

to the next  
years of impact



# Our ESG commitment

Our ESG commitment – Highlights	82
Environmental, social and governance reporting	85
Reporting on material ESG topics	90

# Our ESG commitment Highlights

Basilea has transparently reported since 2019 on its activities and progress. In 2023, with guidance from our board of directors, we established an ESG strategy, which was further refined in 2024. In 2025, greenhouse gas emissions were added to the focus topics and a first sustainability report was developed in accordance with the GRI Standards.

# 10

“By focusing on novel anti-infectives we contribute to addressing global health priorities.”

## Our ten focus topics



Product quality  
and safety



Antimicrobial  
resistance



Animal  
handling



Compliance



Access to  
medicine



Intellectual  
property  
protection



Human capital  
development



Diversity,  
equality and  
inclusion



Economic  
performance



Greenhouse  
gas emissions

# 4

## Ambition statements

### — Environment

“We work in the constant awareness that medical research, development, and manufacturing must be carried out with careful use of resources and respect for all living beings.”

### — Social

“We assess our performance by the service we provide in the interest of patients, and by the respectful treatment of all people involved in our value chain.”

### — Governance

“We aim to earn the trust of our stakeholders based on our professional expertise, integrity and ethical business conduct.”

### — Economy

“Economic performance allows us to generate value for our stakeholders, to invest in future innovation and to ensure highest quality standards.”

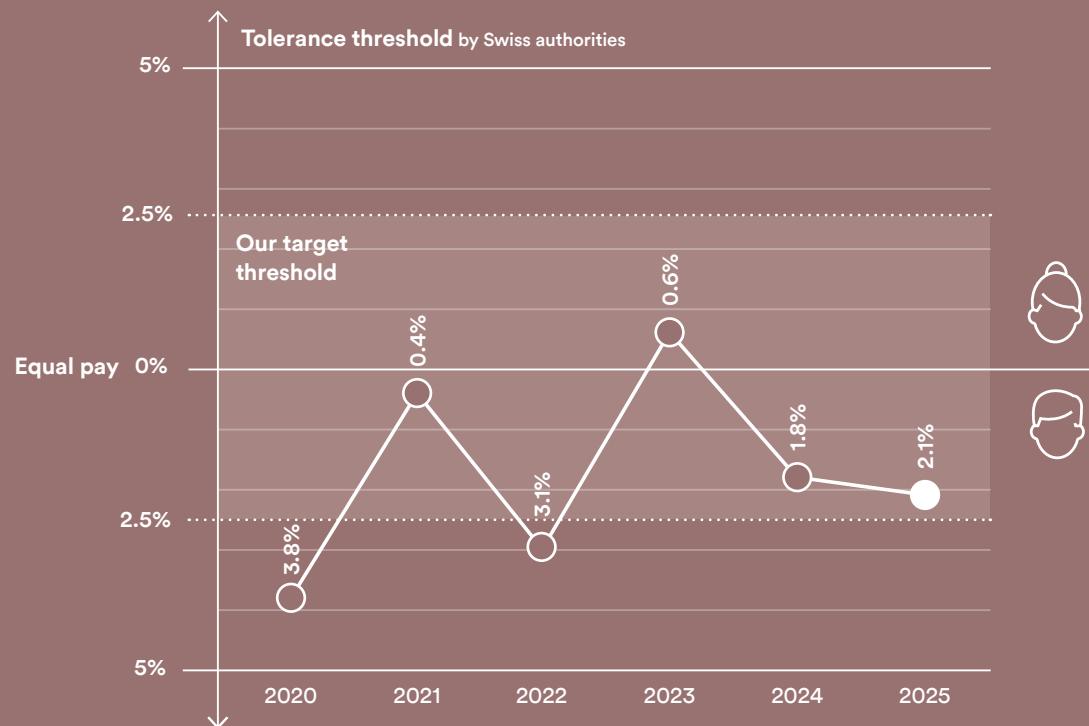
100%

of our compounds address pathogens listed by WHO as “critical” or “high priority”



### Gender equal pay within target

Difference in earnings of women compared to men



# For 25 years: sustainable responsibility



For more than 25 years, Basilea has been responsibly developing therapies for life-threatening infections. Despite our small environmental footprint, we have been voluntarily reporting on ESG topics for over 5 years. In this way, we combine innovation with social and environmental commitment and good governance. In doing so, we take responsibility for patients, employees, partners, and the society of which we are a part.

25 YEARS  
basilea

# Environmental, social and governance reporting

This ESG section is an important part of our Annual Report and complements the Financial Report, the Corporate Governance Report and the Compensation Report. This report is intended to enable readers to develop a comprehensive and differentiated understanding of our commitment to sustainability. Basilea's ESG reporting for the 2025 reporting year was prepared in accordance with the GRI Standards. This represents a further development compared to last year's report.

## Our sustainability strategy

Our business model and our lean management approach involve partnerships on all levels: from in-licensing or acquiring innovative early-stage drug candidates, through preclinical and clinical development and manufacturing to commercialization. As a result, Basilea's own direct environmental footprint is relatively small. However, ESG is nonetheless an important topic to Basilea and we define our strategic focus areas.

### Ambition statements

As a central pillar of our sustainability strategy we defined ambition statements for all four areas of sustainability. They build the core of our commitment and represent the basis for all our goals and the management of the corresponding material topics:

#### — Environment

We work in the constant awareness that medical research, development, and manufacturing must be carried out with careful use of resources and respect for all living beings.

#### — Social

We assess our performance by the service we provide in the interest of patients, and by the respectful treatment of all people involved in our value chain.

#### — Governance

We aim to earn the trust of our stakeholders based on our professional expertise, integrity and ethical business conduct.

#### — Economy

Economic performance allows us to generate value for our stakeholders, to invest in future innovation and to ensure highest quality standards.

## Materiality

In 2023, to develop our ESG strategy, we initially conducted a context analysis to identify the relevant factors influencing the materiality assessment. This included a review of our business model, which helped us to identify the key stakeholders along our value chain. Our next step was to develop an initial list of potential material topics by reference to reporting standards such as the GRI Standards or SASB, as well as existing ESG ratings and rankings.

In accordance with best practice, we looked at each of these topics and rated them from two different perspectives, using the concept of “double materiality”:

1. The “outside-in” perspective: How relevant is a topic for our long-term (business) success?
2. The “inside-out” perspective: What is the impact of our business activities in this area?

For the 2025 reporting year, we re-assessed whether our focus topics were still appropriate and aligned with stakeholders’ expectations. This resulted in one additional focus topic, greenhouse gas emissions, which was added to our focus topics.

