

2024

# CORPORATE RESPONSIBILITY REPORT

*RIGHT: Nandan, a patient advocate who lives with lupus*







# CEO LETTER

Over the past year, we continued to make strong progress on our journey to achieve sustainable growth, and we are implementing focused strategies with the aim to carry this momentum through 2025 and beyond. Biogen's core pharmaceutical business grew for the first time in four years, driven by continued revenue growth from our ongoing product launches supporting our long-term strategy. Building on the groundwork we set last year, this year we remain committed to the key priorities that drove that performance: strong financial discipline following our Fit for Growth Initiative to align Biogen's cost base, excellent execution on our new product launches, alignment of resources toward our strongest potential growth drivers, and pursuit of organic growth from our potentially transformative pipeline of life-changing medications, while supplementing those efforts with strategic transactions.

We have evolved our research and development (R&D) model and implemented a new strategic approach to balance our differentiated internal capabilities with external investments in cutting-edge science. We anticipate this will enable greater flexibility, agility and efficiency, all with the goal of translating innovation into advancing new medicines faster.

We achieved key development milestones across our late-stage pipeline in 2024 and are continuing to transform our product portfolio with a focus on diversification and value. We are prioritizing high-conviction assets we believe have potential to drive significant growth into the next decade, adopting a science- and value-driven governance structure, and applying a strategic criteria framework grounded in an investor mindset and aligned to our strategic roadmap. With a greater focus on key assets, we believe

that our pipeline has the potential, over the coming years, to drive a new era of growth for Biogen.

We are expanding our pipeline beyond neuroscience into a late-stage portfolio with an increased focus on immunology and rare and genetic diseases – both areas where we have significant existing global development and commercialization capabilities. This is a multi-year journey, supported by potential catalysts to accelerate growth in our promising pipeline and by a reinvigorated research platform that we believe will fuel long-term sustainable growth. We expect important clinical readouts starting in 2026 with the potential to launch new treatments in 2028. Having strengthened our financial foundation, we also expect to have significant cash flow to continue investing in growth substrates and will carefully consider internal and external opportunities for innovation and value creation. Our focus is to stay resilient, stay the course on this journey, and remain financially disciplined as we focus on pipeline development and launch execution.

## Executing on key new product launches

Biogen has always stood out as a pioneer in providing life-changing treatments to address areas of significant unmet need, and we were proud to extend that legacy in multiple ways last year. As expected, our multiple sclerosis (MS) franchise continued to face headwinds from increased competition from biosimilars and generic products. Nevertheless, the franchise demonstrated greater resilience than expected. Meanwhile, we were able to achieve success in our core pharmaceutical business through our team's execution across key pipeline launches. In 2025, we are focused on growing the four key products launched over the



*“We achieved key development milestones across our late-stage pipeline in 2024 and are continuing to transform our product portfolio with a focus on diversification and value.”*

Christopher A. Viehbacher, President and Chief Executive Officer



past two years – LEQEMBI, SKYCLARYS, ZURZUVAE, and QALSODY. These are each first-in-class products and the first disease-modifying agents for the diseases they treat – a true testament to the extraordinary innovation at the heart of Biogen. Pioneering new treatments always comes with challenges in educating providers, patients and patient advocates to achieve a treatment’s full potential. We are deep into that education process now with each of these products and are deploying a differentiated strategy to drive each of them forward and reach even more patients across new markets.

First, as we stated last year, we remain firmly committed to Alzheimer’s disease (AD), an area with significant unmet need and commercial opportunity. LEQEMBI demonstrated steady growth in 2024, with positive momentum and with seven additional regulatory approvals around the world. Looking ahead, we expect further catalysts for growth accelerating in 2025 and beyond. AD is complex with a unique treatment paradigm, and we continue to work with physicians and regulators to make treatment easier for patients and providers. In early 2025, we obtained U.S. Food and Drug Administration (FDA) approval for LEQEMBI intravenous (IV) maintenance, enabling patients to transition to a more convenient once-monthly dosing schedule following 18 months of biweekly infusions. We also expect to hear from the FDA in the second half of 2025 on the subcutaneous maintenance dose of LEQEMBI, which, if approved, will make maintenance more convenient with no need for an infusion suite for treatment. Additionally, we are working on introducing subcutaneous initiation dosing in 2026. In the European Union, the European Commission recently granted marketing authorization for LEQEMBI.

AD is a progressive, fatal disease, and there is a growing awareness, and we believe, that continued treatment beyond initial amyloid plaque clearance may be needed

*“Pioneering new treatments always comes with challenges in educating providers, patients and patient advocates to achieve a treatment’s full potential.”*

to help maintain that clearance and slow progression. Data presented at Alzheimer’s Association International Conference in 2024 from our open-label extension study showed that versus the natural disease history, LEQEMBI had continued benefit over three years in people with early AD.

Last year, we completed enrollment of a landmark trial (AHEAD) in partnership with Eisai Co., Ltd. to study lecanemab for the treatment of pre-symptomatic AD patients, with an expected readout in 2028. This trial is critically important because if we can treat patients before they have symptoms, it has the potential to have a transformative impact on the population that may grapple with this devastating disease. Finally, the field is making significant strides in the development of blood-based diagnostics for AD that may make diagnosis easier, and there is the potential we may see an FDA approval on the first in vitro diagnostic test for AD this year.

Further, we believe that in addition to targeting amyloid plaques, addressing tau pathology is crucial for effectively treating AD. We continue to invest in our broader AD pipeline, including our investigational anti-tau antisense oligonucleotide (ASO), BIIB080. We are expecting data from the ongoing Phase 2 CELIA study in 2026.

Outside of AD, we believe we are making meaningful progress driving breakthroughs with potential applications in rare diseases. In 2024, we nearly doubled the number of patients on SKYCLARYS, which treats Friedreich ataxia (FA) in adults, and we see potential future growth drivers through geographic expansion and pediatric indication. SKYCLARYS is now approved in the European Union, and we expect additional approvals later this year in key markets in South America, where there is a particularly high prevalence of this rare genetic disease. When we acquired Reata Pharmaceuticals, Inc. in 2023, SKYCLARYS was approved

only in the United States, and this medicine is now approved in 39 countries. In countries where we continue to negotiate reimbursement, we are now enrolling patients in Biogen Early Access Programs where possible.

With QALSODY, a breakthrough treatment for amyotrophic lateral sclerosis (ALS) in adults that have a very rare mutation in the superoxide dismutase 1 (SOD1) gene, we have delivered the first disease-modifying therapy that can slow the progression of this always fatal disease. Biogen has been working on ALS for more than two decades, and while this area is not a large growth driver – only 2,000 people worldwide are impacted by this disease – we are proud of our longstanding commitment to this patient population. Our work in ALS also demonstrates our continued scientific leadership, as we have established that the level of neurofilaments can help predict whether drugs are likely to work or not early in the development process. This milestone paves the way for future development and applications in ALS and potentially other neurodegenerative diseases, including spinal muscular atrophy (SMA).

For SPINRAZA, we have filed with the FDA and in the European Union for approval of a high-dose product, which we believe has the potential to maximize efficacy outcomes. The DEVOTE study we completed in 2024 found that the higher dosage has the potential to be a safe and highly efficacious treatment, with an accelerated onset of the positive impacts to slow neurodegeneration.

Finally, our most recent launch in 2024 – ZURZUVAE – exceeded our expectations. As the first ever oral treatment for postpartum depression (PPD), we are continuing to focus on educating providers and expanding our market reach, with regulatory approval in the European Union expected later this year.



Delivering a high potential pipeline

Alongside new product launches, we are rebalancing the risk profile of our pipeline while investing to win in key areas of expected future growth, focusing on a smaller set of clinical-stage programs where we have high conviction and we believe are well positioned to deliver a regular cadence of pivotal readouts. We achieved important milestones to grow and advance our pipeline in immunology over the past year.

With two assets in late-stage development, we believe lupus is a significant opportunity for the near term. Biogen’s learnings and expertise in MS, in addition to our expertise in helping patients navigate complex systems and reimbursement programs, can be applied to lupus. There is also significant unmet patient need here, with 5 million patients worldwide with a wide range of symptoms, different organ involvement, and limited treatment options on the market.

In collaboration with UCB, last fall we announced positive Phase 3 results for dapirolizumab pegol, which is one of only three products ever to have demonstrated a positive global Phase 3 trial in lupus, and we have already initiated a second Phase 3 study to support a regulatory filing. We are also developing litifilimab, a first-in-class biologic for systemic lupus erythematosus (SLE) and cutaneous lupus erythematosus (CLE). There is currently no treatment approved for CLE, and we have ongoing Phase 3 studies in both CLE and SLE, with expected readouts starting next year.

Next, through the acquisition of Human Immunology Biosciences, Inc. (HI-Bio), we are advancing felzartamab for the treatment of late antibody-mediated rejection (AMR) without T-cell mediated rejection in kidney transplant patients, and we are also exploring a range of applications for rare immune-mediated indications – including primary membranous nephropathy (PMN) and IgA nephropathy (IgAN). In 2024, we received FDA Breakthrough Therapy Designation

“As we continue to evaluate our pipeline and our clinical milestones, our utmost priority is maintaining a disciplined approach and constantly assessing inflection points as we advance through development.”

for the treatment of AMR, which provides us with additional opportunities to engage the FDA and to support the drug development program through Fast Track designation features. With proof of concept established across AMR, IgAN and PMN, we believe felzartamab has the potential to significantly augment Biogen’s immunology portfolio. While we have already initiated the Phase 3 study in AMR, we expect to initiate additional Phase 3 studies in IgAN and PMN by the end of 2025. As we continue to evaluate our pipeline and our clinical milestones, our utmost priority is maintaining a disciplined approach and constantly assessing inflection points as we advance through development.

Identifying business development opportunities to drive innovation and growth

As part of our R&D transformation, we are consistently evaluating our internal pipeline and external sources of innovation and potential growth, while maintaining a disciplined and strategic approach to capital allocation. In addition to internal R&D efforts and acquisitions, we are bolstering our position in strategic therapeutic areas through new external partnerships, including our recent partnerships with Stoke Therapeutics, Inc. (Stoke) and Neomorph, Inc. (Neomorph). With Stoke, we are partnering on the development and commercialization of zorevunersen, a potential first-in-class disease-modifying medicine in development for the treatment of Dravet syndrome, a severe and rare genetic disease with no approved treatment options that address the severe cognitive and behavioral aspects of the disease. With Neomorph, we are working to discover and develop molecular glue degraders for priority targets in AD and in rare neurological and immunological diseases. These collaborations reflect the approach we intend to continue pursuing to pair our internal drug development expertise with cutting-edge external innovation in meaningful growth areas for our business.

Commitment to delivering better health for patients

Above all else, our commitment at Biogen has been and continues to be developing innovative medicines to address significant unmet patient needs. Our purpose is what drives us, and our corporate responsibility framework helps bring our values into action. We are focused on broadening access to health and well-being, workforce culture and engagement, environment and sustainable operations, and community impact. Through the Biogen Foundation, we are dedicated to advancing better health in the communities where we operate by expanding access to healthcare, addressing social determinants of health and helping broaden the healthcare workforce. As part of our product launches, we are working to improve patient access through education and partnerships with health systems to help patients navigate care pathways and reimbursement processes, ultimately supporting broader access to treatment.

We are immensely grateful to our people, our partners and suppliers, patients and patient advocates: clinical trial participants and their families; and the caregivers, medical professionals and community leaders who support the work we do and help us advance our mission. As we move through the next few years, we remain committed to advancing science to bring transformative medicines to market, and we remain steadfast in delivering on our strategy to execute and improve lives as we deliver value for our shareholders and our communities.

Sincerely,



Christopher A. Viehbacher  
President and Chief Executive Officer





# 2024 HIGH- LIGHTS



## CARING DEEPLY

**12,300+**

volunteer hours logged by employees, through Biogen-enabled programs, supporting community causes important to them.



*The Biogen North America team, including Grace Perkins, built “Birthday in a Box” kits to ensure families and children experiencing homelessness have what they need to celebrate birthdays joyfully.*

**980,000+**

community members supported through donations and volunteerism.

**65%**

of participating employees in our annual survey said they feel engaged at work.



## ACHIEVING EXCELLENCE

**Named 2024  
FORTUNE  
Change the  
World company,**



highlighting our commitment to using the power of business to tackle some of the world’s most pressing challenges.

**All 5**

of Biogen Phase 3 studies met U.S. targets, ensuring clinical trial enrollment reflects the epidemiology of the disease.

**100%**

of Biogen labs My Green Lab certified, with 57% achieving the highest level.

**10 years**

of sourcing 100% renewable electricity.



## CHANGING LIVES

**40+**

countries where Biogen Early Access Programs are available.



**14x**

increase in SKYCLARYS®(omaveloxolone) access since 2023, reaching more patients globally.

**71**

countries where SPINRAZA®(nusinersen) is now available.



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# OVERVIEW

**Biogen is a leading biotechnology company that pioneers innovative science to deliver new medicines to transform patients' lives and to create value for shareholders and our communities. We apply deep understanding of human biology and leverage different modalities to advance first-in-class treatments or therapies that deliver superior outcomes.**

Our approach is to take bold risks, balanced with return on investment to deliver long-term growth. We see our business as a force for good through the patients we serve, the innovations we work to advance, the jobs we create and the communities we support.

*Anto Maria Edward Edison is a senior engineer in the Device Design and Development team.*



# ADVANCING CORPORATE RESPONSIBILITY GOVERNANCE

**We believe that our longstanding commitment to responsible business can help advance our mission and promote long-term business success. Rooted in our core mission and values, our corporate responsibility strategy is integrated into our business strategy, with a focus on accessible, patient-centric healthcare; a strong and engaged workforce; sustainable operations; and healthier communities.**

### Enhancing our governance of corporate responsibility issues

Per our Corporate Governance Principles, our Board of Directors (Board) has oversight of Biogen’s corporate responsibility strategy, which is guided by the company’s CEO and executive committee. It is actively managed through various governance structures, including a cross-functional steering committee, and supported by functions that include Environment, Health and Safety (EHS); Accounting; Legal; Enterprise Risk Management (ERM) and Corporate Responsibility, among others. Each team helps identify risks and opportunities related to their area of focus. Committees provide an annual update to our Board.

Our Board regularly reviews its composition and aims to ensure it incorporates the range and variety of experiences, skills and backgrounds necessary for effective, independent oversight. Our Board is made up of Directors with a range of professional and personal backgrounds, including experience in issues related to corporate responsibility. We also conduct a periodic talent review across our global enterprise that includes skills and expertise related to sustainability matters. We actively manage the development of talent to fill the roles that are most critical to our ongoing success.

By actively addressing relevant social and environmental issues, engaging with key stakeholders, providing transparency and ensuring governance is in place, we are better positioned to deliver lasting value for patients, shareholders and the communities where we operate. In 2024, we continued to link a portion of employees’ and executive officers’ compensation to advancing our corporate responsibility goals – and we achieved our scorecard objectives.

