with the applicable laws and protected by high security standards. Additionally, BioNTech's internal audit team ensures that the procedures and structures in each department comply with legal requirements. This includes conducting regular audits of existing processes across departments and in newly acquired companies.

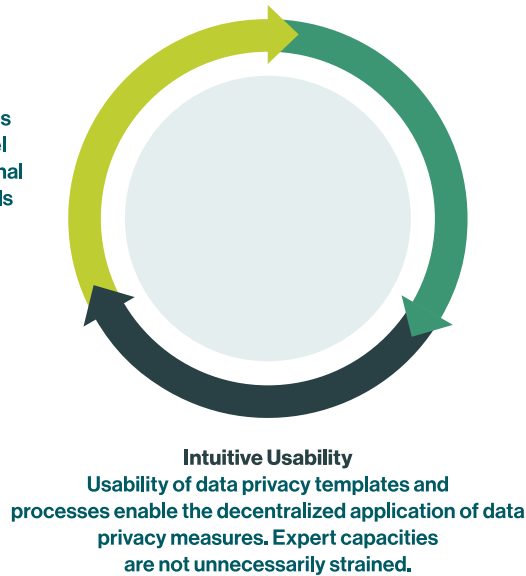
The dialogue between our Data Privacy department and other functions helps identify data privacy risks at an early stage. As part of our global strategy, we are standardizing privacy-related documents company-wide, including our informed consent forms (ICFs) for clinical trials. Our data privacy page on the company-wide intranet offers employees practical, easy-to-use information and guidance.

In 2024, we introduced standardized ICFs 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

Clear Framework

A well-designed Privacy Policy framework ensures a globally consistent level of data privacy. Operational guidelines help individuals comply with the overall requirements.



Strong Cooperation
Frequent dialogue and transparency are key to a compliant organization. Synergies can be used and risks can be identified at early stages.

Intuitive Usability
Usability of data privacy templates and processes enable the decentralized application of data privacy measures. Expert capacities are not unnecessarily strained.

In 2025, our Data Privacy team further strengthened the integration of data privacy responsibilities throughout the Company. We upheld our data privacy commitment by delivering additional training to key teams. Building on the foundation established by our mandatory online training program, launched in 2023, we prioritized increasing the data privacy knowledge within Human Resources, ensuring a deeper engagement and understanding of privacy practices.

We received several data subject requests in 2025, which were addressed by our Data Privacy department in line with the regulatory requirements. All data protection-relevant processes are documented in our Privacy Tool. In 2025, we broadened the tool's scope, adding several privacy assessments evaluating the risk profile of individual data-processing processes. When required, we forwarded complaints to the respective authorities, who determined that none of the complaints in 2025 concerning the BioNTech Group had violated data privacy regulations. ● **GRI 3-3, 418-1**

4.7 Patient Safety

At BioNTech, we address the needs of patients¹ 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 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, HCPs 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.

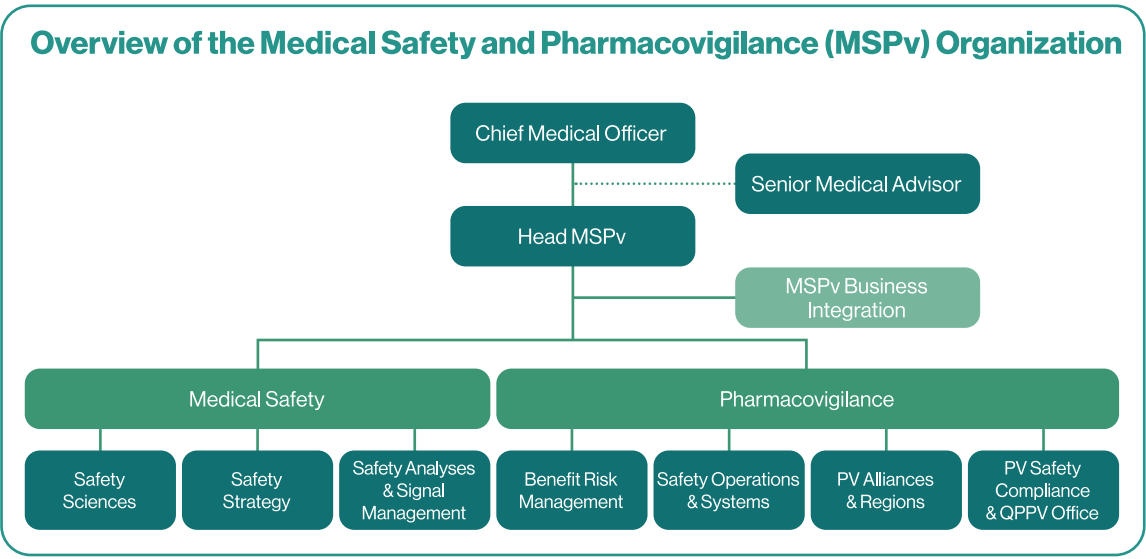
¹For the purpose of this sustainability report, the term "patient" is used to identify subjects receiving (investigational) medicinal products from BioNTech, either within or outside a clinical trial, as well as individuals receiving an approved medicinal product from BioNTech, including prophylactic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

Management Approach

Our quality management system is designed to ensure we comply with 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).

Safety Governance Model in our Global Development Organization

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 and co-chaired by the Head of Medical Safety and Pharmacovigilance (MSPv), the safety governance model also ensures the Management Board stays informed and maintains oversight of pertinent safety issues.



Our Medical Safety and Pharmacovigilance (MSPv) department monitors patient safety at the program-level. This oversight spans the full spectrum of preclinical and clinical trials for each product as well as pertinent information from other sources such as scientific literature and safety reports for marketed products. MSPv assesses the likelihood and relevance of individual product-related safety events 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, clinical operations, and regulatory and medical affairs in cross-functional teams. Together, they 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. The system further 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. In addition, it oversees regulatory compliance with technical requirements, fulfills post-approval commitments and obligations, and coordinates the lifecycle management of approved products to keep dossiers and product information aligned with the scientific knowledge available.

The GRA department facilitates 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 to a well-functioning healthcare system. It supports patient safety, furthers the understanding of research and medicine, and improves public health. This is why we go beyond what is legally required in terms of transparency for clinical trial data. Our approach and details of our clinical trials are described on our [clinical trials website](#) and summarized below.

Before enrolling the first participant, we register our interventional clinical trials on the publicly accessible websites [clinicaltrials.gov](#) and [EudraCT](#).

We post the primary and secondary outcomes of these trials on [clinicaltrials.gov](#) and [EudraCT](#) 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 12 months of the LPLV.

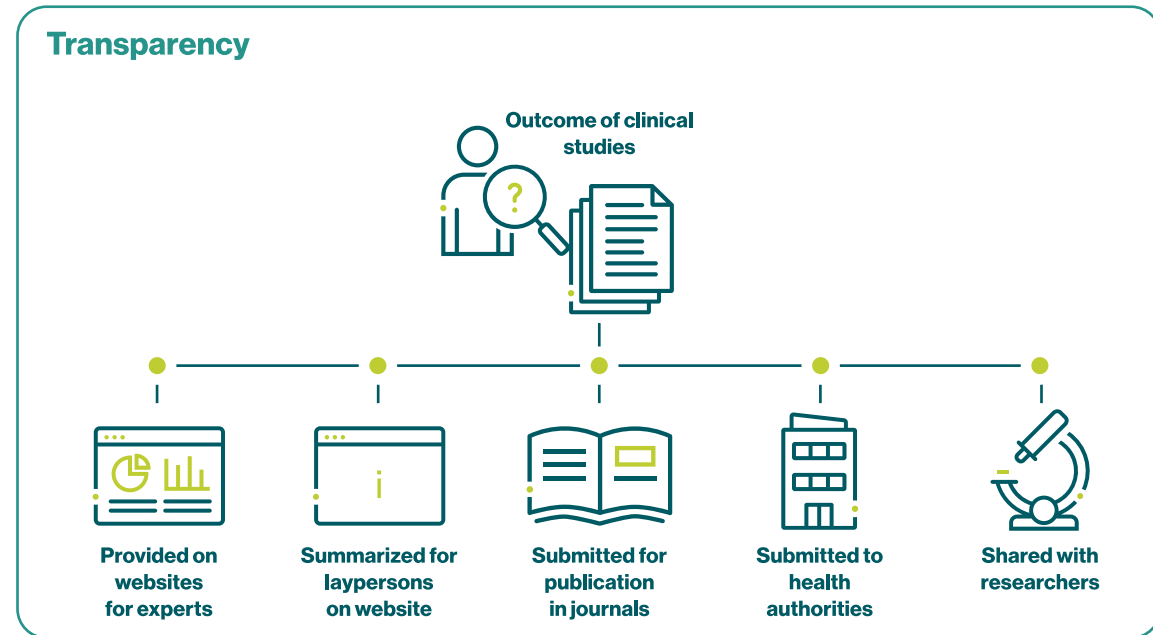
Primary and secondary outcomes are submitted for publication in scientific journals within 30 months of LPLV.

We provide clinical study reports (CSRs) to researchers upon request for clinical studies submitted to regulatory authorities in support of marketing authorizations granted in the European Union and/or United States. Access to these reports is governed by contractual stipulations to protect personal data and commercially confidential information.

The shared CSRs 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.

The above transparency measures apply to all BioNTech-sponsored interventional clinical trials (Phase I and beyond) investigating authorized treatments, non-authorized use of authorized treatments and investigational treatments (i.e., non-authorized treatments), in which the first participants were enrolled after March 25, 2022. This does not extend to clinical trials where contractual agreements with development partners prevent BioNTech from sharing CSRs with researchers.

We provide individual participant data to researchers upon request for clinical trials for the Pfizer-BioNTech COVID-19 vaccines submitted to health authorities in support of marketing authorizations granted in the European Union and/or United States. Access to this data is subject to contractual and technical stipulations designed to protect personal data and commercially confidential information. Approval of the proposed research by an independent review committee and a commitment from the researchers to submit the research outcomes for publication in publicly accessible journals are also required.





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 qualified contract research organizations (CROs). Patient safety in trials and programs is monitored in-house in collaboration with our development partners, where applicable. Data from clinical trials and other sources are continuously reviewed through a structured process led by our MSPv medical and clinical safety experts in close collaboration with our clinical development team. For individualized therapeutic candidates, we maintain a complete and strict chain of custody in compliance with national regulations and clinical trial protocols.

The applicable ethics committees or institutional review boards review the clinical trial process from start to finish, ensuring, among others, that clinical trial participants are well informed and procedures and treatment methods are disclosed transparently. Should ethical questions arise during a study, we work closely with the committee to resolve them.

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

Ethics committees and regulatory authorities monitor each trial and its data from approval to completion. All parties involved – BioNTech, CROs, authorities and ethics committees – work together to safeguard patient well-being and safety. If an unexpected risk is identified during a clinical trial, our internal procedures prompt the appropriate cross-functional safety team to evaluate the issue and recommend the most appropriate action to take 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**

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 helping to ensure 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 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 2025, none of our clinical trials were terminated due to violations of GMP/GCP or other regulatory requirements. We also did not incur any monetary losses as a result of such procedures. ● **SASB HC-BP-210a.3**

Monitoring Vaccine Safety

BioNTech and Pfizer continue to distribute their COVID-19 vaccines and monitor their safe use worldwide. The Pfizer-BioNTech COVID-19 vaccines are our first approved mRNA products and the only mRNA products 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 the Pfizer-BioNTech COVID-19 vaccines.

We formalized our commitment through 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 2025, as in prior years, we did not receive any Food and Drug Administration (FDA) warning letters or face any FDA enforcement actions in response to a violation of GMP practices, and no comparable actions were taken by regulatory authorities outside the United States.

In the 2025 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

We uphold high safety standards throughout the value chain of the Pfizer-BioNTech COVID-19 vaccines. 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 long-standing relationships with BioNTech. High safety standards for the collection of finished products are ensured through close cooperation with our partner Pfizer and the use of external contract manufacturers with high-level, specialized qualifications.
- We store raw materials, as well as intermediate and finished products, in secure warehouses located within fenced areas with restricted access and at 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. All relevant BioNTech partners and vendors across the supply chain have been qualified and quality agreements are in place to maintain 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, supported by a three-tier control tower, as well as established alerts and an escalation process for any incidents;
- secure pick-up and delivery;
- an established BioNTech/Pfizer controlled distribution channel, supported by qualified service providers to help ensure vaccine security; and
- additional safety features, such as overt, covert and/or forensic features, are incorporated into product presentations and go beyond the regulatory requirements.

These comprehensive safety and control measures help us protect the quality and integrity of ingredients and finished goods throughout our value chain. We are also committed to protecting patients, specifically against risks associated with illicit trade, which includes the risk of counterfeiting, tampering, illegal diversion, and theft. While we recognize that counterfeit medicines cannot be entirely eradicated, BioNTech combats these threats to mitigate their impact on patients by actively collaborating with external partners, such as the Pharmaceutical Security Institute (PSI).

To address illicit online prescription drug sales, BioNTech's Global Security & Protection Team leverages advanced monitoring and disruption programs. These initiatives aim to identify and dismantle online pharmacies and social media groups distributing counterfeit versions of Pfizer-BioNTech COVID-19 vaccines,

If counterfeit products are discovered within the legitimate supply chain, BioNTech follows a structured process to promptly alert the relevant authorities and partners, supporting timely action to safeguard patient health and safety. ● **SASB HC-BP-260a.1, HC-BP-260a.2**

Product Information

Providing adequate information about the Pfizer-BioNTech COVID-19 vaccines to inform about their optimal use is a critical element of patient care. The Pfizer and BioNTech 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 the Pfizer-BioNTech COVID-19 vaccines, for example, provides information to healthcare professionals on the correct use of the vaccines for informed treatment decisions. It contains all of the legally prescribed information, 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

Promoting 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 questions raised by HCPs about off-label use. Unsolicited questions from HCPs concerning off-label use can be answered only 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).

For our internally managed animal facilities, we communicate our responsibility towards animals in 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 or applicable 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. ● **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 complying with the tax laws and regulations in the countries in which BioNTech operates and refraining from any type of tax-motivated transfer mispricing. We also make certain to effectively monitor tax-relevant business processes in a risk-oriented manner.

In the 2025 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, 2025 are disclosed in the annual report and in Form 20-F, the latter of which was filed with the SEC on March 10, 2026. Both the annual report and the 20-F are available on [BioNTech's website](#) in the Investors section. ● **GRI 3-3, 207-1, 207-2**

Financial Assistance

Government Grants

We received several grants from the German government supporting innovative research. The German Federal Ministry of Education and Research (Bundesministerium für Bildung und Forschung – BMBF) granted up to roughly EUR 167,000 as part of their CurATime project. The funding received so far amounts to roughly EUR 95,000. Additionally, as part of the KIWI project of the German Ministry of Economic Affairs and Energy (Bundesministerium für Wirtschaft und Energie – BMWF), we were awarded a grant for a maximum of EUR 2.3 million, of which approximately EUR 1.1 million was received by the end of 2025. In 2025, three initiatives within the KIWI project underwent early termination due to our internal transformation and refocusing of our strategy.

BioNTech also received EUR 272,000 in funding from the German Federal Office for Economic Affairs and Export Control (Bundesamt für Wirtschaft und Ausfuhrkontrolle – BAFA) for the installation of a photovoltaic system on the roof of our “iHub A” building.

Our acquired company Biotheus received several government grants in 2025, including incentives for capital investment, industrial growth, and foreign trade development, alongside subsidies for talent development, tax refunds, and relief measures. Additionally, funding was provided for biomedical industry advancement, work safety standardization, and social affairs initiatives. The total amount for these grants was roughly EUR 1.5 million.

Special Non-Governmental Grants

We received several grants through our following collaborations:

Collaboration with the Gates Foundation

BioNTech's partnership with the Gates Foundation began in 2019 with an initial equity investment of USD 55 million by the Foundation. The partnership was formed to support the development of preclinical vaccine and immunotherapy candidates to prevent and treat tuberculosis and HIV infection. The tuberculosis program (BNT164) has since advanced to Phase 2, supported by further grants from the Gates Foundation.

Collaboration with the Coalition for Epidemic Preparedness Initiative (CEPI)

In 2023, the Coalition for Epidemic Preparedness Initiative (CEPI) and BioNTech announced a strategic partnership to advance mRNA-based vaccines, including the development of BNT166 for the prevention of mpox, a serious infectious disease caused by an orthopoxvirus. CEPI is providing up to USD 90 million in funding to support this effort, which aligns with its 100 Days Mission, a global initiative to develop safe and effective vaccines within 100 days of identifying a pandemic pathogen. This mission is supported by the G7, G20, and industry leaders and aims to accelerate vaccine readiness for future pandemics.



Driven by our shared commitment to equitable access to innovative vaccines targeting infectious diseases, we expanded our strategic partnership with CEPI in 2024. CEPI has committed up to USD 145 million to advance our manufacturing facility in Kigali, Rwanda, which was inaugurated in December 2023.¹

Collaboration with the European Investment Bank (EIB) and European Commission (EC)

The EIB and EC have teamed up with BioNTech, together with CEPI, to advance our mRNA manufacturing site in Rwanda, awarding us funding in October 2025, through a blended finance instrument of EUR 95 million. This consists of a EUR 35 million milestone-based 'Team Europe Initiative on Manufacturing and Access to Vaccines, Medicines and Health Technologies in Africa' (MAV+) grant and an up to EUR 60 million credit facility that can be drawn from the European Investment Bank under the European Fund for Sustainable Development Plus (EFSD+) program. This financing is intended to support the site's overall infrastructure for facility operations, develop manufacturing capabilities, and build contract development manufacturing organization (CDMO) capabilities to support clinical development by manufacturing clinical trial materials for partners.

Collaboration with the Hong Kong Science & Technology Parks Corporation

Biotheus' Hong Kong entity has received several grants from the Innovation and Technology Fund managed by the Hong Kong Science & Technology Parks Corporation, totaling roughly EUR 100,000.