Hence, our amended materiality matrix includes ten sustainability-related topics that are of particular importance to Basilea’s long-term success and/or to the environment in which we operate. These topics are key for the setting of sustainability goals and will become the core of our future ESG reporting. We pursue them strategically and aim to make measurable progress against them.

## Our 10 focus topics



Product quality and safety



Antimicrobial resistance



Animal handling



Compliance



Access to medicine



Intellectual property protection



Human capital development



Diversity, equality and inclusion



Economic performance



Greenhouse gas emissions

Beyond the “focus” topics, we have also identified further relevant topics, some of which we are planning to actively manage and some to monitor.

## Materiality matrix



## ESG governance

Basilea's ESG governance framework ensures that sustainability is embedded across all levels of the organization. The board of directors holds ultimate oversight of ESG topics, supported by the corporate governance and nomination committee, which develops the strategic direction and the audit committee, which regularly reviews progress and risks. The CEO, the management committee members and extended management committee are responsible for implementing ESG priorities within the company.

The board of directors has also delegated the preparatory tasks for sustainability reporting: these lie with the Head of Investor Relations and the General Counsel, who submit the report to the board of directors for approval.

In 2024, the board of directors set KPIs for each of Basilea's ESG focus areas, along with specific goals for 2025 relating to these KPIs. These KPIs have become part of the corporate goals, and their achievement is reflected in the cash bonuses awarded to management.

### Conflicts of Interest

All current members of the board of directors qualify as non-executive and independent within the meaning of the Swiss Code of Best Practice for Corporate Governance. None of the current members ever held a management position at Basilea, nor did they, or the companies or organizations they represent, ever have any significant business relationship with Basilea. Comprehensive rules on conflicts of interests are also stated in the Organisational Regulation available on the Basilea website at [www.basilea.com/corporate-governance](http://www.basilea.com/corporate-governance).

### Communications of Critical concerns

The responsibility for informing the board of directors about critical matters in the field of sustainability lies with the General Counsel.

### Our approach to stakeholder engagement

Basilea engages with a wide range of stakeholders, including regulatory authorities, contract manufacturers, contract research organizations, hospitals, academic research groups, and licensing and distribution partners.

As a listed company, we are also continuously engaging with shareholders and investors (see section "shareholder engagement" in the Compensation report on page 152).

Through our commercial partnerships, our medicines reach patients in more than 75 countries worldwide. Engagement with these partners is coordinated by our Alliance Management team, while collaboration with service providers is managed directly within the relevant departments. We also actively participate in national and international scientific conferences to foster dialogue and stay connected with the research and development (R&D) community.

Basilea has been listed on the SIX Swiss Exchange since 2004. Shareholders receive first-hand information at the annual general meeting. In addition, we provide regular updates on our business performance and strategy through ad hoc announcements and press releases, our annual and half-year financial reports, ongoing interactions with investors and analysts, and our Capital Markets Day. Our aim is to ensure that all shareholders are kept informed in a transparent and timely manner.

Basilea pursues an active role in creating awareness for the high unmet medical need of patients suffering from severe fungal and bacterial infections. We do this through memberships in key industry associations, such as the BEAM Alliance (Biotech companies from Europe innovating in Anti-Microbial resistance research) and the Swiss Roundtable on Antibiotics. Basilea is also a member of the Swiss Biotech Association.



# Reporting on material topics

## Economic aspects

### Product quality and safety



The product quality and safety in biopharmaceutical R&D ensures the efficacy, safety and reliability of Basilea's drugs. Quality means that products meet manufacturing standards and product specifications. The safety and efficacy of medicines is assessed within the highly regulated drug development and approval process.

Inadequate quality control processes pose risks to supply performance and customer health. They can result in substandard or unsafe medicines with reduced efficacy or defects that can harm patients.

Product quality and safety are fundamental elements of Basilea's business success. These aspects strengthen the company's reputation in the market, ensuring trust among stakeholders and customers. By continuously meeting regulatory compliance requirements, Basilea safeguards patient safety and upholds industry standards. Commitment to product safety and quality also enhances Basilea's competitiveness, positioning the company favorably within the biopharmaceutical sector. In addition, rigorous quality controls and risk management practices are crucial for sustainable growth and long-term profitability.

### Our approach

Basilea is committed to maintaining the highest quality standards, ensuring that our products comply with all health and safety regulations. Guided by Basilea's Quality Commitment, we act responsibly with uncompromising integrity, driven by honesty, mutual trust and respect for our patients, customers and each other.

As a biopharmaceutical company, we work in a highly regulated business environment. We not only comply with all applicable regulatory requirements, but our commitment to quality goes beyond compliance: Every employee drives a culture of learning and continuous improvement in all our activities through our culture, values and quality standards. We create value for our internal and external stakeholders through quality products, processes and services to achieve competitive advantages and deliver pioneering healthcare solutions.

Basilea has a Quality Management System (QMS) in place, complying with all applicable legal and regulatory requirements, which also ensures that all our products are continuously monitored for health and safety impacts. This internal product quality information is also provided to the appropriate regulatory authorities to ensure we meet all external requirements for the safe use of our products in the market. The requirements for the QMS are defined in Basilea's Quality Manual. At Basilea, employees and leaders at all levels are engaged in

achieving our quality objectives: From the board of directors, which defines the key quality policy and its objective, via the CEO, who approves all QMS policies, to the Head of Quality Management, who is a member of the extended management committee and reports to the CEO, and his team, Basilea's Quality Unit. The Basilea Management Team is responsible for implementation and maintenance of the QMS and the Quality Unit oversees the process performance and product quality system. The Quality Unit also manages the corrective action/preventive action (CAPA) system, as well as for deviation, change, knowledge and risk management. Handling complaints is another key responsibility of the Quality Unit. Success in implementing this approach is reflected in our ability to minimize health and safety risks. We track this through the number of incidents of non-compliance related to the health and safety impacts of our products, which serve as a key indicator of our performance.

Basilea operates within a pure business to business model, hence has not direct contact to patients as the end-consumer of our medicines. However, as part of the regulatory requirements, we are monitoring incoming communication from healthcare professionals and patients, including posts on Basilea-managed websites and social media for potential product complaints, or reports of adverse events or safety relevant information. The responsibility for the detection, assessment, understanding and prevention of adverse effects or any other problem related to our medicines (pharmacovigilance) rests with the Drug Safety group within the Development department and is carried out in accordance with internal standard operating procedures. Upon entry, all employees are trained on pharmacovigilance, including the handling of safety reportings, and have to take mandatory annual refreshers and exams. Contact information for such reporting is included in all out of office replies as well as in the standard voicemail message when reaching out to Basilea outside office hours. As Basilea operates in a highly regulated environment, compliance with laws and regulations as well as fostering ethical business conduct, is one of the 10 focus topics for ESG that we identified within our materiality analysis. Hence, for detailed information on how we take responsibility for compliance, please see the section "Compliance" on page 104 of this report.

