

**BioNTech SE
Mainz**

Publication of the resolution and the system for the remuneration of Supervisory Board members in accordance with Section 113 para. 3 in conjunction with Section 120a para. 2 AktG

At the Annual General Meeting of BioNTech SE on June 22, 2021, the amended remuneration system for the Supervisory Board of BioNTech SE was put to the vote under agenda item 11 "Resolution on the compensation and on the compensation system for the members of the Supervisory Board and an amendment of Sec. 9 para. 6 of the Articles of Association".

The amended compensation system for the Supervisory Board of BioNTech SE was approved with the following result:

177,349,170	no-par value shares for which valid votes were cast (= 72.00% of the registered share capital)
177,145,624	Yes votes (99.89 %)
203.546	No votes (0.11%)

The compensation system for the Supervisory Board of BioNTech SE has the following wording:

1. Excerpt from the Articles of Association of BioNTech SE and proposed new regulation on Supervisory Board compensation

The current regulation on the remuneration of the company's Supervisory Board members in Section 9 (6) of the Articles of Association is as follows:

"In addition to reimbursement of their expenses, the members of the Supervisory Board receive an annual compensation of EUR 50,000, the chairperson three times this amount and the deputy chairperson one and a half times this amount. The chairperson of the Audit Committee receives an additional annual compensation of EUR 20,000. The members of the Supervisory Board who are only members of the Supervisory Board for part of the financial year or who chair or deputy chair the Supervisory Board or the Audit Committee receive the respective compensation on a pro-rata basis. The same shall apply if this provision or a specific version of this provision is only in force for part of the financial year. If the reimbursement of out-of-pocket expenses or the compensation is subject to value-added tax, value-added tax shall be payable in addition."

The proposed amendment to Sec. 9 para. 6 of the Articles of Association reads as follows:

"In addition to reimbursement of their expenses, the members of the Supervisory Board receive an annual compensation of EUR 70,000, the chairperson three times this amount and the deputy chairperson one and a half times this amount. The chairperson of the Audit Committee receives an additional annual compensation of EUR 30,000. The respective chairman of another committee shall receive additional annual compensation of EUR 10,000. The members of the Supervisory Board who are only members of the Supervisory Board for part of the financial year or who chair or deputy chair the Supervisory Board or the Audit Committee or another committee receive the respective compensation a pro-rata basis. The same shall apply if this provision or a specific version of this provision is only in

force for part of the financial year. If the reimbursement of out-of-pocket expenses or the compensation is subject to value-added tax, value-added tax shall be payable in addition. In its own interest, the Company shall maintain appropriate pecuniary loss liability insurance for its corporate bodies and management officers, which shall also include the members of the Supervisory Board and be co-insured at the expense of the Company."

2. Objectives of Supervisory Board compensation and relation to the corporate strategy

The system for the compensation of the members of the Supervisory Board is based on the legal requirements and takes into account the recommendations of the German Corporate Governance Code (although BioNTech SE is not a listed company within the meaning of Sec. 113 para. 3 sentence 1 AktG). The compensation of the members of the Supervisory Board shall be balanced overall and shall be in an appropriate relationship to the responsibilities and tasks of the members of the Supervisory Board and to the situation of the Company, also taking into account the compensation regulations of other comparable listed companies. At the same time, it should make the assumption of a mandate as member or chairman of the Supervisory Board or a committee appear sufficiently attractive in order to be able to attract and retain outstanding mandate holders. This is a prerequisite for the best possible supervision of and advice to the Management Board, which in turn make a major contribution to a successful business strategy and the long-term success of the Company.

3. Components, amount and structure of Supervisory Board compensation

The members of the Supervisory Board shall continue to receive purely fixed compensation in order to strengthen the independence of the Supervisory Board, enable it to perform its advisory and monitoring function objectively and neutrally, and make independent personnel and compensation decisions. Incidentally, this is also in line with suggestion G.18 of the German Corporate Governance Code in the version dated December 16, 2019, according to which the compensation of the Supervisory Board should consist of fixed compensation. In accordance with the recommendation of the German Corporate Governance Code, the higher time commitment of the Chairman and Deputy Chairman of the Supervisory Board and the chairmen of committees should be appropriately taken into account through corresponding additional compensation. The annual basic compensation for a member of the Supervisory Board is currently EUR 50,000 and is to be increased to EUR 70,000 in line with the Company's development. The Chairman of the Supervisory Board shall receive three times the basic compensation of an ordinary member of the Supervisory Board, and his deputy one and a half times this amount. The Chairman of the Audit Committee shall additionally receive an annual compensation of EUR 30,000. The respective chairman of another committee shall additionally receive an annual compensation of EUR 10,000.

Members of the Supervisory Board who are members of the Supervisory Board for only part of the financial year or who chair or vice-chair the Supervisory Board, the Audit Committee or another committee shall receive the respective compensation on a pro-rata basis. The same applies insofar as this regulation or this regulation in a specific version is only in force during part of the financial year.

Insofar as the reimbursement of expenses or the compensation is subject to value-added tax, the Company shall additionally reimburse the value-added tax. Furthermore, the members of the Supervisory Board are included in a D&O liability insurance policy for board members maintained by the Company at an appropriate level in the interests of the Company. The premiums for this are paid by the Company.

4. Determination and procedure for reviewing Supervisory Board compensation

The provisions on compensation and the compensation system shall be regularly reviewed by the Supervisory Board to ensure that they are appropriate, and external compensation experts may also be consulted. At least every four years, as well as in the event of proposals for changes to the compensation regulations, the Annual General Meeting shall pass a resolution on the compensation of the members of the Supervisory Board (although BioNTech SE is currently not a listed company within the meaning of Sec. 113 para. 3 sentence 1 AktG). The Annual General Meeting may confirm the respective existing system of Supervisory Board compensation or adopt a resolution to amend it. Corresponding resolution proposals to the Annual General Meeting are submitted by the Management Board and Supervisory Board in accordance with the legally regulated division of responsibilities, so that there is mutual control between the two bodies. The decision on the final structure of the compensation system is assigned to the Annual General Meeting.

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