### Managing risk responsibly

We believe that a fundamental part of risk management is understanding the risks that we face, monitoring these risks, and adopting appropriate controls and mitigation strategies. In 2024, we bolstered the structure and focus of our ERM efforts. Notably, we enhanced ERM governance and furthered coordination between the company’s other control functions.

We believe that readiness can be enhanced with the appropriate level of visibility, both within and across functions, alongside established levers and resources. Our ERM program is overseen by our ERM committee, a cross-functional group of business leaders representing the company’s key business functions. We work to ensure that each prioritized issue has an executive champion and a mitigation plan that follows a standardized framework. Senior management reports directly to the Chief Executive Officer (CEO) on these issues, and the Board receives regular risk reports, including a detailed review of key enterprise-level and emerging risks.

### Corporate Responsibility Governance structure

#### Board of Directors

Maintains oversight of Biogen’s corporate responsibility strategy

#### Executive Committee and Extended Leadership Team

Directs corporate responsibility pillars, provides executive sponsorship of key initiatives, and updates the Board on strategy and performance

#### Corporate Responsibility Steering Committee

Monitors regulatory developments and evolving stakeholder expectations, providing strategic guidance on corporate responsibility matters, with a focus on regulations and disclosures

ACCESS & HEALTH EQUITY

WORKFORCE & CULTURE

COMMUNITY IMPACT

ENVIRONMENT

#### Supporting functions

Help identify risks and opportunities related to their area of focus and support program implementation





We take an outside-in and inside-out approach to risk management, with Biogen's corporate strategy playing a role in articulating our approach to certain kinds of risks, even as we continue to evolve our understanding of potentially relevant issues. For example, in 2024, we began re-evaluating our environmental and social impacts, risks and opportunities. We identified new risks and included emerging risk factors, such as potential geopolitical and environmental disruptions, as well as artificial intelligence (AI). In some cases, we refined our approach to ensure risk descriptions are clearly defined to best reflect our current business landscape. See Biogen's [10-K](#) and other [periodic SEC filings](#) for a more detailed discussion of risk.

*“In an increasingly complex business environment, Enterprise Risk Management is key to aligning resilience with strategy. By enhancing governance, fostering visibility and integrating corporate responsibility considerations, we're better preparing Biogen to seize opportunities for sustainable growth.”*

Angela Card, Head of Enterprise Risk Management



A Research Triangle Park Pharma employee wears a powered air-purifying respirator to safeguard and control exposure of solvents while working in the Oligonucleotide Synthesis Manufacturing suite.





# ETHICS AND COMPLIANCE

**Through our deep commitment to ethics, we work to improve lives while honoring the trust placed in us by patients, shareholders and communities worldwide. We uphold high standards of integrity and accountability, backed by a robust compliance program.**

Our Board oversees our Code of Business Conduct and the Audit Committee oversees the Corporate Compliance program. The Compliance program operates independently and cross-functionally to ensure our organizational governance controls are closely integrated and our company's leaders have strong business ownership of ethical issues. In 2024, we took additional steps to expand the reach of the program to enable information to move from frontline employees to appropriate leaders throughout the organization, increasing the likelihood that our compliance, audit and related functions receive the right signals around potential risk quickly.

We continually enhance our compliance program, which is grounded in the business. Our compliance officers are strategically positioned across our global operations and use technology and analytics to actively monitor, address and remediate potential concerns. We ensure relevant information is accessible, understandable and actionable for all employees. All employees are trained annually on our global anti-bribery/anti-corruption standards and expectations. Key compliance elements are regularly reinforced by the compliance team through open house calls, quarterly newsletters and the annual Compliance and Ethics Week.

All employees are required to report any actual or suspected violations of the law, regulations, the Code of Business

Conduct or policies to their manager, to a compliance officer or through an anonymous helpline. Our strict no-retaliation policy protects anyone who cooperates in an investigation or who makes a good faith report. Every claim of misconduct is taken seriously; thoroughly evaluated; and addressed with appropriate next steps, including investigation.

Our compliance program is independently reviewed to ensure it meets or exceeds external standards, from how we market our products to how we interact with external stakeholders, including healthcare providers, patients and government officials.

## Refreshing our Code of Business Conduct

In upholding our commitment to integrity, we are guided by our [Code of Business Conduct](#), which provides clear direction for employees, business partners and anyone else who works on Biogen's behalf. In 2024, we revised our Code to offer clear guidance for navigating today's evolving regulatory and business landscape.

**“At Biogen, integrity is not just a principle – it's the Biogen Way. Upholding the highest ethical standards is essential to advancing our mission of transforming lives, and it starts with each of us committing to do the right thing every day.”**

Rufina Ho, who helped refresh Biogen's Code of Business Conduct

## Our culture is comprised of these five essentials that work together to help us successfully advance our mission

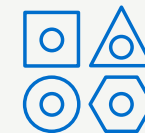
### PIONEER

We boldly advance rigorous science to drive innovation in medicine



### INCLUSIVE

We are open, embrace and leverage differences, and treat everyone with care and dignity



## OUR FIVE ESSENTIALS



### THINK BROADLY

We are humble and curious, integrating external and internal advances to successfully compete



### ETHICAL

We act with the highest integrity with each other and all who place their trust in us

### DRIVE RESULTS

We achieve high performance and have greater impact by being decisive and solution-oriented, while effectively managing risk





# OPERATING RESPONSIBLY

**Responsible product development begins in the earliest stages of research and development (R&D), with clear guidelines around issues such as animal welfare, clinical research, bioethics and stem cells, clinical trial transparency and data sharing, product stewardship, and research collaborations.**

We also strive to promote responsibility across our operations, from working to protect human rights across our value chain to promoting data security and the responsible use of technology. Our approach to these issues is grounded in industry standards, best practices and consultations with stakeholder groups.

### Prioritizing patient safety and privacy

We undertake complete and timely evaluations of the benefits of our therapies and any potential risks so we can act on our commitment to patient safety and well-being. Our Safety and Benefit Risk team reviews safety information, including that regarding adverse events, received from multiple sources, including global clinical trials, published literature, public databases and post-approval reports. In some instances, we conduct post-approval studies to evaluate a therapy’s long-term effects.

When a potential safety issue is identified, we report our findings to applicable regulatory agencies as required and investigate the issue per internal processes, as well. We communicate newly identified product safety information by updating product labels and through other communications, as appropriate, to help healthcare professionals, patients and other stakeholders make informed treatment choices.

### Human rights

While we have not identified significant human rights risks in our operations, as a company focused on human well-being, we take the issue seriously. To help identify and minimize potential human rights risks and impacts, we conduct due diligence around proposed business collaborations, partners and vendors; operate ethics and compliance programs; and have bolstered our ERM process. We comply with all applicable disclosure requirements of relevant regulatory bodies, with content available on our website. See our [Principles, Policies and Positions](#).

### Animal welfare

In fulfilling our mission to improve human health worldwide through the discovery of therapeutic compounds, and to ensure their efficacy and safety for human use, Biogen is at times required by standards of scientific best practice, or by government agencies charged with the protection of public health, to conduct or sponsor research that uses animals. When required to conduct or sponsor research that uses animals, we adhere to applicable national and international laws, policies and guidelines on the responsible and humane treatment of animals used in research, including but not limited to the Animal Welfare Act, the U.S. Public Health Service Policy, the National Research Council’s Guide for the Care and Use of Laboratory Animals, and Cambridge Laboratory Ordinance (1086, Ch. 6.12). Biogen is also accredited by [AAALAC International](#).

### Stem cells

As many medical breakthroughs have come from the responsible use of animal and human stem cells, leading to



significant human health benefits, at times, we make use of stem cells in our research.

*Marielle Thorne manages Biogen’s lab operations.*

Sensitive to the important social and ethical issues regarding stem cell research, we use human induced pluripotent stem cells, which are derived from adult somatic tissue and largely obtained from National Institutes of Health-sponsored cell repositories. We do not use human embryonic stem cells.





At times, based on the requirements of our research, we may use various well-established fetal-derived cell lines which do not require any additional fetal tissue.

In our work, we adhere to all related laws and regulations and our own internal research policies and incorporate the [guidelines of the National Institutes of Health](#). We expect contract organizations or research affiliates to adhere to these laws, regulations and guidelines as well.

We oppose the use of stem cells for human reproductive cloning, and we oppose the use of any form of biotechnology for the purposes of harming humans, crops or livestock.

### Using technology responsibly

#### Safeguarding privacy and cybersecurity

We consider privacy and data security part of responsible business operations. We work to promote trust by continuing to evolve our privacy and data protection program, engaging with relevant stakeholders to ensure we are responsive to expectations and compliant with regulations and the way they are interpreted around the world.

This work begins with strong governance. Our Board provides direct oversight, reviewing cybersecurity and data privacy strategies and an annual report on these matters. Led by our Chief Information Officer and Chief Information Security Officer, and supported by the cybersecurity team, we seek to advance an effective program that is informed by industry standards and complies with regulatory requirements.

We have built a comprehensive cybersecurity program that focuses on defense, rapid detection and remediation of threats. Taking a risk-based approach, our program leverages

best practices from third-party resources, such as the U.S. National Institute of Standards and Technology Cybersecurity Framework and the U.S. Cybersecurity Agency’s National Cyber Incident Scoring System model.

For our privacy program, we are organized by geography and apply local expertise so we can ensure privacy by design in our business processes and activities, such as promoting patient privacy as part of any R&D data-sharing processes, protecting employee data and requiring risk-appropriate vendor diligence. We publicly explain the policies and practices we have developed to safeguard personal information and comply with applicable data protection laws.

All employees are required to complete annual training on key issues, including information security. Topics include collection, use, protection and sharing of personal information; storage, retention and security measures; and individual choices and rights.

#### Innovating with AI

We have worked to develop a responsible AI strategy. Informed by in-depth stakeholder interviews and workshops, we identified, prioritized and developed programs around multiple value cases. These include foundational investments, strategic bets and functional accelerators that have the potential to reduce costs, generate revenue and/or improve operational efficiency – for example, by streamlining regulatory documentation.

We have established principles on the responsible use of AI, aligned with our values and best practices, including policies and principles that reflect our understanding of guidance from governmental bodies.



Yu Wang and Annicka Evans analyze results of bioassay method development for large molecule biologics.





# ENGAGING KEY STAKEHOLDERS

**Meeting with external stakeholders strengthens our strategies and helps inform our approach to issues. In 2024, we engaged with audiences, including:**

- **Patient Advocacy Groups (PAGs)** to better understand the patient perspective and support the patient journey.
- **Healthcare organizations and professionals** to share our insights and learn about emerging trends and best practices in areas such as clinical research, among other topics.
- **Government bodies and regulators** in key markets to address questions related to standards and regulations, promote access and explore potential areas of collaboration that could promote better health.
- **Pharmaceutical industry and biotech associations** to explore issues of shared concern, from sustainability in manufacturing to new packaging standards.
- **Universities, research institutions and centers of higher learning** to pursue research collaborations, provide scholarships and other forms of support, and foster a robust talent pipeline.
- **Investors, analysts and ratings agencies** to understand their expectations and provide transparent updates on our goals and performance.
- **Business and community associations and nonprofit nongovernmental organizations (NGOs)** to contribute to the broader ecosystem that can promote shared success.

## Fair business practices and procurement

We work to strengthen our business position through strategies that can enhance competition, reduce supply chain risk, unlock innovation and contribute to community growth. We see this as part of a well-managed supply chain and are equipped with multiple tools and technologies to support supply chain management. To vet and review suppliers, we conduct risk, financial, cyber and privacy reviews of key suppliers. In 2024, we conducted additional in-depth reviews of our top suppliers and contract manufacturing organizations on priority topics, including business ethics, human rights and environment, and have looked at a variety of options to leverage suppliers and warehousing strategies to ensure a supply of key materials.

We coordinate across multiple teams and geographies and last year advanced efforts to enhance internal collaboration and to deepen our engagement with key suppliers. This approach can help ensure business continuity in the face of a variety of risks. To further mitigate risks and complement our new Code of Business Conduct, which also applies to Biogen business partners and suppliers, we are working on a Supplier Code of Conduct.

Welcoming varied partners, voices and perspectives is fundamental to driving innovation, strengthening our organization, and continuing to deliver value to shareholders and the global communities where we operate.



Melody Libby, Diana Gallagher, Teresa Cachero and Ivana Rubino (on screen) hold a session at the inaugural Passion Day at our Research Triangle Park office, which united internal teams to explore cross-functional ways to advance Alzheimer's research.





# ACCESS & HEALTH EQUITY

Advancing broader access so people can live healthier lives



**17** countries in which SKYCLARYS® (omaveloxolone) was made accessible



**40+** countries in which Biogen Early Access Programs were available



**5** of our Phase 3 studies met U.S. targets, ensuring clinical trial enrollment reflects the epidemiology of the disease



## KEY AWARDS

- **2024 Cannes Lion Bronze Award** for “Not a Lonely Journey” SMA campaign
- **Visionary Partner Award** from Alzheimer’s Drug Discovery Foundation
- **Rare Impact Award** from National Organization for Rare Disorders (NORD) for SKYCLARYS®

After being diagnosed with lupus, Shanelle wrote a poem titled: “Vanity (A Poem For Lupus).” Listen [here](#).





## EXECUTIVE SUMMARY

Biogen pioneers innovative science to deliver breakthrough treatments in areas of unmet need. We apply deep understanding of human biology and leverage different modalities to advance first-in-class treatments or therapies that can transform patients' lives.

We are proud of our portfolio, which has a focus in neurology, rare and genetic diseases, and immunology. In 2024, we continued charting a bold new path to help address different forms of lupus, such as systemic lupus erythematosus (SLE) and cutaneous lupus erythematosus, with multiple investigational drugs in clinical trials.

In 2024, we continued to focus on clinical trials that reflect the epidemiology of the disease, with five of our Phase 3 trials meeting study demographic targets for

enrollment. We also helped strengthen health systems and provided patients, including those in low- and middle-income countries, with access to our medicines. Our Global Access Mechanisms (GAMs) provide multiple pathways for patient participation, from Early Access Programs (EAPs) and Compassionate Use (CU) to Post-Trial Access (PTA) and Humanitarian Access (HA).

As part of our commitment to understanding people's unique experiences and supporting their needs, we sponsored "Not a Lonely Journey," a Cannes Lion Award-winning wheelchair travel handbook co-created with a woman living with spinal muscular atrophy (SMA) and foreign travel specialists. We also worked with Delta Flight Products to investigate ways to enhance air travel, introducing the first-of-its-kind airplane seat prototype for travelers in wheelchairs.