For more information on these collaborations, see Chapter → **2.2 Working Together to Develop Vaccines and Promote Vaccine Equity**. ● **GRI 3-3, 201-4**

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**). Our engagement with industry associations is 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 the Company's 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

BioNTech's potential to improve the standard of care for oncology and infectious diseases, together with the high medical relevance of the Pfizer-BioNTech COVID-19 Vaccine, has continued to drive increased interest in the Company's positions within the political realm. We have presented our positions and views through direct dialogue with political stakeholders, as appropriate, and have continued to strategically and operationally consolidate our public affairs activities in the German market under the Market Access & Public Affairs department of BioNTech Europe GmbH. BioNTech aims to foster constructive dialogue with political stakeholders and advance its mission of translating science into survival by developing novel therapies to combat infectious diseases, cancer, and other serious illnesses.

Lobby Register

BioNTech complies with the applicable legal obligations through its registration in the E.U. Transparency Register since 2020 (🌐 **BioNTech SE**) and in the lobby register of the German Bundestag since early 2022 (🌐 **BioNTech SE** and 🌐 **BioNTech Europe GmbH**). These registers transparently disclose the Company's annual lobbying-related financial expenditures, lobbying, lobbying channels, and lobbying positions.

● **GRI 3-3**

¹ Contingent upon pre-agreed activity milestones.

5.0

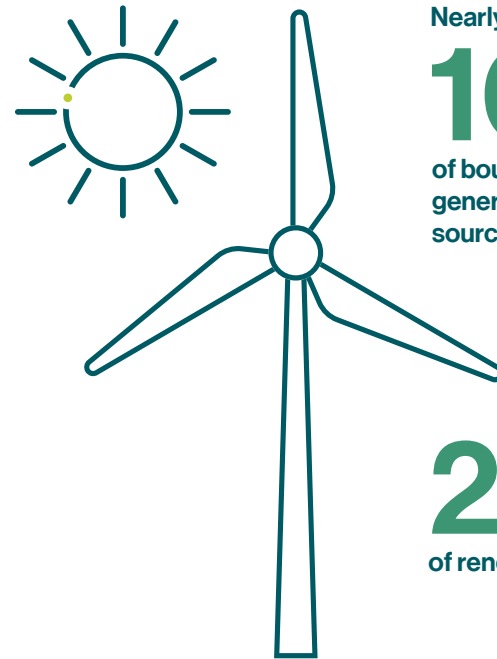
Environmental and Climate Protection

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Creating Value within Planetary Boundaries

FOR FUTURE GENERATIONS:

We are committed to achieving Paris Agreement-alignment while advancing our environmental performance.



Nearly
100%
of bought-in electricity
generated from renewable
sources in 2025

Environmental and Occupational
Health and Safety Management:

~70%
of our employees covered by ISO
14001 and ISO 45001 certifications

2,076 MWh
of renewable energy self-generated on site

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 largest share of our CO₂e emissions is greenhouse gas (GHG) emissions associated with the purchases of goods and services. In addition, many of our activities require face-to-face interaction with other researchers, collaborators and business partners. The biotech sector is subject to stringent regulatory and safety requirements, including those governing hazardous materials, waste disposal and wastewater treatment, which create 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

Environmental protection, occupational health and safety, and compliance with regulatory requirements are essential elements of BioNTech's operational activities. We have therefore implemented a structured governance framework to ensure we have a consistent, effective approach to managing these topics across the Company. The operational responsibility for environmental management is assigned to our local Safety, Health and Environment (SHE) departments. The department's responsibilities span a range of areas, including environmental protection, with a focus on water protection and waste and wastewater management. In addition, SHE is in charge of occupational health and safety, plant and process safety, sustainable construction, and ongoing compliance with relevant safety, health and environmental legislation, including the environmental 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 SHE Management System

We utilize a global Integrated SHE Management System (IMS) that brings together environmental, health and safety and energy management – including energy audits and monitoring – within a single, company-wide framework. SHE is responsible for introducing the IMS and ensuring its effective implementation and maintenance across the organization. The SHE management team contributes to the design of operational processes, new technical infrastructure systems, and buildings, while overseeing compliance with all applicable SHE requirements. The department further acts as the interface with authorities and supports other BioNTech functions during external audits involving SHE-related topics.

At BioNTech, we continuously develop and monitor our group-wide environmental management standards and processes and review them regularly to identify opportunities for further improvement. We have processes in place to help ensure we comply with the relevant environmental, health and occupational safety laws and regulations. Group-wide handbooks, guidelines, work instructions, and processes support our adherence to the applicable national and local requirements, while also aiming to improve our environmental performance, including greater energy efficiency. Our Safety, Health, Environment & Energy Policy Statement outlines our environmental, energy, and occupational health and safety principles and requirements and is available on our [corporate website](#).

To ensure a robust and internationally consistent framework, the group-wide IMS was established in accordance with the international standards for environmental management (ISO 14001), energy management (ISO 50001) and occupational health and safety management (ISO 45001). Under these standards, we are required to implement specific measures that support compliance and drive ongoing improvements in our SHE performance. Measures include evaluations of environmental aspects (ISO 14001), energy evaluations (ISO 50001) and occupational health and safety risk assessments (ISO 45001).





We are working to implement IMS requirements across all sites, with audits conducted on a rolling basis as a part of the ISO certification process. By the end of 2025, our ISO 14001 and 45001 certifications covered roughly 70% of our employees. Our ISO 50001 certification covers 55% of our employees. The Company's compliance with the respective ISO standards was confirmed by an external surveillance audit in 2025. The ISO certificates are available on [BioNTech's website](#).

Our IMS serves as the basis for continuously enhancing SHE management across the Group by implementing global standards and processes, as well as setting objectives and targets to drive its ongoing development. The application of our IMS is supported by a clear set of guidelines, including our global SHE Management System handbook, our SHE Policy Statement, and our global SHE objectives. The SHE Policy Statement applies across the Company and has been endorsed by our Management Board, providing a common reference point for our approach. With this framework in place, SHE also reviews and updates its global SHE objectives annually following the discussion and approval of the Management Board. These objectives then serve as the basis for defining site-specific objectives, with each site responsible for setting and achieving its own objectives as well as identifying the measures needed to further improve SHE management.

We carry these objectives into day-to-day operations by equipping our employees with the necessary information and training. Employees have access to relevant documents, regulations, and other environmental information through an online library. To support the application of our IMS, we provide mandatory training on key aspects of SHE management through in-person sessions, webcasts, and online platforms using various software solutions. Additionally, the SHE Policy Statement is rolled out through our Compliance Management System and made available via the BxP Hub. All employees are required to complete mandatory training, either online or on-site, to familiarize themselves with our SHE Policy Statement.

Beyond employee training, SHE continues to develop and operationalize its requirements across the Company. Building on the refined global Guideline to Improve the Sustainability of Buildings and Infrastructure, introduced in 2024, we expanded its scope to cover additional activities, such as renovations and expansions, and tightened selected criteria. During the reporting period, we also applied the guideline to our Biotheus sites in China. We plan to add further technical specifications to the guideline by 2026. We made further progress in developing our monitoring concept for energy consumption, water use, and wastewater generation. This included the global rollout of energy monitoring software to ensure consistent data collection, alongside a metering concept and the manual

recording of consumption data for electricity, gas, district heating, and water at all locations. All data, including technical, fleet and refrigerant gas consumption data, are digitally recorded, stored, and processed internally.

Safety, Health and Environmental Risk Management

Building on our governance framework, management systems, and operational controls, risk management is an integral part of how we manage safety, health, and environmental topics across the Company. Our SHE departments support the responsible managers in conducting risk assessments in the areas of safety, health and environment, the results of which feed into our group-wide Enterprise Risk Management. To this end, we identify, evaluate, and financially quantify risks against defined criteria and incorporate the results into the annual review of our SHE objectives, where they help determine our concrete actions and targets.

The risk assessments include environmental impact assessments for our own operations and new construction projects. The SHE department also supports business continuity processes in the areas of emergency preparedness and hazard prevention for our sites and employees (see Chapter → [4.4 Global Operational Resilience](#)). Furthermore, occupational health and safety and environmental considerations are also reflected in BioNTech's human rights obligations (see Chapter → [4.3 Human Rights](#)).

5.3 Waste

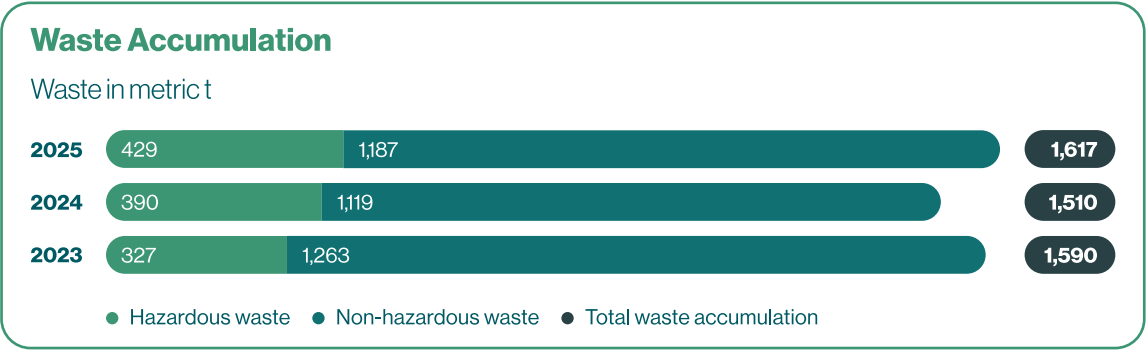
Waste management at BioNTech follows a structured approach emphasizing waste prevention and the safe, compliant handling and disposal of waste, particularly hazardous waste. Our internal requirements and overarching strategy are defined in a global waste standard and implemented through local processes and work instructions. All employees are required to complete waste management training and read and acknowledge the instructions governing our waste management processes. In addition, we carefully select waste disposal service providers, embed our disposal requirements into contractual agreements, and require all service providers to provide evidence of proper waste disposal.

Our Integrated SHE Management System (IMS) covers waste management as part of our environmental management in accordance with ISO 14001 (see Integrated Management System in Chapter → [5.2 Group Environmental Management](#)). We apply our processes and work instructions consistently across all sites and, where necessary, supplement them with additional guidelines. At relevant sites, we have a designated function responsible for waste management. Employees assigned

to waste management receive mandatory training tailored to the type of location, such as office buildings, manufacturing facilities, or laboratories. The sites work closely with the SHE department to identify opportunities to reduce waste and improve the quality of waste management data, including the use of waste balance sheets detailing the types of waste generated and the respective disposal routes.

Each year, we define waste-related targets as a part of our global SHE target-setting process (see Chapter → **5.2 Group Environmental Management**). These targets are embedded in our IMS in line with ISO 14001 and are reviewed and approved annually. Our annual review process incorporates improvement measures such as enhanced data collection, precise waste separation and disposal routes, as well as employee training and awareness sessions. In 2025, BioNTech developed and introduced the Global Waste Standard globally to ensure sustainable and efficient waste management across our locations. This standard builds on the waste hierarchy framework and sets clear guidelines for the prevention, recycling, and safe disposal of waste. The aim is to reduce waste volumes, minimize environmental impact, and continuously improve disposal methods. Over the long term, our focus is first to reduce the volume of waste sent to landfills, and second, to further improve disposal methods in line with the waste hierarchy.

In 2025, BioNTech generated 1,617 tons of waste (2024: 1,510 t). The higher volume of total waste compared to the previous year is primarily a result of the Company's continued growth and the acquisition of new sites such as those operated by Biotheus.



● GRI 306-1, 306-2

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

Hazardous Waste

In 2025, approximately 27% of our waste was categorized as hazardous waste (2024: 26%)¹. As required by law, we ensure the hazardous waste we generate is thermally treated, incinerated, or recycled at specialized facilities. This approach is mandatory at all of our sites globally where hazardous waste is generated to ensure safe, compliant, and environmentally responsible disposal.

We require the disposal companies, which we engage to meet defined environmental, safety, and regulatory standards, such as:

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

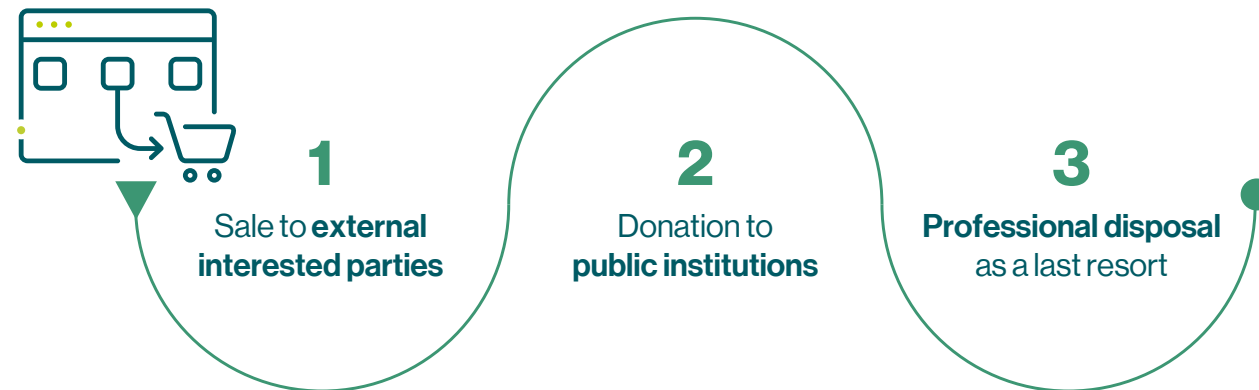
In 2023, we began auditing disposal facilities to verify their compliance with our requirements. In 2024, we successfully completed audits at two of the primary waste disposal providers serving our Mainz location, followed by two additional audits in 2025 at designated disposal companies supporting our sites in Idar-Oberstein and Neuried. We plan to extend these audits to additional 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 located outside of Europe before commissioning new vendors, particularly when disposal activities involve hazardous waste. ● GRI 3-3



Saving Resources: Enabling Second-Life Use for Retired Equipment

To ensure smooth and efficient operations, we regularly replace or upgrade our technical devices and laboratory equipment. These processes can result in waste streams and embodied emissions from our own operations. In addition, when functional equipment is discarded, scarce resources are not used to their full potential. To help find solutions to these challenges, we established the Asset Retirement team in 2025. The team created an internal marketplace to resell devices internally. Furthermore, a structured process was developed to manage decommissioning when internal reuse is not feasible.

The Asset Retirement team, a sub-team of the Device & Service Management (DSM) team, strives to facilitate the further use of devices and assets or, if reuse is not feasible, to ensure their controlled and responsible decommissioning. Once an asset is no longer required by its current user, the team helps identify options for internal reuse through a dedicated internal online marketplace launched in 2025. This platform allows employees across BioNTech to find existing equipment that suits their needs and avoid unnecessary new purchases. If devices remain unused for a certain period of time, the Asset Retirement team initiates and manages the item's gradual transfer process:

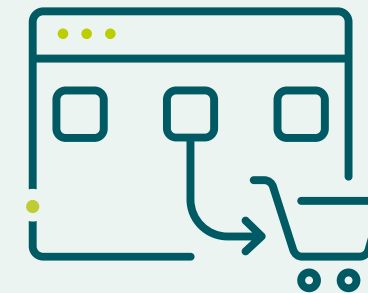


This structured approach reduces added procurement costs, tied-up capital, and the cost of inventory and handling. At the same time, it generates additional liquidity for future investments and makes a measurable contribution to the responsible use of resources.

Since its launch in 2025, the marketplace has facilitated the internal resale of more than 250 retired devices at the prevailing market value to different subsidiaries in Germany, Rwanda and China. This led to an estimated cost savings of well over EUR 1 million – funds that would otherwise have been spent on purchasing new products. Nearly 600 devices were sold to third parties, amounting to total net proceeds of roughly EUR 1.8 million.

Over **850** retired devices sold
(internally and externally)

What began as a bottom-up internal initiative has evolved into a dedicated Asset Retirement team, becoming more sophisticated as its scope of activities and volume of assets grow. Demonstrating the close connection between financial viability and sustainability impact, we remain determined to expand and strengthen our reuse program in the years ahead.



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 our operations globally, managing water availability and using water responsibly remain central priorities. We aim to minimize the impact of our operations on local water resources.

Water Risk Management

We take water management and water-related risks into consideration in our environmental impact assessments for both existing operations and new construction projects. The insights gained from these assessments are integrated into our Enterprise Risk Management and due diligence processes in line with the German LkSG. We identify and carefully assess the risks associated with water use and effluents, including their potential longer-term impacts. As part of this process, we evaluate our own water use and develop and implement appropriate measures when this represents a significant environmental factor. When planning new construction projects, we conduct water budget analyses to better understand expected water demand and availability, as well as to inform responsible planning decisions.

By taking a precautionary approach, we strive to ensure the Company is well-prepared to meet increasingly stringent water protection regulations and address their potential impacts. For example, permitting processes for new construction projects and other activities typically consider water use and wastewater discharges, including the potential release of hazardous substances into water (see Chapter ➔ **5.3 Waste**). We also work to uphold high water management standards across our sites globally. For new construction projects, our building designs incorporate water management solutions, such as water-saving equipment, water-efficient fittings, and the use of rainwater for irrigation, landscaping, and sanitary purposes. ● **GRI 3-3, 303-1**

Water Withdrawal

We monitor our water withdrawal annually based on water invoices collected for each site. In 2025, our total water withdrawal reached 236 megaliters (2024: 201 megaliters). The increase compared to prior years is primarily attributable to the more accurate internal data collection process introduced in 2025. Other key drivers are the Company's continued growth and the addition of new sites such as those newly added through the acquisition of Biotheus. As described in Chapter ➔ **5.2 Group Environmental Management**, we use an energy and environmental monitoring system to digitally record and store water withdrawal data gathered from invoices for all sites.

Our sites were assessed using a standardized WWF Water Risk screening framework to evaluate water-related risks. The assessment considered physical water risks, governance and regulatory conditions and reputational factors, providing us with a consistent, multi-dimensional framework across locations. In 2025, 1% (2024: 0.5%) of our total water withdrawal originated from water-stressed areas, 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 wastewater discharges across our operations. This includes greywater and blackwater from offices and other administrative activities, as well as wastewater generated in our research and development laboratories, and production facilities.

