

Declaration of Conformity of the Management Board and the Supervisory Board of BioNTech SE with the German Corporate Governance Code pursuant to Section 161 of the German Stock Corporation Act

The Management Board and Supervisory Board have dealt in detail with the recommendations of the German Corporate Governance Code (“Code”) and on 29 March 2022 adopted the following Declaration of Conformity pursuant to Section 161 (1) of the German Stock Corporation Act (*AktG*):

With the exception of the points listed below, BioNTech SE (“Company”) has complied with all recommendations of the Code in the version from 16 December 2019 and will continue to comply with them in the future.

- According to Item B.1 of the Code, the Supervisory Board shall pay attention to diversity in the composition of the Management Board. On 4 May 2020, the Supervisory Board of the Company set targets for the proportion of women on the Management Board at 25%. Mr. Jens Holstein was appointed to the Management Board as Chief Financial Officer on 1 July 2021. Prior to the appointment of Mr. Holstein, an extensive selection process took place with several female and male candidates. Mr. Holstein was appointed on the basis of his expertise, his many years of experience and his profile as Chief Financial Officer, and he was considered to be the most suitable candidate for the position of Chief Financial Officer and the best fit for the Company compared to all other candidates. The Supervisory Board is working on the target values with regard to diversity on the Management Board and will continue to take these into account in the future.
- According to Item B.3 of the Code, the initial appointment of Management Board members shall be for a period of no more than three years. In deviation from this, the Management Board member Mr. Holstein was appointed on 1 July 2021 for a period of four years. With regard to Mr. Holstein's many years of experience and individual qualifications, the Company considers an initial appointment of four years to be necessary and appropriate. Furthermore, the Company considers the initial appointment for a four-year period to be in the best interest of the Company in order to be able to implement long-term strategic corporate goals and decisions.
- According to Item C.7 of the Code, it is recommended that more than half of the members of the Supervisory Board be independent of the Company and its Management Board. Accordingly, a Supervisory Board member is independent of the Company and its Management Board if he or she has no personal or business relationship with the Company or its Management Board that could constitute a material and not merely temporary conflict of interest. In assessing independence, the length of service on the Supervisory Board is to be taken into account, among other factors. Despite the fact that three out of four members of the Supervisory Board have exceeded the period of membership recommended in the Code, all members of the Supervisory Board are considered to be independent. The Supervisory Board considers it advantageous and essential for the Company to maintain the knowledge and experience currently available on the Supervisory Board. This includes many years of knowledge of the Company and its industry as well as comprehensive professional knowledge in the areas of finance, economics, science and the capital markets, which is particularly important in view of the current steady global growth and change of the Company. Due to the long-standing relationship with the Company and the existing economic independence from the Company, as well as the lack of other concerns that could cause possible conflicts of interest, the length of membership of the three Supervisory Board members Mr. Helmut Jeggle, Mr. Michael Motschmann and Prof. Dr. med. Christoph Huber does not prevent them from being independent (see Item C.8 of the Code).
- The variable remuneration for the Management Board is only payable if defined stringent performance criteria are met. If necessary, the Supervisory Board is authorized to reduce the remuneration pursuant to Section 87 para. 2 of the German Stock Corporation Act (*AktG*). With the implementation of the new remuneration system within the framework adopted by the Annual General Meeting on 22 June 2021, it was determined that, in the future, service contracts of Management Board members that are to be newly concluded or extended should contain so-called malus and clawback provisions that entitle the Company to withhold or reclaim variable

remuneration components in whole or in part in the event that the Management Board member in question violates internal Company conduct guidelines or legal obligations. Furthermore, service contracts of Management Board members to be newly concluded or extended will in future contain a provision which requires Management Board members to repay variable remuneration already paid out if it turns out that the basis for calculating the amount paid out was incorrect. Currently, these new regulations only affect some of the Management Board members. For the remaining Management Board members, it is planned to amend the employment contracts accordingly in the 2022 financial year (see Item G.11 of the Code).

Mainz, 29 March 2022

BioNTech SE

Management Board

Prof. Dr. Ugur Sahin
Chief Executive Officer, CEO

Jens Holstein
Chief Financial Officer, CFO

Supervisory Board

Helmut Jeggle
Aufsichtsratsvorsitzender