## Our progress in the reporting year

In the reporting year, we were able to keep the incidents of non-compliance concerning the health and safety impacts of our products and services at zero.

KPI	Baseline	2025	Goal
<b>Incidents of non-compliance concerning the health and safety impacts of products and services</b>			
Number of incidents of non-compliance with regulations resulting in a fine or penalty	0	0	0
Number of incidents of non-compliance with regulations resulting in a warning	0	0	0



## Intellectual property protection



Patent protection, data exclusivity and market exclusivity are essential for safeguarding innovation and recouping the substantial investments made and risks involved in developing new medicines. Loss of exclusivity typically results in generics entering the market, reducing revenues and limiting the ability to fund future research.

For innovative anti-infectives exclusivity periods are particularly critical because these medicines are often reserved to minimize resistance and priced lower than other in therapeutic areas. Governments recognize this challenge and offer incentives, such as Orphan Drug status, Qualified Infectious Disease Product (QIDP) designa-

tions, and exclusivity extensions based on completion of pediatric investigation programs. These measures support companies addressing antimicrobial resistance but only apply if the newly developed medicines achieve regulatory approvals – requiring substantial upfront investment in clinical development at risk.

Effective intellectual property protection is therefore both a necessity and an opportunity: it enables continued innovation, supports global health and strengthens Basilea's long-term business model.

## Our approach

Basilea manages the protection of its intellectual property through the Head of Intellectual Property, within its Legal department. With our focus on priority pathogens in high medical need disease areas, and making our highly innovative medicines broadly accessible, we balance the protection against generic competition. In addition, Basilea is engaging with governments and regulatory bodies to support the preservation and extension of relevant incentives for the development of innovative anti-infective medicines. This is handled through Basilea's Global Affairs group, which was established in 2024. The Head of Global Affairs is a member of the extended management committee and directly reports to the CEO.

Our goal is that each compound in our R&D portfolio, which is nominated to progress to clinical development/studies, needs to qualify for at least 10 years of exclusivity in either the US or the EU. To assess the effectiveness of these efforts, we monitor the duration of regulatory exclusivity from launch as a key metric.

## Our progress in the reporting year

In 2025, no R&D compound reached the nomination phase for clinical development. However, in August 2025, Basilea licensed the global rights to a novel antibiotic, ceftibuten-ledaborbactam etzadroxil, which meets our exclusivity goal. It has been granted Qualified

Infectious Disease Product (QIDP) designations by the FDA, which, among other privileges, provide extended market exclusivity in the US, if we can successfully develop the drug (also see page 76 of the "Portfolio" section).

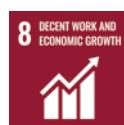
KPI	Baseline (2024)	2025
<b>Duration of (regulatory) exclusivity from launch</b>		
<b>APPROVED</b>		
Cresemba®	12.5 years (USA), 12 years (EU)	12.5 years (USA), 12 years (EU)
Zevtera®	10 years (USA), 10 years (EU)	10 years (USA), 10 years (EU)
<b>IN CLINICAL DEVELOPMENT</b>		
Fosmanogepix	12.5 years (USA)*, 12 years (EU)**	12.5 years (USA)*, 12 years (EU)**
BAL2062	12.5 years (USA)*, 12 years (EU)**	12.5 years (USA)*, 12 years (EU)**
Ceftibuten-ledaborbactam etzadroxil		10.5 years (USA) <sup>#</sup> , 10 years EU <sup>##</sup>

\* Assumes all indications receive QIDP designations and orphan status and that a pediatric study is completed as required

\*\* Assumes no change to existing regulatory exclusivity regime and that all indications receive orphan status and that a pediatric study is completed as required

# Assumes all indications receive QIDP designations and that a pediatric study is completed as required

## Assumes no change to existing regulatory exclusivity regime and that a pediatric study is completed as required



## Economic performance



Basilea's economic performance is driven by the commercial success of its marketed drugs, Cresemba® and Zevtera®, and by the ability to in-license or acquire additional drug candidates and progress them through research and development to market. Maintaining a strong cash position and managing debt are also essential to support these activities.

Financial strength enables Basilea to invest in its pipeline, which is the life-blood of any biopharmaceutical company, and is key for sustainable value creation. Our success not only determines our competitiveness within the pharmaceutical sector but also impacts the economic well-being of our employees and shareholders.

### Our approach

The Finance group is led by the CFO, who also oversees the Corporate Development group, which is responsible for the in-licensing and acquisition of new assets and establishing commercial partnerships for Basilea's drugs. Basilea Pharmaceutica Ltd, Allschwil, is a public company with its shares listed at the SIX Swiss Exchange. Its full-year and half-year financial statements are prepared in accordance with US GAAP, and are audited and reviewed, respectively, by external auditors. To evaluate financial performance and strategic progress, we track royalty income as the most appropriate growth indicator for the commercial performance of our marketed products in key markets, and net financial debt/net cash position, as measures of financial strength.

### Our progress in the reporting year

Basilea's marketed drugs continued to perform well, delivering double-digit year-on-year increase in royalties in 2024 and 2025. Basilea is generating increasing positive cashflows, which resulted in turning from a net financial debt to a net cash position at year-end 2024 compared to the 2023 baseline, and Basilea reported a further significant increase as of year-end 2025.

KPI	FY 2023 (baseline)	2024	2025	Goal
<b>Financial performance</b>				
Royalty income (growth indicator)	CHF 78.9 million minus CHF 46.6 million	CHF 96.7 million	CHF 111.6 million	2025: CHF 110 million
Net cash / financial debt (financial strength indicator)		CHF 28.6 million	CHF 86.9 million	Not public



# Environmental aspects

## Animal handling



Animal studies play a fundamental role in the research and development of pharmaceutical substances, in order to understand safety concerns before progressing to human studies. At Basilea, these activities are conducted by contracted third-party companies, specifically Contract Research Organizations (CROs), which must comply with all applicable laws and regulations.

Recognizing the societal concerns surrounding animal testing, Basilea seeks to uphold animal welfare standards by requiring CROs to adhere to strict guidelines that may exceed regulatory requirements. Improper or perceived mishandling of animals in biopharmaceutical research may pose a reputational risk for Basilea.