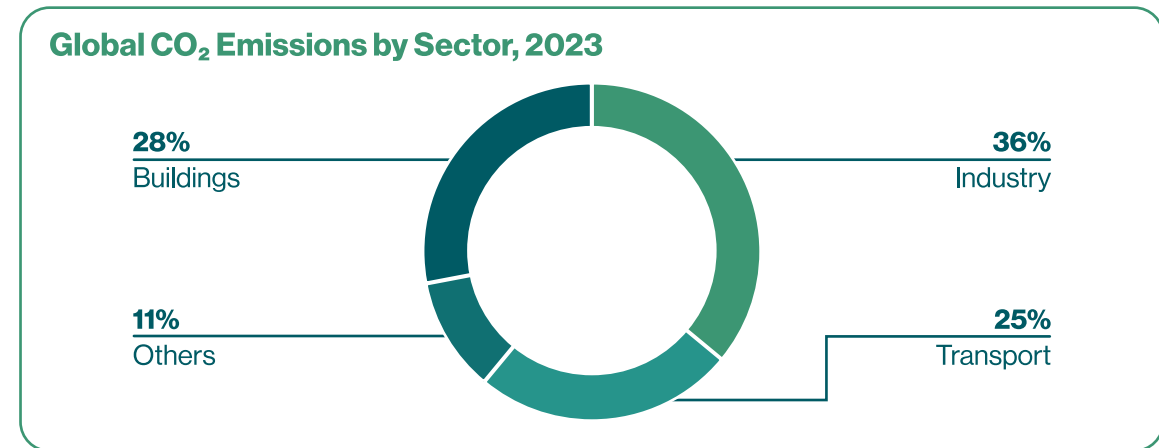
To protect water bodies and the surrounding environment from hazardous chemicals and substances, pharmaceutical wastewater is not permitted to be discharged into municipal sewer systems. To ensure compliance with this requirement, we have established mandatory processes and internal guidelines in place for the proper management of wastewater. We also integrate wastewater management into our environmental management processes (see → **Integrated Management System** in Chapter → **5.2 Group Environmental Management**).

We closely monitor and analyze our wastewater before discharging it through dedicated disposal channels in compliance with strict legal and regulatory requirements. We also design and operate our own neutralization systems in line with local water legislation, which we treat as a minimum standard for our operations. ● **GRI 303-2**

5.5 Climate Change Mitigation and Management

The climate crisis is one of the defining global challenges of our time. Since the beginning of industrialization, human activities have led to increased greenhouse gas emissions, which are causing rising temperatures. We are already experiencing the consequences in multiple ways, including weather-related natural disasters. To address this, the Paris Agreement was adopted in 2015 at the UN Climate Change Conference (COP21) and aims to limit global warming to 1.5°C compared to pre-industrial levels¹.

The industrial sector remained the largest contributor to global emissions in 2023 – after the allocation of electricity and heat emissions to the end-use sectors – accounting for roughly 40% of emissions worldwide (IEA 2025, 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.



Source: IEA (2025), Greenhouse Gas Emissions from Energy Data Explorer, 🌐 IEA, Paris.
Latest figures available are for 2023; electricity and heat emissions allocated to final sectors.

Our ambition lies in improving people's health worldwide, and our climate protection efforts form an integral part of our strategy. As the energy consumption of our sites directly drives our Scope 1 and Scope 2 emissions, both aspects are addressed and reported in this chapter.

¹ See, e.g., 🌐 **Assessment Report 2023 by the Intergovernmental Panel on Climate Change (IPCC)**.

Climate Strategy and Decarbonization Budget

We developed a comprehensive climate strategy in 2021, which was further refined in 2022, to support our commitment to climate protection. Our strategy aligns our emission reduction targets with the Science Based Targets initiative (SBTi) to minimize our environmental impact by cutting GHG emissions in our own operations and our entire value chain. SBTi is a non-governmental global corporate climate action organization that develops science-based standards for setting emission reduction targets and provides independent validation to ensure that corporate targets align with pathways consistent with the Paris Agreement. In 2024, our near-term targets that were submitted to the SBTi in 2023 were officially validated by them 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.



The SBTi's target validation team classified our Scope 1 and Scope 2 targets as aligned with a 1.5°C trajectory. This trajectory is consistent with the objectives of the Paris Agreement, which aims to limit the global temperature increase to 1.5°C above pre-industrial levels, and reflects our commitment to science-based decarbonization.

Climate Change Mitigation Governance

Responsibility for driving our climate change mitigation activities lies with the Decarbonization Strategy and Implementation (DSI) department, which oversees the strategic approach and coordinates the implementation of measures across the organization. This includes close collaboration with key corporate functions such as Safety, Health and Environment (SHE), Procurement, Supply Chain Management and IT, as well as with our operating units, subsidiaries and branches worldwide.



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

Climate change mitigation management requires financial, operational and human resources, as well as the necessary management capacity. The monitoring and reporting of energy data lies within SHE, while DSI is responsible for managing the reduction of CO₂e emissions from our own operations. Organizationally, DSI is part of BioNTech Site Services (BSS), with the head of DSI reporting to the head of BSS, who in turn reports to the Chief Operating Officer (COO). Climate protection is a strategic objective within our CSR function and CSR management. Both our CSR and DSI departments work closely together towards achieving this objective and report directly to our COO on a regular basis.





The COO holds ultimate responsibility for ensuring that energy- and emissions-related implications are reflected in Management Board decisions. In 2025, the Management Board approved an extended roadmap for achieving our near-term targets. In addition, an interim target for 2028 was approved, aligned with the emission reduction pathway validated by SBTi for Scope 1 and Scope 2. ● **GRI 3-3**

Progress along this pathway is further supported through remuneration mechanisms. In 2025, a climate-related target was integrated into the Management Board's Short-Term Incentive (STI) plan to ensure progress on our CO₂ reduction pathway. The 2026 STI requires us to sustain our emissions trajectory. Further information about our STI targets can be found in BioNTech's 🌐 **Remuneration Report**. ● **GRI 3-3**

Energy Consumption, Energy Efficiency and Renewable Energy

Our energy use is primarily building-related, reflecting the operation of our facilities, as our production processes are not highly energy-intensive relative to other industrial activities. Our overall energy consumption increased in 2025 compared to the previous year, driven by higher demand at several sites and by the addition of new locations in China and Germany.

Over the past five years, we have developed and implemented a series of measures to reduce our energy consumption and support the transition to renewable energy sources. In 2025, we continued refining and implementing these measures, as outlined below.

Energy Efficiency

Our global Integrated SHE Management System (IMS) on environmental, health and safety and energy management plays a key role in increasing energy efficiency across our operations. Among other elements, it includes the collection of energy-related data that allows for the detailed analysis and evaluation of energy consumption based upon which we define and monitor energy-related objectives. For more information on our IMS, including the relevant ISO certifications, see Chapter ➔ **5.2 Group Environmental Management**.

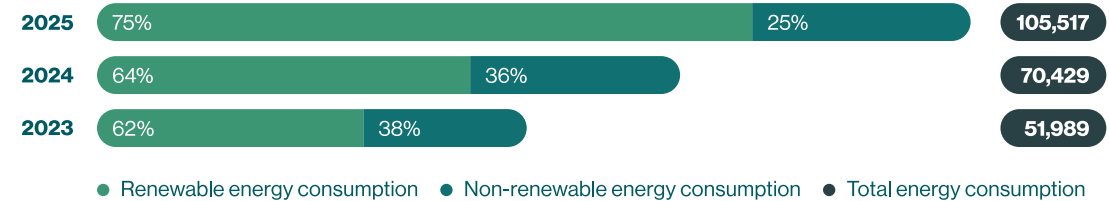
In addition, in 2025, we exceeded our energy efficiency objectives relative to our 2023 energy consumption. Further milestones we achieved in 2025 were the successful ISO 50001 surveillance audits at the Mainz and Marburg sites, and the implementation of various energy efficiency measures. At the Marburg site in particular, this included the implementation of an energy-optimized operation of the ventilation systems and a targeted reduction of air exchange rates, resulting in lower energy demand while maintaining environmental and safety standards.

Renewable Energy

We are continuously working to transition from conventional energy sources to renewable energy. The share of renewable energy consumption increased from 64% in 2024 to 75% in 2025. At the same time, we were able to meet the overall higher demand for energy – mainly due to the aforementioned acquisition of Biotheus – with a larger absolute amount of renewable energy. Absolute renewable energy consumption increased from 44,857 MWh in 2024 to 79,388 MWh in 2025.

Energy Consumption

In MWh/thereof renewable energy consumption in %

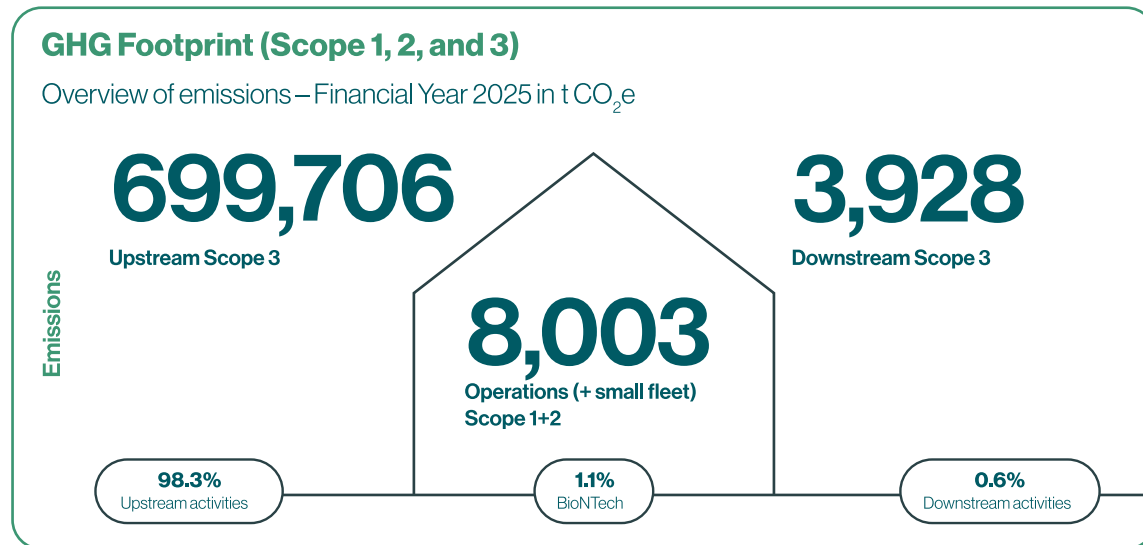


Accordingly, the share of bought-in electricity from renewable sources increased to roughly 100% in 2025 compared to 84% in 2024. Our absolute use of renewable bought-in electricity increased substantially from 32,069 MWh in 2024 to 62,447 MWh in 2025. ● **GRI 3-3**

Corporate Carbon Footprint 2025

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 under our control. We have been disclosing our total Scope 3 GHG footprint since the 2021 baseline year. Although these emissions are outside of our direct sphere of influence, they continue to represent the largest share of our total Scope 1–3 footprint.

In 2025, our total carbon footprint amounted to 711,637 metric tons of CO₂e (2024: 892,897). Scope 1 and Scope 2 emissions totaled 8,003 metric tons, corresponding to approximately 1% of total emissions (2024: 6,449 metric tons). From 2024 to 2025, Scope 1 and 2 emissions increased by around 24%, primarily driven by new operations in China.



Our Scope 3 emissions amounted to 703,634 metric tons of CO₂e (2024: 886,448 metric tons) and were calculated using a combination of calculation approaches – spend-based, average data or hybrid, depending on raw data availability. As in the previous year, upstream Scope 3 emissions constituted the largest share of our emissions in 2025. From 2024 to 2025, our total Scope 3 emissions decreased by roughly 21%. This reduction was mainly driven by a decrease in overall procurement spend, including transport-related costs, as well as lower waste-related emissions.

Given the global growth and expansion of our operations, we are continuously working to enhance our data collection processes to reduce uncertainties and improve data quality according to the GHG Protocol and the requirements of the SBTi. In 2024, we transitioned from collecting data for GHG accounting at the end of the reporting period to an ongoing data collection process. In 2025, we further enhanced reporting processes for Scope 1 and Scope 2 emissions to prepare for the forthcoming CSRD reporting and associated audit requirements applicable from the 2027 reporting year onwards. To further improve the accuracy, consistency and reliability of emission data across our organization, we are developing several internal guidelines, including on biogenic emissions, and have implemented an emission factor hierarchy across the organization.

At the same time, the DSI department works to enhance the monitoring and steering of GHG emissions at each individual site. To support these efforts, we began developing our Carbon Dashboard in 2023 and have since improved its functionality. The dashboard is designed to visualize CO₂e emissions and energy consumption data. Since 2025, we have been able to conduct in-depth analysis of emissions and energy consumption at various levels, covering buildings, cities, countries, and scopes.

In order to support the translation of insights into action, the DSI team established a community of practice that brings together site representatives and other functions involved in our decarbonization efforts. These internal exchanges are complemented by external initiatives, such as an industry roundtable on decarbonization, which aim to promote knowledge sharing and capability building.

Climate Change Mitigation in Operations

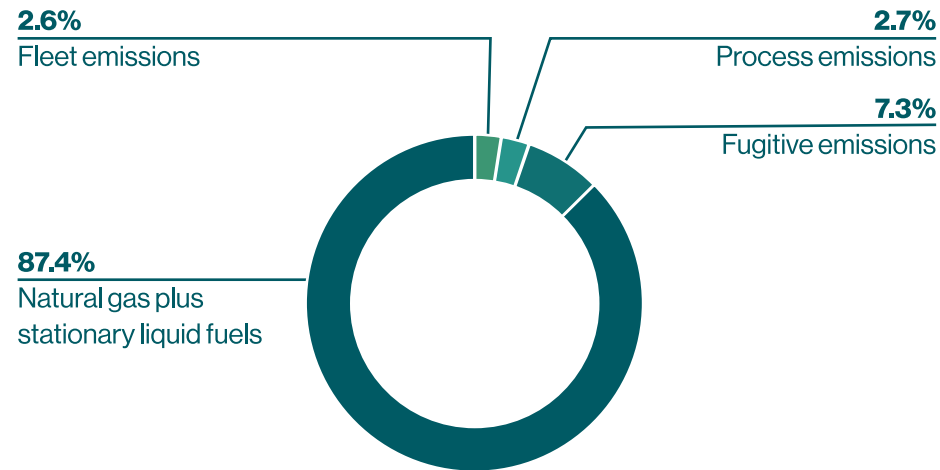
We aim to play an active role in climate change mitigation by reducing the emissions under our direct control. The key challenge for us is to simultaneously reduce our Scope 1 and 2 emissions to fulfill our SBTi commitment while managing the expansion of our operations. Our central DSI department, together with relevant functions at the site level, 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 CO₂e footprint. These analyses enabled us to take a targeted approach by first focusing on sites and processes that account for the largest share of our Scope 1 and Scope 2 emissions. As a result, several measures, such as photovoltaic installations, efficiency improvements in HVAC systems, and energy-efficient heat pumps, were implemented at our sites. In line with our climate strategy, the DSI department focuses on reducing CO₂e emissions at sites with the highest emission profiles, for example, by switching to electricity-based technologies, where feasible. The evaluation of GHG emissions abatement levers depends on the development stage of each site and therefore follows varying timelines.

In 2025, we further advanced our efforts to reduce electricity-related Scope 2 emissions by integrating additional sites into our centralized green energy procurement and by significantly expanding our portfolio of self-generated renewable electricity. During the year, not only has the number of sites covered by green energy procurement grown, but we have achieved significant GHG emission reductions at our Singapore site by lowering energy demand and transitioning the site to green electricity. We are also in the process of streamlining the purchase of bundled and unbundled Energy Attribute Certificates (EACs) or Renewable Energy Certificates (RECs). Newly acquired sites without an existing green electricity contract have been integrated into our unbundled REC procurement.

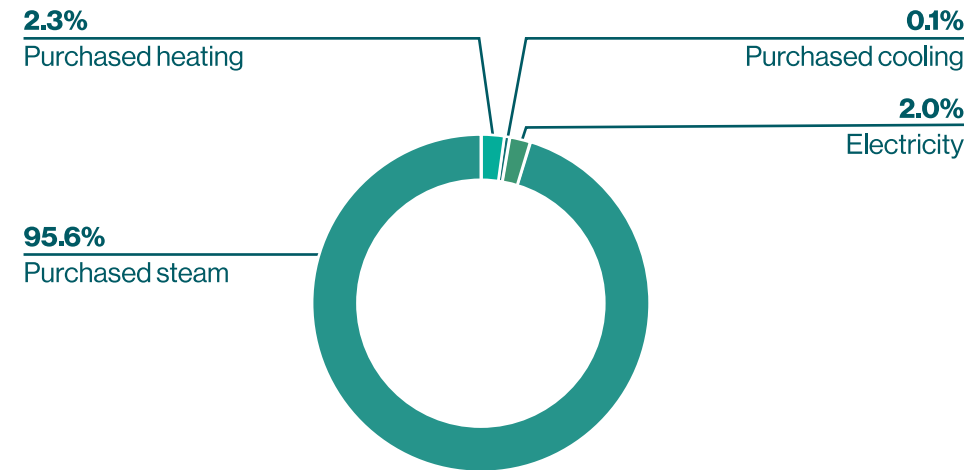
At several sites, we expanded our own renewable electricity generation. In 2025, new photovoltaic systems became operational at our K2 headquarters, the iHub in Mainz, as well as at our international site in Tunisia. Construction of the photovoltaic installation at our Kigali site progressed as planned, with commissioning scheduled for early 2026, following integration into the local grid. We are also assessing further opportunities to expand on-site generation at additional locations.

Direct GHG Emissions (Scope 1)



Total Scope 1 emissions in 2025: 100% = 2,209 t CO₂e.

Indirect GHG Emissions (Scope 2)



Total Scope 2 emissions in 2025 (market-based): 100% = 5,794 t CO₂e.



In addition to solar energy, we are exploring geothermal energy as a renewable energy option. In 2024, we initiated assessments of geothermal potential at multiple locations, including Neuried and Mainz. The assessment in Mainz was successfully completed in 2025. Additionally, we plan to conduct a drilling test at our recently acquired site in Nantong, China, to evaluate its geothermal potential.

