



Sustainability

BioArctic's greatest opportunity to contribute to a sustainable future is through innovation and the development of safe and effective medicines for neurodegenerative diseases — areas with significant medical needs that affect the brain. Sustainability is deeply integrated into the organization's daily activities to ensure a sustainable future for the patients and families we are helping, for our employees, and our shareholders.





Impact through innovation

Patient safety and health are the areas of sustainability where BioArctic has the greatest opportunity to contribute to our society. Through solid and responsible efforts at developing and providing safe drugs for the treatment of serious diseases of the brain, BioArctic contributes to improving the health of patients and to society's capacity to manage an aging population, while increasing the future value of the company.

BioArctic's mission is, through pioneering research and collaborations, to create, develop and deliver innovative treatments for patients with serious brain diseases. This viewpoint permeates and shapes the company's sustainability program, with

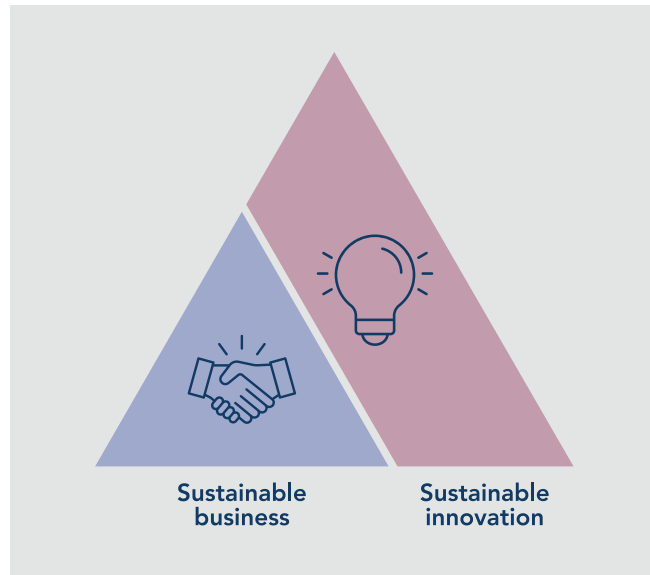
sustainability for the company and society being supported through innovation and responsible business practices.

With its activities, BioArctic has an opportunity to positively develop and impact the world around it. The company's

foremost assets are the know-how and innovative capacity among its employees and the patents that have resulted from their efforts.

To succeed, BioArctic is expected to operate ethically and





in compliance with applicable laws in the field. These take the form of various regulatory requirements in drug development, requirements from the company's partners and customers, and expectations from society. As a growing company with an expanding range of activities and an increasing number of stakeholders, this is an area that is undergoing constant development.

Materiality assessment

BioArctic aims to ensure that the company's sustainability program is clear and reported transparently. As a step in approaching Europe's CSRD transparency legislation, BioArctic has made use of the sections aimed at identifying material areas and structuring reporting. The results can be found in the company's Sustainability Report on page 135.

Through discussions with stakeholders and applied business intelligence, BioArctic has gathered viewpoints on the company's and the industry's key areas of sustainability.





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|----|----------------------------|
| S4 | Patient safety and health* |
| S1 | Own workforce |
| G1 | Ethics and governance |
| E1 | Climate change adaptation |

* BioArctic has chosen to adopt a more inclusive definition of ESR5 S4: Consumers and end-users to also encompass company-specific topics such as innovation and patient safety

This year's work, and focus going forward

S4: Patient safety and health

BioArctic's activities during the year were characterized by a clear focus on increasing patient access to innovative medicines. Because of the efforts of BioArctic's partner Eisai, Leqembi has now been approved in more than 50 markets, which has resulted in increased access to treatment for early Alzheimer's disease. In preparation for commercializing Leqembi in the Nordic region, the employees have been trained within the foundations for patient safety.

During the year, 66 percent of total costs were reinvested in research. The drug candidate exidavnemab is being investigated for Parkinson's disease and multiple system atrophy (MSA) in EXIST, a Phase 2a trial. The BrainTransporter technology platform has displayed great potential for improving how treatments reach the brain, which has attracted significant external interest and resulted in two new partnerships. Moreover, BioArctic has also expanded the research portfolio to include rare diseases such as MSA and Huntington's disease.