### Our approach

Basilea respects the animals in research so as not to inflict any unnecessary suffering and we do this by adhering to appropriate welfare standards. We aim to limit animal testing to the extent absolutely necessary and continuously explore new technologies to reduce, refine and replace animal studies wherever possible. Currently, Basilea works exclusively with CROs that comply with internationally recognized animal welfare standards.

Responsibility for animal welfare within Basilea lies with our Translational Development group, within the Development department, which is headed by the Chief Medical Officer, who is a member of the management committee of Basilea. The central element of our commitment to enforcing high standards is the Basilea Animal Welfare Policy, which incorporates internationally recognized animal welfare principles. To measure progress, we will track the implementation of the Basilea Animal Welfare Policy across our suppliers as a key performance indicator in our ESG reporting. We aim to ensure that every CRO we work with complies with or exceeds the standards set out in our Animal Welfare Policy. To verify that these commitments are effectively applied, we plan to conduct regular vendor audits focused on animal handling practices as the second main KPI. Our key CROs undergo a Good Laboratory Practice (GLP) related audit, which includes animal welfare, at least once every three years. As our CRO portfolio expands, the number of audits will scale accordingly. Our goal is to audit at least one CRO per year.

### Our progress in the reporting year

#### Established Animal Welfare Policy

Basilea established its Animal Welfare Policy in December 2025. It applies to all Basilea personnel involved in the care, use, and oversight of animals in research and testing within the company as well as all personnel responsible for the contracting and supervising animal experimentation conducted at CROs, including management, and personnel working at CROs. We continue to work exclusively with suppliers whose animal welfare guidelines are aligned with our own standards.

#### First audit conducted

In 2025, already prior to the implementation of the Animal Welfare Policy, Basilea conducted one GLP audit with our key CRO to ensure compliance with animal welfare standards. Building on this, we plan to carry out at least one additional GLP audit in 2026 as part of our ongoing commitment to responsible research practices.

KPI	Baseline (2023)	2025	Goal
<b>Supplier engagement regarding animal handling</b>			
Percentage of suppliers that have been instructed on Basilea's expectation concerning (responsible) animal handling	0	N/A as only implemented in December 2025	100%
<b>Vendor audits</b>			
Percentage of vendors audited in accordance with Basilea's animal welfare policy	0	100%	25%



## Greenhouse gas emissions



While Basilea is directly responsible for emissions from its own operations, these are very limited compared to those generated by partners in contract research, manufacturing and commercial partnerships – areas that are challenging to assess and influence. Additional indirect emissions arise from employee and service provider mobility.

Nevertheless, Basilea acknowledges the impacts of the emissions stemming from its value chain and is committed to contributing to the reduction of these emissions. By collaborating with service providers and partners, Basilea can further reduce exposure to regulatory risks and strengthen market positioning, reinforcing our commitment to sustainability and long-term resilience.

### Our approach

Basilea is committed to contributing to global climate change mitigation and reducing greenhouse gas (GHG) emissions across its operations and value chain.

Currently, Basilea does not have formal climate or energy policies in place, but we recognize the importance of establishing clear frameworks as we advance our sustainability efforts. The move of the company's headquarters in 2022 from a more than 50 years old repurposed research building in Basel into a 'LEED Gold'-certified facility in Allschwil is a strong testimony of Basilea's commitment to reduce GHG emissions. As most emissions are generated by partners within the supply chain for our medicines, the responsibility for managing energy and emissions lies with the Technical Operations department, which is headed by the Chief Technology Officer, who is member of the management committee of Basilea. For internal operations, the responsibilities of the Facility Management & General Services team also include purchasing electricity. This team is part of the Human Resources department, led by the Head of Global Human Resources, who is a member of Basilea's extended management committee reporting directly to the CEO.

## Our progress in the reporting year

In 2025, we initiated the measurement of our Scope 1, 2 and 3 emissions as a first step toward understanding our footprint. Due to the nature of our business model, the focus in terms of direct emissions was placed on Scope 2 emissions. As we do not have company-owned vehicles or combustion based heating systems to maintain our facilities at ambient temperature, there are no Scope 1 emissions. However, we have identified and evaluated our Scope 2 emissions within the scope of our leased premises. The process for assessing Scope 3 emissions is ongoing. Thus far, we have assessed the emissions from transport services and business travel related to our value chain. Based on our assessments, we recorded scope 3 emissions related to commercial goods transport services for 2024 at 230 tCO<sub>2</sub>e and for business travel at 1,300 tCO<sub>2</sub>e. One of the key challenges we face is collecting high-quality GHG emission data, which is essential for informed decision-making and effective reduction measures.

In the reporting year, our scope 2 energy consumption totaled 1,245.3 MWh, equivalent to 19.8 tCO<sub>2</sub>e (market-based) emissions – the electricity mix we have chosen is significantly better than the electricity of the country average (location-based), which highlights our commitment to climate protection.

KPI		2024 <sup>1</sup>	2023
<b>ENERGY CONSUMPTION</b>			
<b>Total consumption</b>	<b>MWh</b>	<b>1245.3</b>	<b>1236.4</b>
District heating/cooling	MWh	340.0	340.0
Purchased electricity	MWh	905.4	896.5
<b>SCOPE 2 EMISSIONS<sup>2</sup></b>			
<b>Location-based method</b>	<b>tCO<sub>2</sub>e</b>	<b>130.7</b>	<b>121.2</b>
District heating/cooling	tCO <sub>2</sub> e	36.7	36.7
Purchased electricity	tCO <sub>2</sub> e	94.0	84.4
<b>Market-based method</b>	<b>tCO<sub>2</sub>e</b>	<b>19.8</b>	<b>18.8</b>
District heating/cooling	tCO <sub>2</sub> e	0.5	0.5
Purchased electricity	tCO <sub>2</sub> e	19.3	18.3

1 At the time of the compilation of this report, 2024 data for the operation of our rented facility were not available, yet. Therefore, the 2023 values were used representatively and a restatement with measured data will follow in the next reporting cycle.

2 The greenhouse gas inventory was calculated in line with WRI/WBCSD Greenhouse Gas Protocol guide-lines and in accordance with the Greenhouse Gas Protocol Scope 2 standard. The location-based emissions from electricity consumption were calculated using IEA emissions factors that were appended with corrections as a result of energy trading (imports/exports) and that were released per each displayed reporting year. The location-based District heating/cooling emissions were calculated with an emissions factor from 'Primärenergiefaktoren von Energiesystemen; René Itten, Rolf Frischknecht, treeze Ltd., v.2.2+, Stand 2014'. The market-based figures reflect supplier-specific emissions factors.