For sites where green energy contracts or on-site photovoltaic installations are not viable, including due to spatial limitations, we have initiated the use of Power Purchase Agreements (PPAs). To complement these measures, our Green Energy Procurement guideline is aligned with relevant international standards, including the GHG Protocol, RE100 and SBTi.

As a result of these achievements, as well as the integration of newly acquired sites in China with significant coal-based steam consumption, our decarbonization focus is increasingly shifting toward reducing emissions associated with purchased steam. Electrifying heating and steam supply is an important lever for reducing emissions and therefore represents a central area of work within our decarbonization efforts. However, electrification represents a technical transformation that depends on several influencing factors, including electrical capacity at the site, the type of building (owned or rented), available space for equipment, the required implementation timelines and overall technical feasibility. To further support Scope 1 and Scope 2 emission reductions, we will prioritize measures aimed at lowering overall steam demand and transitioning relevant processes to alternative technologies, including the gradual replacement of fossil-based steam systems with green electricity-powered steam generation, and the introduction of new process technologies, e.g., osmosis-based systems for water-for-injection. As part of this transition, the partial substitution of fossil-fuel-powered steam with electrically powered steam at the Nantong site was approved in 2025.

In addition to these measures, we continued working on advancing improvements across our sites through targeted initiatives. This includes a detailed action plan to reduce emissions and absolute steam demand in Marburg, which forms the basis for the retrofit of the ventilation system. Another key initiative in 2025 was the analysis and development of a decarbonization plan for the commercial site of recently acquired Biotheus. Energy-efficiency and renewable-energy considerations were also consistently integrated into renovation planning for a building at our Idar-Oberstein site, with the project approved and implementation scheduled for 2026.

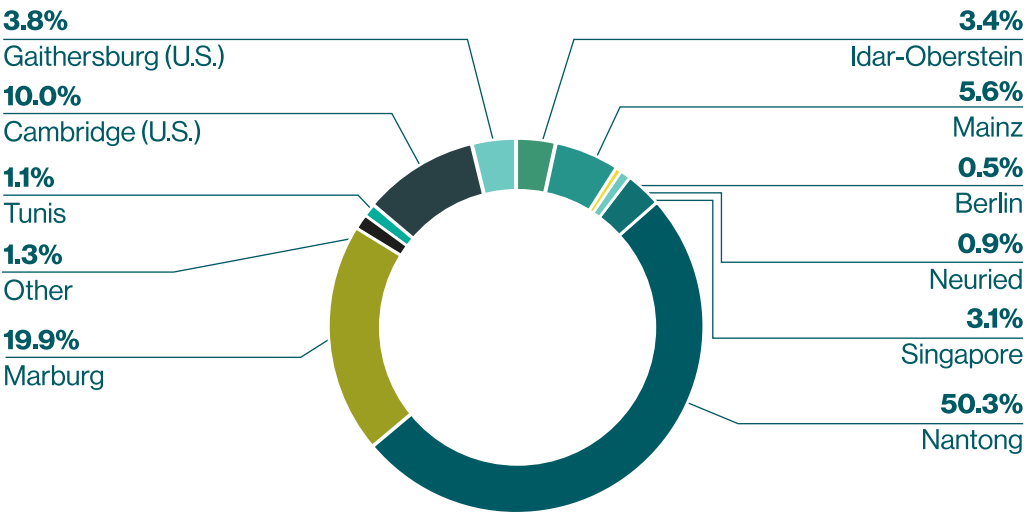
Climate-considerations in capital appropriation

Decarbonization considerations are integrated into our investment planning and project approval processes. Since 2023, capital appropriation requests have included an assessment of project-related CO₂e emissions. From 2024 onwards, all construction cost appropriation requests are required to indicate the expected changes in CO₂e emissions. This is an important criterion to better manage our operations in alignment with our near-term climate targets. The DSI department additionally reviews all project mandates that are part of the Stage Gate Process – the preliminary project approval process – from a decarbonization perspective. In 2025, almost all capital appropriation requests resulted in an assessed change in CO₂e emissions close to zero. Only a limited number of projects were carried out for strategic reasons despite an expected change in CO₂e emissions higher than zero.

GHG emissions are also a key consideration in our development and execution of new building projects. For new building projects, we have continued to implement our Guideline to Improve the Sustainability of Buildings and Infrastructure, as described in Chapter → **5.2 Group Environmental Management**. 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 CO₂e-neutral electricity supply to help reduce the CO₂e 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.

Emissions by City

Scope 1 and 2 emissions in % of total Scope 1 and 2 emissions in t CO₂e



Total emissions Scope 1 and 2 in 2025: 100% = 8,003 t CO₂e.
Scope 2 market-based calculation.
Difference to 100% due to rounding.

Climate Protection in our Supply Chain

In 2025, we continued to work towards meeting our SBTi supplier engagement target commitment. Most importantly, we worked to further integrate sustainability and climate-related criteria in our purchasing decisions. With a view to emissions management specifically, this includes an abstract risk analysis and further engagement with suppliers that show noticeably high emissions. In 2025, 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. We last updated our Supplier Code of Conduct in July 2025.

Biodiversity risk assessment

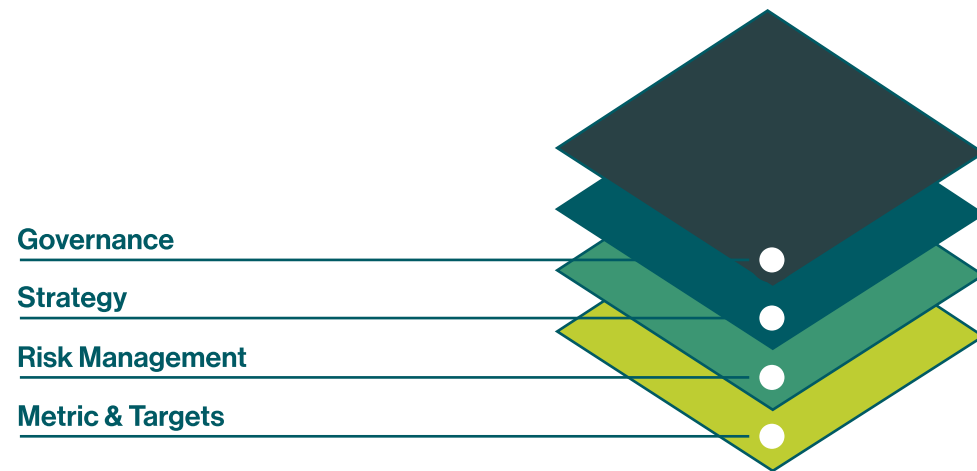
Our climate and biodiversity risks are interlinked but assessed separately. Distinct assessment approaches are applied to reflect the different drivers, pathways and impacts associated with each risk category. Accordingly, BioNTech's sites were assessed using a standardized WWF Biodiversity Risk screening framework to evaluate biodiversity-related risks. The assessment covered physical biodiversity risks related to site dependencies on and exposure to natural and human-induced conditions of the landscapes, seascapes and ecosystems, as well as reputational risks arising from actual or perceived negative impacts on biodiversity and people. This approach enables a consistent, multi-dimensional framework of biodiversity risks across our locations, as defined in the [WWF Biodiversity Risk Filter](#).

5.6 Climate Risk Management

We recognize the impact that climate change can have on the risks and opportunities in our business. In 2022, we applied the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and conducted a qualitative and quantitative scenario analysis examining transition risks and physical risks and opportunities across our entire value chain (see infobox TCFD Risks and Opportunities). The insights gained from this analysis help inform our governance policies, strategy and investment plans.

The TCFD initiative, launched by the Financial Stability Board (FSB) in 2015, outlines recommendations for identifying risks and opportunities arising from climate change. Its framework is structured around four key areas: 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



The TCFD guidelines continue to serve as the minimum framework for the comparable disclosure of information on sustainability-related opportunities and risks, as well as their governance and oversight. The TCFD framework is a key basis for the development of additional standards for climate risk management and reporting, such as the IFRS Sustainability Disclosure Standards (IFRS SDS) by the ISSB and the European Sustainability Reporting Standards (ESRS).

Governance

Our comprehensive climate protection activities are overseen by our Management Board, reflecting the importance we give to addressing the climate crisis and managing risks. Our climate protection efforts have the endorsement of our Management Board, particularly our Chief Operating Officer (COO), Sierk Poetting, Ph.D.

Strategy

As part of our broader climate risk management activities, in 2022, we conducted a TCFD-based analysis, which included qualitative assessments of physical and transition risks in our operations and supply chain, as well as a quantitative evaluation of physical transition risks at our production and R&D facilities.

The qualitative and quantitative transition risk scenario analysis drew 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 addressed the risks and opportunities that could arise for BioNTech as the world transitions to a low-emission economy and society. These included potential risks and opportunities emerging from changes in the regulatory and market environments in which we operate. We based the transition risk scenario analysis on the 1.5°C scenario, in alignment with the Paris Agreement, and incorporated time frames extending to 2030 and 2050 to inform our understanding of medium- and long-term effects. The analysis focused on our primary commercial product – the Pfizer-BioNTech COVID-19 Vaccine.

The key findings in 2022 showed that we are already mitigating a substantial portion of our risks. We are achieving this through our Science Based Targets initiative (SBTi) commitment for our operations and supply chain, alongside our ongoing decarbonization efforts. Together, these efforts help us mitigate

transition risks and leverage the opportunities highlighted in the TCFD table on [→ page 96](#). Going forward, we will continue to monitor the global regulatory landscape and update our analysis in response to any key changes in climate-related legislation, market dynamics, or our business organization.

The physical risk analysis was conducted under the Intergovernmental Panel on Climate Change (IPCC) RCP 4.5 scenario, which projects a rise in temperatures between 1.1°C and 2.6°C, using the medium- and long-term time frames of 2030 and 2050. We identified both chronic and acute physical risks, including the increased likelihood of extreme weather events. Assessing the potential effects of these physical risks on our facilities, assets, production and workforce is vital to ensuring our long-term financial stability. At the same time, we recognize the need for a holistic perspective on climate change and have extended our analysis to cover the entire value chain, including logistics, transportation and suppliers. We have been integrating climate risk as a criterion into different decision-making processes since 2023, including decisions on potential investments and new corporate locations to ensure we address risks at an early stage.

Since our comprehensive analysis in 2022, we enhanced our climate risk assessment to include, among other updates, a quantitative physical risk analysis of relevant InstaDeep sites, as well as relevant sites from our 2025 acquisition of Biotheus, consistent with the IPCC RCP 4.5 scenario. We will continue to update the assessment as needed in response to organizational changes. The results of the 2022 analysis are presented in the TCFD table on [→ page 96](#).

Risk Management

We have integrated climate-related considerations and frameworks, including the SBTi targets and TCFD, into BioNTech's risk management landscape. In 2025, we conducted an internal assessment to evaluate our current management of climate risks and determine which measures we should implement for the future. We plan to revise our Group climate risk assessments in line with our commercialization strategy and the European Sustainability Reporting Standards (ESRS).

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 2025 is presented on [→ page 94](#). **GRI 3-3**

6.0

Attractive Employer

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Fostering the Full Potential of all Employees

FOR OUR EMPLOYEES:

We aim to create an environment where everybody feels respected and valued and can grow to full potential.

50.09%
women

0.01%
non-binary

49.89%
men



~42%

of positions at highest and second highest management level below Management Board are held by women

~43%¹

of Management Board positions are held by women

61

training hours on average per employee in 2025

¹ Effective March 1, 2026, BioNTech's Supervisory Board appointed Kylie Jimenez to the Management Board, putting the proportion of women on the Management Board at 43%.

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 8,300 employees¹ (2024: 7,200) depend on well-functioning, integrated structures. Our global Human Resources department is committed to attracting, developing and retaining the right talent and helping to create an environment where everyone feels respected, valued, and can grow to their full potential in a sustainable manner. We systematically enhance our global human resources operating model to establish scalable organizational structures and standardized processes that support operational efficiency, employee performance, and workforce engagement across our international operations.

HR Transformation Management

Building on this commitment, our global Human Resources department has played an important role in driving organizational transformation, ensuring that our workforce adapts responsibly to evolving business needs. This process includes optimizing our operations through targeted workforce reductions in specific areas, alongside the strategic expansion of roles and capacities in key growth sectors to align with the Company's objectives and strategy. Collaborative negotiations with the German group works council resulted in equitable agreements. Significant strides were made toward implementing comprehensive workforce planning to effectively manage these transitions and support the employees affected.

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, allowing the Company's

management to focus on relevant progress. This function provides deep business expertise and an entrepreneurial mindset, partnering with the business to define and deliver solutions. Collaborating closely with business teams, it also shapes and advances department-specific people agendas in alignment with BioNTech's 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. CoEs operate globally, creating unique user experiences for core processes, such as recruiting and talent development. They support our continued evolution as well as a structured onboarding process for new employees. The Total Rewards team is tasked with developing and managing competitive, equitable compensation and benefits programs.
- People Services and Systems teams ensure the seamless delivery of people services by optimizing transactions and operations in line with CoE guidelines. This work is supported by standardization, process excellence, economies of scale, and ambitious yet realistic KPIs to drive delivery.
- The Strategic Projects and HR Excellence Team 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 operated within an SAP-based IT landscape since 2022 that covers and maps all core HR processes worldwide. 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 2025, we harmonized our payroll services in Germany and continued our harmonization efforts internationally to further enhance our employees' user experience. ● **GRI 3-3**

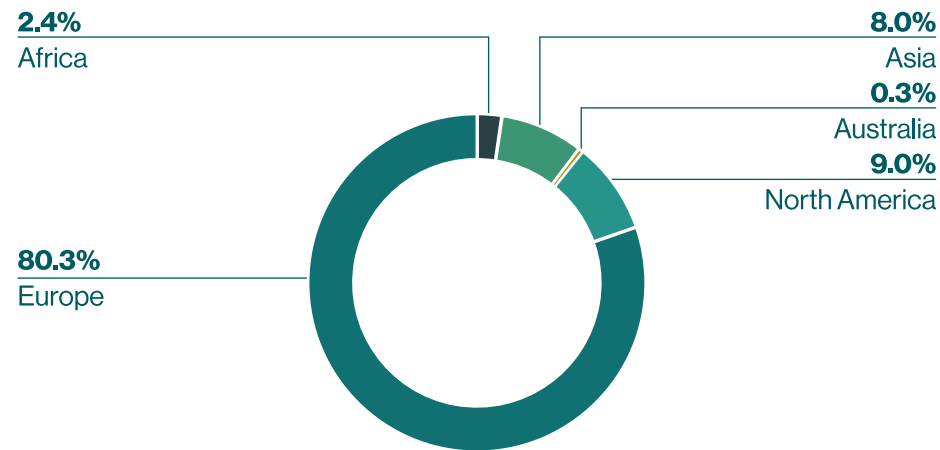
¹ Includes 772 CureVac employees; other employee data generally excludes CureVac, unless stated otherwise. Employee data may differ from the employee figures in BioNTech's financial statements due to definitions specific to the sustainability reporting standards used for BioNTech's sustainability reports. Unless stated otherwise, employee data reflects headcount information for the entire BioNTech Group as of December 31 of the reporting year.

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 a union of their choice and engage in collective bargaining. At a minimum, we adhere to 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 regulations. These rights are explicitly expressed in our → **Human Rights Statement**. In 2025, 77% of our employees were subject to the E.U. workplace regulations (2024: 82%). Employees outside the E.U. are covered by applicable local workplace laws and standards.

At BioNTech, we underline our commitment by being a signatory of the UN Global Compact, where these freedoms are explicitly stated in Principle 3. The right to freedom of association is further reinforced by the German Supply Chain Due Diligence Act. Consistent with this framework, we also 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 Employees¹ 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 97**.

Employees have the opportunity to voice their concerns to the Company individually or collectively without fear of reprisal. We provide this opportunity through regular town hall meetings and other staff meetings (Betriebsversammlungen) where questions are typically answered directly by the responsible Management Board member.

Information on these employee rights is available to employees on the Company's intranet. Our compliance tool is available to all employees for reporting potential violations of the Code of Ethics & Business Integrity, internal guidelines, and 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 in Germany are entitled to establish a works council (Betriebsrat). Works councils are granted special legal rights and therefore their members enjoy special statutory protection. Their role is to represent employees' interests vis-à-vis the employer and safeguard employee rights. This includes ensuring that the applicable laws, collective agreements, workplace safety regulations and works agreements are adhered to for the employees' benefit.

In 2025, we had works councils active at our Mainz locations (also covering BioNTech SE employees at our Berlin office), Marburg, Idar-Oberstein, Halle, Martinsried and Neuried. A works council was also active for the employees of JPT Peptide Technologies GmbH in Berlin, a wholly owned subsidiary of the BioNTech Group. Since 2021, BioNTech has also had a Group works council (Konzernbetriebsrat – KBR). Two works council members from each German site are delegated to the KBR. In 2025, the KBR consisted of twelve members. The Group works council is an independent employee representative body in accordance with Germany's Works Constitution Act (Betriebsverfassung – BetrVG). There is no hierarchical relationship between the KBR and the local works councils; instead, they have clearly defined areas of responsibility. The establishment of a KBR helps ensure that the employees of Group companies based in Germany are able to exercise their co-determination rights at all levels for their own benefit. Employees of German Group companies without a works council have their interests represented by the KBR.

We also have employee representatives in place in Tunisia and France for our InstaDeep employees.

● **GRI 3-3**



Fair Remuneration

As an evolving 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 for BioNTech given our acquisitions of companies with varying collective bargaining agreements. The manufacturing facility in Marburg 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). Our employees in Spain are covered by a collective bargaining agreement for the chemical industry (Convenio Colectivo de la Industria Química). Lastly, InstaDeep employees are covered by collective bargaining agreements in Tunisia (Convention collective sectorielle de l'électricité et de l'électronique) and France (Fédération Syntec). When employment terms and conditions are not covered by collective bargaining or works agreements, we seek to establish employment terms and conditions, including remuneration, in line with the market practices in the countries in which we operate. ● **GRI 2-20, 2-30**

Work Models and Overtime Management

BioNTech supports employees in balancing professional and personal commitments by offering part-time work options based on mutually agreed conditions. Where roles allow, eligible employees can also work from home.