S1: Own workforce

BioArctic is continuing to grow, and at year-end the number of employees was 131. Skill supply and succession planning are central to the company's success. Recruitment in specialist areas can be a challenge, but there is significant interest from qualified specialists in working at BioArctic and a priority has been put on further training of employees in new areas of research.

The company conducted four surveys to investigate employee satisfaction, and the average eNPS in 2025 was 79, a comparatively very high result and an improvement over last year. Occupational health and safety initiatives for creating a safe, secure and inclusive workplace that promotes employee well-being have continued using the systematic, preventive and proactive approach that has characterized operations for many years.

Sustainability facts



Governance and responsible business practices are essential elements of the company's sustainability efforts. During the year, the company continued communicating clear expectations regarding ethical behavior, and established robust procedures for supporting employees and ensuring compliance.

Read more about BioArctic's sustainability program in Governance and Corporate Responsibility on page 172.

Value chain

| | | | |
|---|--|--|--|
| <p>Own operations</p> <ul style="list-style-type: none"> - Research lab and head office in Stockholm, Sweden – development of new drugs and business development incl. partnerships - Commercial organization in the Nordics – provide drugs to health providers who in turn treat patients - Contracted consultants in research, IT, patents, etc. | | | |
| <p>Value chain outside own operations</p> | <p>Research</p> <ul style="list-style-type: none"> - Research instruments, consumables and chemicals - Academic partnerships - CRO:s for preclinical operations and CDMO:s for drug development and process development - Partnerships with Eisai, Bristol Myers Squibb and Novartis - Waste management and transportation | <p>Drug development and commercialization</p> <ul style="list-style-type: none"> - Partnership with Eisai (Leqembi), who is responsible for development, production and commercialization globally - CRO for clinical development of exidavnemab - CDMO for process development and production | <p>Patients and society</p> <ul style="list-style-type: none"> - Healthcare infrastructure that facilitates treatment - Patient experience and outcomes of treatment - Waste from product use in hospital environments |



G1: Ethics and governance

Sustainable business is the foundation of successful partnerships and is an important selection criterion both for those who wish to enter into a partnership with us, but also for BioArctic when the company is making agreements with external partners and suppliers. During the year, BioArctic deepened its preventive anti-corruption efforts and further enhanced the company's IT security activities.

BioArctic selects its partners with a focus on delivery, quality, ethics and capacity for collaboration, and each new partnership is evaluated to ensure compliance with the company's requirements and standards. Validation of the company's suppliers was conducted during the year.

E1: Environmental and climate adaptation

As a research-focused biopharmaceutical company, BioArctic's

operations have a very limited impact on the environment, biodiversity and climate. In line with other industry operators in Europe and the expectations of society at large, the company intends to strive for net-zero emissions by 2050. As a step in understanding where in the value chain the company's largest emissions can be found, efforts to steer reporting toward more supplier-specific reporting of emissions have begun.

Sustainability goals and key performance indicators

| Links to strategic priorities: 2030 | | | | | |
|-------------------------------------|------------------------------|--|---|--|---|
| <p>Sustainable innovation</p> | GOAL | Significant investments in Research & Development | Pipeline with projects in all stages of development | New projects in collaboration with partners | Leqembi established as a treatment for Alzheimer's disease |
| | OUTCOME | 66% of total costs | Exidavnemab in Phase 2 | 3 partnerships entered into | Approved in over 50 markets |
| <p>Sustainable business</p> | Environment (E) | | Social (S) | Governance (G) | |
| | GOAL | <ul style="list-style-type: none"> - Maintain 100 percent renewable electricity in own operations - Validate climate targets in accordance with SBTi 2026 - 65 percent reduction of CO2 in the value chain by 2035 - Net zero 2050 | eNPS over 50 | Code of Conduct: all employees must confirm the policy annually | Gender-equal Board and Group Management (>40 percent of under-represented gender) |
| OUTCOME | Work in progress On track | eNPS 79 | 100% implementation | Women / men: (%) Board of Directors 43 / 57 Management 70 / 30 | |