*“I remember reading on the internet that I was going to die before I was 30. I remember approaching my 15<sup>th</sup> birthday, and I thought that my life was half over. That's what pushed me into science because I wanted to do whatever I could to not die young.”*

Shandra was diagnosed with Friedreich ataxia when she was young. Now she is dedicating her Ph.D. studies to developing a gene therapy for a rare neurodegenerative disease.





## SHANELLE'S STORY

# THE POWER OF REPRESENTATION IN CLINICAL TRIALS



“Prior to being diagnosed with lupus, I’d never been hospitalized in my life. It was very, very jarring to go from being an active, healthy young adult to being somebody who had to be on a lot of medication and coping with chronic pain.”

Shanelle Gabrielle

Lupus is a chronic autoimmune disease which disproportionately impacts young women, particularly women of color.<sup>1,2,3,4,5,6</sup> In the U.S, about 90% of people living with lupus are women, with most experiencing initial symptoms between ages 15 and 55,<sup>1,2,7</sup> when many are building careers and considering having children.<sup>8,9</sup> It is twice as common in Black, African American, Hispanic and Latino communities compared to their white counterparts.<sup>10</sup> In the U.S., women from racial and ethnic groups tend to develop lupus at a younger age, experience more serious complications and have higher mortality rates.<sup>11</sup>

Despite its prevalence, treatment options for lupus have long been limited. From 1955 through 2011, there was only one FDA-approved treatment.<sup>12</sup> Today, there are just three.<sup>13</sup> This is particularly problematic for young women living with lupus as it impacts their quality of life, educational and professional opportunities, and the ability to have children and start a family while maintaining treatment.

The epidemiology of those living with lupus underscore why representative participation in clinical trials is so vital: new therapies should include the patient populations that are affected by the disease to ensure the therapies are effective. Shanelle also recognizes it’s not just about clinical trial enrollment, but about the entire experience.

“One of the challenges in the clinical trial process is the lack of staffing and accessibility within the communities that need it most. For a lot of people, it means something to have somebody that culturally relates to them,” Shanelle explained. Today, she is a vocal advocate who works to raise awareness of lupus and its effects, particularly on women of color.

Biogen’s “Better Together: Sharing Our Lupus Stories” webinar series, co-hosted by Shanelle and Dr. Micaela Bayard of Mount Sinai Hospital, equips lupus patients with fact-based information about clinical trials. The series combines patient stories with medical expertise and covers symptom management, treatment access and self-advocacy. The “Spotlight on Research” segment explains clinical trials and what may be involved with participation, while promoting representation in medical research. Each episode has reached approximately 25,000 viewers.

People like Shanelle demonstrate how education and empowerment can help break down barriers to access. “If anyone is looking for hope and possibility, Shanelle represents that,” said Savine DaCosta, who leads community and site initiatives for representative clinical trials at Biogen. “She’s been a great example of what’s possible in clinical access and research, helping to dispel past fears and look for what’s possible in the future.”

Shanelle Gabriel was diagnosed with systemic lupus erythematosus (SLE) in college. Now she is an advocate for lupus awareness and participating in clinical trials.

For Shanelle Gabriel, a spoken word artist, singer and advocate for lupus awareness, seemingly harmless symptoms that began in college were the start of a life-changing journey with SLE.

After years of feeling that aspects of life were beyond her control, enrolling in a clinical trial helped Shanelle feel more empowered and hopeful. Today, her ongoing participation in clinical research gives her a deep sense of purpose, since she knows that she is helping contribute to new options and potentially better outcomes for others facing a lupus diagnosis.





# BOLSTERING THE CLINICAL RESEARCH ECOSYSTEM

Health is one foundation for individual wellbeing and collective human progress. Yet, every year, the world loses 2.88 billion cumulative years to ill health and premature deaths.<sup>14</sup>

Neurological, immunological and rare diseases are among the most challenging – and they are on the rise. In the U.S., an estimated 15 million people have been diagnosed with at least one autoimmune disease.<sup>15</sup> More than 55 million people have dementia worldwide, with 60–70% of cases being Alzheimer’s disease (AD).<sup>16</sup> Postpartum depression symptoms are estimated to affect approximately one in eight women who have given birth in the U.S.<sup>17</sup> And more than 400 million people globally – more than the total U.S. population – have a rare disease.<sup>18</sup>

Biogen was founded on scientific excellence. We strive to improve the lives of those living with the diseases that we treat by continuing to advance research and development, and by including access and broader health considerations as early as possible in the drug development cycle.

### Evidence-based clinical trials

We strive to ensure clinical trial enrollment aligns with the epidemiology of the disease. Our multi-channel strategy includes leveraging data and demographic criteria for clinical trial site selection; raising awareness through digital outreach campaigns; and deploying mobile research units at community- and faith-based events, making it more convenient for people to learn about clinical research.

## Biogen’s Approach to Health Equity

### ENSURING ACCESS TO HEALTHCARE AND MEDICINES

We work to strengthen health systems and provide patients, including those in low- and middle-income countries, with access to medicines through flexible contracting and sustainable business models.



### NAVIGATING THE UNIQUE PATIENT JOURNEY

We strive to reach patients through avenues they trust, acknowledging stigma and other sociocultural determinants that impact how care is accessed, support caregivers and communities, and recognize that healthcare journeys are personal.



### BOLSTERING THE CLINICAL RESEARCH ECOSYSTEM

We support a global clinical research workforce and site locations, and have targets and goals for ensuring our clinical trial enrollment matches disease epidemiology. We work diligently to ensure patients are aware of and encouraged to participate in clinical research trials.

### ENGAGING AND COLLABORATING WITH THE COMMUNITY

We embrace inclusivity and humility as we share insights with healthcare providers about paradigms of patient care. We support efforts that address stigma to broaden awareness across health systems, improve health literacy and assist patients in navigating the health system, as well as encourage expansion into specialties and geographic spread (i.e., rural areas).

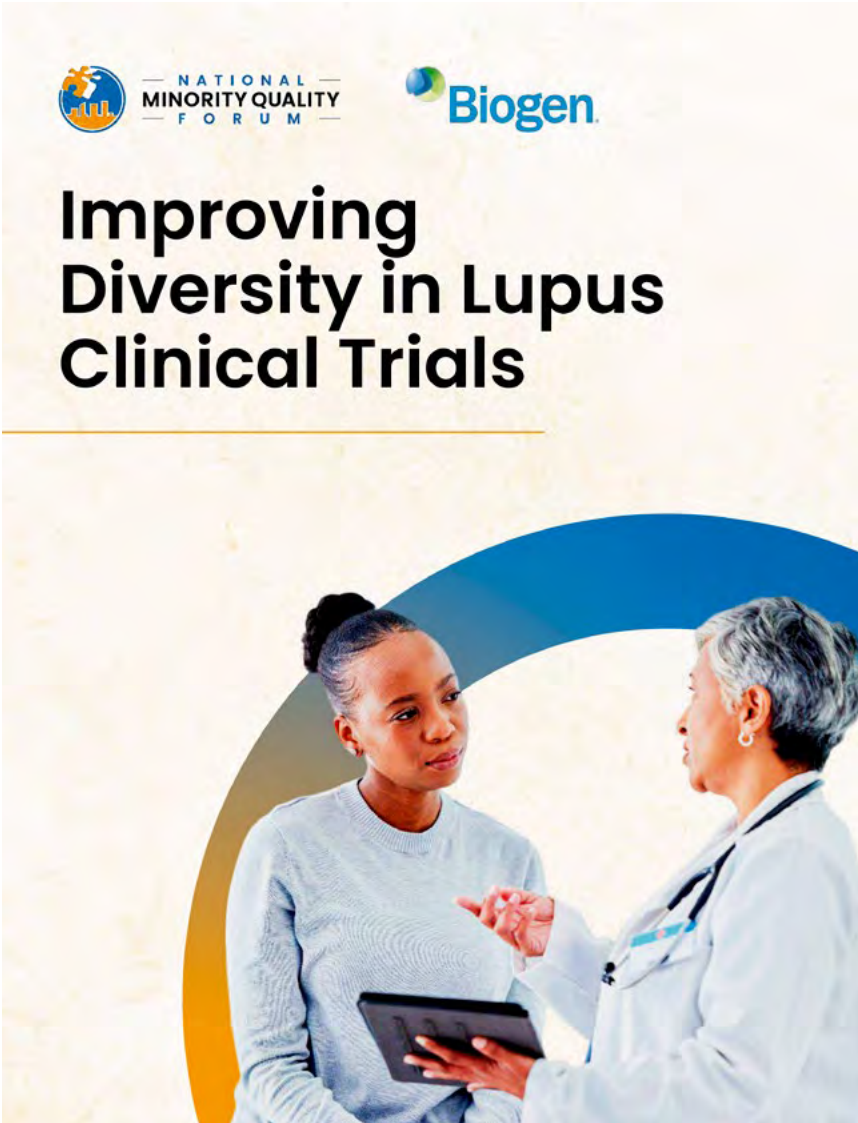


We also worked to remove barriers to clinical trial participation, with appropriate assistance that may include reimbursement for travel and other out-of-pocket costs. Since younger people may have less workplace flexibility, participation in clinical trials may present job-related or financial obstacles, and our assistance can help reduce these obstacles.

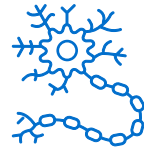
To foster a supportive ecosystem, we collaborate across biopharma, regulatory, advocacy and policy consortia. For example, in 2024, we continued our work with the [National Minority Quality Forum \(NMQF\)](#), providing quality improvement training to more than 150 clinicians; engaged more than 800 people directly through community outreach; and made digital information about lupus and clinical trials available to more than 1.2 million people, with a focus on groups most representative of the patient population. Hoping our insights might benefit others, we released a report on increasing awareness of the need for representation of the patient population in lupus clinical trials.

We also worked with NMQF to expand the community learning model to address AD awareness among patients and caregivers in Queens, New York. The initiative began with healthcare professional engagement sessions and expanded when local church leaders sought our participation in health outreach events in barbershops and churches, among other community locations. The approach creates educational opportunities while strengthening connections between healthcare providers and the communities they serve.

As a result of this work, all five of Biogen’s Phase 3 studies met U.S. targets, ensuring clinical trial enrollment reflects a patient population representative of the disease.



For National Lupus Awareness Month, NMQF published a report detailing work needed to raise awareness of the importance of representation of the patient population in lupus clinical trials.



71

countries have access to SPINRAZA®

14x

increase in patients with early access to SKYCLARYS® since 2023

# DELIVERING ACCESS TO OUR MEDICINES

**Our therapies can change lives, but only if people can access them. That’s one reason why we aim to help strengthen health systems and work to provide access to our medicines, including for people living in low- and middle-income countries.**

SKYCLARYS® (omaveloxolone) is the first and only approved medicine for Friedreich ataxia (FA) in the U.S. and the EU for people 16 years and older. Since 2023, when commercial access to SKYCLARYS was available only in the U.S., access has grown to 17 countries.

The first licensed therapy for SMA, SPINRAZA® (nusinersen) now treats more than 14,000 patients worldwide. In 2024, we expanded SPINRAZA market access to 71 countries, including 20 low- and middle-income countries.

## Global Access Mechanisms (GAMs)

Designed to help bridge gaps, our GAMs have become even more important as our pipeline continues to advance more innovative treatments for severe and life-threatening conditions where alternative treatments do not yet exist. Through ongoing collaboration with regulators, clinical researchers, ethicists, physicians and Patient Advocacy Groups (PAGs), we regularly evaluate and refine our approach so our access programs align with regulatory standards while reflecting our patient-focused values.





Early Access Program (EAP)

In 2024, we continued to expand our EAP, reaching approximately 40 countries and approximately 700 new patients.

— **Friedreich ataxia (FA):** FA is a rare genetic degenerative neuromuscular disorder. The most common inherited ataxia, it is debilitating and life-shortening.<sup>19,20</sup> Early symptoms of FA, such as muscle weakness and progressive loss of coordination, typically appear in childhood.<sup>21</sup> Most people living with FA will need to use a wheelchair within 10–20 years of their first symptoms.<sup>22</sup> The reported average age of death for those with FA is just 37 years old, although with appropriate care, patients may live many years longer.<sup>22,23,24</sup>

In 2024, we enrolled more than 600 patients in the EAP for omaveloxolone, more than 12 times the number of people reached in 2023. In 2023, the EAP for omaveloxolone was only available in Germany. Since then, we have expanded access to 17 countries.

— **Amyotrophic lateral sclerosis (ALS):** ALS is a devastating neurodegenerative disease that results in significant muscle atrophy and, eventually, the inability to speak, move, eat or breathe. Without treatment, life expectancy is short for people with SOD1-ALS, a rare genetic type of disease brought on by mutations in the SOD1 gene, which affects approximately 330 people in the U.S. alone.<sup>25,26,27,28</sup> Our tofersen EAP has expanded to 40 countries and helped more than 550 people with SOD1-ALS.<sup>28</sup>

— **Spinal Muscular Atrophy (SMA):** SMA is a leading cause of death for infants and toddlers and can take away a child’s ability to walk, eat and, ultimately, breathe.<sup>29</sup> If untreated, the majority of infants with the most severe form of SMA face a life expectancy of less than two years.<sup>30</sup> Currently in its fifth year, our SPINRAZA Humanitarian Access (HA) Program in India continues to treat 195 active patients and has had helped a total of 226 people over time.



Diagnosed with SMA at a young age, Nathan showcases his powerful soccer skills at the Fédération Internationale de Powerchair Football Association Powerchair Football World Cup, which was sponsored by Biogen.

Biogen’s Global Access Mechanisms

EARLY ACCESS PROGRAMS (EAPS)

Provide temporary access to unapproved drug candidates for patients with serious or life-threatening diseases who meet specific eligibility criteria. EAPs are available in countries where we plan to commercially launch the product, serving as a bridge until formal approval and reimbursement are secured.

CHARGED MANAGED ACCESS PROGRAMS (CMAPS)

Provide patients with access to investigational drugs outside of clinical trials when no satisfactory alternative treatments are available.

COMPASSIONATE USE (CU) MECHANISMS

Allow for access based on unsolicited requests from physicians at any stage of a product’s development. We review each request individually to determine whether it meets our criteria.

POST-TRIAL ACCESS (PTA)

Helps clinical trial participants continue receiving our medicines after their trial participation ends. This provides a critical bridge to ongoing treatment until patients can access commercial products and is particularly important for people who may face local reimbursement restrictions or whose products are not yet approved.

HUMANITARIAN ACCESS (HA)

Is designed to provide indefinite access in low- and lower-middle-income countries where we currently do not have plans to file for approval or launch a product.



**Supporting affordability for patients**

Reflecting our belief in holistic value frameworks with benefits to patients, providers and society, we seek value-based agreements and partnerships that maximize the benefit of our therapies. It is the shared responsibility of all healthcare stakeholders to find solutions that ensure patients can afford the latest innovations. We partner with healthcare systems so people can access our medicines in a sustainable way, and we remain flexible to enable affordability for people across economic circumstances. We are transparent about our Pricing Principles and continue to listen to stakeholders and take their perspectives into account as part of our pricing decisions. We regularly review our pricing strategies and follow Pricing Principles that include value to patients, current and future benefit to society, fulfilling our commitment to innovation, evolution toward value-based care, and affordability and sustainability.