We monitor working hours in compliance with legal requirements and internal policies with the help of time tracking systems installed at all of our major sites. To promote flexibility, employees in Germany are able to manage their own work schedules according to the applicable works agreements; employees at our other locations can manage their schedules based on comparable agreements. Overtime is handled in accordance with local regulations and varies by location and employee level. Additionally, we have processes in place to monitor compliance with working time regulations, with HR teams working closely with managers to identify and address any issues. Regular training on working time regulations supports employee awareness as well as compliance. We also actively encourage our employees to take their paid annual leave to support their well-being and maintain a healthy work-life balance.

Progress in 2025

In 2025, we analyzed the results of our first global employee survey, launched in 2024, to gather insights into our employees' perspectives on teamwork, communication, leadership support, work processes, and meaningful work. Based on these insights, departments and teams took targeted action to address key areas for improvement identified by our employees. We plan to repeat the survey at regular intervals as part of our ongoing commitment to continuously improving employee well-being and engagement.

We enhanced our leadership development portfolio in 2025 and scaled related training offers. Advancing our HR digitalization roadmap, we improved payroll systems globally and further improved our digital capabilities. These milestones underscore our commitment to empowering employees and driving organizational transformation.

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 to our success over the past decade and continue to drive our innovation and execution to bring people new medicines. Our corporate culture, exemplified by "Project Lightspeed", contributed to the rapid and successful development of the Pfizer-BioNTech COVID-19 vaccine. 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.

In 2025, BioNTech welcomed 665 new employees (2024: 1,416) in line with the expansion of roles in strategic growth sectors, ensuring alignment with the Company's long-term objectives. We believe our unique corporate culture serves as a unifying force among our employees from all over the world, who bring a range of professional, 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 recognize the importance of nurturing and evolving our corporate culture as BioNTech continues to progress as an organization. The focus of our culture work is driven from the bottom up by our Culture Ambassadors – a community of close to 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 2025, 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 BioNTech colleagues who share passions ranging from walking pets and bouldering to performing classical music. In 2025, we continued to sponsor the Connect with Colleagues groups, which organized open events to share cultural activities through the Culture Campus. These groups brought numerous BioNTech colleagues together through an “International Event” series, featuring culinary highlights such as a Turkish picnic, Spanish paella, French Apéro-Pétanque, and Serata Italiana. Building on this spirit of connection, Culture Campus further strengthened intercultural dialogue through virtual sessions designed around a framework of eight cultural dimensions relevant to the professional context. These sessions provided a platform to exchange and gain a deeper understanding across diverse cultural perspectives.



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

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

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.

Progress in 2025

In 2025, we enhanced our “Collaboration Corner” platform, originally launched in 2023 as a hub for sharing best practices to strengthen connection and collaboration across virtual, on-site, and hybrid work environments. The updated structure, guided by our Team Charter, focuses on eleven key areas of team collaboration, including values, norms, ways of working, and stakeholder interfaces. It serves as a roadmap for teams to identify opportunities for improvement and adopt BioNTech-specific approaches to values-based collaboration. The platform also integrates tools, methods, and resources from expert communities, such as the Global Project Management Community, Agile Team, and LEAN Academy.

To provide our teams with even greater support and facilitate an exchange on key cultural topics, our Culture Campus further developed “FACULTY”, a community of internal culture facilitators, and organized the first FACULTY summit. 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 nearly 70 FACULTY members are based at sites across Germany, the United States, China, Singapore, Rwanda, and the United Kingdom. They include employees from various departments such as HR, Engineering, Quality, R&D, Site Operations, Finance, and IT.

6.4 Employee Pipeline

The recruitment of talent, as well as 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 Communications to assess talent availability and ensure successful hiring.

Talent Acquisition Approach

Our talent acquisition strategy focuses on attracting exceptional candidates while ensuring global standards of quality and equal opportunity. A key element is proactive talent sourcing, allowing us to engage skilled professionals who may not be actively job-seeking, while reducing reliance on external partners and optimizing costs.

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 our hiring managers across the organization.

To strengthen our positioning as an employer of choice, BioNTech has developed a global Employer Value Proposition – a positioning strategy highlighting what sets us apart from the competition as an employer. The positioning is based on internal interviews and focus groups with current employees to validate accuracy and alignment with organizational values, combined with external research to identify key strengths that resonate with target audiences and support our market position. ● **SASB HC-BP-330a.1**

Progress in 2025

To succeed in the competitive global talent market, we continued to develop our HR Talent Acquisition function in 2025.

Our Talent Acquisition team received training in key recruitment and other areas, including active sourcing, advanced interviewing techniques, and managing challenging stakeholders, delivered by both in-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 support internal talent development, we enhanced our intranet to guide BioNTech pioneers in finding and pursuing internal opportunities. All open positions are posted internally, allowing employees to advance their careers or transition roles during organizational transformation and changes. Additionally, we introduced a bot to notify employees of suitable openings and implemented a matching feature to connect temporary contract employees with internal job opportunities.

At the same time, we began integrating Biotheus into our recruiting processes to support a smooth and consistent hiring experience across countries and legal entities. This also increases the visibility and access to opportunities for employees of these new entities.

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. We take an active management approach, using these platforms not only as marketing channels but also to proactively engage with both positive and negative feedback and address misinformation effectively.

Total Number of New Employees

665
2025

1,416
2024

1,609
2023

(As of December 31) → **page 99**

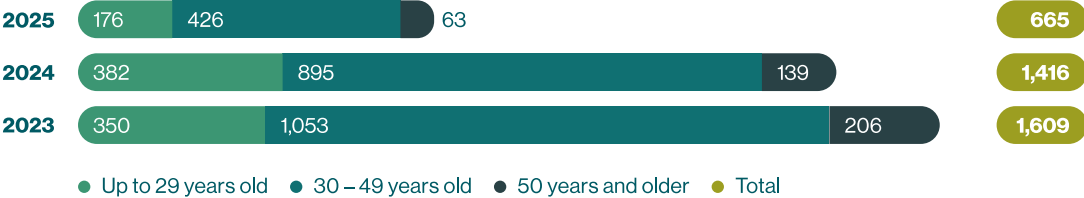
Hiring and Turnover

Our strong visibility and continued attractiveness as an employer enable BioNTech to attract a number of applications. In 2025, we received roughly 65,000 applications, of which approximately 62,000 were external applications, equaling 80–90 candidates per role on average. In line with our Company's long-term goals, we hired 665 pioneers (2024: 1,416), predominantly for roles in strategic growth sectors and for critical replacements. Furthermore, we integrated 472 employees through our acquisition of Biotheus and 772 employees through our acquisition of CureVac over the course of the 2025 financial year. Neither internal hires nor employee transfers resulting from acquisitions are included in our hiring data.

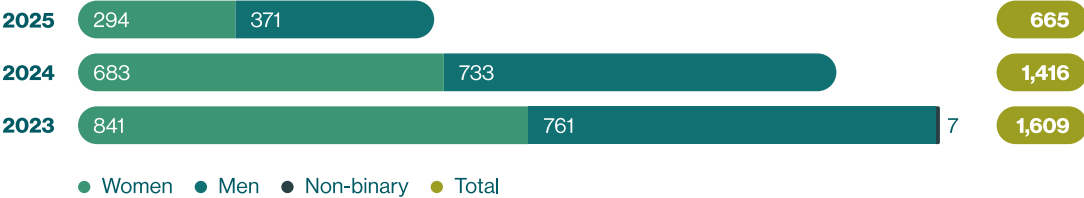
BioNTech's global turnover rate was 11.8% in 2025 (2024: 7.0%). This year-on-year increase was largely driven by our organizational transformation and does not reflect a change in our long-term commitment to employee retention. Our ambition is to remain an employer of choice in a highly competitive labor market, both for our current employees and the outside talent market.

Development of New Hires¹

By age group



By gender

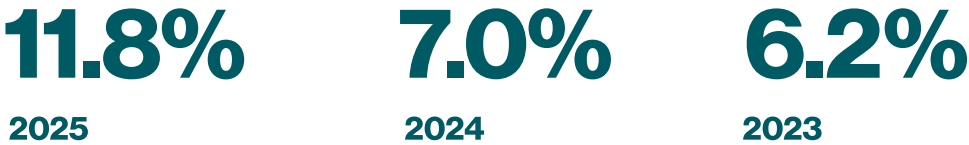


By region

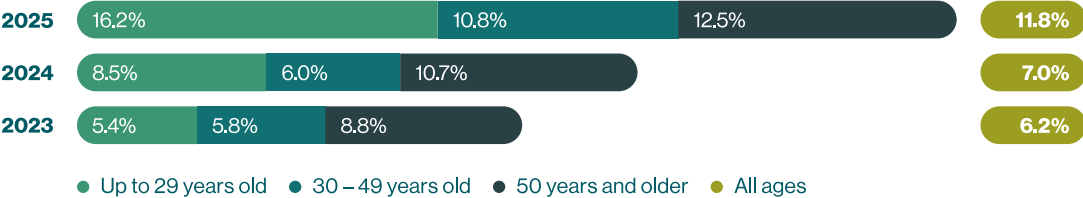


¹ New hires, excluding the Management Board, trainees and interns, as of December 31.

Total Turnover Rate¹



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 100).

Employee Benefits and Support Programs

In our effort to strengthen employer attractiveness and recognize employee contributions in ways beyond direct 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 achieve and maintain good health through a variety of global offerings tailored to local country requirements. These programs may include health and disability insurance and preventative care.
- **Pension and retirement plans:** No matter what stage 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, including physical and mental well-being programs, to help our employees stay fit and active.

- **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:** Recognizing that special life situations require special solutions, we offer flexible, country-specific options for workplace arrangements 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 where we operate.

At our headquarters in Mainz, Germany, our employee benefits include matched company pension plan contributions, subsidized public transport and bike leasing, employee assistance programs (EAPs), 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. For childcare emergencies requiring immediate assistance and where no alternative support is available, we offer backup childcare for children up to the age of 12 through a service provider. Depending on the child's age and the circumstances, the service provider can provide emergency childcare in the employee's home, in-person care at a backup facility, or interactive virtual support during vacation periods. We also offer employees one paid day off for the birth of their child and four paid days of leave annually for the caregiving of close relatives living in the employee's same household.

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-matched 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 and 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
- Lactation rooms in every office
- 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

94.5%	99.2%	98.8%
2025	2024	2023

BioNTech's return to work rate after parental leave was 94.5% in 2025 (2024: 99.2%). This level indicates the adequacy of our existing family support measures and highlights the importance of investing in such measures.

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** ● **SASB HC-BP-330a.1**

Employee Participation Plans

In February 2024, BioNTech's Management Board and Supervisory Board adopted a new discretionary long-term incentive plan – the 2024 Non-North America Employee Participation Plan. This plan 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 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 may receive restricted stock units (RSUs) and, at Vice President level and above, a mix of RSUs and performance-based restricted stock units (PRSUs). PRSUs 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 Benefits¹



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 and development opportunities. This enables our employees and leaders to develop their skills in a focused manner, reach their full potential, and make their best contribution possible to BioNTech's success. TLD is built on the following pillars: Global Learning, Leadership Development, Early Career, Performance & Talent Management, and Employee Engagement (see also Chapter → **6.2 Human Resource Management**).

Global Learning

Our Global Learning function is tasked with establishing a learning ecosystem to support employees' professional and personal development and streamline our learning portfolio. It works to create a learning environment that makes learning at BioNTech accessible, scalable, personalized and purposeful.

In 2025, we established a Global Learning Hub Strategy Council, gathering together key learning stakeholders across BioNTech to consolidate, harmonize, and further develop the BioNTech Learning Ecosystem. The Council strengthens our Global Learning Circle Community, a cross-functional learning community that builds networks, shares best practices, leverages existing approaches, and implements defined standards from the Global Learning Hub Strategy Council.

We recorded a total of 408,802 training hours across all employees, encompassing professional skills development, leadership development, and job-specific training, including the GxP-related training required in our regulated operating environment. This amounts to an average of 61 training hours per employee, demonstrating the results of our systematic approach to continuous professional development.

Leadership Development

Our global Leadership Development function strengthens leadership capabilities across BioNTech, establishes a unified leadership approach globally, and supports individual competency development.

Our Global Leadership Development Portfolio, developed in 2025, delivers focused learning and development opportunities designed to strengthen leadership skills and capabilities. It supports leaders throughout their development journey by grouping offerings by experience level and aligning them with the dimensions of leading self, people, teams, and the business.

In 2025, TLD facilitated a total of 799 training and learning hours (2024: 280) as part of 148 leadership development training sessions (2024: 27), with 859 leaders participating (2024: 272).

The success of our leadership training is reviewed regularly and the findings are channeled into further improvements. We are also further expanding the learning portfolio to support the Company's strategic priorities and meet leaders' articulated needs, while regularly piloting new offerings and formats to improve content fit, global accessibility and reach.

Early Career

Our Early Career function is focused on supporting and promoting young professionals on their path to a successful career through targeted programs and practical experience.

Through our Early Career function in Germany, we offer apprenticeships to people in the early stages of their career. Apprenticeships cover 7 different professions across various fields, from industrial manager to biology laboratory apprentice. We work closely with various vocational schools and an external educational provider to offer training in R&D, the industrial production of pharmaceuticals and the maintenance of related technical installations. As of December 31, 2025, we employed a total of 35 apprentices (2024: 67) and 3 dual study program students (2024: 3) across BioNTech's German locations in Mainz, Martinsried, Idar-Oberstein and Marburg. Of these apprentices, 8 were newly employed in 2025 (2024: 18). Most of the apprentices who completed their apprenticeships in 2025 went on to join BioNTech as permanent employees.

Next to our apprenticeship and dual study opportunities, we also sponsored 6 biological technical assistant trainees from the Fresenius University of Applied Sciences in Idstein. In addition to receiving a monthly grant, scholarship holders completed two four-week compulsory internships at BioNTech. At the end of the program, two of the trainees joined BioNTech as permanent employees.

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 2025, 6 employees (2024: 15) began their professional development training as part of such programs. ● **GRI 404-1, 404-2**

Performance & Talent Management

Established in 2023, our Corporate Performance & Talent Management function focuses primarily on digitizing and harmonizing existing local processes as part of a multi-year effort to create a trusted global performance management standard, enhance business impact, and elevate the employee and manager experience.

Due to our historical development, we currently operate different performance evaluation systems across our locations and sites globally. Within the local performance evaluation processes, subject to local co-determination rights, employee performance is typically assessed by the direct line manager once annually. Optional performance feedback training is offered globally to support people leaders. Complimentary self-study programs are also offered to cover related topics, such as mitigating rating bias, active listening, and employee motivation and development.

In line with our group-wide feedback philosophy and performance ambitions, we intend to harmonize our approach and arrive at a global performance management system supported by one shared global HR IT system, subject to local co-determination rights. In the past year, we made significant progress





towards this goal and reached our first major milestone of transferring all local processes to the same HR IT system. A second major milestone achieved was the creation and business validation of a new global performance management framework.

When implemented, the unified global performance management framework will help to better align individual contributions with organizational goals, while cultivating effective feedback and development opportunities.

● **GRI 3-3, 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. We are committed to providing local staff at all sites with access to targeted training and education in areas such as manufacturing of mRNA-based therapies and allocating an annual budget for this purpose.

Our commitment to investing in our staff's professional development is important to achieving our ambition of establishing regional vaccine manufacturing capacities for high and unmet global medical needs on the African continent. At our site in Rwanda, we employed 37 people from 8 different African countries as of December 31, 2025. We continue to work closely with local and international partners, as well as research and scientific experts, to foster a local vaccine ecosystem and build the skills needed to produce mRNA-based vaccines locally. To ensure ongoing training and education in mRNA-based vaccine production at the Rwanda site, adequate resources were provided to meet our high standards of operational excellence. We continue to prioritize continuous capacity-building as a core element of our long-term talent and ecosystem development strategy. In 2025, we intensified our focus on knowledge transfer between BioNTech Rwanda and other BioNTech sites, expanding opportunities for our teams to gain hands-on exposure and technical expertise. This included cross-site workshops hosted in both Rwanda and Germany, as well as participation in various operational activities at additional BioNTech locations, including our Singapore site.

In parallel, BioNTech colleagues contributed to external capacity-building initiatives in Rwanda, supporting broader national efforts to strengthen technical skills in vaccine manufacturing. These engagements reflect our strategic commitment to developing a sustainable local talent pipeline and supporting Rwanda's growing vaccine and biomanufacturing ecosystem.

6.6 Diversity, Equity, Inclusion and Belonging

At BioNTech, we recognize that the strength of our diverse teams comes from their unique perspectives and experiences and helps drive innovative ideas and breakthroughs. Our inclusive culture reflects the diversity of the communities we serve.

We strive to give everyone at BioNTech 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, equity, inclusion and belonging and support them. Since 2018, BioNTech has been a signatory of the Charta der Vielfalt, an initiative promoting workplace diversity in Germany.

We do not tolerate discrimination, favoritism, or harassment based on the characteristics mentioned or any other personal aspects. This principle is regulated by applicable law and Company policies, including our Code of Ethics & Business Integrity, all of which are binding for employees. Anyone who discriminates against or harasses another person may face disciplinary action, up to and including the termination of their employment with BioNTech.

Progress in 2025

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 2025, we continued our Diversity, Equity, Inclusion and Belonging (DEIB) journey, together with our DEIB Council, founded in 2023. The DEIB Council held five meetings in 2025.

Empowering our communities was at the center of the Council's efforts this year. Implementing governance structures, setting clear objectives and defining work practices were crucial to positioning our communities for success. We are also developing an Employee Resource Group (ERG) playbook, which will define interfaces with relevant business functions. Through these improvements in 2025, the Council laid the foundation for greater efficiency and impact from our ERGs going forward. ● **GRI 3-3**

Our DEIB Council

The DEIB Council at BioNTech plays a key role in governing and managing diversity, equity, inclusion, and belonging (DEIB) initiatives by providing structured processes and decision-making frameworks. The Council strives to connect stakeholders, empower diverse voices, reinforce our DEIB strategy and implementation and support compliance. It also works to promote greater awareness and understanding of DEIB topics to advance meaningful progress.

The Council consists of 13 members, carefully selected based on criteria, such as seniority, influence within the Company, and a demonstrable connection to DEIB issues. The aim is to create a composition that is as balanced as possible across different identities and perspectives. Despite this, we recognize that the composition of the DEIB Council is not a full reflection of the diversity within the Company.