# Social aspects

## Access to medicine



Access to medicine is a global problem, particularly for low- and middle-income countries and vulnerable populations, where barriers such as high prices, limited resources, and inadequate infrastructure persist. During health emergencies, ensuring availability becomes even more critical. Collaborative efforts are needed to improve availability, infrastructure, supply chains, and promote equitable access. Basilea can positively influence access through innovation, expanded availability, patient assistance programs and strategic collaborations. At the same time, factors such as high drug prices, patent restrictions, limited competition, and a focus on the most lucrative treatments only, can create negative impacts for patients and for society. The pharmaceutical industry must balance innovation with affordability to promote equitable access worldwide. Given the socio-political importance of this issue, shortcomings pose significant risks, including regulatory interventions, mandatory discounts or reputational damage. Conversely, proactively addressing access to medicine offers opportunities to align business strategy with social impact, strengthen corporate responsibility, and support long-term sustainability.

### Our approach

Basilea does not operate any local commercial organizations; instead we commercialize our medicines through a network of commercial partners. When selecting partners, we do not limit ourselves to the commercially most attractive markets but aim for broad availability of our drugs. Today, our license and distribution agreements cover more than 100 countries worldwide. Through these partnerships, we

ensure that patients not only in Europe or the United States, but also in regions such as Latin America, Asia Pacific, China, and the Middle East and North Africa, obtain access to our life-saving medicines. However, the decision on availability ultimately lies with our partners, including negotiating pricing and access. As we believe that access to our medicines is important for patients in need, we track the number of countries where Cresemba and/or Zevtera are marketed, including middle- and low-income countries.

To measure our success, we track the number of countries where Cresemba and/or Zevtera are marketed, including on middle-and low-income countries.

Although we do not directly market our products ourselves, we have established an internal function dedicated to actively managing these partnerships to ensure access to patients around the globe. This function is led by the Head of Global Commercial, a member of the extended management committee reporting directly to the CEO.

In addition, Basilea provides access to our late-stage investigational drug, the antifungal fosmanogepix, for patients who have life-threatening invasive fungal infections, for whom available therapeutic options have failed or are not appropriate. Access is managed through an Expanded Access Program (EAP).

To support the research, development and commercialization of new anti-infectives, governments and other organizations have introduced so-called Push and Pull Incentives in several countries. These include non-dilutive funding, such as partial reimbursement of development expenses by BARDA (part of the U.S. Government) or R&D support by the Combating Antibiotic-Resistant Bacteria Biopharmaceutical Accelerator (CARB-X), a global non-profit partnership. Our goal is that any compound in our R&D portfolio that is progressed to clinical development must potentially qualify for non-dilutive funding. Additional incentives include extended market exclusivity through QIDP designations in the U.S., which reward the approval of medicines against high priority pathogens. Basilea strives to qualify for these incentives, too.

## Our progress in the reporting year

### Advancing Global Access: Program Expansion and Funding Achievements

In 2025, we further expanded our EAP to provide patients with severe invasive fungal infections – who cannot be treated satisfactorily with any currently authorized medicines – access to our phase 3 investigational drug fosmanogepix. The EAP now includes 20 countries and more than 400 patients have already been treated with fosmanogepix. At the same time, our commercial partners broadened the reach of our commercialized brands by increasing availability in middle-income countries. Regarding support through push/pull incentives, by the end of 2025, all products in our development pipeline had secured partial non-dilutive funding, providing further evidence of the innovative value and medical need for our pipeline assets.

KPI	Baseline (mid-2024)	end-2025
<b>Access to drugs</b>		
Number of countries where Cresemba and/or Zevtera are marketed	73	76
Number of middle-income countries where Cresemba and/or Zevtera are marketed	24	25
Number of low-income countries where Cresemba and/or Zevtera are marketed	0	0
Number of expanded access programs in place for our drugs (number of countries included)	1 (9)	1 (20)
<b>Push/Pull incentives</b>		
Number of programs supported by non-dilutive funding	2*	5**
Drugs in development with QIDP designation	2#	3##

\* Zevtera (ceftobiprole), BAL2420

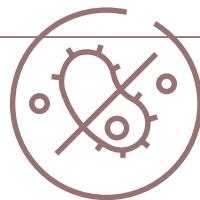
\*\* Zevtera (ceftobiprole), BAL2420, fosmanogepix, BAL2062, ceftibuten-ledaborbactam etzadroxil

# Fosmanogepix, BAL2062

## Fosmanogepix, BAL2062, ceftibuten-ledaborbactam etzadroxil



## Antimicrobial resistance



Antimicrobial resistance (AMR) occurs when pathogenic microorganisms, including bacteria and fungi, adapt so that they no longer respond to antibiotics or antifungals, making infections harder to treat and posing a global health threat. Some pathogens are innately resistant to antimicrobial drugs. Antimicrobial drug-resistant infections significantly increase morbidity and hospital costs requiring the use of second line, less effective therapies and contribute to 7.7 million deaths annually<sup>1</sup>, underscoring the urgent need for the development of new antibacterials and antifungals, improved surveillance and improved stewardship to help minimize emergence of resistance.

By investing in the research & development of innovative therapies, Basilea can help equip healthcare professionals with effective tools to combat resistant infections. However, developing antimicrobial drugs involves risks, including scientific challenges, regulatory hurdles, market constraints, and evolving resistance patterns. At the same time, AMR presents opportunities: addressing unmet medical needs, leveraging regulatory incentives, forming strategic collaborations and responding to growing market demand. By managing these risks and seizing opportunities, Basilea can make a meaningful contribution to global health.

<sup>1</sup> The Lancet 2022 [https://doi.org/10.1016/S0140-6736\(22\)02185-7](https://doi.org/10.1016/S0140-6736(22)02185-7)

### Our approach

Developing novel anti-infectives for patients in need is at the core of Basilea's corporate strategy. We are committed to discovering, developing and commercializing innovative drugs to treat severe bacterial and fungal infections, often caused by pathogens resistant to existing therapies.

Our strategy is defined and overseen by our board of directors and implemented by the management committee with support from the entire organization. To strengthen our engagement in the fight against AMR, Basilea created the Global Affairs function in 2024, led by a member of the extended management committee. This role connects Basilea with key stakeholders and initiatives in the AMR field, raising awareness and underscoring the priority placed on this topic.