Biogen’s bicycling team, the Rolling Clones, at an ALS Association event. The team is captained by Tom Choyce (second from right).





# ADVANCING BETTER HEALTH



**As a company dedicated to advancing human health, we care deeply about changing the lives of anyone who might benefit from our therapies. We work with stakeholders and PAGs to reach people who may be affected by the diseases we address, along with their caregivers.**

## Engaging with patient communities and other stakeholders

To enhance our understanding of each patient community's distinct needs, we collaborate closely with approximately 60 PAGs and a broad range of community organizations. In 2024, we expanded stakeholder outreach, participating in PAG corporate advisory councils and supporting hundreds of events, including more than 120 focused on rare and genetic diseases. We work to incorporate the voice of patients across the continuum of product development and commercialization, and to promote health literacy, which can improve patient outcomes.

At the All Wheels Up Global Forum, we participated in critical discussions on advancing wheelchair-accessible air travel. We were a proud sponsor of the Cure SMA Travel and Transportation Guide, which empowers individuals with SMA to overcome barriers to travel. Co-created with patients, creative writers and travel journalists, [“Not a Lonely Journey”](#) provides practical advice and highlights accessible travel destinations to empower wheelchair users. The initiative was recognized with the prestigious Cannes Lion Bronze Award.

Through Biogen Regional Community Advisory Boards, we work closely with communities that too often experience health disparities, including the challenges of delayed diagnoses and treatment for AD. In “neurology deserts,” where specialists are scarce and health outcomes are unequal, we work with organizations including [Voices of Alzheimer’s](#), [Black Health Matters](#) and [Balm in Gilead](#) to deliver disease education through interactive online sessions. We partnered with [BlackDoctor.org](#) to host disease-specific seminars, such as lupus webinars.

Through these collaborations, we are building bridges between clinical research, medical providers, patients and caregivers, ensuring that patients have the tools and knowledge needed to access care and better navigate their healthcare journeys.

## Navigating the unique patient journey

Each patient's journey is distinct, shaped by their individual experiences, needs, preferences and challenges. We work with PAGs across our therapeutic areas to offer patients greater support every step of the way, from disease awareness to the clinical trial process to navigating their local healthcare system. Mindful of the vital role that families, caregivers and communities play, we aim to reach patients through convenient and trusted channels.

Team Biogen showed up in full force at FARA's [rideATAXIA](#) event in Philadelphia alongside the FA community.





*“Not a Lonely Journey,” an inspiring and accessible travel guidebook tailored for travelers living with a disability.*

For example, our Family Access Manager program helps people diagnosed with a rare disease navigate the complex U.S. healthcare and insurance systems. These dedicated specialists assist with questions about the diagnostic process, help coordinate appointments with specialists and provide guidance on insurance coverage, easing the burden on patients and families.

Some of our key collaborations in 2024 were designed to:

— **Foster understanding and connection:** At the Cure SMA Conference, we facilitated an advisory board featuring eight adults living with SMA. This dialogue unveiled critical insights into challenges surrounding independence, mobility and care transitions. Inspired by these discussions, we hosted a fireside chat with Ashley and Alyssa, two young adults with SMA, who candidly shared their struggles in securing reliable caregivers and the importance of accessible vehicles for independence. Hundreds of Biogen employees joined watch parties, together learning directly from the SMA community.

— **Provide support for caregivers:** To provide on-site support at hospitals, in 2023, we launched a Patient Navigator program to help guide patients through treatment protocols and reduce caregiver stress. In 2024, we built on this initiative through the Guiding an Improved Dementia Experience (GUIDE) program, which empowers dementia care navigators and clinical teams to enhance care coordination, addressing a significant concern for 70% of caregivers. To equip navigators with necessary skills, the program includes in-depth training combined with practical learning experiences.

— **Advance innovative and inclusive ideas:** With 5.5 million wheelchair users in the U.S. alone, there is a need to transform the travel experience for people who rely on mobility devices.<sup>31</sup> We collaborated with [Delta Flight Products](#) (DFP) to get feedback on a groundbreaking airplane seat prototype that enables passengers to remain in their wheelchairs during flights and improved cargo storage solutions that better protect mobility devices. We are facilitating engagement while DFP gathers critical insights to help create a world that is more inclusive and accessible for all.

These and other efforts promote positive patient experiences, empowering people on their path to better health.

“Biogen has long championed independence for people living with rare neuromuscular diseases, which is why we are passionate about helping advance travel accessibility for individuals with reduced mobility.”

Kristen Fortino, Head of the U.S. Rare Disease Franchise at Biogen North America



*Jordan and Ashley experience the Delta Flight Products prototype seat at the Cure SMA Conference.*





# WORKFORCE & CULTURE

Driving innovation by supporting professional growth, employee well-being and engagement



**65%**

of employees participating in our annual survey said they feel engaged at work



Delivered new professional development programs aimed at developing talent in support of the **New Biogen Way**



**Launched enhanced employee benefits**, including a student loan repayment match



## KEY AWARDS

- Earned Great Place to Work® certification in **27** countries and/or territories in which we operate
- Awarded **three VIBE Awards** via The Muse for the following benefit categories: Financial & Retirement, Parental Benefits, and Vacation & Time Off
- **100** on Disability Index's 2024 Best Places to Work for Disability Inclusion for 7th year in a row

Research Triangle Park employees (from left): Logan Suchniak, Corey Williams, Tiffany Yancey, Natalie Parrish, Natasha Wiley and Caitlyn Peterson.





## EXECUTIVE SUMMARY

In 2024, we continued to bolster innovation and further empower employees to engage and reach their full potential. We built momentum around the New Biogen Way, aiming to maintain our caring, patient-centric culture while reinforcing an entrepreneurial business mindset and results-focused approach.

We accelerated our commitment to achieving excellence by reducing barriers for our employees. With this in mind, we made progress on our International Center of Excellence (ICoE), which was established in 2023 to reduce organizational complexity and facilitate the transfer of best practices across our markets. We prioritized enhancing managerial capabilities, business acumen and pathways for individual career development through new programs like Building High Impact Teams and our LEAD Executive Development Program. To foster a culture that recognizes merit, we also launched the New Biogen Way Awards.

Since inclusion is a core value that supports our mission to transform patients' lives, we strive to cultivate a workplace where everyone belongs, knowing that varied voices, experiences and expertise fuel innovation and drive excellence. We updated our Global Culture and Inclusion strategy, including updated governance for our employee resource groups (ERGs). We also analyzed the compensation for our global workforce, which confirmed that fairness is embedded in our compensation practices.

We remain committed to promoting employee health and wellness, announcing expansions to our benefits packages that include a 401(k) student loan repayment match and Spring Health as our new well-being care and resources partner. In addition, we created opportunities for our employees to connect with the world and each other through our annual Week of Understanding, listening sessions and family-oriented events like Bring Your Child to Work Day.

*Biogen employees participate in disease-specific walks, runs and cycling events. Chris Leibman (left) and Mina Nejati (right) attended the Walk to End Alzheimer's event in the Greater Boston area.*





THE NEW BIOGEN WAY

# EMPOWERING EMPLOYEES AND DRIVING EFFICIENCY

An evolving corporate culture is essential for adapting to new challenges, driving innovation and creating an environment where all employees can thrive. According to Gallup, having a strong organizational culture contributes to a 50-point increase in employee engagement over three years and an 85% net profit increase over a five-year period.<sup>32</sup>

The New Biogen Way and our key essentials – pioneer, think broadly, drive results, ethical and inclusive – provide the foundation for our culture and long-term success. Developed with employee input, this approach has fostered a workplace where teams operate in a more agile way in an environment that emboldens our people to pursue new ideas. Said Carmen Lennon, who led the creation of the New Biogen Way, “For employees to really connect with this cultural shift, they must be empowered to fully embrace it.”

We took additional steps to streamline our processes and promote greater employee involvement in decision-making through the formation of our ICoE based in Baar, Switzerland. The ICoE is the single above-market support structure to enable efficient execution on affiliate level, driven by aligned strategic priorities, standards and operational excellence. It provides a forum to ensure that affiliate voices are represented throughout all aspects of our business.

The integrated ICoE model has helped us enable even greater alignment within each therapeutic area and provides talent development opportunities across disease areas, regions and functions. One notable example of the efficiency and scalability of the ICoE model was the integration of the international operations of Reata Pharmaceuticals, Inc. after our purchase of the company and the ongoing launch

of SKYCLARYS® (omaveloxolone) as a treatment option for people aged 16 years and older living with Friedreich ataxia (FA) around the world. Due to the ICoE, we were able to bring the drug to market efficiently and expediently.

“Biogen’s expertise and commercial footprint make it the optimal choice to help SKYCLARYS realize its full potential,” said Warren Huff, Chairman and Chief Executive Officer of Reata. “With its clear understanding of the rare disease patient journey and existing commercial infrastructure, we believe Biogen will establish SKYCLARYS as the standard of care in the treatment of this devastating genetic disease.”

The New Biogen Way has positively influenced our company in other ways. The Biogen Intercontinental Region, which consists of all of our affiliates outside of North America and Europe, founded LEAP 2.0. An innovative program aligned with our “drive results” essential, LEAP 2.0 inspires our employees to rethink the

“There’s so much momentum with our corporate culture. It makes me proud to think that we’ll be part of the history of this storied biotech company, and we’ll be primed to do great things for the future.”

Carmen Lennon, Head of Human Resources, Research

model and format of how Biogen acts for our patients and customers, challenging existing practices with more effective solutions. In addition, to strengthen the business acumen of our science-focused employees, our Research, Development and Medical teams drafted a range of learning opportunities, including full-length courses, short trivia questions, earnings call explainers and more, to illuminate what happens between the science we do and the delivery of our medicines to patients.

As a testament to our progress so far, we earned the Great Place to Work® certification in 27 countries and/or territories in 2024, underscoring our commitment to nurture a positive and supportive workplace across the globe. “There’s so much momentum with our corporate culture,” Carmen remarked. “It makes me so proud to think that we’ll be a part of the history of this storied biotech company, and we’ll be primed to do great things for the future.”



The 27 countries and/or territories where Biogen achieved the Great Place to Work® certification

Argentina	Italy
Australia	Mexico
Belgium	Netherlands
Brazil	Poland
Canada	Saudi Arabia
China	Slovakia
Colombia	Slovenia
Czechia	Sweden
Denmark	Taiwan
Finland	United Arab
France	Emirates
Germany	United
Hungary	Kingdom
India	United
Ireland	States





# GROWING CAREERS

**We invest in our employees, supporting professional development, a culture of excellence and merit-based advancement so all employees can realize their full potential.**

To attract, grow and retain talent, we work to create an inclusive, forward-thinking environment where everyone belongs and can thrive. In 2024, we focused on equipping employees to adapt to technological and market shifts, strengthening business and managerial skills, and encouraging more creative and effective solutions to drive personal development and innovation.

Career development opportunities include Biogen University; our ORBIT rotational program; and coaching, mentoring and educational resources. We also launched several new professional development programs:

- **Advance Your Leadership Potential** provides interactive learning on topics like emotional intelligence and networking while also exposing participants to peer evaluations for reflection and best-practice sharing.
- **Building High-Impact Teams** is designed for managers at any level and emphasizes strategies to provide effective feedback and enhance work productivity through streamlined tasks and informed decision-making.

- **SOAR Career Circles (Self-reflection, Options identification, Action planning, and Reflect and refine)** help employees explore career options within Biogen through personalized and group support.
- **New Employee Orientation** includes an internal website that centralizes key resources for new talent in one online location. The internal site includes links to learning and development programs; benefits information; facility overviews and procedures; ways to get involved through our ERGs and volunteering; and much more.
- **Coursera** provides employees with a skills-based learning library that includes a wealth of professional certificates, courses and skills assessments – all offered by top universities and industry leaders.
- **6Connex** meeting planning software empowers our teams to hold meaningful virtual events globally to connect and engage with colleagues. It promotes attendance, captures attendee data, provides networking opportunities with other attendees and uncovers insights to inform long-term event strategy.

We are also upskilling our workforce in artificial intelligence (AI) and in business and financial acumen to grow our science-driven impact. Priorities include integrating AI into our workstreams with the use of software like Jasper and Copilot.



*Coming from a background outside of biotech, I definitely felt like I had some impostor syndrome at first. But people at Biogen were approachable and really willing to help me. Within a short time, I began to feel confident in what I brought to the team.”*

Lauren Love was a co-op for the Biogen Patient Services Training team in North Carolina. In December 2024, she graduated from North Carolina Central University with a degree in education.





## Developing new talent

We work to ensure a robust talent pipeline, developing current employees and the next generation. For example, we offer several opportunities to students pursuing a university degree, including:

- **Internships:** three-month experience in the U.S. and up to 12 months at other affiliates
- **Co-ops:** six-month program at U.S. locations
- **Apprenticeship:** two-year experience available to students at our facilities in France, Germany and Switzerland
- **Rotational Programs:** three-year full-time training programs in IT and Commercial departments at our Cambridge office

To further broaden our recruitment efforts, we posted U.S. internship opportunities at many institutions of higher learning and piloted a Biogen “TED Talk” mentorship series with students from North Carolina Central and Shaw universities. Presentations covered soft job skills and topics such as conducting searches for summer internships, resume creation, application and interview tips, understanding the offer process, and navigating the internship.

We also launched our new Biogen Pathways Internship Program (BPIP), which offers qualified students at Bunker Hill Community College meaningful work with Biogen’s Development team, providing access to mentorship and hands-on experiences that build essential skills for a successful biotech career in the Greater Boston area. The BPIP application process began in 2024, with our first intern cohort joining us in summer 2025.

## Managing performance

Our goal-setting process focuses on business priorities and individual opportunity. Reflecting our commitment to ethics and compliance, we assess people on both what they do and



how they do it. Our GROW performance reviews encourage ongoing, constructive and candid conversations in the context of our culture of caring deeply and achieving excellence.

In 2024, we simplified our performance management process with reviews conducted twice a year, allowing adequate time for employees to deliver on goals and any performance modifications. We also integrated the five essentials of the New Biogen Way into GROW to more directly link performance management with our corporate culture.

## BUILDING THE FUTURE: THE BAAR APPRENTICESHIP PROGRAM

*Hanna Radosz's apprenticeship paved the way for her to become an associate in the technical product complaints department with Biogen.*

The apprenticeship program at our international headquarters in Baar, Switzerland, allows students to gain practical work experience while pursuing a university degree. Apprentices serve for three to four years, accelerating their professional growth and bringing new ideas that invigorate our organization. Since 2018, we have hosted 42 apprentices, and several have joined Biogen full time after completing the program.

