



BioArctic in the future

With groundbreaking research, a unique technology platform and a robust financial position, BioArctic has laid a foundation for continued value creation. These scientific successes are protected by an active patent strategy for both the antibody projects and the BrainTransporter platform. In parallel, BioArctic is putting intense effort into nurturing another major asset: the employees of an ever-growing organization.





“A corporate culture is never static”

Interview with Rebecca Kastell, VP,
Head of HR, BioArctic

For just over a year, extensive efforts have been in progress to discover what BioArctic's employees feel to be the essence and core of the company. Following several workshops, discussions and a switch to English as the corporate language, a new set of values has been implemented.

Currently, you are working on renewing BioArctic's core values. Can you tell us a little more about that?

“Since BioArctic has grown a great deal, become more complex, and now encompasses many more competencies than when the earlier values were developed, we wanted to capture both where we are today and the journey of growth that we are on. We also wanted to raise our sights a bit and change the corporate language from Swedish to English, so we held several different workshops with employees where we examined what is at the core of BioArctic. The result was three new core values: Care, Collaborate and Challenge. Care, because we care not only about patients,





but also about partners and one another. We kept Collaborate because it is collaboration that has built BioArctic, both internally and externally with our partners. And finally, Challenge, because BioArctic is built on innovation and pioneering research that would not have become a reality if we had not dared to challenge both ourselves and the world around us.”

The organization has grown rapidly in recent years. Has this affected the company culture?

“Yes, the company has gone from being geographically located in Stockholm to now having employees in several different locations, both in Sweden and in the rest of the Nordic region, and we have broadened our commercial organization with several new functions. We are now making an attempt to ensure that internal communication is efficient, and that all staff feel included.”

Your employee surveys indicate that you have very satisfied employees. How are you working to maintain this as the company grows?

“They are extremely satisfied. When I started at BioArctic, I couldn't really believe the results of the employee surveys were true when I first saw them. But low staff turnover, with very few people leaving the company, also reflects this. One important reason is that there is a tradition of trusting in employees' capacity to manage themselves and develop what they do best. Our CEO Gunilla Osswald is also an incredible role model as a leader – she is good at highlighting people from all parts of the organization and making them feel seen. Things have also gone very well over the past year for the company, so there is a feeling that as an employee you are part of something historic. I think that is also an important factor.”

Two of your sustainability goals are diversity and equality. What does this mean, in practice?

“For some time, BioArctic has proactively focused on

gender equality and has invested not only in attracting, but also on retaining women employees. As a result, we now have a majority of women in Group Management and in the company, but our goal is to have a balance in terms of gender. Where diversity is concerned, we operate in a field that attracts researchers from all over the world, so here it is a matter of making everyone feel included. The transition to English as the corporate language has played a significant role, occurring naturally as we established offices in the other Nordic countries. Internally, we have established various cross-functional groups that focus on well-being and engagement and put broad effort into diversity, inclusion and health and safety.”



Sustainability facts



BioArctic's employees are a key element of the company's sustainability program. Our main contribution to a sustainable society is innovation – ensuring that our research goes all the way from idea to patient. Our employees are our most important asset in achieving our goal of providing patients with drugs. Our capacity for attracting the best talent and offering a valued, safe and stimulating workplace for all is key. Health and safety issues are a priority, and we heavily emphasize monitoring, evaluation and continual improvement.

Read more about BioArctic's sustainability program, which concerns our employees, on page 155.



A strong, broad patent portfolio protects BioArctic's scientific successes

BioArctic pursues an active patent strategy that is intended to create broad protection for use and production of the company's drugs and drug candidates in all major geographical markets including the US, the EU, Japan and China. As of December 31, 2025, the patent portfolio encompasses 21 patent families with just over 270 patents granted and over 150 patent applications pending. The patent protection for lecanemab, BioArctic's antibody drug for the treatment of early Alzheimer's disease, extends through 2032, including

patent term extensions where applicable. Moreover, there is the possibility of maintaining regulatory exclusivity for lecanemab in many markets – for example, 12 years counting from 2023, when the drug was approved in the US, and for 10 to 11 years after EU approval in 2025. Regulatory exclusivity can thereby be maintained until 2035 in both the US and the EU.

The drug candidate exidavnemab, which is being developed for the treatment of Parkinson's disease and other synucleinopathies, is under patent protection until 2046, including

patent term extensions in territories where applicable. Alongside the patent protection for exidavnemab, there is an option of exclusivity for 12 years in the US and 10 to 11 years in Europe.

BioArctic also has a number of ongoing patent applications for BrainTransporter – a technology developed in-house with the potential to facilitate transport of drug compounds across the blood-brain barrier. The company's most important patent families as per 2025 are shown in the table below.



Patent family	Area	Status and market	Protection until
AD II	Alzheimer's disease – concept	Granted: US	January 2027
AD III	Alzheimer's disease – compound 1 Specific protection for lecanemab	Granted: US, Canada, Europe, Japan, China as well as other countries	March 2027/2032 ¹⁾
AD IV	Alzheimer's disease – compound 2 Specific protection for lecanemab back-up	Granted: US, Europe, Japan, China as well as other countries	July 2035/2040 ¹⁾
PD V	Parkinson's disease – concept	Granted: US, Japan	July 2029
PD VII	Parkinson's disease – compound Specific protection for exidavnemab	Granted: US, Europe, Japan, China, Australia as well as other countries	March 2031/2036 ¹⁾
PD XXV	Specific protection for exidavnemab	Granted: US, Japan, China as well as other countries Pending: Europe as well as other countries	June 2041/2046 ¹⁾
BT III	BrainTransporter	Pending: PCT application	March 2044
BT IV	BrainTransporter	Pending: PCT application	March 2044

1) Assuming a five-year patent extension is granted where available.



Continued value creation

Through groundbreaking research in the development of antibodies against misfolded proteins, a unique understanding of how they can be transported into the brain, and the ability to establish successful partnerships, BioArctic's employees have established an attractive position for the company's continued value creation.

An attractive position...

Groundbreaking research and a unique technology platform

Strong financial position and strong revenue generation

Distinct core values and responsible sustainability initiatives

...for continued value creation

Antibodies against amyloid-beta

Following the successful development and launch of Leqembi, new opportunities are emerging to help people with Alzheimer's disease. Subcutaneous administration opens up future possibilities to initiate treatment earlier in the disease course, potentially even before symptoms appear.

Antibodies against alpha-synuclein

BioArctic is conducting a Phase 2a clinical trial of exidavnemab, which has the potential to revolutionize the treatment of Parkinson's disease and other synucleinopathies. The company is also conducting a preclinical project using the BrainTransporter technology.

Antibodies against TDP-43

The company's ambition is to develop drugs against ALS, a fatal disease that currently lacks efficacious treatments. The goal in coming years is to initiate clinical testing with one or more drug candidates in this project.

The BrainTransporter technology

BioArctic's BrainTransporter technology facilitates the active transportation of drugs into the brain. This technology opens up entirely new possibilities for developing efficacious therapies against diseases that currently lack treatments. The BrainTransporter technology is used not only in several of the company's own projects, but also by license partners. To date, three agreements related to the platform have been concluded.