Basilea focuses on developing treatments against high-priority pathogens – those microbes considered by global health organizations to pose the greatest risk to patients and healthcare systems. To measure progress, Basilea compares the coverage of its marketed products and clinical pipeline compounds against the priority bacterial and fungal pathogen lists published by the U.S. Centers for Disease Control (CDC) and the World Health Organization (WHO). Our goal is that all of the compounds in our clinical stage pipeline of antifungals and antibacterials target pathogens classified as “critical” or “high” priority.

### Our progress in the reporting year

In 2025, Basilea in-licensed the global rights to the antibiotic cefributene-ledaborbactam etzadroxil for the potential treatment of complicated urinary tract infections. It has demonstrated activity against the “critical” Enterobacteriales group of bacteria, including multidrug-resistant strains. If successfully developed, it would be the first oral antibiotic of its class in this indication, making administration more convenient for patients. In addition, Basilea in December

2025 entered into a partnership with US-based Phare Bio Inc. for the discovery of antibiotics with a novel mode of action, conferring activity against pathogens of concern resistant to available drug classes, accelerated by the use of Artificial Intelligence (AI).

KPI	Baseline (2024)	2025	Goal
<b>Activity against critical pathogens</b>			
Percentage of the compounds in our clinical stage pipeline of antifungals and antibiotics addressing a pathogen listed at WHO as "critical" or "high" priority ("urgent" or "serious" threat at CDC)*	100%	100%	100%
<b>Participation in AMR-focused organizations</b>			
Board positions in such organizations	2**	2**	Report

\* WHO fungal priority pathogens list to guide research, development and public health action, WHO 2022 (<https://www.who.int/publications/item/9789240060241>); WHO Bacterial Priority Pathogens List, 2024. Bacterial pathogens of public health importance to guide research, development and strategies to prevent and control antimicrobial resistance, WHO 2024 (); Antibiotic resistance threats in the United States 2019, US Department of Health and Human Services, Centers for Disease Control and Prevention, Dec 2019 (<https://www.cdc.gov/antimicrobial-resistance/media/pdfs/2019-ar-threats-report-508.pdf>)

\*\* BEAM Alliance (Biotech companies from Europe innovating in anti-microbial resistance research; <https://beam-alliance.eu/>), Swiss RTA (Swiss Roundtable on Antibiotics; <https://roundtableantibiotics.ch/en/>)



## Human capital development



Human capital development means fostering employee commitment, motivation, and engagement through education, training and a supportive work culture. At Basilea, we value our employees highly and believe every individual can make a meaningful impact. Our dynamic, complex projects require people who strive for excellence and deliver innovative solutions.

By investing in targeted training and development programs, we can strengthen our workforce while enhancing productivity and innovation. Employees can benefit through improved skills, employability, and well-being, while Basilea gains the competencies needed to achieve strategic goals and remain an attractive employer. Therefore, promoting human capital development is both a business imperative and a key driver of long-term success, helping us retain talent and secure the capabilities essential for delivering high-quality performance.

### Our approach

Human capital development is an important task of Basilea's Human Resources group, led by the Head of Global Human Resources, a member of the extended management committee reporting directly to the CEO. To measure success regarding employee commitment and engagement, we track the employee engagement score. This metric helps us understand how connected and motivated our workforce feels. In order to strengthen engagement, we focus on attractive benefits, continuous skill development and initiatives that promote employee well-being and health. This includes a comprehensive package of competitive remuneration, an attractive pension plan and personalized training courses.

Basilea places strong emphasis on employee health and well-being. Since 2023, the company has cooperated with a local gym, offering special rates for Basilea employees, and in 2024 has introduced regular in-office Sports@Work classes. Basilea actively encourages participation in fitness initiatives such as the annual B2Run company run event, which regularly involves more than one fifth of the company. In 2025, we further supported the participation at the Bike to Work Challenge and the Basel City Run.

## Our progress in the reporting year

### Basilea's first Employee Engagement Survey: insights and strong results

In 2025, Basilea conducted its first employee engagement survey to assess the sense of belonging among employees and their willingness to recommend Basilea as a great place to work. We collected feedback from employees and department heads to identify development needs, challenges, and best practices across the organization. Based on these insights, we introduced additional guidance and shared resources to support development planning and tracking, including an online resource collection and a more structured process to be rolled out in 2026.

The survey results were encouraging: overall employee engagement level reached 77%, while 88% of employees would recommend Basilea as a good place to work, and 88% expressed pride in being part of the company.

KPI	2025	Goal
<b>Employee engagement score</b>		
Percentage of employees who feel a sense of belonging	77%	Conduct first survey to establish baseline
Percentage of employees that would recommend Basilea as a great place to work	88%	Conduct first survey to establish baseline

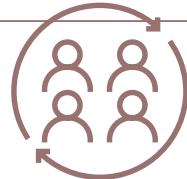
### Introduction of the Digital Workplace program

In 2025, Basilea launched a company-wide digital initiative aimed at strengthening digital skills and enhancing collaboration. The program was designed to help employees make optimal use of new information technologies, ensuring they are equipped to adapt to evolving tools and processes. By investing in these capabilities, Basilea supports both individual growth and organizational resilience in an increasingly digital work environment.



The Basel City Run

## Diversity, equality and inclusion



Diversity, equality and inclusion (DEI) at Basilea means fostering a workplace where differences are respected and equal opportunities are guaranteed. Our employees, currently comprising 26 nationalities and 49.7% women, bring diverse perspectives and expertise that drive innovation and strengthen long-term success.

Promoting diversity, equality and inclusion is not only a social responsibility but also a strategic advantage. An engaged workforce enhances creativity, helps identify different customer needs and supports innovative product development. It also makes Basilea an attractive employer, aiding recruitment and retention. By monitoring and reporting on equal pay Basilea demonstrates its commitment to fairness and competitiveness in a rapidly evolving global market.

### Our approach

Basilea values diversity and is committed to offering equal employment opportunities, fair treatment and equal pay regardless of race, color, religion, gender, sexual orientation or any other classification protected by applicable law. This commitment is firmly anchored in our Code of Conduct, which sets the standard for respectful behavior across the organization. Ensuring equal opportunities and fairness in recruitment and employment practices is not solely the responsibility of the management committee, extended management committee or HR; it is a shared obligation. Every department and employee plays a role in upholding Basilea's policies and living the principles outlined in the Code of Conduct, ensuring that processes remain transparent and equitable. To measure progress in this area, Basilea uses the gender pay gap as its main KPI. This indicator provides a clear and quantifiable measure of equality in compensation

practices and reflects our commitment to fairness and non-discrimination. In addition, we are measuring gender and age diversity on different levels of the organization as second KPI.

