

Letter from the Chairman of the Supervisory Board

Mainz, May 5, 2025

Dear Shareholders,

The Annual General Meeting of BioNTech SE will take place on May 16, 2025. As I look forward to the meeting, this letter is intended to serve as an opportunity to provide you with key updates on agenda items.

Next Era of BioNTech

BioNTech is in a decisive phase of its journey to become a global, multi-product oncology leader with the opportunity for significant value creation through the development of priority programs in its oncology pipeline. Building on the success of developing and commercializing the COVID-19 vaccine, which was the fastest vaccine development in the history of the industry, saved millions of lives during the pandemic, and became a blockbuster product, BioNTech is now focused on establishing itself as a global biopharmaceutical company in the oncology field.

Despite significant progress over the last decades, cancer remains one of the world's leading causes of death, with more than 600,000 people having died of cancer in the US¹, and over 250,000 in Germany² in 2022. With BioNTech's vision of improving health by increasing the likelihood of curing cancer, the Company is pursuing its mission of contributing to significant improvement of cancer treatment: BioNTech has advanced its robust clinical oncology pipeline with a focus on late-stage priority assets with pan-tumor potential. The Company has initiated multiple studies with registrational potential and executed strategic acquisitions and collaborations. Going forward, BioNTech is focusing on executing on its priority assets and programs while remaining disciplined in its investments to advance other programs in the portfolio to ensure long-term value creation.

In alignment with BioNTech's focus to drive execution of its priority program BNT327, its bispecific PD-L1/VEGF-A antibody, the Company acquired its partner Biotheus early in 2025 and now holds global control over BNT327. With this acquisition, BioNTech has the capabilities to accelerate and expand the global development of BNT327. BioNTech believes BNT327 has the potential to be established as a next-generation IO backbone for combination treatments addressing the full continuum of solid tumors.

Appointment of new Management Board members

The Supervisory Board is pleased to welcome Ramón Zapata-Gomez to the Management Board as Chief Financial Officer starting July 1, 2025. He will join BioNTech from Novartis AG's global biomedical research organization where he has been serving as CFO since 2022. Ramón Zapata is an accomplished leader with deep finance experience. He has gained extensive experience within the international pharmaceutical industry with a focus on North America, Europe, and Latin America, and has a deep understanding of market and business dynamics, resource optimization, and high-performing teams.

In his role as CFO at BioNTech, Ramón will ensure the Company's financial direction continues to align with BioNTech's strategy to become a multi-product company in the oncology field. He will continue to drive sustainable organizational excellence and global execution in financial

1. *U.S. Centers for disease control and prevention (CDC), Cancer Data and Statistics, as of February 13, 2025.*
2. *The Global Cancer Observatory, Globocan 2022 (version 1.1) - 08.02.2024 (International Agency for Research on Cancer, IARC)*

reporting, accounting, tax and treasury, and purchasing with the aim of furthering cost-effective value generation.

Ramón will succeed Jens Holstein, who, as previously planned and announced, will retire at the end of his term on June 30, 2025.

The Supervisory and the Management Board thank Jens for his excellent financial leadership and significant contributions to BioNTech's successful trajectory. He strengthened BioNTech's global finance organization and processes and contributed to the Company's financial stability while increasing operational efficiency. We wish Jens continued success and fulfillment in the next chapter of his journey.

In line with the Company's strategic development, BioNTech is delighted to have welcomed Annemarie Hanekamp as Chief Commercial Officer in July 2024. From her leadership roles at large pharmaceutical companies, and having launched multiple blockbuster oncology drugs, she brings deep expertise in navigating the global market landscape and driving growth. Annemarie Hanekamp adds extensive experience in strategy, sales, marketing, medical and market access, along with a proven track record in developing patient-centric commercialization strategies for innovative oncology products. In her role, she is driving and executing BioNTech's global commercialization strategy to realize the Company's full potential as a vertically integrated biopharmaceutical company.

Revised remuneration system for the Supervisory and Management Boards

At the last Annual General Meeting, a revised remuneration system for the Supervisory Board and the Management Board was approved by the vast majority of the shareholders. This revised system became effective for the Supervisory Board as of August 30, 2024, and the Management Board as of January 1, 2025.

With a cash position of approximately 16 billion euros as of March 31, 2025, BioNTech's Management Board is responsible for deploying capital to pursue its mission, to maximize the value of the portfolio, and in the interests of shareholders. This responsibility is reflected in the revised remuneration system, which increased the weighting of the long-term incentive (LTI) remuneration component from around 40 percent to around 70 percent of total remuneration. This system includes demanding performance hurdles for exercising share options and settling performance share units that will be granted to the Management Board. This compensation structure was chosen based on the belief that it strikes the right balance between responsible stewardship of company resources, attracting and retaining the best managerial talent in a highly competitive global market, and maintaining the values that have not only animated BioNTech's past successes but positions the Company well for the future.

The short-term performance targets under the short-term incentive (STI) program are built on ambitious goals. They focus on corporate objectives tied to operational and strategic priorities, including financial forecasts, share price performance, business development milestones and product development, including regulatory milestones. Additionally, environmental, social and governance (ESG) targets have been integrated to promote sustainability as a core driver for future growth.

The Supervisory Board is convinced that this revised remuneration system meets the expectations of investors and promotes sustainable long-term development of the company.

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Share Ownership Guideline

To further align the interests of the Management Board and shareholders, the revised remuneration system includes share ownership guidelines, which took effect on January 1, 2025. Under these guidelines, the Chairman of the Management Board (our Chief Executive Officer) is obliged to hold shares or ADSs equivalent to twice his annual base salary while other Management Board members must hold shares or ADSs equivalent to their annual base salary. These requirements apply after a four-year build-up period.

Virtual Annual General Meeting

As in previous years, BioNTech's Annual General Meeting will be held in a virtual format. Past years have proven this approach's effectiveness. Hosting the meeting virtually enables BioNTech to engage a broader group of shareholders while also aligning with the company goals including cost efficiency and sustainability. At the same time, BioNTech remains committed to making the event accessible to a wider audience regardless of shareholder status. This year, management's speeches will once again be available via a live stream.

Agenda

The agenda for the upcoming Annual General Meeting includes necessary resolutions. As BioNTech adopted a new remuneration system at last year's Annual General Meeting, this year only the regular annual resolution on the remuneration report will be proposed. The Management Board and Supervisory Board have also proposed a resolution for shareholder approval at the Annual General Meeting to authorize the Management Board, with the consent of the Supervisory Board, to increase the authorized share capital for a further period of 5 years, as the existing 2021 resolution expires in 2026. This resolution will provide the Company with the flexibility to support its growth and strategic initiatives.

As BioNTech moves into the next phase of growth as a company, it is committed to advancing cancer care through determined execution of its priority programs and advancement of its clinical pipeline, while diligently aligning the resources to these strategic goals. Specifically, the focus is on two programs with disruptive potential to address unmet medical need across multiple tumors: investigational mRNA-based cancer immunotherapies, both personalized and off-the-shelf, and next-generation IO candidate BNT327. BioNTech recognizes their potential to significantly improve cancer care for patients and drive substantial value creation for the Company. Together with the Management Board, the Supervisory Board is dedicated to establishing the framework necessary to fully leverage this potential and ensure sustained growth.

I look forward to remaining in close contact with you in 2025 and greatly value your feedback, which will support BioNTech in its future development. On behalf of the entire Supervisory Board, I would like to thank you for your continued support, commitment and investment in BioNTech.

Yours,

Helmut Jeggle

Chairman of the Supervisory Board of BioNTech SE