Employees can raise topics directly with the DEIB Council through our established reporting channels.

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 years and continued to expand in 2025, adding new international members from countries such as 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 members of BioNTech's management and leadership teams. In addition, our global Women+ ERGs held virtual sessions to educate participants on relevant topics, such as women's health. 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 defined its mission as celebrating and promoting 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 organized under the EmBRACE umbrella. Recognizing the intersectionality of every individual, EmBRACE's focus in 2025 was to grow its community and establish clear focus areas and structures, in strong alignment with our other global ERGs.

Fair Representation of Women

Gender equity is one of the many aspects of diversity we are striving to achieve for our employees. Our workforce is at gender parity, with a slightly higher number of female employees globally. As an equal opportunity employer, we are building on this progress by actively monitoring the representation of women on our Management Board and Supervisory Board, recruiting and promoting based on merit, while proactively working to remove barriers that may hinder equitable access to such positions.

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. In 2025, the chapters in Germany and the United States collaborated closely throughout the year, organizing events and activities for Global Pride Month and supporting Christopher Street Day in Germany. The majority of these activities were led by our QueeRNA members and included informational newsletters, educational sessions, and conversations with queer thought leaders, as well as networking events and luncheons.



Women on the Management Board

Our Management Board consists of seven members, including Prof. Özlem Türeci, M.D., as Chief Medical Officer, Annemarie Hanekamp as Chief Commercial Officer, and Kylie Jimenez as Chief People Officer. In 2025, Ramón Zapata-Gomez was appointed to the Management Board as Chief Financial Officer and succeeded Jens Holstein effective July 1, 2025. Ryan Richardson stepped down from the Management Board as Chief Strategy Officer on September 30, 2025. His responsibilities were assumed by other Management Board members.

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 on December 31, 2025. Effective March 1, 2026, BioNTech's Supervisory Board appointed Kylie Jimenez to the Management Board, putting the proportion of women on the Management Board at 43% (2024: 29%).

On February 25, 2026, and in accordance with Section 111 (5) of the AktG, the Supervisory Board set the target for the proportion of women on the Management Board at 28.57%. The deadline for achieving this target is December 31, 2028.

Women on the Supervisory Board

On March 8, 2023, we set a target to achieve a level of women's representation of 25% on BioNTech's Supervisory Board by December 31, 2025, in accordance with Section 111 (5) AktG. 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% (2024: 33%) and achieving our target. Diversity and women's representation on our Supervisory Board are important to us at BioNTech, and we remain committed to the equal opportunity of women in upcoming Supervisory Board elections.

On February 25, 2026, BioNTech set a target for women's representation on the Supervisory Board of 25% to be achieved by December 31, 2028, in accordance with Section 111 (5) AktG.

Women's Representation at Different Management Levels

We strive to ensure the appropriate representation of women at all management levels by removing structural barriers and enabling fair, merit-based access to leadership roles. 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 was December 31, 2025. By the end of 2025, women held 35% (2024: 34%) of the positions at the highest management level below the Management Board. A total of 44% (2024: 47%) of positions were held by women at the second-highest management level below the Management Board. Combined, women's representation in the highest management positions (highest and second-highest management levels below the Management Board) stood at 42%. ● **GRI 405-1**

On February 18, 2026, our Management Board set a 35% 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, 2028.

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 2025, our gender pay gap analysis showed a global unadjusted mean gender pay gap of 4.4% (2024: 3.4%).¹

We apply our principle of equal compensation 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 3-3, 405-2**

¹ Unadjusted gender pay gap = $\frac{((\text{Average gross hourly pay of male employees} - \text{average gross hourly pay level of female employees}) / \text{Average gross hourly pay level of male employees}) \times 100}{1}$.

Stronger Together: Spotlights from Our Global Employee Resource Groups

Our global Employee Resource Groups (ERGs) are an important cornerstone of our DEIB efforts. Bringing together employees who share common interests, backgrounds, and experiences, the ERGs continued to expand their reach and maturity in 2025. The following insights into their activities exemplify how our ERGs work towards building an inclusive workspace for everyone through improving visibility and shaping corporate practices.



Women+

In 2025, Women+ experienced significant growth, becoming our largest ERG with over 250 members and allies worldwide. Among its many accomplishments, the group organized a global event emphasizing the critical role of Diversity, Equity, Inclusion, and Belonging (DEIB) in driving innovation. The ERG also addressed the importance of women's health in a virtual conversation on the topics of menopause and perimenopause. Additional resources such as preventive check-ups and mental health support were promoted through the internal health spotlight program. Women+ expanded their Peer Mentoring Circles and continued their internal initiatives focused on career development, work-life balance, and promoting financial autonomy. Additionally, the ERG facilitated discussions and training around the topics of resilience, personal growth, and female empowerment. Looking ahead to 2026, Women+ aims to further strengthen collaborations with relevant business functions to amplify their impact.

EmBRACE

With local chapters in Germany and the United States, EmBRACE actively engaged our global workforce in 2025 through major events that fostered cultural and ethnic awareness while strengthening both local and global networks.

Key events included celebrations for Black History Month, Diwali, and a collaborative initiative with our QueeRNA ERG titled "Intertwined," which explored the intersectionality of Juneteenth and Pride.

Going forward, EmBRACE will continue to be committed to expanding its ERG presence and fostering global connections across regions, while further elevating cultural awareness through heritage celebrations.

QueeRNA

Celebrating its third anniversary, our longest-standing ERG, QueeRNA, saw another year of growth and impactful initiatives in 2025. With more than 100 members and allies globally, QueeRNA continues to foster discussions, collaborations, and events to support the LGBTQ+ community at BioNTech and beyond. In 2025, QueeRNA's German chapter organized a Pride Month event with activities held in Mainz, Marburg, and online. The event focused on workplace discrimination, intervention strategies, and promoting awareness of non-binary gender systems, attracting numerous participants onsite and online. At our U.S. locations, the local QueeRNA chapters organized on-site pride parties in collaboration with the Women+ ERG, and shared weekly educational articles on pride topics and history. Across all chapters, QueeRNA remains committed to building an ecosystem of support by engaging with LGBTQ+ organizations near BioNTech's sites and maintaining community engagement through regular events.

6.7 Health and Safety

We believe in maintaining high occupational health and safety standards for our employees, business partners, and other stakeholders. To achieve this, we conduct regular workplace-related risk assessments, including assessments of the risks associated with 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. The SHE team at BioNTech SE is divided into two branches: global and local. The global SHE function develops global standards for occupational safety, environmental protection, and employee health and supports the implementation of these standards, as well as the Integrated Management System. It acts as a node connecting our sites worldwide.

Together, our local and global SHE team works to maintain a safe working environment by identifying and proactively eliminating hazards and minimizing risks. We systematically assess health and safety risks in accordance with ISO 45001 standards and prioritize them using a risk matrix. Action plans to mitigate identified risks are set up in accordance with 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

Each year, we define management objectives within our SHE function that provide a clear roadmap for proactively preventing workplace accidents, strengthening employee well-being, and cultivating a robust culture that prioritizes safety and sustainability across the Company. We derive these objectives from a range of factors, including the results of occupational, health and safety (OH&S) risk and opportunity assessments, significant environmental aspects, binding obligations, audit results, and energy review outcomes such as significant energy use (SEU). To deliver on these objectives, we define, implement and report on targeted actions, programs, and key performance indicators (KPIs). ● **GRI 403-2**

Experts and regulatory authorities are consulted regularly at various stages of the processes outlined above. The SHE department is also responsible for coordinating emergency responses, evacuation procedures, rescue plans and related training to ensure a high level of preparedness across the organization.

Health and Safety Management System, Training and Communication

We have implemented a group-wide Integrated Management System in accordance with international ISO standards for environmental management (ISO 14001), occupational health and safety management (ISO 45001), and energy management (ISO 50001). We provide detailed information on 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.



All relevant health and safety information, including operating directives, risk assessments, guidelines, and applicable laws, is made available to all employees. To support access and transparency, we maintain dedicated digital information hubs on the topics of occupational health and safety and genetic engineering. Through these hubs, employees can find information such as relevant laws, ordinances, rules, operating instructions and forms, as well as supporting background information. In addition, the SHE department offers and oversees mandatory training and an annual general health and safety instruction program, which are available to all employees.

Shortly after joining the Company, new employees receive general health and safety briefings. We repeat these briefings on an annual basis and make them permanently available to employees online. Briefings cover topics such as emergency preparedness, including how to respond to accidents and spills, the proper handling of hazardous substances and biohazards, and general safe behavior practices.

Through the relevant departments, we conduct regular safety briefings tailored specifically to employees working in laboratories and other specialized workplaces. We also monitor these workplaces to ensure they comply with relevant regulatory requirements.

All SHE training courses, both mandatory and voluntary, are available to all employees online. ● **GRI 403-7**

Accident Tracking and Hazard Elimination

We document and review accidents and near misses daily through our SHE team to eliminate hazards (see detailed figures on → **page 101**). For work-related accidents resulting in at least one workday of absence, we prepare a mandatory investigation report containing an analysis of the accident and recommendations for suitable mitigation and preventive measures. Accident documentation and processing 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. In addition, SHE representatives from all locations come together for a monthly meeting that serves as a forum to discuss recent incidents and the preventive and corrective measures to be implemented in response. These meetings also provide SHE representatives an opportunity to share best practices across sites.

Our suppliers are contractually required to comply with certain SHE standards contained in BioNTech's Supplier Code of Conduct, as well as with the minimum requirements outlined in our Contractor Safety Management (CMS) handbook, published in 2025. Contractors, such as construction and cleaning companies, are specifically required to report, investigate and address incidents and near misses. When necessary, a local or global SHE team supports contractors to ensure investigations are both thorough and effective. Findings from these investigations are shared with all relevant parties, including external safety authorities. They aim to inform the development of preventive measures, such as targeted training, updates to safety policies, and regular audits.

Workforce Consultations for Continuous Improvement

Collaboration between employees, management, and various committees is a key element of BioNTech's strategy to foster a strong SHE culture. We therefore engage in regular dialogue with our employees on health and safety matters and actively involve them in the ongoing development of our health and safety management practices. The Occupational Health and Safety Committee (Arbeitsschutzausschuss – ASA), comprising a Company management representative, two members of the works council, occupational physicians, occupational safety specialists and a safety officer, meets at least four times annually in accordance with the legal requirements. These meetings provide a forum to discuss the status of health and safety management at BioNTech and any further measures deemed necessary. Additionally, each department has a designated safety officer who is directly involved in on-site health and safety management. Employees can raise occupational health and safety concerns with the ASA through these safety officers or via the works council. Other 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

Going beyond our preventive management of work-related health and safety concerns, we continue to expand our health promotion and education programs globally. Our efforts focus on building a full range of offers to strengthen employees' mental health and resilience. This includes not only our ongoing counseling services (see info box) but also a thirteen-week global resilience program launched at our international locations to support employees in navigating both professional and personal challenges. Participants invest about one hour weekly to develop strategies for stress management, team communication, and personal growth. We also offer "Healthy Leadership" workshops aimed at managers seeking to better balance professional demands with personal well-being through an authentic, flexible and empathetic leadership approach.

At our sites in Germany, employees additionally have access to company-supported sports activities and health courses, such as yoga. Four times each year, we give employees an opportunity to take part in Health Days, an event sponsored by Germany's largest public health insurer. We also regularly share information on other health-related initiatives, including campaigns and informational offerings, via our Company intranet.

Preventive medical check-ups are made available to our employees through external service providers in compliance with each country's legal requirements. In Germany, we ensure the regular availability of on-site occupational medical services, with examinations conducted according to the German Ordinance on Preventive Occupational Medicine (Verordnung zur arbeitsmedizinischen Vorsorge – ArbMedVV). ● **GRI 3-3**

Employee Counseling Service

Our global Wellcare Program is an anonymous employee counseling service offering comprehensive professional advice and support in all areas of life, with a particular focus on strengthening mental well-being. The program is available worldwide to all employees and their close relatives and is run by a permanent team of employed psychologists and specialists. Counseling sessions via video call, telephone, or email can be booked conveniently anytime via an online platform. In addition to individual counseling, the platform shares monthly health tips. In 2025, nearly 300 employees took advantage of the Wellcare Program.

Progress in 2025

To further streamline our occupational health activities as a global organization, we introduced our Handbook of Occupational Health Management (OHM) in 2024. Building on this foundation, we expanded our global guidance in 2025 with an additional biosafety handbook, issued as a non-binding document to support and educate SHE responsible employees worldwide on biosafety and related minimum requirements. The content of the handbook is based on the current WHO guidelines and biosafety handbooks. Another major milestone in 2025 was our rollout of the SHE Basic Requirements as a globally uniform SHE standard for BioNTech's sites. An initial gap analysis provided our global SHE function with a clear understanding of the different maturity levels across sites. Using this baseline assessment, we will continue working toward the full implementation of these requirements in 2026. ● **GRI 403-3, 403-6**



Turning Priorities into Practice: Global and Local SHE Activities in 2025

2025 saw significant progress in BioNTech's global safety, health, and environmental (SHE) management. Numerous initiatives focused on ensuring occupational safety, promoting employee health and well-being, and advancing environmental sustainability. These delivered a substantive step change in our global SHE management system and further embedded a shared, integrated SHE culture across the organization. Globally, the introduction of uniform SHE basic requirements and a biosafety manual aligned with WHO guidelines provides the foundation for a safe, healthy working environment. Our Health Roadmap further addresses key issues such as nutrition, sleep, exercise, and mental health through in-person events, online sessions, written inputs and more. Locally, SHE departments drove initiatives to address site-specific needs and challenges and make safe, healthy and environmentally friendly practices part of our operating culture.



Mainz, Germany: Our interactive SHE Days offered employees exciting insights into topics such as occupational safety and health. Among other activities, our trainees produced videos on issues such as the use of safety equipment in laboratories and chemical spill kits, the handling of respiratory protection equipment, and day-to-day occupational safety considerations.

Marburg, Germany: Our First Aid Day raised awareness for overall workplace safety while a dedicated action day focused specifically on occupational safety in logistics. Special on-site health promotion campaigns, including step challenges, and preventive measures such as cancer screenings, sleep analysis and gut health checks were also held throughout the year and were well received by employees.

Idar-Oberstein, Germany: BioNTech's Mental Health Week gave employees access to practical tools and expert perspectives on well-being and resilience in and beyond the workplace. Topics such as stress management, neurodiversity, loneliness, mental load, leadership and the influence of artificial intelligence were approached through a diverse program of lectures, workshops, and hands-on activities. Mental Health Week was organized as part of the global Health Roadmap in collaboration with our colleagues in global health.

Kigali, Rwanda: As part of a company-wide Safety Week in April, our Rwandan team conducted a safety awareness campaign. Using a gamification approach, employees engaged in daily quizzes, with the best performers receiving a prize at the end of the week. Mental health awareness training in October focused on emotional intelligence.

Gaithersburg and Cambridge, U.S.: On April 21 and 22, 2025, Earth Day was celebrated with seed-planting events, raising awareness about climate change, biodiversity, and the importance of native plant species. Employees were introduced to sustainable gardening practices and took home their own starter pots with seedlings that can be grown into vegetables or other plants.

Singapore: In Singapore, the SHE Days in May and September provided a platform for training and activities that further advanced safety standards and environmental awareness at our site. The program included practical sessions such as spill clean-up training, fire safety, and electrical safety. In addition, initiatives on healthy food and office ergonomics reinforced safe routines and supported employee well-being.

7.0

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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 in 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 2025. 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 consistently awarded BioNTech “Prime” status, placing it in the top 10% of all companies rated in the Pharmaceuticals and Biotechnology sector. BioNTech maintained its overall rating of B in the overall Corporate Rating 2025 on a scale from D- (lowest rating) to A+ (highest rating). Across the ESG sub-dimensions, BioNTech is currently rated with a B- (Social Rating) and B+ (Environmental and Governance Rating), respectively.¹

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

BioNTech scored 50 out of 100 in the 2025  S&P Global Corporate Sustainability Assessment (CSA) (2024: 52). 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.²

Morningstar Sustainalytics

In May 2025, BioNTech received an ESG Risk Rating of 21.4 and was assessed to be at medium risk of experiencing material financial impacts from ESG factors (2024: 25.9, medium risk). This places the risk at the third level of a five-level risk scale (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.³

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¹ Figures as of December 2, 2025.

² Rating last updated December 12, 2025.

³ Rating last updated May 29, 2025.

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 roughly 800  **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 and allows all employees to thrive, regardless of their gender, gender identity, nationality, ethnic origin, religion, beliefs, disability, age, sexual orientation or identity.

As a  **signatory to this initiative**, BioNTech recognizes the strength of diverse teams and is committed to 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. Generally, these are 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 Lung Association
- 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)
- BioPhorum Operations Group Ltd.
- Cancer Care, Inc.
- 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 Confederation for Pharmaceutical Entrepreneurs (EUCOPE)
- European Immunogenicity Platform (EIP)
- European Society for Medical Oncology (ESMO)
- International Association for the Study of Lung Cancer (IASLC)
- 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)
- Metastatic Breast Cancer Alliance

- National Comprehensive Cancer Network, Inc.
- Nationales Aktionsbündnis Impfen NABI e. V.
- Research Quality Association Ltd.
- SABRE Alliance Australia
- Society for Immunotherapy of Cancer (SITC)
- Vienna BioCenter – Wissenschaftliche Standortgemeinschaft

Business Associations

- American Chamber of Commerce in Germany e. V.
- Association of Corporate Counsel
- AusBiotech Ltd.
- 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-Amérique (CCIFA)
- Freiwillige Selbstkontrolle für die Arzneimittelindustrie e. V.
- German-Turkish Chamber of Industry and Commerce (AHK Türkiye)
- gesundheitswirtschaft rhein-main e. V.
- Healthcare Businesswoman's Association (HBA)
- Healthcare Distribution Alliance (HDA)
- 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
- Initiative Gesundheitsindustrie Hessen (IGH)
- InnoNet HealthEconomy e. V.