“During my apprenticeship, I worked on a variety of projects, as well as with international teams, which gave me a broad understanding of the company’s operations and insight into different cultural perspectives. This combination of a supportive team environment, different responsibilities and international exposure inspired me to join Biogen full time four years ago at the end of my apprenticeship, a choice that I would absolutely make again.”

Hanna Radosz, a Biogen apprentice turned employee





# SUPPORTING HEALTH AND WELL-BEING

**We care deeply for our employees, striving to create a healthy, safe and supportive work environment, and to provide comprehensive benefits that address employee needs.**

## Promoting health and safety

We care deeply about one another and see health and safety as core to our values and our business. We strive to promote employee empowerment to prioritize safety across all work facilities and locations.

In 2024, we enhanced our Environment, Health and Safety (EHS) performance through some of the activities performed throughout the year:

- Conducted a third-party independent assessment of our EHS management system and culture for all operational sites to access opportunities
- Hosted small group discussions to facilitate an open dialogue, with employees asking questions and sharing feedback about multiple aspects of safety at work
- Held forums for people managers to review and reaffirm safety roles and responsibilities
- Encouraged employees to prioritize safety and use EHS resources to “see something, say something, do something,” including speaking up and reporting in myEHS, our employee EHS-reporting platform
- Increased internal employee proactive hazard identification reporting by 62%

We continue to bring focus through monitoring EHS performance across our facilities to help us remain focused and continue to strengthen the safety of our workplace for our people.

As we value the contributions of our employees to our health and safety culture, our annual EHS Awards celebrate team members who have identified creative solutions to make our workplace safer, healthier and more sustainable. In 2024, we recognized 44 employees as EHS site award winners across the categories of Be Safe, Be Well, Be Resilient and Be Sustainable.

## Total Rewards

To support individual employees and strengthen our workforce as a whole, we offer a competitive Total Rewards program designed to support the four critical components of holistic well-being: physical, financial, emotional and social health. Our flexible programs are designed to meet the distinctive needs of individual employees and local market requirements.

## Physical

We provide preventive care and wellness programs that help employees and their loved ones stay healthy. Our comprehensive medical plans provide no-cost resources such as Health Advocate, which provides assistance with locating physicians or hospitals, resolving a medical claim and negotiating out-of-pocket expenses; telemedicine options; and an interactive decision support tool that helps employees and retirees select the best plan options. To promote fitness and wellness, our programs include personal health assessment and coaching, medical travel coverage, reimbursement for fitness expenses of up to \$800 per year, accessible nutrition counseling and more.



*Tiffany Yancey and Natasha Wiley wear personal protective equipment while in the Quality Control Bioassay Lab in Research Triangle Park. Lab coats, gloves and safety glasses protect the employees from biological pathogens.*





Financial

We offer our global workforce competitive compensation, retirement benefits and income protection, empowering our employees to achieve their short- and long-term financial goals. We provide Long-Term Incentive (LTI) plans and incentive grants, retirement savings plans, and company-paid life insurance and disability coverage. Additionally, we support financial well-being through programs such as financial advising, tuition reimbursement, college-planning services and benefits for expenses related to surrogacy or adoption.

In 2024, we also shared the development of a new program to launch in 2025: Biogen 401(k) Student Loan Repayment Match will allow U.S. employees with qualifying student debt payments to receive a company match on loan repayments as if they are retirement plan contributions.

Emotional

Since employees may face a variety of challenges at work and at home, we offer a variety of programs to reduce stress and build resilience, including:

- **Employee and Family Solutions** provides all employees and their family members worldwide with around-the-clock services such as confidential counseling, legal and financial advice, access to child and elder care resources, support with drug or substance use disorders, and more.
- **On-site childcare services** is designed for our U.S. offices to provide both regular and backup care for children ranging in age from six weeks through six years.
- **Bright Horizons Family Solutions™** is a single point of access to the most comprehensive family care programs, helping our employees find preferred placement at Bright Horizons childcare centers, free access to Sittercity, discounted tutors, and eldercare planning and support.

Overview of key Biogen employee benefits

Employee benefit	100% of employees	90% or more employees	More than 2/3 of employees
FINANCIAL SUPPORT			
16 weeks paid birth-parent leave with 100% base pay		F/P	
8 weeks paid parental leave for non-birth parents			F/P
8 weeks paid caregiver leave for any employee caring for a seriously ill family member			F/P
Up to 5 days paid bereavement leave for death of family member, including pregnancy loss		F/P	
Up to \$10,000 (lifetime maximum of \$20,000) for adoption/surrogacy expenses			F/P
\$1,000 for expenses associated with a birth doula			F/P
Remote/hybrid employees eligible for a \$1,500 stipend to purchase home office equipment		F/P	
Medical travel coverage			F/P
Paid time off	F/P		
Sick leave	F/P		
PRACTICAL SUPPORT			
On-site childcare			F/P
Subsidized backup child and elder care with Bright Horizons			F/P
Subsidized backup pet care			F/P
Child and elder care resource and referral service	F/P		
Fitness facilities/virtual exercise classes			F/P
Financial reimbursement for gym, fitness classes and exercise equipment			F/P
Meditation courses	F/P		
No-cost access to mental health support (app, virtual counselor)	F/P		
Employee Resource Groups	F/P		
Concierge services			F/P
TIME AND FLEXIBILITY			
Flexible work arrangements	F/P		
8 hours paid time off to volunteer	F/P		
1 month paid sabbatical every 6 years	F/P		

Full-time (F): At Biogen, employees are eligible to receive benefits if they are regularly scheduled to work 40 hours per week.  
Part-time (P): At Biogen, employees working fewer than 40 hours per week are considered part-time. Part-time employees working 20 or more hours per week are generally eligible for the same benefit as full-time employees with some benefits, such as vacation, pro-rated.





2024 BENEFITS  
BY THE NUMBERS

2,500+

employees received  
fitness reimbursement

PetCare used

498

times

525+

employees  
enjoyed a sabbatical

— **PetCare** provides extended, subsidized backup care for furry family members, including access to dog walkers, pet sitters and more.

— **Concierge services** assists employees with daily personal tasks, such as making dinner reservations and booking travel.

To ensure we provide leading edge mental well-being support for our employees, we announced our new partnership with Spring Health to power our Employee and Family Solutions program. Through the platform, which formally launched at the beginning of 2025, employees have access to free therapy and coaching sessions, self-guided exercises for emotional wellness, work-life services and more.

**Social**

Since strong relationships and communities power our purpose, we work to align our Total Rewards offerings with the interests and passions of our employees and offer employees numerous opportunities to connect with their colleagues and communities. Our ERGs are one example and are open to all employees. Learn more about our ERGs [here](#).

Through the Biogen Foundation, we match 100% of employee donations made to eligible nonprofit organizations up to \$5,000 per employee annually; offer every employee one day of paid volunteering; and make available up to \$500 annually to donate to eligible nonprofit organizations based on an employee’s volunteer hours and annual global volunteer challenges. Explore these programs in greater detail in our [Community](#) section.

**Global benefits**

Outside the U.S., our benefits vary by country, and we regularly reassess our offerings to help ensure we meet or exceed legal requirements and market standards.



**SABBATICAL STORY**

Shane Williams, Principal Analyst, Operational Reporting and Analytics – Technology, Analytics and Data Insights Group

“Biogen’s sabbatical benefit is a truly special and generous gift for long service with the company. It allows us to reflect, recharge and reconnect with the people and things that make us happy.”

As part of Shane’s sabbatical, in September he took a memorable trip to Las Vegas with his family. They marked his son Rhys’ 21<sup>st</sup> birthday, and with his eldest son, Kiran, Shane braved the Stratosphere Tower SkyJump, an 829-foot open-air leap where jumpers reach speeds of 40 mph. Inspired to do good for a nonprofit personally and professionally dear to him while taking the plunge, Shane also used the opportunity to promote an online campaign that raised funds for the Alzheimer’s Society. Including matched donations from his colleagues, he was able to donate £3,756 (~\$4,800 USD) to the organization.

We benchmark our programs regularly to ensure they are locally competitive.

**Workplace flexibility and time off**

Our flexible work arrangements include telecommuting, flextime, a part-time schedule or job sharing. Decisions are based on business needs and individual performance.

Time away from the office is critical for long-term well-being and performance. Globally, employees are eligible to take a four-week paid sabbatical after each six years of continuous service. The program’s purpose is to enable employees to rest and recharge, using the time in any way they choose. Offered since 2014, sabbatical is one of our most valued programs, used by thousands of employees to date.







We also provide time-off benefits that are competitive with or better than benchmark. In the U.S. new employees are eligible for 15 days of paid time off, which increases one day annually during the next five years of service to 20 days. Employees receive 25 days when they reach 10 years of service. Bonus vacation days are awarded at 15, 20 and 25 years of service. Employees also have the flexibility to use up to 10 sick days for their own short-term illness or to care for a sick family member.

We observe 12 U.S. holidays and provide employees with three floating holidays to celebrate days of personal significance. This total includes two newly added U.S. federal holidays in 2024. During the summer, employees in non-essential roles can take advantage of “Summer Fridays,” where offices close at 1 p.m.

We also offer comprehensive paid leave for a variety of circumstances, including maternity leave; parental bonding leave for non-birth and adoptive parents; incidental sick leave that employees may use to care for themselves or a loved one; up to eight weeks of paid caregiver leave to care for loved ones on an extended basis; and bereavement leave. Refer to our [Key Employee Benefits chart](#) for further details.

Strengthening employee connections

Our employee engagement activities build upon the essentials of the New Biogen Way to help create a collaborative workplace where employees feel connected to our mission and to one another. In 2024, we held events that included:

- In Cambridge and Research Triangle Park (RTP) offices, Bring Your Child to Work Day provided employees’ children with access to our CoLab and other interactive activities to teach them about how we engage with science.

- Our Japan affiliate hosted an Open Campus Day featuring quizzes, games and skits to help family members better understand Biogen’s purpose, the diseases we research and products developed to treat those illnesses.
- For Switzerland’s National Future Day, we hosted employees’ middle school children to provide practical insights into their parents’ work at our international headquarters in our Baar and Solothurn offices.
- The Pharmaceutical Operations and Technology group at our RTP office held its first-ever Passion Day to showcase the important work of its employees. The event included panels and discussions related to our Alzheimer’s Disease portfolio.

BiogenPAC, our federally registered political action committee (PAC), provides a transparent and regulated way for eligible employees and members of our Board of Directors to support candidates for federal office who align with Biogen’s values and priorities as a company – as well as those of our employees and communities. Through BiogenPAC, we amplify our collective voice in Washington, D.C., and across all 50 states on a bipartisan basis.

Acknowledging exceptional work by our employees

We believe in the importance of recognizing outstanding work. Centered on our five essentials, the New Biogen Way Awards provide a visible way to honor and celebrate employees that have had a meaningful impact on patients, colleagues and the company.

Along with this peer-to-peer recognition, we also empower our organizational departments to acknowledge exceptional employees for their innovation, dedication and commitment



The child of a Biogen employee learns about the company during Open Campus Day at the Biogen Japan affiliate.

to high-performing work. Each group oversees its awards and chooses how best to showcase its employees, promoting a culture of achieving and commending excellence.

Employee insights and engagement

Employee feedback helps us sustain a high-performing workplace. We conduct global workforce surveys, such as our People Survey, to gauge overall employee sentiment, pinpointing what resonates with employees and identifying areas for improvement. In 2024, our global survey response rate was 76%.

Listening sessions also help to identify events, issues and topics for continued involvement. In addition, we promote the exchange of ideas and opinions through day-to-day work; programs like GROW, onsite and virtual events, and our ERGs; among other opportunities.



523

employees attended our five listening sessions in 2024





# CHAMPIONING OUR CULTURE OF BELONGING

**Inclusion is a core value that supports our mission to transform patients' lives. We strive to cultivate a workplace where everyone belongs, knowing that varied voices, experiences and expertise fuel innovation and drive excellence.**

## **Welcoming new perspectives to power forward-thinking solutions**

At Biogen, inclusion is one of our essentials and a core value that supports our mission to transform patients' lives. Our commitment extends beyond our teams to the communities and patients we serve.

Over time, the composition of our workforce has evolved and now more closely reflects the communities where we live and work and the patients we serve. At the end of 2024, 48.3% of Director-level and above positions globally were held by women and 30.9% of Director-level and above positions in the U.S. were held by ethnic or racial minorities.

Last year, we refreshed our Global Culture and Inclusion strategy and founded a cross-functional strategic council to advance our values, the New Biogen Way, and continue to drive business and health outcomes. We remain committed to fostering a best-in-class employee experience.



*Natalie Parrish, Chemistry, Manufacturing and Control (CMC) Regional Regulatory Lead, shares her ideas during a meeting.*





## SPOTLIGHT

# EMPLOYEE RESOURCE GROUPS

Our ERGs are formed by interested employees and sponsored by a senior leader of the company. Membership in each ERG is open to all employees. The groups provide opportunities for employees to build connections, foster leadership development and cultivate a sense of belonging. Our current ERGs include:

## PARENTING NETWORK GROUP (PNG)

Provides support, networking and development opportunities to working parents and caregivers, as well as helps employees navigate the challenges of work-life balance.

## OURIMPACT

Addresses environmental issues at work, in employees' personal lives, and in the communities where we live and work.



## WOMEN'S IMPACT NETWORK (WIN)

Creates networking, mentoring and learning opportunities for women and allies worldwide.

## BIOGEN VETERANS NETWORK

Encourages veterans and allies to connect and support one another.

## IGNITE

Brings together early-career professionals and their allies.

## MOSAIC

Fosters awareness and appreciation of different cultural backgrounds, in addition to promoting networking and development opportunities for employees.

## REACHOUT

Brings together LGBTQ+ employees and their allies.

## ACCESSABILITY

Supports employees with disabilities and employees who are caregivers of individuals with disabilities and their allies.





# COMMUNITY IMPACT

**Working together to advance better health and opportunity in our communities**



**\$27.9M+**

in grants, sponsorships, donations and in-kind contributions from Biogen and the Biogen Foundation



**980,000+**

people supported through donations, including more than 64,000 high-need patients



## KEY AWARDS

- Received Boston Business Journal's **2024 Citizenship Community Collaborator Award** with Food For Free
- Recognized as a **2024 Top Charitable Contributor** in Massachusetts by the Boston Business Journal
- Recognized on the 2024 Triangle Business Journal's **Largest Corporate Philanthropists list**

*North Carolina employees celebrate a successful day at Inter-Faith Food Shuttle, having volunteered their time to harvest and tend to vegetables that will support families facing food insecurity.*





# EXECUTIVE SUMMARY

Our commitment to advancing better health goes beyond our medicines. It involves mobilizing the passion of our employees alongside our strategic investments and partnerships to build healthier, stronger communities where everyone can thrive.

