

# BIOGEN

## GLOBAL POLICY

EHS-POLICY-162



## Sustainability Policy

## Purpose

Our goal at Biogen is to create advances in healthcare through pioneering research and global development, manufacturing and commercial capabilities, and by upholding our commitment to and principles for sustainability.

## Scope

This Policy applies to all employees, agents and consultants acting on behalf of Biogen, and its affiliates worldwide.

## Commitment

Sustainability at Biogen stems from our commitment to both innovation and ethical conduct. By continually expanding our approach to sustainability, encompassing economic, social, and environmental factors, we believe we will build a stronger, more vital company capable of making new discoveries that could improve the lives of many more people in the future.

Our commitment to sustainability calls on us to:

- ✓ Set goals, objectives, and targets to implement our strategy, including the adoption of relevant standards, principles and guidelines
- ✓ Seek out science-based innovative approaches to responsibly manage our impacts on the environment beyond regulatory minimums
- ✓ Develop solutions that address environmental and social challenges for our customers and society
- ✓ Assure our products are safe for their intended use through their entire lifecycle
- ✓ Satisfy our customers with superior quality and value
- ✓ Assure the appropriate management of any Biogen health and safety issues that may touch customers, neighbors, and the public
- ✓ Maintain a safe and healthy workplace
- ✓ Report publicly on our approach and performance towards material sustainability issues in alignment with globally recognized corporate responsibility frameworks such as Global Reporting Initiative, Sustainability Accounting Standards Board (SASB), and Task Force for Climate-related Financial Disclosures (TCFD)
- ✓ Work with stakeholders to increase awareness and education around material issues best practice to enhance our impact
- ✓ Support local needs and education in communities where Biogen employees live and work
- ✓ Recognize our dependency on natural resources (e.g. clean water), our impact on those resources, the linkage between those resources, and the universal human right to these resources
- ✓ Participate in collective actions to generate positive impacts on the UN Sustainability Development Goals
- ✓ Conduct our business with uncompromising honesty and integrity

## Key Principles

This Policy is guided by three strategic principles that make sustainability implicit in everything we do:

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### Business Success

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Operating with ethics, integrity and accountability is, and will always be, integral to our success. As part of our efforts to build long-term value for our shareholders, we will continually invest in research and development to discover new therapies.

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### Environmental Stewardship

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Recognizing that the development, manufacturing, distribution, and use of our products consume natural resources and generate emissions, wastewater and waste, we must seek out strategies to eliminate the negative impacts to our environment across our sphere of influence. We will achieve this through the establishment of climate, energy, water, and waste performance standards for our own operations and those of our suppliers.

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### Social Responsibility

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Addressing some of the greatest unmet medical needs; providing educational and other support services for our patients; offering a supportive and challenging work environment to our employees; and giving back to the communities where we live and work, all of which are integral to Biogen's culture. We believe in the value of engaging key stakeholders in dialogue and taking action to improve our sustainability performance.

## Implementation

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### Corporate

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Biogen's Corporate Governance Committee of the Board of Director's has the overall responsibility for endorsing the Sustainability Policy.

The Biogen Corporate Sustainability Council Executive Committee is responsible for setting the sustainability vision and strategy for the organization and overseeing the implementation of the strategy.

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### Management

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Management is responsible for ensuring that the Policy is adhered to and supervising the implementation of the strategy and any associated training programs. The Biogen Sustainability Leadership Committee is responsible for managing the implementation of our corporate sustainability initiatives and championing sustainability improvements among employees and other stakeholders.

Biogen will perform an annual gap analysis of our sustainability practices and programs and adjust our strategy, as necessary.

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## Operational

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As stated in Biogen's Environmental, Health and Safety Policy, we will develop and manufacture therapies, as well as design, build and operate our facilities in ways that maintain a safe and healthful workplace; conserve energy, water and raw materials; and prevent harm to public health and the environment.

We will establish and maintain effective procedures and systems to adhere to the principles of this Policy and track progress against our sustainability strategy.

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## Employees

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Employees are required to adhere to this Policy and are responsible for implementing the sustainability strategy. This includes incorporating sustainability considerations into decision-making to best serve our patients, their caregivers, the community, the environment and our Company.

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## Communication

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Biogen will communicate this Policy to all employees. We will also annually report our performance to our stakeholders.

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## Regulatory and Enforcement

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Biogen will comply with all applicable local, regional and national laws and regulations concerning sustainability. Where appropriate and feasible, we will set operating standards that exceed legal requirements.

Failure to follow the principles and steps set out in this Policy may result in disciplinary action, up to and including termination.

## References

For further guidance or additional information please see:

- ☐ Biogen EHS Policy
- ☐ Biogen Global EHS Management Program
- ☐ Biogen Our Code of Business Conduct – List of Global Policies and Policy Statements