- Pharmaceutical Cargo Security Coalition (PCSC)
- Private Sector Federation (PSF) of Rwanda
- 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

- Bundesdeutscher Arbeitskreis für Umweltbewusstes Management (BAUM) e. V.
- 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

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8.0 Appendix and Data

8.1 About This Report

The Sustainability Report 2025 is the sixth 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, 2026.

The reporting period corresponds to the 2025 financial year. The data included in this report is relative to the 2025 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 2025 financial year, which is accessible on [BioNTech's website](#). Unless stated otherwise, data does not cover CureVac. Employee data for CureVac is reported separately. The editorial deadline for this report was March 13, 2026, in order to adequately present the relevant developments. Topics with relevance beyond the 2025 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 2025, as reported by Deutsche Bundesbank, to convert financial data from U.S. dollars to euros and vice versa. For 2025, the average exchange rate was EUR 1 = USD 1.13.

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 are 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, 2025 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. This report contains references to our trademarks and to trademarks that belong to other entities. Solely for convenience, trademarks and trade names referred to, including logos, artwork and other visual displays, may appear without the ® or TM symbols, but such references are not intended to indicate, in any way, that their respective owners will not assert, to the fullest extent under applicable law, their rights thereto. We do not intend our use or display of other companies' trade names or trademarks to imply a relationship with, or endorsement or sponsorship of us by, any other companies.

Our trademark portfolio includes, but is not limited to, *BioNTech*, *Comirnaty*, *BioNTainer*, *FixVac*, *RiboCytokine*, and *RiboMab*, including logo versions of some of these trademarks. Brand names appearing in italics throughout this report are trademarks owned by BioNTech. All other trademarks are the property of their respective owners.

8.3 Verification

The Supervisory Board has examined the contents of the Sustainability Report 2025 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 2025 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 2025 for the 2025 financial year. ● **GRI 2-14**

8.4 Detailed Data

The reporting period corresponds to the 2025 financial year. The data included in this report is relative to the 2025 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 2025 financial year, which is accessible on [BioNTech's website](#). Unless stated otherwise, data does not cover CureVac. Employee data for CureVac is reported separately.

No material restatements of prior-year figures were made unless explicitly indicated. In some instances, individual data may not add up to the total due to rounding.



Quality Data¹ ● GRI 416-2 ● SASB HC-BP-210a.2, HC-BP-250a.3, HC-BP-250a.5

The data provided in the table below covers all BioNTech-sponsored programs for the 2022-2025 reporting years, including all investigator site inspections of BioNTech-sponsored studies.

Indicator	2025	2024	2023
INTERNAL AND THIRD-PARTY AUDITS			
TOTAL number of internal audits²	45	39	18
thereof Good Clinical Practices (GCP) ³	3	2	4
thereof Good Pharmacovigilance Practices (GVP)	2	1	3
thereof Good Manufacturing and Distribution Practices (GMP/GDP)	40	36	11
TOTAL number of third-party audits⁴	138	187	52
thereof Good Clinical Practices ^{3,5}	30	18	46
thereof Good Pharmacovigilance Practices ⁵	4	3	4
thereof Good Manufacturing Practices	104	166	2
TOTAL number of FDA inspections	6	3	3
thereof Good Clinical Practices ⁶	6	3	3
thereof Good Pharmacovigilance Practices ⁶	0	0	0
thereof Good Manufacturing and Distribution 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)	15	8	6
thereof Good Clinical Practices ⁶	7	1	5
thereof Good Pharmacovigilance Practices ⁶	1	2	0
thereof Good Manufacturing and Distribution Practices	7	5	1

¹ The overall increase in GMP audit numbers from 2023 to 2024 is due to a broadening of the scope and, as a result, the sites included.

² Internal audits are conducted to assess internal processes and systems for compliance with GXP regulations.

³ 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]).

⁴ Third-party audits include audits received from external parties and audits performed by BioNTech of external parties.

⁵ Data includes partner audits.

⁶ Data covers all GCP/GVP inspections for BioNTech-sponsored trials, even if inspections were coordinated by a partner organization.

⁷ For an explanation of recall classifications, please visit the [FDA website](#).

Indicator	2025	2024	2023
ACTIONS INDICATED			
Good Manufacturing and Distribution 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	6	5	1
Good Clinical Practices⁶			
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	7	1	0
Good Pharmacovigilance Practices⁶			
Number of GVP inspections resulting in Voluntary Action Indicated (VAI) status (FDA-related indicator)	0	0	0
Number of GVP inspections resulting in Official Action Indicated (OAI) status (FDA-related indicator)	0	0	0
Number of GVP inspections resulting in obligatory actions from health authorities other than the FDA	1	1	0
RECALLS⁷			
Class I	0	0	0
Class II	0	0	0
Class III	0	0	0

Environmental Data

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

In MWh	% of total in 2025	2025	2024	2023
Direct energy consumption				
Renewable energy generated on site	2.0	2,076	124	91
Natural gas	8.9	9,379	11,851	6,060
Stationary liquid fuels	0.1	113	159	221
Fleet (petrol, diesel)	0.2	160	258	297
Biofuels	0.1	66	42	0
Indirect energy consumption				
Bought-in electricity	59.5	62,735	38,123	25,870
Thereof renewable bought-in electricity		62,447	32,069	22,037
% of renewable bought-in electricity of total electricity		99.5	84.1	85.2
Purchased heating	6.9	7,302	5,493	4,133
Purchased cooling	8.9	9,411	7,970	7,862
Purchased steam	13.4	14,174	6,307	7,356
Purchased compressed air	0.1	101	101	99
Total energy consumption		105,517	70,429	51,989
Thereof renewable energy consumption		79,388	44,857	32,235
% of renewable energy		75.2	63.7	62.0

Energy by Source

In MWh	% of total in 2025	2025	2024	2023
Renewable energy sources	75.2	79,388	44,857	32,235
Natural gas	8.9	9,379	11,851	6,060
Coal, nuclear, petroleum fuels and/or similar energy sources	15.9	16,749	13,720	13,693
Total energy		105,517	70,429	51,989

¹ When available, consumption data was taken from invoices. Otherwise, the consumption data was estimated based on energy intensity levels of locations with similar usage or extrapolated from consumption data of previous years.

² The Scope 1 and Scope 2 boundaries were expanded to include all new sites and leased areas in 2025. Limited methodological refinements were applied to reconcile technical boundary alignment within the expanded scope. The resulting impact on total emissions is minor and will be addressed as part of the Company's ongoing multi-year recalculation process. As such, CCF 2025 figures are subject to change until the recalculation process, including methodology updates, are finalized.

³ Scope 2 location-based emissions amounted to 26,762 t CO₂e. The emissions from purchased electricity, incl. electricity purchased for vehicles, were 21,914 t CO₂e.

⁴ Scope 2 emissions from purchased or acquired energy were calculated using the market-based method. Under this method, BioNTech uses a specialized hierarchy of emission factors.

Direct GHG Emissions (Scope 1) and Indirect GHG Emissions (Scope 2)^{2,3}

● GRI 305-1, 305-2, 305-5

In tCO ₂ e	% of total in 2025	2025	2024	2023	2021 base year
Scope 1 emissions	27.6	2,209	2,415	1,342	886
Scope 1.1 - Natural gas	23.8	1,901	2,168	1,105	809
Scope 1.1 - Stationary liquid fuels	0.4	29	41	54	0
Scope 1.2 - Fleet emissions	0.7	57	77	69	42
Scope 1.3 - Fugitive emissions	2.0	161	64	31	0
Scope 1.4 - Process emissions	0.8	61	65	79	35
Scope 2 emissions (market-based) ⁴	72.4	5,794	4,034	3,339	2337
Scope 2.1 - Electricity	1.4	114	2,305	1,467	423
Scope 2.2 - Purchased heating	1.7	132	127	371	290
Scope 2.3 - Purchased cooling	0.1	9	0	0	0
Scope 2.4 - Purchased steam	69.2	5,539	1,602	1,501	1,624
Scope 2.5 - Purchased compressed air	0	0	0	0.03	0
Total Scope 1&2		8,003	6,449	4,681	3,223
Out-of-scope emissions		1	0	0	0

CO₂e Emissions Scope 1 and 2 by City

In t CO ₂ e	% of total in 2025	2025	2024	2023	2021 base year
Mainz [DE]	5.6	449	334	589	393
Berlin [DE]	0.5	41	4	618	84
Idar-Oberstein [DE]	3.4	274	229	246	395
Neuried [DE]	0.9	69	61	91	31
Marburg [DE]	19.9	1,592	1,756	1,648	1,834
Cambridge [USA]	10.0	802	1,254	1,258	78
Gaithersburg [USA]	3.8	303	249	41	345
Singapore city [SGP]	3.1	252	2,431	n.a.	n.a.
Tunis [TUN]	1.1	89	35	Reported under "other"	n.a.
Nantong [CN]	50.3	4,029	n.a.	n.a.	n.a.
Other ¹	1.3	103	95	189	64
Total BioNTech		8,003	6,449	4,681	3,223

Energy / CO₂e Intensity KPIs ● GRI 302-3, 305-4

	2025	2024	2023
Cost of sales in (in € m)	(642)	(541)	(600)
Energy use / cost of sales in (in MWh/€ k)	0.2	0.1	0.1
GHG emissions / cost of sales (in t / € m)	1,109	1,650	891

¹ Since 2023, the BioNTech Group's locations that accounted for <0.5% of the total Scope 1 and 2 emissions have been aggregated under "Other".

² Since 2024, GTAP emission factors have been used, replacing the ESCHER tool used previously.

³ The 2023 data does not include Scope 3 emissions for InstaDeep.

⁴ Data was primarily provided by external service providers. Where locations did not report actual data, waste quantities were estimated using an extrapolation method based on the Mainz (Goldgrube) headquarters. These estimates were used to calculate waste quantities for smaller national and international office locations as well as newly acquired sites in China, for both hazardous and non-hazardous waste.

⁵ For locations where recycling and disposal methods were not reported, quantities were estimated using an extrapolation method based on the Mainz (Goldgrube) headquarters. These estimates were used to calculate waste quantities for smaller national and international office locations as well as newly acquired sites in China, for both hazardous and non-hazardous waste. In cases where data recycling and disposal methods were not available for 2025, the prior year's data was used.

⁶ Data was provided mainly by external service providers. Data is partially based on extrapolations and assumptions. All water withdrawal represents fresh water.

⁷ As of 2024, we considered both water availability and drought categories in the WWF Water Risk Filter to identify water-stressed sites. Locations with a weighted average of ≥ 3 using both categories were considered water-stressed, in line with WWF Risk Filter Suite and CDP water questionnaire guidance. For 2023, locations with water stress were identified using the water scarcity risk category.

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

In t CO ₂ e	% of total in 2025	2025	2024 ²	2023 ³
Upstream activities	98.3	699,706	884,786	529,023
Downstream activities	0.6	3,928	1,662	478
Total Scope 3		703,634	886,448	529,501

Total Scope 1-3 (in t CO₂e)	711,637	892,897	534,182
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Waste Generated ^{4, 5} ● GRI 306-3, 306-4, 306-5

In t	% of total in 2025	2025	2024	2023
Hazardous waste	27	429	390	327
Incineration (with energy recovery)	21	346	145	327
Incineration (without energy recovery)	4	71	239	0
Landfill	—	0	0	0
Recycling	1	13	6	0
Non-hazardous waste	73	1,187	1,119	1,263
Incineration (with energy recovery)	42	685	458	1,263
Incineration (without energy recovery)	2	40	301	0
Landfill	1	16	11	0
Recycling	28	447	349	Not assessed
Total waste		1,617	1,510	1,590

Water and Wastewater ⁶ ● GRI 303-3, 303-4

In thousand cubic meters	% of total in 2025	2025	2024	2023
Total water withdrawal		236	201	113
Thereof from locations with water stress ⁷	1.3	3.0	1.0	0.5
Total water discharge		236	201	102



TCFD ● GRI 201-2

Please note: The potential scenarios described below 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.

Type of risk/opportunity	Description based on the analysis, data, and circumstances as of 2022
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 may 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 and Mainz 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.

Social Data

Employee figures are reported in headcount, excluding Management Board members, apprentices, trainees and interns. Working students are reported under “non-guaranteed hours employees”, but not included in the total number of employees or any related breakdown.

For 2023, the total employee data did not include 328 InstaDeep employees who joined the BioNTech Group following the acquisition of InstaDeep on July 31, 2023. InstaDeep employee data was reported separately in our 2023 Sustainability Report. Likewise, for 2025, the total employee data does not

include 772 CureVac employees who joined the Group following the acquisition of CureVac on December 18, 2025.

Employee data may differ from the employee figures in BioNTech's financial statements in the Annual Report and the Form 20-F, due to definitions specific to the sustainability reporting standards used for BioNTech's sustainability reports.

Number of Employees¹ ● GRI 2-7

Headcount of employees as of December 31, 2025	2025	2024	2023
Total incl. CureVac	8,316	Not applicable	Not applicable
Total excl. CureVac	7,544	7,254	5,964
Thereof employed by BioNTech SE	3,959	3,564	3,166
By age group			
Up to 29 years old	1,207	1,295	1,140
30-49 years old	5,539	5,137	4,134
50 years or older	798	822	690
By gender			
Women	3,779	3,621	3,077
Men	3,764	3,630	2,884
Non-binary	1	3	3
By region			
Europe	6,061	6,152	5,267
North America	680	812	650
Africa	181	190	20
Asia	601	86	27
Australia	21	14	0
By type of employment			
Permanent employees	6,539	6,464	5,098
Women	3,243	3,225	2,597
Men	3,295	3,237	2,498
Non-binary	1	2	3

Headcount of employees as of December 31, 2025	2025	2024	2023
Temporary employees	1,005	790	866
Women	536	396	480
Men	469	393	386
Non-binary	0	1	0
Non-guaranteed hours employees	39	97	167
Women	22	48	86
Men	17	48	81
Non-binary	0	1	0
By working time model			
Full-time employees	6,775	6,567	5,420
Women	3,180	3,096	2,634
Men	3,594	3,469	2,783
Non-binary	1	2	3
Part-time employees	769	687	544
Women	599	525	443
Men	170	161	101
Non-binary	0	1	0

¹ This overview lists separately the total headcount of employees of CureVac entities, of which control was gained in December 2025, as their integration is still in progress.

Yearly Average of Employees by Function¹

Headcount of employees	2025	2024	2023
Total	7,320	6,884	5,640
Clinical Research & Development	943	687	434
Scientific / Pre-Clinical Research & Development	1,680	2,138	1,871
Operations	2,756	1,549	1,469
Quality	Not applicable	474	470
Enabling Functions	1,258	1,831	1,217
Commercial & Business Development	122	205	179
Other Services Businesses	561	Not applicable	Not applicable

Employees by Function at the End of the Reporting Period¹

Headcount of employees	Dec. 31, 2025	Dec. 31, 2024	Dec. 31, 2023
Total	7,544	7,254	5,964
Clinical Research & Development	1,088	779	592
Scientific / Pre-Clinical Research & Development	1,619	2,191	1,972
Operations	2,795	1,315	1,448
Quality	Not applicable	492	474
Enabling Functions	1,362	2,259	1,284
Commercial & Business Development	139	218	194
Other Services Businesses	541	Not applicable	Not applicable

Representation of Women ● GRI 405-1

	2025	2024	2023
Share of women at different management levels (in %)			
Total workforce	50	50	52
All management positions	49	49	50
Junior management positions	52	51	53
Top management positions	42	34	37
Management positions in revenue-generating functions	60	56	56
STEM-related positions	59	57	56

¹ During the year ended December 31, 2025, we revised our methodology for allocating employees in order to better reflect their operational activities within the reported functions. To improve comparability, this revision also resulted in an adjustment of prior-year figures. A full restatement of prior-year data based on the revised allocation logic is available in our Annual Report and Form 20-F.

New Hires¹ ● GRI 401-1

Headcount of employees as of December 31, 2025	2025	2024	2023
Total number of new hires	665	1,416	1,609
By age group			
Up to 29 years old	176	382	350
30-49 years old	426	895	1,053
50 years or older	63	139	206
By gender			
Women	294	683	841
Men	371	733	761
Non-binary	0	0	7
By region			
Europe	487	1,049	1,303
North America	82	232	264
Others	96	135	42
By management level / function			
All management levels	69	33	Not reported
Junior management level	82	258	Not reported
Top management level	56	27	Not reported
STEM-related functions	148	620	Not reported
Rate of new hires (in %) ²	9.1	22.2	30.3

¹ Figures exclude employees integrated into the BioNTech Group as a result of acquisitions during the year ended December 31, 2025.

² Rate of employee new hires as of 2023 = Number of new employee hires / Average number of employees throughout the reporting year *100. 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. Figures exclude employees integrated into the BioNTech Group as a result of acquisitions.

³ Rate of internal hires = Number of open positions filled by internal candidates / Number of vacancies at BioNTech in the reporting year.

⁴ Average hiring costs = Posting and agency costs / Number of external hires.

Headcount of employees as of December 31, 2025	2025	2024	2023
By age group			
Up to 29 years old	16.0	32.2	38.5
30-49 years old	7.9	18.3	30.3
50 years or older	7.9	17.2	21.2
By gender			
Women	8.1	19.1	30.8
Men	10.1	20.9	29.5
Non-binary	0.0	0.0	Not collected
By region			
Europe	7.9	17.8	27.5
US	10.9	30.3	48.8
Others	22.3	58.2	161.5

Additional Hiring KPIs

	2025	2024	2023
Rate of internal hires (in %) ³	31.3	16.4	Not collected
Average hiring costs (in €) ⁴	4,136	4,827	Not collected

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

	2025	2024	2023
Total turnover rate (in %)¹	11.8	7.0	6.2
By age group			
Up to 29 years old	16.2	8.5	5.4
30-49 years old	10.8	6.0	5.8
50 years or older	12.5	10.7	8.8
By gender			
Women	11.5	6.6	5.6
Men	12.1	7.4	6.9
Non-binary	Not collected	Not collected	Not collected
By region			
Europe	10.1	6.5	6.0
North America	28.1	10.8	8.7
Others	7.0	6.5	6.3
By top nationality			
German	6.3	4.0	Not collected
US-American	1.1	0.3	Not collected
Indian	0.2	0.1	Not collected
Turkish	0.2	0.1	Not collected
Italian	0.1	0.1	Not collected
Voluntary turnover rate²	6.3	4.5	3.1

¹ Turnover rate = (number of leavers / average number of employees throughout the reporting year) *100. 2022 data and earlier, quarterly averages were not available by subgroup; figures should therefore be interpreted accordingly. For turnover rates by subgroup, the number of leavers in the respective subgroup is divided by the average headcount of that subgroup. For turnover by top nationality, the number of leavers is divided by the average headcount of the total Company.

