



Our culture and values we are living and what we can offer to our people

People are at the heart of everything we do

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Welcome



Basilea as an employer

We see our employees as our greatest strength, and we are committed to creating a work environment in which everyone can make an impact and is recognized for their achievements.



Welcome

Compensation and benefits

People are at the heart of everything we do





Our people

We strive towards making a difference to patients, and that starts with a commitment to our own people: our employees.



Compensation and benefits

Our compensation principles

We offer competitive compensation

We regularly review both compensation elements and levels against the market practice of our peers, with the median values used as our reference point.

We provide a balanced pay mix

The ratio of fixed to variable compensation is aligned to the individual role and responsibilities.

We link rewards to performance

Our annual bonus and long-term incentive plans ensure that variable compensation is based on performance against predefined targets.

We aim for long term success

Multi-year performance periods and share-based awards form part of our long-term incentive program, aligning the interests of shareholders and senior managers by supporting long-term value creation.



Compensation and benefits

Our benefits

Work time



We offer a 40h week with the option of one or two days working from home each week, depending on your role and your place of residence

Vacation



At least 25 days plus additional company holidays

Social insurance



Occupational and non-occupation accident insurance fully paid by Basilea

Daily sickness and accident allowance insurance fully paid by Basilea

Employer pension contributions match or exceed employee's contributions

Further development



We support your growth: each department has a training budget for their employees



Compensation and benefits

Further benefits

Lunch/ Catering



Contribution to
a lunch-card

Mobility



Contribution to
mobility and to the
REKA card

Office



Ergonomic workplaces
in a modern office
space, with free coffee,
tea and mineral water

Health



We care about the
health of our
employees, e.g. we
offer weekly free
fitness sessions

Family allowance



Additional family
allowance for employees
with children eligible for
child allowance or
education allowance



Compensation and benefits

Care and culture

People are at the heart of everything we do



Our values and work culture

Make an impact

- In a small company with big ambitions, we strongly believe that every employee can make an impact: it is a key part of what we offer and what we expect from our employees. Each Basilea employee has the opportunity to work on a range of projects and with the freedom to make decisions.

Personal touch

- We believe personal interactions form a crucial part of the foundation on which teamwork and organizational cohesiveness are built. From the first interview, onboarding, training and all the various steps and milestones, we strive to add a personal touch in everything we do.

Teamwork / cross-functional collaboration

- The scope of Basilea's offerings cover the full range of the product life cycle: from discovery all the way to commercialization. Our success is contingent on cross-functional, dynamic teams built on passionate people who put collective accomplishments first.



Care and culture

Our values and work culture

Tenacity

- Rewarding work is typically challenging, and working at Basilea is no different. Our projects are fast-paced, complex and diverse. To meet those challenges head on, it takes people who strive to perform at the highest level and are able to think outside the box to tackle issues with novel, innovative solutions.

Growth

- Our size coupled with our dedication to our employees means that we are able to offer our people the opportunity to work on exciting projects. Due to the fast pace of the company and the ability to work with fellow driven professionals, our employees are able to develop quicker and more broadly than they would in similar roles elsewhere.



Care and culture

Our corporate principles

Stay
focused



Care and culture

Foster
innovation &
aspiration

Leverage
teamwork &
partnerships

Environmental, society and governance (ESG)

By focusing our business on the research and development of novel anti-infectives we contribute to addressing global health priorities – with expertise, care and persistence.

Our ESG strategy – Our nine focus topics

- Product quality and safety
- Antimicrobial resistance
- Animal handling
- Compliance
- Diversity, equality and inclusion
- Access to medicine
- Intellectual property protection
- Economic performance
- Human capital development



Care and culture

Sustainability
2024 ESG Factsheet

Human capital development

Human capital development refers to increasing employees' commitment, motivation, and involvement in their work and organization e.g. through education, training or an improved work culture. It leads to higher productivity, innovation, and employee satisfaction, while reducing turnover.



Diversity, equality and inclusion

Basilea values diversity and offers equal employment opportunities regardless of race, colour, religion, gender, sexual orientation or other classification protected by applicable laws.



Recognition

Basilea as an employer

According to a published survey by newspapers #Handelszeitung, #LeTemps, and the market research company Statista, #Basilea was among the Top 5 Employers of 2021 within the chemical and pharmaceutical industry in Switzerland.

We also received the Top Innovative Company Award for 2024 and 2025.

We are very proud of these external recognitions and would like to thank all our employees for their loyalty and daily commitment.



Care and culture



Champion for patients

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