



**COMPANY POLICY  
ON**

**SAFETY, HEALTH, ENVIRONMENT & ENERGY**

**2023**

## **1. Introduction**

BioNTech commits to improve the environmental performance, prevention of environmental impacts as well as the abidance with environmental regulations. This Policy defines the principles and minimum requirements regarding the BioNTech company policy of the topics environment, energy as well as safety and health.

BioNTech aims to balance economic return, environmental impact, energy efficiency and health & safety for all business activities.

Responsibility for the implementation of the Sustainability Policy lies with the senior management of BioNTech's divisions and locations. Every employee is responsible to follow this Policy and actively contribute to its success.

## **2. Applicability**

This Policy applies to BioNTech SE and its affiliates (BioNTech SE together with its affiliates being "BioNTech"), including but not limited to all Management Board members, all other officers and employees, collectively referred to as "BioNTech Representatives".

The contents of this Policy provide the basis for the Management Board to establish BioNTech's Global SHE objectives. The Global SHE objectives, in turn, together with this Policy, are relevant to all those BioNTech representatives (or persons with delegated responsibility) who are responsible for establishing the Site Specific SHE objectives and Programs.

## **3. Areas of the SHE corporate policy**

The SHE corporate policy is based on the respective requirements for environmental management systems according to DIN EN ISO 14001:2015, energy management systems according to DIN EN ISO 50001:2018 and for occupational health and safety management systems according to DIN EN ISO 45001:2018.

#### **4. Content of the Policy**

##### ***Health and safety***

Ensuring the highest occupational health and safety standard for employees of BioNTech and all our stakeholders (e.g., suppliers, visitors) is essential for us. We create and maintain an excellent, safe, and ergonomic working environment by proactively removing hazards and minimizing risks.

##### ***Environmental protection***

BioNTech is committed to the responsible use of natural resources and the prevention and reduction of negative environmental impacts such as carbon emissions, energy and water consumption, or waste generation.

##### ***Continuous improvement***

BioNTech is committed to continuously improving the Company's environmental performance, energy efficiency and occupational health and safety. We are committed to implement, maintain, and continuously improving our certified Management System at all locations with special regards to environment, energy, occupational health and safety.

##### ***Abidance with legal and other regulations***

BioNTech is committed to comply with legal or other requirements in the respective countries. The company however will always seek to exceed the standard.

##### ***Training and awareness***

BioNTech is committed to involve, inform, and train our employees, our business partners and relevant service providers.

##### ***Relationship with our stakeholders***

We respect, consider, and respond to the interests of our stakeholders. We are committed to involving and informing our stakeholders in striving towards better environmental protection, energy efficiency and occupational health and safety.