² Voluntary turnover rate = Number of voluntary leavers / Average number of employees throughout the reporting year *100.

³ For 2024, InstaDeep leavers could not be disaggregated and are reported collectively under "All others".

Headcount of employees as of December 31, 2025	2025	2024	2023
Total number of leavers	863	481	331
By age group			
Up to 29 years old	178	101	49
30-49 years old	585	294	200
50 years or older	100	86	82
By gender			
Women	417	226	152
Men	445	254	178
Non-binary	1	1	1
By region			
Europe	622	383	283
North America	211	83	47
Others	30	15	1
By type according to SASB HC-BP-330a.2			
Executives / senior managers	37	60	33
Mid-level managers	84	163	125
Junior managers	78	Not collected	Not collected
Professionals	448	57	127
All others ³	216	201	46

Parental Leave in Germany¹ ● GRI 401-3

Headcount of employees as of December 31, 2025	2025	2024	2023
Employees entitled to parental leave	564	489	402
Women	327	275	222
Men	237	214	180
Non-binary	0	0	0
Employees who took parental leave in the reporting year	518	404	366
Women	325	250	220
Men	193	154	146
Non-binary	0	0	0
Employees who returned to work in the reporting year after parental leave ended	312	236	240
Women	153	105	114
Men	159	131	126
Non-binary	0	0	0
Return to work rate (in %) ²	94.5	99.2	98.8
Women	91.1	99.1	97.4
Men	95.8	99.2	100.0
Non-binary	n.a.	n.a.	n.a.

Training and Education³ ● GRI 404-1

	2025	2024	2023
Total hours of training	408,802	Not collected	Not collected
Total hours of training per employee	61	Not collected	Not collected

Occupational Health and Safety³ ● GRI 403-9

	2025	2024	2023
Number of fatalities as a result of work-related injuries ⁴	0	0	0
Rate of fatalities as a result of work-related injuries in % ⁵	0	0	0
Number of high-consequence work-related injuries (excluding fatalities) ⁶	0	0	0
Rate of high-consequence work-related injuries ⁷	0	0	0
Number of work-related injuries resulting in ≥ 1 day(s) of absence from work	13	8	9
Lost time injury rate (LTIR) ⁸	1.0	1.1	1.6

¹ All parental leave data is relative to Germany only.

² Return to work rate = Total number of employees who returned to work after parental leave / Total number of employees due to return to work after taking parental leave * 100.

³ For technical reasons, 2025 training data does not yet cover BioNTech's subsidiaries InstaDeep, Biotheus and CureVac or GxP-related training courses provided at our sites in Idar-Oberstein and Marburg.

⁴ For 2025, the data reported in this table covers all operations controlled by BioNTech. For the calculation of rates, where actual working hours were not reported (=15% of total), estimates were derived using site-specific standard weekly working hours. Up until and including 2024, the data reported in this table was relative to the BioNTech sites in Mainz only.

⁵ Work-related injuries are those that arise from exposure to hazards at work.

⁶ Rate of fatalities as a result of work-related injuries is calculated as the number of fatalities as a result of work-related injury divided by number of hours worked and multiplied by 1,000,000.

⁷ 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.

⁸ Rate of high-consequence work-related injury is calculated as high-consequence work-related injuries (excluding fatalities) divided by number of hours worked and multiplied by 1,000,000.

⁹ BioNTech reports LTIR, which differs from the rate of recordable work-related injuries. In line with industry practice, LTIR is calculated including work-related injuries that have resulted in ≥ 1 day(s) of absence from work divided by number of hours worked and multiplied by 1,000,000. Injuries without lost workdays are excluded. Prior-year figures have been restated due to a change in the calculation basis (using 1,000,000 hours instead of 200,000 hours).

Donations

This list contains relevant monetary and in-kind donations according to BioNTech's Corporate Citizenship concept for the 2025 financial year. For any donation made in USD, the average exchange rate for the 2025 calendar and reporting year, as reported by Deutsche Bundesbank, was used to calculate the financial volume in euros. For 2025, the average exchange rate was EUR 1 = USD 1.13.

Donation recipient/vendor	Cause	Monetary/ In-kind donations	Donation amount (in €)
AWO Kreisverband Birkenfeld e.V.	Regional	Monetary	400
Baden-Württembergischer Landesverband für Prävention und Rehabilitation gGmbH - Fachklinik Schloss Eichelsdorf	Regional	In-kind	360
Bretzenheim gestalten e.V. (Naturtreff)	Regional	Monetary	500
Caritasverband für das Erzbistum Berlin e.V.	Regional	Monetary	5,000
Caritasverband für die Diözese Fulda e.V. - Caritas Jugendhilfe Marburg	Regional	Monetary	2,500
Caritasverband Mainz e.V. - Einrichtungen der Wohnungslosenhilfe Thaddäusheim	Regional	Monetary	2,700
Caritasverband Mainz e.V. - Einrichtungen der Wohnungslosenhilfe Thaddäusheim	Regional	Monetary	1,000
Deutsche Kinder- und Jugendstiftung GmbH	Regional	Monetary	10,000
Fördergesellschaft Sekundarschule Roitzsch e.V.	Regional	In-kind	1,323
Förderkreis Wendepunkt Mainz e.V.	Regional	In-kind	315
Förderverein der Berufsbildenden Schulen Saalekreis e.V.	Regional	In-kind	3,592
Förderverein der Grundschule Wittelsberg e.V.	Regional	Monetary	3,000
Förderverein der Paul-Ehrlich-Schule	Regional	In-kind	315
Förderverein Feuerwehr Planegg e.V.	Regional	Monetary	1,000
Förderverein Paul-Ehrlich-Schule e.V.	Regional	In-kind	4,386
Förderverein Schule und Mühlrad Budenheim e.V.	Regional	In-kind	180
Gaithersburg Community Soup Kitchen	Regional	Monetary	2,000
Groupe Scolaire Gikumba	Regional	Monetary	3,100
Gymnasium Südstadt 91 e.V.	Regional	In-kind	1,053
Habitat for Humanity	Regional	In-kind	35
Habitat for Humanity	Regional	In-kind	2,958
Habitat for Humanity	Regional	In-kind	1,527
Helpers to Good	Regional	In-kind	4,646
Helpers to Good	Regional	In-kind	796
Helpers to Good	Regional	In-kind	96
Helpers to Good	Regional	In-kind	332
Helpers to Good	Regional	In-kind	111
Helpers to Good	Regional	In-kind	44
Helpers to Good	Regional	In-kind	465
HOPE4EARTH gUG	Regional	Monetary	2,450

Initiativgruppe Ideen für Biebrich	Regional	Monetary	8,000
Stiftung Juno Kinderkrebshilfe	Health-related	Monetary	50,000
Kindertagesstätte "Haus der kleinen Forscher" Weinolsheim	Regional	In-kind	90
klimaFairein Oberhessen e.V.	Regional	Monetary	1,992
Lebenshilfe Mainz Bingen gGmbH - integr. KiTa Hand in Hand	Regional	In-kind	90
Mainz nachhaltig verbinden e.V.	Regional	Monetary	2,500
Montgomery College	Regional	In-kind	9,646
Mädchensportverein Mainz e.V.	Regional	Monetary	2,000
Münchner Tafel e.V.	Regional	Monetary	2,500
Nicolaus-August-Otto Schule Nastätten	Regional	In-kind	450
Regionale Diakonie Wiesbaden Rheingau-Taunus	Regional	In-kind	180
rehab republic e.V.	Regional	Monetary	2,500
Schulförderverein des Giebichenstein-Gymnasiums „Thomas Müntzer“ e.V.	Regional	In-kind	916
ScienceLab e.V.	Regional	Monetary	3,000
Soles4Souls	Regional	In-kind	150
Special Olympics Rheinland-Pfalz	Regional	Monetary	5,000
Stiftung COURAGE für chronisch kranke Kinder	Health-related	Monetary	15,000
The Women's Center	Regional	Monetary	1,770
Trauernde Eltern & Kinder Rhein-Main e.V.	Regional	Monetary	2,000
Verein für Berliner Stadtmission	Regional	Monetary	5,000
Verein zur Förderung der medizinischen Ausbildung in RLP e.V.	Regional	Monetary	500
WAHL e.V.	Regional	Monetary	450
Zwerg Nase Zentrum gGmbH (Wiesbaden)	Regional	In-kind	108



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 has applied 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.

GRI Content Index

Statement of use: BioNTech has reported the information cited in this GRI content index for the 2025 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			9	
2-2	Entities included in the organization's sustainability reporting			9	
2-3	Reporting period, frequency and contact point			91, 111	
2-4	Restatements of information				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			8	
2-7	Employees	8, 10	6	97	
2-8	Workers who are not employees	8, 10	6		In 2025, 53 agency workers ("Leiharbeitende") who were not directly employed by BioNTech worked for the Company (2024: 112).
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, "Supervisory Board Nominations")
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			92	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.

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 2025 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.

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(1,2), 5(5), 10(2), 11(3), "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 at https://investors.biontech.de/static-files/740ce39a-2b17-432a-81ac-ec91306d6401
2-19	Remuneration policies				Details on our remuneration policies can be found in BioNTech's remuneration reports available at https://investors.biontech.de/corporate-governance/overview/
2-20	Process to determine remuneration	16	6	71	Details on our processes to determine remuneration for its governance bodies can be found in BioNTech's remuneration reports available at https://investors.biontech.de/corporate-governance/overview/
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, 36	
2-24	Embedding policy commitments			31	
2-25	Processes to remediate negative impacts			30, 37	
2-26	Mechanisms for seeking advice and raising concerns	16	1-6, 7, 10	32	See also https://investors.biontech.de/static-files/e2ac32b2-96f8-4ef6-a19e-adbecd4d8af9 ("Contact Points for Support")
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 at https://investors.biontech.de/static-files/740ce39a-2b17-432a-81ac-ec91306d6401
2-28	Membership associations			89	
2-29	Approach to stakeholder engagement			12	
2-30	Collective bargaining agreements	8	3	71	Information incomplete. We are bound by collective bargaining agreements for some of our sites 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			40	
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 at https://investors.biontech.de/static-files/740ce39a-2b17-432a-81ac-ec91306d6401
201-2	Financial implications and other risks and opportunities due to climate change	13	7, 8, 9	96	
201-4	Financial assistance received from government			52	
GRI 203: Indirect Economic Impacts 2016					
3-3	Management of material topics			17, 20	
203-2	Significant indirect economic impacts	1, 3, 8		18, 23	
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		For confidentiality reasons, the number of incidents is not disclosed.

Code	Indicator	SDG (2024)	UNGC Principle	Page Number	Comments/Omissions
GRI 207: Tax 2019					
3-3	Management of material topics			51	
207-1	Approach to tax	1, 10, 17		51	
207-2	Tax governance, control, and risk management	1, 10, 17		51	
GRI 302: Energy 2016					
3-3	Management of material topics			61	
302-1	Energy consumption within the organization	7, 8, 12, 13	7, 8, 9	94	
302-3	Energy intensity	7, 8, 12, 13	7, 8	95	
302-4	Reduction of energy consumption	7, 8, 12, 13	8, 9	94	
GRI 303: Water and Effluents 2018					
3-3	Management of material topics			58	
303-1	Interactions with water as a shared resource	6, 12	7	58	
303-2	Management of water discharge-related impacts	6	7	59	
303-3	Water withdrawal	6	7, 8	95	
303-4	Water discharge	6		95	
GRI 305: Emissions 2016					
3-3	Management of material topics			61	
305-1	Direct (Scope 1) GHG emissions	3, 12, 13, 14, 15		94	
305-2	Energy indirect (Scope 2) GHG emissions	3, 12, 13, 14, 15		94	
305-3	Other indirect (Scope 3) GHG emissions	3, 12, 13, 14, 15		95	
305-4	GHG emissions intensity	13, 14, 15		95	
305-5	Reduction of GHG emissions	13, 14, 15		94, 95	
GRI 306: Waste 2020					
3-3	Management of material topics			56	
306-1	Waste generation and significant waste-related impacts	3, 6, 12, 14		56	
306-2	Management of significant waste-related impacts	3, 6, 12		56	
306-3	Waste generated	3, 6, 12, 14, 15		95	
306-4	Waste diverted from disposal	3, 12		95	
306-5	Waste directed to disposal	6, 14, 15		95	
GRI 308: Supplier Environmental Assessment 2016					
3-3	Management of material topics			38	
308-1	New suppliers that were screened using environmental criteria		8	38	
308-2	Negative environmental impacts in the supply chain and actions taken		8	38	



Code	Indicator	SDG (2024)	UNGC Principle	Page Number	Comments/Omissions
GRI 401: Employment 2016					
3-3	Management of material topics			69	
401-1	New employee hires and employee turnover	5, 8, 10	6	99, 100	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	3, 5, 8	6	75	
401-3	Parental leave	5, 8	6	101	
GRI 402: Labor/Management Relations 2016					
3-3	Management of material topics			69	
402-1	Minimum notice periods regarding operational changes	8			Information unavailable.
GRI 403: Occupational Health and Safety 2018					
3-3	Management of material topics			84	
403-1	Occupational health and safety management system	3, 8, 16		82	
403-2	Hazard identification, risk assessment, and incident investigation	8		82	
403-3	Occupational health services	8		84	
403-4	Worker participation, consultation, and communication on occupational health and safety	8, 16		83	
403-5	Worker training on occupational health and safety	8		83	
403-6	Promotion of worker health	3		84	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	8		83	
403-8	Workers covered by an occupational health and safety management system	8		82	
403-9	Work-related injuries	3, 8, 16		101	
GRI 404: Training and Education 2016					
3-3	Management of material topics			78	
404-1	Average hours of training per year per employee	4, 5, 8, 10	6	77, 101	
404-2	Programs for upgrading employee skills and transition assistance programs	8		77	
404-3	Percentage of employees receiving regular performance and career development reviews	5, 8, 10	6	78	Information incomplete. Data collection processes under review.
GRI 405: Diversity and Equal Opportunity 2016					
3-3	Management of material topics			80	
405-1	Diversity of governance bodies and employees	5, 8	6	80, 98	
405-2	Ratio of basic salary and remuneration of women to men	5, 8, 10	6	80	
GRI 406: Non-discrimination 2016					
3-3	Management of material topics			78	
406-1	Incidents of discrimination and corrective actions taken	5, 8	6		For confidentiality reasons, the number of incidents is not disclosed.



Code	Indicator	SDG (2024)	UNGC Principle	Page Number	Comments/Omissions
GRI 407: Freedom of Association and Collective Bargaining 2016					
3-3	Management of material topics			38, 70	
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	8	2, 3	38	
GRI 408: Child Labor 2016					
3-3	Management of material topics			38	
408-1	Operations and suppliers at significant risk for incidents of child labor	8	2, 5	38	
GRI 409: Forced or Compulsory Labor 2016					
3-3	Management of material topics			38	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor			38	
GRI 414: Supplier Social Assessment 2016					
3-3	Management of material topics		1-6	38	
414-1	New suppliers that were screened using social criteria	5, 8, 16		38	
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			52	
415-1	Political contributions	16		52	
GRI 416: Customer Health and Safety 2016					
3-3	Management of material topics			45	
416-1	Assessment of the health and safety impacts of product and service categories			48	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	16		93	
GRI 417: Marketing and Labeling 2016					
3-3	Management of material topics			49	
417-1	Requirements for product and service information and labeling	12	7	49	
GRI 418: Customer Privacy 2016					
3-3	Management of material topics			44	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	16		44	
BioNTech Material Topic: Animal Welfare					
3-3	Management of material topics			50	



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	47	
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	93	
HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	48	
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	16	
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		COVID-19 vaccines by Pfizer and BioNTech
HC-BP-250a.2	Number of fatalities associated with products		https://fis.fda.gov/sense/app/95239e26-e0be-42d9-a960-9a5f71c25ee/sheet/7a47a261-d58b-4203-a8aa-6d3021737452/state/analysis
HC-BP-250a.3	(1) Number of recalls issued, (2) total units recalled	93	
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	93	
Counterfeit Drugs			
HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	49	
HC-BP-260a.2	Discussion of process for alerting customers and business partners to potential or known risks associated with counterfeit products	49	
HC-BP-260a.3	Number of actions that led to raids, seizure, arrests, or filing of criminal charges related to counterfeit products		If there were material legal proceedings associated with counterfeit products and public disclosure criteria were met, details would be included in our Annual Report on Form 20-F at https://investors.biontech.de/static-files/740ce39a-2b17-432a-81ac-ec91306d6401
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 were met, details would be included in our Annual Report on Form 20-F at https://investors.biontech.de/static-files/740ce39a-2b17-432a-81ac-ec91306d6401
HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	49	

Code	Accounting Metric	Page Number	Comments
Employee Recruitment, Development & Retention			
HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development staff	73, 75	
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	100	
Supply Chain Management			
HC-BP-430a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit programs for integrity of supply chain and ingredients		Not reported.
Business Ethics			
HC-BP-510a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery		If there were material legal proceedings associated with corruption and bribery and public disclosure criteria are met, details would be included in our Annual Report on Form 20-F at https://investors.biontech.de/static-files/740ce39a-2b17-432a-81ac-ec91306d6401
HC-BP-510a.2	Description of code of ethics governing interactions with health care professionals	34	
Activity Metrics			
HC-BP-000.A	Number of patients treated		Clinical trials: Patients in BioNTech-sponsored clinical trials (including Biotheus): 6,810.
HC-BP-000.B	Number of drugs (1) in portfolio and (2) in research and development (Phases 1–3)		1 commercialized drug (BNT162b2) 16 clinical programs (2024: 18) in oncology with more than 25 (2024: 20) Phase 2 and 3 clinical trials and seven clinical programs in infectious diseases.

8.6 Imprint

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