### Our progress in the reporting year

#### Gender equality: Pay gap kept below 5% in 2025

Since 2020, Basilea has voluntarily performed an annual equal pay gap analysis, which showed that the gap between men and women has been consistently below the 5% threshold set by the Swiss government. For 2025, the analysis showed that women at Basilea earned 2.1% less than men, when accounting for differences due to personal qualifications and workplace characteristics, a result that is also below the target value of 2.5% set by the Swiss government. Basilea remains committed to reviewing pay practices on a regular basis and to ensuring adequate gender representation at all levels of the organization – both key focus topics for Basilea.

KPI	Baseline (2023)	2024	2025	Goal
<b>Gender pay gap</b> Difference in earnings of women compared to men	+0.6%	-1.8%	-2.1%	< +/-5%

Basilea also tracks the percentage of individuals in different categories as a second KPI.

KPI	2025	Goal
<b>Diversity of gender in company's governance bodies and employees</b> Percentage of individuals within the organization's governance bodies per gender/age group indicators of diversity	See table on the next page	Report
Percentage of employees per employee category per gender/age group indicators of diversity	See table on the next page	Report

## Diverse workforce

2025	Female	Female	Male	Male	Other	Other	Not disclosed	Not disclosed	Total	Total
	(abs)	(%)	(abs)	(%)	(abs)	(%)	(abs)	(%)	(abs)	(%)
<b>Board of directors</b>	2	33%	4	67%	—	—	—	—	6	—
under 30	—	0%	—	0%	—	0%	—	0%	—	0%
30–50	—	0%	—	0%	—	0%	—	0%	—	0%
over 50	2	100%	4	100%	—	0%	—	0%	6	100%
<b>Management committee</b>	—	0%	5	100%	—	—	—	—	5	—
under 30	—	0%	—	0%	—	0%	—	0%	—	0%
30–50	—	0%	—	0%	—	0%	—	0%	—	0%
over 50	—	0%	5	100%	—	0%	—	0%	5	100%
<b>Extended management committee</b>	1	20%	4	80%	—	—	—	—	5	—
under 30	—	0%	—	0%	—	0%	—	0%	—	0%
30–50	—	0%	—	0%	—	0%	—	0%	—	0%
over 50	1	100%	4	100%	—	0%	—	0%	5	100%
<b>Management</b>	21	34%	40	66%	—	—	—	—	61	—
under 30	—	0%	—	0%	—	0%	—	0%	—	0%
30–50	12	57%	20	50%	—	0%	—	0%	32	52%
over 50	9	43%	20	50%	—	0%	—	0%	29	48%
<b>Non-management</b>	72	61%	46	39%	—	—	—	—	118	—
under 30	9	13%	3	7%	—	0%	—	0%	12	10%
30–50	48	67%	27	59%	—	0%	—	0%	75	64%
over 50	15	21%	16	35%	—	0%	—	0%	31	26%

Absolute number (abs) given as headcount



# Governance aspects

## Compliance



Basilea operates in a highly regulated industry and is subject to various specific laws and regulations. Compliance with laws and regulations is essential to avoid endangering patients and the environment. Basilea aims to foster a culture of integrity, trust and mutual respect for the benefit of patients, employees, business partners and society. Compliance is not just a process that can be done once, but it is an integral part of the way Basilea operates. The topic requires constant vigilance since a changing environment and new regulations must be analyzed and policies and procedures updated.

As a biopharmaceutical company, Basilea's business relationships with customers rely on its reputation for compliance. Failure to meet these obligations can result in serious legal and financial consequences, including the withdrawal of the operating licenses, whereas strong compliance practices strengthen trust and support sustainable business success.

### Our approach

Compliance touches nearly every aspect of our operations, from research (e.g. good laboratory practice, animal handling) to development (good clinical practice), manufacturing (good manufacturing practice, environmental laws), and the ongoing safety of commercialized products through pharmacovigilance. Certain topics, such

as data privacy, span all functions. Responsibility for compliance with specific functional laws and regulations lies with the respective function heads, who are members of the management or extended management committee. In addition, the General Counsel, acting as Global Compliance Officer and reporting in that function to the CEO and the board of directors, oversees the effectiveness of compliance across the company, ensures timely communication of new or changing regulations, and reports regularly to the corporate governance and nominations committee of the board of directors.

Basilea's compliance management system is anchored in its Code of Conduct and supported by numerous function- or topic-specific guidelines, policies and standard operating procedures. These are integrated into the company's Quality Management System (QMS) to ensure up-to-date processes and documentation of regular employee training. To strengthen transparency and trust, Basilea introduced a Whistleblower Helpline in 2024, integrated into the existing HR platform, enabling employees to communicate anonymously with the company. Reports of misconduct are tracked on a regular basis. To measure progress, we track two key KPIs: the percentage of employees that completed training on the compliance-relevant policies and the number of confirmed incidents of corruption, which we aim to keep at zero.

### Our progress in the reporting year

In 2025, we added the training on the reporting of adverse events and other safety relevant information (pharmacovigilance) to the list of compliance-relevant policies with respect to the ESG report.

All mandatory trainings – including the Prevention of Insider Trading Policy, the Global Anti-Corruption Policy, the Global Data Protection Policy, and the newly added Pharmacovigilance training with its associated exam – achieved completion rates above 95%, thereby meeting our target levels.

In 2025, there were no instances of non-compliance with laws and regulations during the reporting period. Furthermore, Basilea again recorded zero confirmed incidents of corruption during the reporting year. Basilea was also not involved in administrative or legal proceedings for anti-competitive behavior or violation of antitrust law in the year under review or in any other year in the company's history. This outcome underscores the effectiveness of our compliance framework and the vigilance exercised across the organization.

KPI	Baseline (2023)	2025	Goal
<b>Incidents</b>			
Confirmed incidents of corruption	0	0	0
<b>Training on compliance-relevant policies</b>			
Percentage of those employees required to take training on the Prevention of Insider Trading Policy who completed it by year-end	97.5%	96.2%	95%
Percentage of those employees required to take training on the Global Anti-Corruption Policy who completed it by year-end	93.8%	96.2%	95%
Percentage of those employees required to take training on the Global Data Protection Policy who completed it by year-end	92.6%	96.2%	95%
Percentage of those employees required to take Pharmacovigilance training and pass the associated exam	N/A (added in 2025)	100%	95%



# GRI Content Index

Basilea Pharmaceutica Ltd, Allschwil has reported in accordance with the GRI Standards for the period January 1, 2025 to December 31, 2025. For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders. The service was performed on the English version of the report.