In 2024, Biogen and the Biogen Foundation contributed more than \$27.9 million in grants, donations, sponsorships and in-kind contributions that expand inclusive access to healthcare; shore up the fundamentals of community health; and help strengthen and broaden the life sciences talent pipeline. Our investments and initiatives reached more than 980,000 people, including more than 64,000 high-need patients.

The health of our company, our industry and our communities depends on our collective ability to train the next generation of healthcare workers. We are proud that we realized a commitment we made to engage a cumulative total of 90,000 students in science through grants, partnerships and Biogen's Community Lab, a community science lab open to local middle and high schools. Following the completion of our goal, part of a White House Office of Science and Technology Policy [initiative](#), in 2024, we began a new chapter of the Community Lab, now "CoLab," opening our doors to nonprofits in addition to schools in the Greater Boston and Raleigh-Durham areas.



Cambridge employees pack wellness kits with Boston Health Care for the Homeless Program to be distributed to people experiencing homelessness.

Working with 18 collaborators in our pilot year, we increased the variety of programming and expanded opportunities to post-high school students and career-seekers with a greater focus on building opportunities outside traditional four-year college pathways.

Caring deeply for our communities is an essential part of our culture, and in 2024, our employees volunteered more than 12,300 hours and donated more than \$2 million with Biogen Foundation matching. This included a more

than \$150,000 contribution to the western North Carolina community to aid recovery from the devastation of Hurricane Helene.





# OUR VALUES IN ACTION

**Community involvement beyond our medicines is an essential part of how we advance better health and how we uphold our credo, which includes Caring Deeply and Changing Lives. We contribute to our communities in a variety of ways, including donations, sponsorships, Biogen Foundation grants, in-kind giving and volunteerism.**

## Corporate giving

Biogen provides support each year to address unmet patient needs, advance scientific innovation and improve medical education. In 2024, Biogen gave more than \$23.6 million in sponsorships to organizations in support of patients and in connection with events and initiatives aligned with our therapeutic areas. We also awarded more than \$600,000 in grants to support independent medical educational activities for healthcare providers and researchers and to fund research fellowships.

We were pleased to become a founding donor of the [Robert A. Ingram Institute for Equitable Healthcare Access at UNC Health](#). The Institute supports workforce development initiatives, pathway programs, rural health access and cancer prevention efforts across North Carolina and beyond.

## Biogen Foundation

The [Biogen Foundation](#) is dedicated to advancing better health in our communities. We activate this commitment through collaborations with local partners to expand access to healthcare, address social determinants of health and help broaden the healthcare workforce. The Biogen Foundation also powers employee impact, matching employee donations and supporting employee

volunteerism. In 2024, the Biogen Foundation and Biogen employees together invested \$3.7 million in the communities where we operate.

## Employee volunteerism

United by a shared commitment to Caring Deeply, employees are passionate about enriching the communities where we live and work. In 2024, employees logged more than 12,300 volunteer hours, with particular enthusiasm for Caring Deeply Day, our annual day of service involving team projects that improve community health. Employees also gave generously and, with matching funds from the Biogen Foundation, contributed more than \$2 million to nonprofit organizations around the world.

## Supporting the Greater Boston area

Biogen and the Biogen Foundation are actively engaged in supporting the health and vibrancy of our hometown of Greater Boston through a variety of initiatives each year.

The Biogen Foundation and the [Red Sox Foundation](#) partnered in 2024 to host a community health summit at Fenway Park. The event convened more than 100 government, nonprofit, corporate, university and foundation leaders.

Biogen supported the [Boston Pops’ Fourth of July Fireworks Spectacular](#) event, one of the largest celebrations of America’s birthday in the country. Through Biogen’s support, more than 200 young people from organizations including [Make-A-Wish Massachusetts and Rhode Island](#), [Camp Harbor View](#), [Boys & Girls Club of Dorchester](#) and the [Massachusetts General Hospital Youth Neurology Education](#)



*Speakers and panelists at the Red Sox Foundation and Biogen Foundation community health summit at Fenway Park; from left: Segun Oduolowu (Boston Globe Today), Dominique Morgan (Health Leads), Dr. Monera Wong (Dimock Center), Dr. Denise De Las Nueces (Boston Health Care for the Homeless Program), Dr. Bisola Ojikutu (Boston Public Health Commission), Linda Henry (Boston Globe Media, Fenway Sports Group and Red Sox Foundation), Dr. Teresa Cachero (Biogen and Biogen Foundation) and Bekah Salwasser (Red Sox Foundation).*

Photo credit: Red Sox Foundation



*One of the children from Biogen’s invited nonprofit organizations celebrates the Fourth of July Fireworks Spectacular.*

Photo credit: Michael Blanchard

and [Research Program](#) got VIP access to the program. “The event was great,” said a Youth Neurology student. “My friend and I saw the amazing performances from the Oval Lawn and watched the fireworks by the Charles River, which I have never done before!”





# ADVANCING BETTER HEALTH

**We are dedicated to advancing better health through a strategic focus on three critical areas: expanding inclusive access to healthcare; shoring up the fundamentals of community health; and strengthening and broadening the life sciences talent pipeline. Each of these areas can help drive better health for the whole community.**

## Inclusive access to healthcare

Too often, healthcare systems miss the most vulnerable patients in our communities. Even in Greater Boston, the location of our headquarters and where we have some of the best healthcare institutions in the U.S., [96% of people have some form of health insurance](#), but many people live without the care they need. To help solve this problem, we focus on creating connections to care – improving patient-centered care at health institutions and building bridges to healthcare through trusted community organizations, peers and community health workers.

To further strengthen patient-centric care, in 2024 the Biogen Foundation teamed with [Bunker Hill Community College](#) to sustain its successful free training and certification program for medical interpreters. Boston's foreign-born population has grown from [20% to 27% since 1990](#), and medical interpreters provide a critical service that can enhance the patient experience and improve quality of care. By reducing the risk of misunderstanding a diagnosis or treatment plan, we can ultimately reduce hospital readmissions and improve patient health outcomes. Yet, Bunker Hill's critical program was slated to shutter when its government funding expired. A new grant from the Biogen Foundation allows the program to continue, training 30 new medical interpreters in Spanish,

Portuguese, Arabic, Haitian Creole and Mandarin Chinese languages. The cohort will serve an estimated 60,000 local patients and families per year.

The Biogen Foundation also partnered with valued Greater Boston community organizations to enhance their ability to provide care to vulnerable populations, such as [Rosie's Place](#) and [Boston Health Care for the Homeless Program](#). For more than 50 years, Rosie's Place in Boston, the nation's first shelter for women, has been a sanctuary for poor and homeless women. With the Biogen Foundation's support, in 2024, Rosie's Place was able to provide basic healthcare and expanded behavioral health services in a place where women are already comfortable and accustomed to seeking food and other services.



Chief Legal Officer Susan Alexander prepares carryout boxes to be filled with food at Rosie's Place for residents experiencing homelessness.



## Caring Deeply POLAND

Employees in Poland visited pediatric patients at the Children's Health Center [Pomnik Zdrowia Dziecka](#), bringing balloons and coloring books.

“To make things even more exciting, I had the honor of dressing up as Superman,” volunteer Maciek Blaszczyk shared. “It felt amazing to see those smiles light up their faces. It hit close to home for me, too, since I spent time in the hospital at their age due to viral hepatitis. I understand all too well how they might feel spending long periods away from their parents or loved ones.”





Bunker Hill Community College medical interpreter students Vitoria Regia Infrerra (left) and Bibiana “Bibi” Valhuerdi Porto (right) stand with Hazem Eltoukhi, Manager of Interpreter Services at Boston Children’s Hospital. Vitoria and Bibi attended classes throughout 2024 and will be certified to serve as medical interpreters in 2025.

Boston Health Care for the Homeless Program (BHCHP) is unparalleled in providing dignified access to the highest quality healthcare for all individuals and families experiencing homelessness in Greater Boston. But in recent years they experienced a sharp rise in the number of elderly patients seeking care. To better serve the unique and growing needs of this community, Biogen Foundation and BHCHP partnered in 2024 to pilot a specialized Senior Care Team – Team GOLD (Geriatric Outcomes for Living with Dignity) – a specialized interdisciplinary team that mobilizes to improve the health and quality of care that homeless seniors receive.

The Biogen Foundation is additionally working to strengthen the ability of community members, particularly health workers, who provide frontline access to care in the community. Working with organizations including [The Family Van](#) and [Asian Women for Health](#), we are helping provide critical health services and create connections to care.

## Fundamentals of community health

Social determinants of health – the conditions in which people are born, grow, live, work and age – include access to nutritious food, stable and safe housing, education, economic opportunities and transportation. These factors all play pivotal roles in shaping health outcomes, often more than medical care itself. Addressing these building blocks is one important part of our approach to promoting community health.

Working with our longtime community collaborators [Food For Free](#), [Greater Boston Food Bank](#), [Food Bank of Central and Eastern North Carolina](#) and the [Inter-Faith Food Shuttle](#), in 2024 the Biogen Foundation, together with our employees, helped provide nearly 500,000 meals to food-insecure families. To support more sustainable access to nutrition, in 2024 the Biogen Foundation began a new collaboration with [Health Leads](#), funding their community-led initiative The Neighborhood Food Action Collaborative (NFAC) and its innovative Supplemental Nutrition Assistance Program (SNAP) and Education Project. The project employs and trains a cohort of peer advocates who are from Boston neighborhoods most impacted by food insecurity and reflect the communities’ needs – to facilitate enrollment of eligible families in local and federal nutrition assistance programs like SNAP. During the program, peer advocates reached more than 2,000 residents at more than 115 community events, supporting nearly 200 SNAP applications.

We also marked our first full year of partnership with [Camp Harbor View](#), a Boston-based nonprofit that provides access to education and opportunity to more than 1,000 youth and their families each year. Through Biogen Foundation support, Camp Harbor View’s Leadership Academy integrated a social-emotional learning curriculum, equipping 220 young people with self-advocacy and resilience skills, individualized mental health support and food assistance.



Employees in South Korea prepared and served meals to 500 senior citizens and people experiencing homelessness at The Babfor Sharing Movement.





## FOCUS

# 90,000 STUDENTS REACHED ✓

As part of a White House Office of Science and Technology Policy [initiative](#), we committed to engage a total of 90,000 students in science through the Biogen Foundation and Biogen's Community Lab, the first hands-on corporate community science lab in the U.S. We are pleased to report that we have now achieved that goal. Here are just some of the initiatives and partners through which we were able to reach this accomplishment.



Biogen realized that the heart of Greater Boston's burgeoning biotech industry sat beside a community teeming with talented potential employees – yet most were disconnected from the world of biotech, with little idea of the kinds of innovation happening right next door. Biogen's **Community Lab** started out as a one-week program and within a year expanded to offer daily programming to local students interested in exploring Science, Technology, Engineering and Math (STEM).

**64,000+** students reached in Biogen Community Lab



**Biogen's first Community Lab** was located in Cambridge, Massachusetts, and a second location was established in Research Triangle Park, North Carolina. By the end of 2023, the two Community Labs, as well as a virtual Community Lab launched during the COVID-19 pandemic, had reached more than 64,000 students. Many of these students have gone on to higher education and careers in STEM, proving that early exposure can change lives and open doors to new possibilities.

From leading experiments to sharing their career journeys, our employees were instrumental in the success of the **Community Lab**. Their passion and expertise have inspired students to see new possibilities.



**29,800+** students reached in Biogen and Biogen Foundation partnerships



To strengthen and expand the STEM workforce pipeline, the **Biogen Foundation STAR Initiative** brought together two Massachusetts public school districts and a team of nonprofit organizations to form a coalition serving grades 6–12. Reaching more than 4,300 students, STAR's collective action and longitudinal approach achieved [meaningful results](#), increasing passing rates in ninth grade STEM classes and enrollment in honors STEM classes.

For more than a decade, the **Biogen Foundation** has supported the **Biomedical Science Careers Program (BSCP)**, which empowers the next generation of scientists by providing skills development workshops, networking opportunities, mentorship and scholarships. In 2024, Biogen Foundation funding helped BSCP serve 2,200 students. With initiatives like the New England Science Symposium, career fairs and tailored conferences, BSCP helps students build the skills and connections needed for success in biomedical and STEM fields.







Health Leads peer advocates Denise Palmer, Maria Jones and Lisa Palmer help to enroll members of their community in local and federal nutrition assistance programs.

The Biogen Foundation also supported education, another critical determinant of health. We supported primary and secondary schools through efforts that include employee volunteering, gift match contribution and \$125,000 in grants to Cambridge, Somerville and Durham public schools.

### Life sciences talent pipeline

The health challenges we face today and will face in the future require a life science and healthcare workforce that draws various talent and voices from all communities. We invest in programming to build a broad talent pipeline for life science careers. Working with leading partners, we strive to create a future workforce that is representative of the patients and communities we serve.

### The CoLab

With the 90,000 goal complete, in 2024 we began a new chapter of Biogen's Community Lab, reimagining it as the [CoLab](#) to ignite greater innovation and impact through collaboration with other organizations. The CoLab offers local learners life science programs taught by our own employees as well as courses delivered by leading local nonprofits. This hybrid model multiplies the lessons and programs offered and broadens our reach from exclusively middle and high school students to include older students and young professionals, creating additional pathways to life science and healthcare careers outside a four-year college education.



Employees volunteer at Food For Free on Caring Deeply Day, Biogen's international day of service.



Biogen CEO Chris Viehbacher and Massachusetts Secretary of Economic Development Yvonne Hao officially opened the CoLab, ushering in a new era of community collaboration.





In 2024, we were proud to welcome 18 collaborators and more than 2,100 students into the Cambridge and Research Triangle Park CoLab spaces. The following examples highlight how our collaborators are using the CoLab space to train the healthcare and life science workforce of the future.

**NeuroDiversity Camp**

In July, the Biogen CoLab hosted a NeuroDiversity Camp in collaboration with [Durham Public Schools](#), the [North Carolina Business Committee for Education](#) and the [Autism Society of North Carolina](#). Initially piloted in Wake County, North Carolina, this innovative initiative aims to introduce biomanufacturing to middle and high school students who are neurodiverse. Held during the U.S. Disability Pride Month, the weeklong camp gave students hands-on lab training and the opportunity to meet and network with professionals in the field.

**Digital Ready**

In the spring, the CoLab began a collaboration with [Digital Ready](#), a Boston-based career readiness organization, for an in-depth, nine-week program that introduced students to biotech principles and lab techniques. Students tested for four microcredentials – small volume metrology, aseptic technique, numeracy and safety hazard assessment – evaluated by the Bioscience Core Skills Institute. After the spring program’s success, Digital Ready returned to the CoLab in the fall to repeat the program, supplemented by additional support from members of Biogen’s Research team.

**MassBioEd**

For five weeks in the summer, the CoLab was home to 20 high school interns receiving instruction from [MassBioEd](#) in partnership with the [LEAH Project](#). Both organizations are dedicated to increasing pathways to life science careers in Greater Boston. Interns were immersed in projects exploring human disease, genetically modified organisms, gene expression and protein purification. They gained skills in lab techniques including pipetting, column chromatography, gel electrophoresis and polymerase chain reaction. In addition, the interns participated in college readiness training and career exploration activities, and they presented research from their summer projects. A new cohort of MassBioEd/LEAH Project interns are returning to the Cambridge CoLab in 2025.

**Massachusetts General Hospital Youth Neurology Education and Research Program**

We celebrated the five-year anniversary of the [Massachusetts General Hospital Youth Neurology Education and Research Program](#) in 2024, founded with support from the Biogen Foundation, which has supported 146 high school and undergraduate students since its launch. A paid summer internship, the program offers Massachusetts students, many from low-income backgrounds, the opportunity to learn about the field of neurology, build a professional network, gain valuable work experience and identify health-related career paths that they are interested in pursuing. Prior to the internship, 57% of participants reported an interest in pursuing a career in neurology, which grew to 95% after they completed the program. Some program alumni have already matriculated into the field, and a majority of alumni intend to pursue a graduate degree.



*Ligia Del Bianco, Executive Director of Patient Advocacy, Corporate Responsibility and Community Engagement, moderates a panel at the CoLab Ribbon Cutting, featuring former Community Lab student Melanie Cerin Aldana, CoLab collaborator Linda Lee of the Massachusetts Life Sciences Center, CoLab collaborator Marcie Day of Digital Ready and former Community Lab student Oprah Nkera.*





## ARMOND'S STORY

## SKILLS FOR A NEW START



Armond Shaw in the North Carolina Biogen CoLab.

In its first year, Biogen's CoLab welcomed 18 collaborators across its two sites. In North Carolina, the home of much of Biogen's manufacturing, CoLab collaborations focused on opening biomanufacturing careers for non-traditional students: students who may not have a college degree or adults looking to upskill for career change.

Durham Technical (Durham Tech) Community College's semester-long BioWork certification program was one such resident of the CoLab in 2024, giving students training to prepare them for entry-level positions in the biotechnology,

pharmaceutical and chemical manufacturing industries. Armond Shaw, one of the Durham Tech evening class teachers, didn't need an orientation to Biogen: When he isn't teaching for Durham Tech, he is busy with his day job as a Biogen manufacturing associate.

Armond threw himself into on-the-job training, but wanting a certification to demonstrate his growing skillset, he enrolled in Durham Tech's BioWork program, which was then held exclusively on the Durham Tech campus. He completed the program with flying colors, receiving recognition as Student of the Year.

“Biogen changed my life. I was working at a grocery store, and someone took a chance on me. I didn't have any of the skills you'd need, but someone believed in me enough to give me a shot. It made a difference in my life and my daughter's life.”

Armond, who began at Biogen in 2020

Durham Tech soon asked Armond back as a mentor and then an instructor for new students. It was an extra time commitment on top of his full-time job, but Armond didn't think twice. “I've been where they are,” Armond explained. “I know how it feels to want a better life but not know how to get there. That's why I'm so passionate about this work – it's my way of paying it forward.”

The BioWork program integrates lectures with hands-on lab experience, and the Biogen CoLab was the ideal location for the lab portion of the curriculum. “The CoLab is game-changing,” Armond emphasized. “Students get to work with pipettes and bioreactors like the ones I use every day in my job. That experience makes a difference when they're in interviews because they can confidently say, ‘I've used this equipment before.’”

Being on site at Biogen also enabled the students to hear from other employees through career panels, gaining valuable insights into industry roles. “The students had so many questions,” Armond recalled. “Hearing directly from professionals made a real impact. It showed them there are so many career paths they hadn't even considered.”

Nine students completed BioWork at the Biogen CoLab in 2024. Of those, four are now working within Biogen's manufacturing department.

“The CoLab has been an exceptional asset to the Life Sciences team at Durham Tech, serving as an invaluable resource for our students,” said Telicia Hunter, Life Sciences Program Director. “We are incredibly glad to be able to offer BioWork in this space and thrilled that Armond has been able to be a leader in the program, passing on his training and heart to the next generation.”

Durham Tech's BioWork is back at the CoLab in 2025, ready to welcome and graduate new cohorts, well-prepared with new skills for new careers throughout North Carolina's Research Triangle.





## CARING DEEPLY

## VOLUNTEERING IN OUR COMMUNITIES



True to the Biogen ethos of Caring Deeply, employees volunteered more than 12,300 hours and contributed more than \$2 million, with Biogen Foundation match, to 28 countries and/or territories.



## JAPAN

Employees prepared well-balanced meals for parents staying at the Ronald McDonald House while their children received treatment at local hospitals.

## COLOMBIA

Employees built tree-shaped bookshelves in a technical school in the outskirts of Bogotá, aiming to promote the habit and joy of reading among students.



## TAIWAN

Molly Chan (below) and her colleagues volunteered at the Down Syndrome Foundation (DSF), one of the biggest nongovernmental organizations in Taiwan. The Foundation provides comprehensive care to people with Down Syndrome, as well as people with other disabilities. DSF's support includes providing medical consultation, family support, early childhood intervention and occupational training.



## ITALY

Employees helped out in the kitchen at Buoni Un Mondo ("A Good World"), a new employment inclusion project in Milan where young people with disabilities manage baking, pastry making and dining services.



## UNITED STATES

Employees Joshua Gardner, Kim Terrizzi, Chris Watts and Olivia Nasrallah, along with more than 100 other Biogen colleagues, packed care packages with snacks, water and personalized notes of encouragement for patients staying at the SECU Family House.





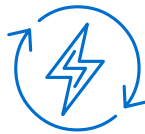
# ENVIRONMENT

Taking action to foster a healthier world



100%

of labs My Green Lab certified, with 57% achieving the highest level



Marked 10 years

of sourcing 100% renewable electricity



Achieved

a 16% reduction in Scope 1 emissions since 2019<sup>33</sup>



KEY AWARDS

- Received the [Race to Zero Leadership Award](#)
- Named to Newsweek’s America’s [Greenest Companies 2024](#)
- Included in TIME’s [World’s Most Sustainable Companies of 2024](#)

Solothurn is Biogen manufacturing facility in Switzerland.





# EXECUTIVE SUMMARY

By enhancing operational efficiency, compliance and risk reduction, environmental sustainability can help contribute to business value over the long term. Our approach to environmental issues continues to focus on three pillars: sustainable operations, responsible product development and engaged suppliers.

In 2024, we established new targets:

- 50% reduction of global Scope 1 emissions by 2030 from a 2019 baseline
- Achieve net-zero market-based<sup>33</sup> Scope 2 emissions

We have made progress on those goals by increasing operational efficiency and advancing our end-of-life asset replacement strategy, realizing a 16% reduction in Scope 1 emissions since 2019.<sup>33</sup>

In 2024, we celebrated 10 years of ongoing commitment to sourcing 100% renewable electricity in all markets where we operate and entered into two new virtual power purchase agreements (VPPAs) that can help expand the renewable energy market.

Thanks to these and other efforts, including permanent removals of residual greenhouse gas emissions, we have significantly reduced our market-based Scope 2 emissions, bringing us closer to our net-zero market-target.

We also sustained 100% lab certification in the My Green Lab program. Thanks to our commitment to green chemistry and process improvements, we achieved a 21% year-over-year decrease in total waste and diverted 98% of waste from landfills. We also have cut our water withdrawal 21% since 2019.<sup>34</sup>

As of the first quarter 2025, 56% of our top 50% of suppliers, by spend, have pledged to use 100% renewable electricity, and more than 37% of our top 80% of suppliers, by spend, have set or pledged to set science-based climate targets verified by the Science Based Targets initiative, an increase of 16% year over year.

We achieved these and other milestones and delivered cost savings thanks to strong employee interest in sustainability.

*Biogen sustained 100% lab certification through My Green Lab by making small changes, like turning off equipment after use.*





# OUR STRATEGY AND GOVERNANCE

We take a multi-level approach to governance of our environmental strategies, performance and risks, including topics such as climate, pollution, water and biodiversity.

Our approach to environmental issues continues to focus on three pillars: sustainable operations, responsible product development and engaged suppliers. We also manage cross-cutting issues such as energy, water and waste, remaining compliant with environmental regulations in the jurisdictions where we operate while driving resource efficiencies.

Our environmental programs are informed by a variety of sources, including issues monitoring and regular engagement with stakeholders. Within our priority areas, we regularly review our environmental strategy and commitments in light of our business performance, changing regulatory requirements, customer expectations, market trends and opportunities. Just as the global community’s understanding and prioritization of environmental issues evolves, we continue to monitor and consider options for acting on a range of sustainability topics.

## SUSTAINABLE OPERATIONS



## RESPONSIBLE PRODUCT DEVELOPMENT



## ENGAGED SUPPLIERS



# IMPLEMENTING OUR STRATEGY



## SUSTAINABLE OPERATIONS

We see sustainability as a part of well-run business operations. We work to drive near-term results while taking a long-term view centered on an end-of-life approach to major equipment updates. Our plans are informed by international standards for Environment, Health and Safety (EHS) management.



Our Solothurn facility is International Organization for Standardization (ISO) 14001 and 45001 certified.





We consider factors that include environmental impact and total cost of ownership. We are pleased that our North Carolina sites continue to be recognized by the Carolina Star Program, and our Solothurn facility is International Organization for Standardization (ISO) 14001 and 45001 certified.

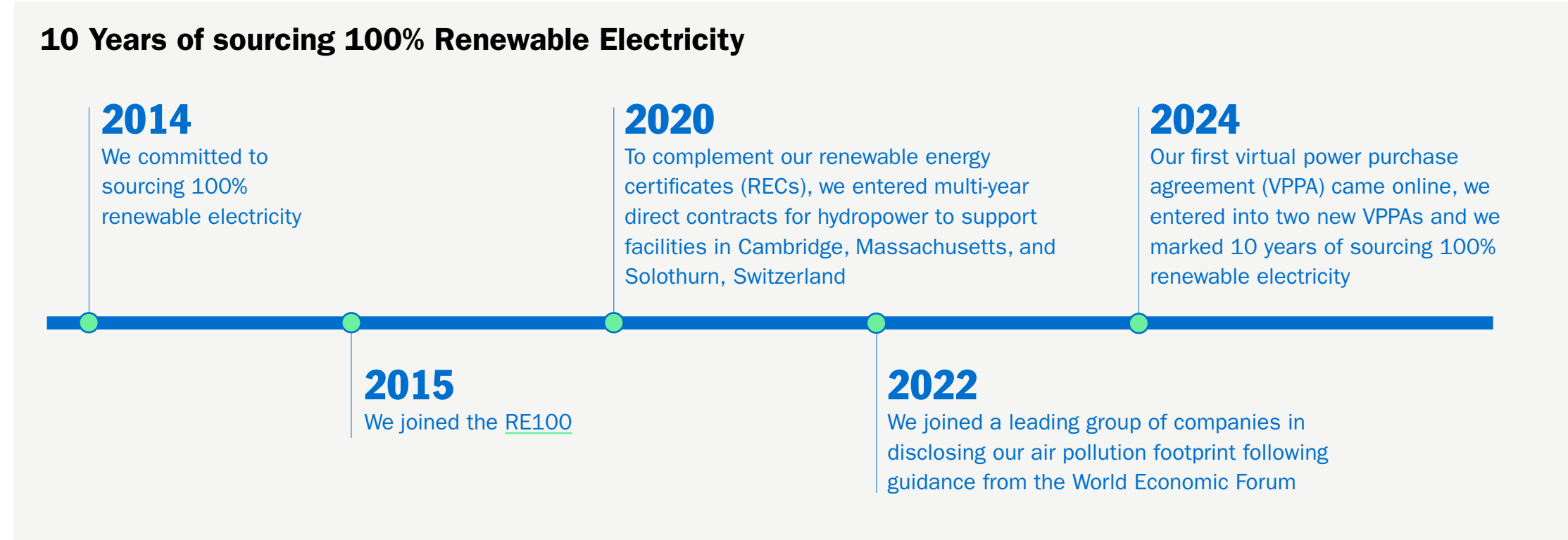
### Energy and emissions

We prioritize efficiency and strive to reduce energy use, even as we maintain a commitment to renewable electricity procurement. Our approach to energy efficiency involves setting clear goals, monitoring energy use, implementing energy-efficient technologies, optimizing existing equipment and operations, participating in three VPPAs, procuring reputable renewable energy credits and engaging employees. We consider the environmental impact and total cost of ownership when making purchasing and maintenance decisions, generally taking a long-term, end-of-life view.

To reflect business priorities while remaining compliant with applicable regulatory requirements, in 2024 we established new environmental targets:

- 50% reduction of global Scope 1 emissions by 2030 from a 2019 baseline<sup>33</sup>
- Achieve net-zero market-based Scope 2 emissions

We have made progress on those goals by increasing operational efficiency and advancing our end-of-life asset replacement strategy, realizing a 16% reduction in Scope 1 emissions since 2019.<sup>33</sup> Our multi-pronged approach includes promoting greater efficiency when retiring equipment such as boilers, working to eliminate the use of certain refrigerants, and ensuring minimum efficiency standards for priority facilities and new equipment. For example, we have advanced emissions reductions and cost savings related to on-site chillers. At our Research Triangle Park (RTP) site, software and hardware enhancements increased existing



chiller capacity and reduced pump speeds and cooling tower fan speeds to lessen energy consumption, and avoiding the environmental impacts and capital expense of purchasing an additional chiller.

Since 2019, we have reduced CO<sub>2</sub> emissions by 10,421 metric tons, equivalent to taking 2,431 gas powered cars off the road. We also are reducing energy consumption in other ways. For example, in Baar, Switzerland, the introduction of an air-source heat pump cut the site's consumption of natural gas 96% compared to 2023.

In 2024, we celebrated 10 years of ongoing commitment to sourcing 100% renewable electricity in all markets where we operate. We entered into two new VPPAs, for three total. VPPAs are contracts with renewable energy developers



In a number of our offices, we have electric vehicle chargers that employees and visitors can use.





that allow companies to reduce their carbon footprint while causing new renewable energy capacity to be built, helping to expand the mix of renewables available to the market as a whole. To address residual emissions and achieve net-zero market-based Scope 2 emissions, we invested in permanent carbon removals via biochar projects. Biochar is a charcoal-like material created by burning carbon-rich biomass such as agricultural waste in a low-oxygen environment.

Fleet

Electric vehicle (EV) and hybrid options are available in countries where our employees use corporate fleet vehicles. In a number of locations, we have EV chargers that employees and visitors can use, and in 2024 we added more than a dozen new chargers in the U.S. alone.