Basilea's ESG report is published annually as part of the Annual Report and includes all companies consolidated in the Annual Report. It will be published on 17 February 2026. Any questions about ESG reporting should be sent to [investor\\_relations@basilea.com](mailto:investor_relations@basilea.com).

GRI 1 used		GRI 1: Foundation 2021	
Applicable GRI Sector Standard	none	Reference/ information	Omission (Requirements omitted (RO), Reason (R), Explanation (E))
GRI Standards and other sources	Disclosure		

## GENERAL DISCLOSURES

### 1. The organization and its reporting practices

GRI 2: General disclosures 2021	2-1	Organizational details	p. 106, 26, 63, 115	
	2-2	Entities included in the organization's sustainability reporting	p. 85	
	2-3	Reporting period, frequency and contact point	p. 106	
	2-4	Restatements of information	none	
	2-5	External assurance	No external assurance	



CONTENT INDEX  
ESSENTIALS SERVICE

2026

GRI Standards and other sources	Disclosure	Reference/ information	Omission (Requirements omitted (RO), Reason (R), Explanation (E))
<b>2. Activities and workers</b>			
GRI 2: General disclosures 2021	2-6 Activities, value chain and other business relationships	p. 27–30, 65–79	
	2-7 Employees	p. 103	
	2-8 Workers who are not employees		Information unavailable/incomplete. We plan to collect these figures in a structured manner in the future.
<b>3. Governance</b>			
GRI 2: General disclosures 2021	2-9 Governance structure and composition	p. 120–131	
	2-10 Nomination and selection of the highest governance body	p. 120–131	
	2-11 Chair of the highest governance body	p. 123	
	2-12 Role of the highest governance body in overseeing the management of impacts	p. 88	
	2-13 Delegation of responsibility for managing impacts	p. 88	
	2-14 Role of the highest governance body in sustainability reporting	p. 88	
	2-15 Conflicts of interest	p. 88	
	2-16 Communication of critical concerns	p. 88	

GRI Standards and other sources		Disclosure		Reference/information	Omission (Requirements omitted (RO), Reason (R), Explanation (E))	GRI Standards and other sources		Disclosure		Reference/information	Omission (Requirements omitted (RO), Reason (R), Explanation (E))
GRI 2: General disclosures 2021	2-17	Collective knowledge of the highest governance body		p. 120–131		GRI 2: General disclosures 2021	2-27	Compliance with laws and regulations		p. 105	
	2-18	Evaluation of the Performance of the highest governance body		p. 127			2-28	Membership associations		p. 88	
	2-19	Remuneration policies		p. 154–162		<b>5. Stakeholder engagement</b>					
	2-20	Process to determine remuneration		p. 154–162		GRI 2: General disclosures 2021	2-29	Approach to stakeholder engagement		p. 88	
	2-21	Annual total compensation ratio			Confidentiality constraints: Due to confidentiality constraints, Basilea does not disclose the annual total compensation ratio. Owing to the small workforce and the high heterogeneity of roles and compensation structures, disclosure of the median annual total compensation could allow indirect identification of individual employees' remuneration. This would conflict with internal confidentiality policies and applicable data protection requirements.		2-30	Collective bargaining agreements		Basilea has no collective bargaining agreements. All employees are engaged under individual employment contracts that comply with Swiss labor law and the Swiss Code of Obligations.	
<b>4. Strategy, policies and practices</b>											
GRI 2: General disclosures 2021	2-22	Statement on sustainable development strategy		p. 20–23		GRI 3: Material topics 2021	3-1	Process to determine material topics		p. 86	
	2-23	Policy commitments		p. 102, 104			3-2	List of material topics		p. 86–87	
	2-24	Embedding policy commitments		p. 102, 104		<b>Product quality and safety</b>					
	2-25	Processes to remediate negative impacts		p. 104		GRI 3: Material topics 2021	3-3	Management of material topics		p. 90–91	
	2-26	Mechanisms for seeking advice and raising concerns		p. 104			416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		p. 91	

GRI Standards and other sources	Disclosure	Reference/information	Omission (Requirement omitted (RO), Reason (R), Explanation (E))
<b>Intellectual property protection</b>			
GRI 3: Material topics 2021	3-3 Management of material topics	p. 91–92	
Own KPIs	Duration of regulatory exclusivity from launch	p. 92	
<b>Economic performance</b>			
GRI 3: Material topics 2021	3-3 Management of material topics	p. 93	
Own KPIs	Royalty income	p. 93	
	Net cash/financial debt	p. 93	
<b>Animal handling</b>			
GRI 3: Material topics 2021	3-3 Management of material topics	p. 94–95	
Own KPIs	Percentage of suppliers that have been instructed	p. 94–95	
	Percentage of vendors audited	p. 94–95	
<b>Greenhouse gas emissions</b>			
GRI 3: Material topics 2021	3-3 Management of material topics	p. 95–96	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	p. 96	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	p. 96	
	305-2 Energy indirect (Scope 2) GHG emissions	p. 96	

GRI Standards and other sources	Disclosure	Reference/information	Omission (Requirement omitted (RO), Reason (R) Explanation (E))
<b>Access to medicine</b>			
GRI 3: Material topics 2021	3-3 Management of material topics	p. 97-98	
Own KPIs	Number of countries where Cresemba and/or Zevtera are marketed	p. 98	
	Number of programs supported by non-dilutive funding	p. 98	
	Drugs in development with QIDP designation	p. 98	
<b>Antimicrobial resistance</b>			
GRI 3: Material topics 2021	3-3 Management of material topics	p. 99-100	
Own KPIs	Percentage of compounds in our clinical stage pipeline addressing a pathogen listed at WHO as “critical” or “high” priority	p. 100	
	Board positions in AMR-focused organizations	p. 100	
<b>Human capital development</b>			
GRI 3: Material topics 2021	3-3 Management of material topics	p. 100-101	
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	p. 100	
Own KPIs	Employee engagement score	p. 101	

GRI Standards and other sources	Disclosure	Reference/information	Omission (Requirements omitted (RO), Reason (R), Explanation (E))
<b>Diversity, equality and inclusion</b>			
GRI 3: Material topics 2021	3-3 Management of material topics	p. 102–103	
GRI 405: Diversity and Equal opportunity 2016	405-1 Diversity of governance bodies and employees	p. 103	
	405-2 Ratio of basic salary and remuneration of women to men	p. 102	
<b>Compliance</b>			
GRI 3: Material topics 2021	3-3 Management of material topics	p. 104–105	
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	p. 104–105	
	205-3 Confirmed incidents of corruption and actions taken	p. 105	
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	p. 105	