Green IT

We took additional steps to improve the efficiency of our technology and reduce energy use. Our efforts included more widespread deployment of smart plugs to increase the use of standby modes and to enable automatic shutdown of technology equipment when not in use. We optimized our approach to cloud services and enhanced our use of multifunction devices, ensuring they meet EPEAT® Gold criteria and ENERGY STAR® certification requirements.

Water use and quality

Not only is water critical to human health, but it also plays a role in many aspects of our business operations, including in our production processes and our heating, ventilation and air conditioning (HVAC) systems. We used the World Wildlife Foundation’s Water Risk Filter and determined that no Biogen facilities or critical supplier sites operate in water-stressed basins. Nonetheless, we strive to use less and recycle more water, and we follow stringent water quality and safety standards before we return water to the environment.

To advance sustainable water management through existing infrastructure, we aim to:

- Reduce non-essential water consumption through green facility design
- Optimize for water efficiency in processes and equipment
- Reduce water usage by maximizing onsite recovery and reuse of water

For example, by optimizing water flow rates in a site in North Carolina, we cut water use by 2.9 million gallons, approximately 30%, without any loss of water quality or water-reliant systems that serve the site. Thanks to these and other efforts, our overall water usage has decreased approximately 10% since 2019, with a 21% decrease in water withdrawal in that timeframe.<sup>35</sup> In 2024, our fresh surface water withdrawal decreased approximately 37% year over year, although we saw a slight uptick in water use, which we are working to address through the strategies described in this report.

Our focus on water stewardship earned a “B-” rating on our water policies, programs and progress from CDP, a global nonprofit structure for measuring, disclosing and managing environmental impacts, in 2024.



21%

decrease in water withdrawal since 2019

B-

CDP water security score



10%

drop in hazardous and biohazardous waste from 2023

22%

drop in non-hazardous waste from 2023

98%

of waste diverted from landfills globally

Waste reduction and management

We strive to follow the circular economy principles of repair, refurbish, repurpose and recycle, which can improve efficiency and cut costs. By recycling and reprocessing, we can conserve valuable resources, including elements needed for medicine production. To advance this approach, we conduct waste audits and use the insights to set site-specific waste reduction goals and enhance our processes.

Last year, we piloted an initiative that collects polycarbin pipette tip boxes from any vendor so they can be used to generate new plastic products. As part of the effort, we purchased polycarbin tip boxes made of 100% post-consumer plastic and tested them to ensure they are universal fitting and perform as well as those used previously. We also found that the more sustainable alternative could deliver meaningful cost savings. The employees behind this pilot have expanded their focus and already found more sustainable options for two other frequently used items.

Through efforts like these and our commitment to green chemistry, in 2024, we decreased total waste 21%, including a 10% reduction in hazardous waste and a 22% drop in nonhazardous waste year over year. We also worked closely with vendors to improve reuse, recycling and composting. As a result, we diverted 98% of waste from landfills, up from 95% in the prior year.





## MIKE'S STORY

## RENEWING OUR COMMITMENT TO RENEWABLES

“Collaboration helps identify ways to best integrate sustainability in our work to deliver therapies to patients safely, efficiently and with less environmental impact.”

Mike Cheney, Head of Engineering & Facilities

“In our core business, Biogen takes a partnership approach to tackling complex problems. In many ways, our approach to sustainability also is informed by that ethos,” said Mike Cheney, Head of Engineering & Facilities for Biogen’s Cambridge, Massachusetts, operations, which accounted for approximately 30% of our Scope 1 and Scope 2 emissions in our baseline year of 2019.<sup>36</sup> “We work with employees across the organization, with external stakeholders and with other companies. Collaboration helps identify ways to best integrate sustainability in our work to deliver therapies to patients safely, efficiently and with less environmental impact.”

Studies suggest that energy use is among the pharmaceutical industry’s biggest environmental impacts, so we prioritize energy efficiency. To surface opportunities for impact, Mike hosts global monthly meetings with our energy oversight team and with the local utility company. While they focus on projects with the greatest potential impact, no idea is too big or too small for consideration. They all add up.

The team starts by reducing demand through projects like optimizing the chillers that are used to control the indoor climate and maintain the integrity of our research spaces. Using technology to monitor outside air temperature, the team has devised ways to capitalize on the natural cooling available any time the temperature drops below 52 degrees Fahrenheit. They also instituted a nitrogen-generation system that uses compressed air, which provides greater reliability and redundancy while improving efficiency.

Globally, we aim to achieve net-zero market-based Scope 2 emissions, which starts with sourcing 100% renewable electricity procurement in all markets where we operate. So,



Kathleen Woodward and Mike Cheney celebrate the commencement of operations for the Liberty Solar project, for which Biogen is assuming a 20 MW position. Photo credit: Recurrent Energy

it is significant that in 2024, we marked the 10<sup>th</sup> anniversary of the company’s commitment to sourcing 100% renewable electricity. Mike has been a driving force behind Biogen’s VPPAs, which is a key part of advancing our goal.

“This strategic approach delivers financial benefits to Biogen while positioning us to meet emerging regulatory

requirements for climate action,” said Angela Walsh, Capital Planning Program Manager. “It also supports additional solar energy production at the grid level, which is a tangible change to energy infrastructure. We’re not only advancing Biogen’s goals, we’re contributing to cleaner air and greater health while fostering greater community resilience.”

In 2024, we supported [new solar energy production in Liberty County, Texas](#). The project produces ~100 MW, enough to power approximately 15,000 homes, with Biogen assuming a 20 MW position.

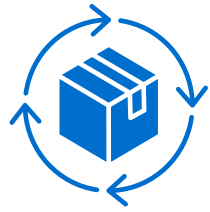
“We began exploring VPPAs more than five years ago and quickly realized that the scale of grid-level investments requires joint action since the costs are often too high and the details too complex for most companies to support on their own,” Mike said. “The market is volatile and fast moving. By engaging with other companies on potential projects, we also benefit from advice and collective knowledge.”

Liberty Solar came online in September 2024. Last year, we also signed two additional VPPAs, with anticipated delivery and operations in 2027. Once all three VPPAs are fully operational, together, they are expected to cover 100% of our electricity use across North America.

“As a company that has been sourcing 100% renewable electricity since 2014, Biogen has long recognized the importance of building a cleaner, more resilient energy grid,” said Kathleen Woodward, Head of Sustainability. “We’re delighted to make progress on projects designed to provide the sustainable energy communities need to advance economic growth and public health.”







## RESPONSIBLE PRODUCT DEVELOPMENT

Another key pillar of our strategy is responsible product development. We strive to promote health, safety and sustainability in our work to discover, develop, manufacture and distribute medicines that could transform the lives of those who might benefit from our therapies. Our approach includes acquiring and sharing green chemistry knowledge, establishing baselines and designing for sustainability.

### Greener chemistry

We believe that green chemistry is good chemistry, since a well-designed chemical process can minimize material and energy usage, reduce waste, and enhance employee safety by eliminating or mitigating hazards. To promote greener chemistry across the portfolio, we strive to design processes based on the following principles:

- Safer processes with consideration of equipment selection
- Reduced solvent use and more sustainable and safer solvents and reagents
- Efficient conversion of key materials
- Practical procedures that are repeatable and transferable across sites

In 2024, we worked to advance a Development and Commercialization Scorecard for our small molecule assets to standardize the way we evaluate and track the impact of process improvements on efficiency, sustainability metrics such as greenhouse gas emissions and waste, process and patient safety, and even factors that impact supply chain complexity. We collaborated across the company and with external partners to create, test and refine the scorecard.

It provides a comprehensive, standardized methodology for “safe and sustainable by design” processes, which we can use to evaluate products and identify potential opportunities to improve efficiency across their lifetimes.

We expect this new resource to result in easier-to-execute processes that are robust, scalable, sustainable and cost-efficient, ensuring supply for patients, reducing our environmental impact and, ultimately, cutting costs. By sharing our insights externally, we also aim to support our broader ecosystem in implementing green chemistry principles.

### Our leading labs

We’re working to incorporate sustainability into our products from the very beginning. In 2023, we became the first large biotech to achieve [100% My Green Lab certification](#). In 2024, we sustained 100% lab certification through [My Green Lab](#), which is recognized by the U.N. Race to Zero campaign as the leading standard for laboratory sustainability, and we recertified 14 labs, with 57% achieving Green lab status, the highest level possible.

It is through the efforts of employees like Senior Scientist Dr. Xun Guo that we realized this achievement. Xun implemented biweekly lab walkarounds, a time the entire team can share information and observe lab conditions to identify potential sustainability and safety issues. These small changes add up.

The broader Biogen team will also participate in My Green Lab 2.0, an updated and even more rigorous certification process, striving to increase the number of our labs that achieve Green-level certification.

### Metrics encourage innovation improving sustainability



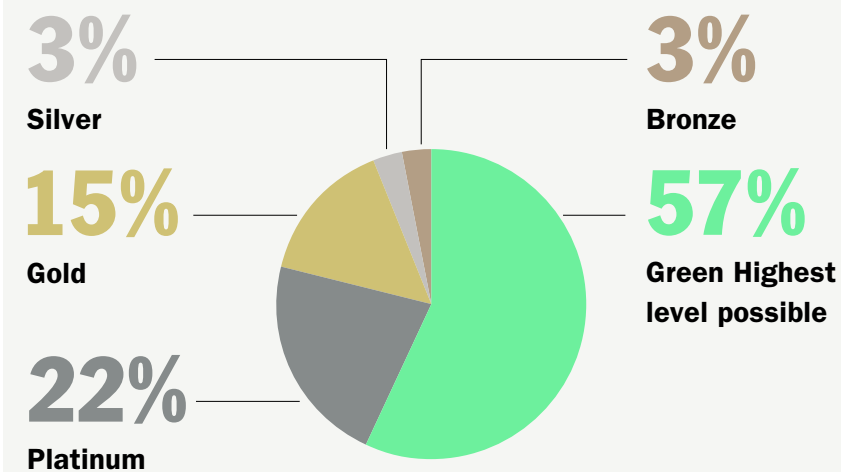
“Every team member wants to be proud of our lab, and that starts with sustainability. Good environmental practices help us do our best; keep us safe; and make for a nicer, more attractive work environment.”

Dr. Xun Guo, Biogen Senior Scientist





## 100% of Biogen labs certified by My Green Lab



## Making progress on packaging and devices

Innovation in packaging holds the potential to reduce environmental impacts and costs while ensuring patients and healthcare providers can continue to access medicines. Committed to more sustainable packaging and devices where feasible, we purchased new equipment that will save money and speed the creation of new, more sustainable solutions by enabling in-house prototyping of new cartons, leaflets and instructions for use.

In 2024, we made progress on several new options which we hope to bring to market. We also evaluated various innovative primary packaging component materials such as monolayer blisterpack films, which can eliminate PVC content, and paper bottle and cap closure systems.

We work closely with partners across the value chain to incorporate innovative, sustainable solutions wherever possible. One example is our work to explore alternatives to single-use injectors. We are exploring alternatives that are as good as or better than current approaches, while ensuring patient safety, maintaining quality, and remaining compliant with regulations and waste management requirements in the markets we serve.

## Pharmaceuticals in the environment

We strive to ensure our therapies end up only where intended. Informed by the EU's Strategic Approach to Pharmaceuticals in the Environment, we meet or exceed all local standards for wastewater quality and also take steps to mitigate any potential impacts at product end-of-life. For example, we engage with the Pharmaceutical Product Stewardship Work Group on the appropriate disposal of unused medicines and provide product take-back, including sharps management.

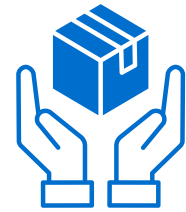
## Substances of concern

We are monitoring the regulatory landscape globally, tracking multiple potential legislative changes around chemicals of potential concern, including per- and polyfluoroalkyl substances (PFAS). We formed a cross-functional working group that has engaged with suppliers to better understand where these chemicals are in our supply chain. As required by local wastewater permit requirements, we monitor PFAS in the effluent from our operations. This monitoring has indicated our effluent levels are below regulatory limits.



The Biogen packaging team is making an effort to replace all plastic molded trays with 100% bio-degradable trays made from potato starch.





## ENGAGED SUPPLIERS

As is the case for most companies, our value chain is responsible for a significant portion of our environmental impact, particularly when it comes to greenhouse gas emissions. We have worked to reduce the environmental impact of our upstream and downstream activities.

In 2024, we also enhanced our use of EcoVadis to better understand the programs and progress of key suppliers. It is part of our broader focus on strategic sourcing, including the consideration of more localized sourcing options.

Our Supply Chain Sustainability CLEAN (Conscious Logistic Environment Action Network) initiative is designed to incorporate environmental impacts as one factor in supplier decisions, including emissions associated with distribution and logistics, cold chain solutions and packaging materials. Using this framework, we have assessed hundreds of key suppliers representing the majority of our spend.

As of Q1 2025, 56% of our top 50% of suppliers, by spend, have pledged to use 100% renewable electricity, in line with our longstanding commitment to greener energy. We are pleased that this is more than double the percentage of suppliers committed to 100% renewable energy from the prior year. Additionally, more than 37% of our top 80% of suppliers, by spend, have set or pledged to set science-based climate targets verified by the Science Based Targets initiative, an increase of 16% year over year.

“Purpose is the reason you journey. Passion is the fire that lights the way.”

Julia Koehler, Corporate Strategy & New Businesses and co-chair of ourIMPACT



### Caring Deeply IRELAND

Shay Norton and Michael O'Connell picked up more than 15kg of litter with their fellow employees at Dun Laoghaire Harbour, Ireland, on Caring Deeply Day.





### Tapping into employee passion

In 2024, ourIMPACT, one of our Employee Resource Groups, developed an enterprise-wide plan to define and measure its impact at a global and chapter level with four strategic imperatives:

- 1. **Awareness:** Increase knowledge of sustainable practices through education and information
- 2. **Engagement:** Engage employees worldwide to help Biogen achieve its sustainability goals
- 3. **Pioneering:** Shape internal improvements and communications to support a sustainable workplace
- 4. **Partnerships:** Amplify our impact by supporting community activities to create a more sustainable future

Chapters encourage employees to explore locally relevant topics and areas of individual interest. For example, increasing EV adoption has been among the topics of interest for employees in Asia Pacific; reducing energy use has been a priority in Europe; water management is of particular interest in Latin America; and employees in the U.S. are working to help reduce waste. In Italy, we launched “B-AZAR,” a digital space where employees can exchange personal items they no longer use, reaching near 100% employee participation within its first few months. Ideas and achievements are shared between chapters to build momentum across the company.

During Earth Month, ourIMPACT also conducted a month-long Green Challenge, with a calendar of sustainability-enhancing actions employees could take each day. Hundreds of employees shared the steps they were taking, inspiring others to take part. OurIMPACT also participated in Biogen’s annual Week of Understanding, focusing on the link between the environment and mental health, an issue that is deeply relevant to many employees, patients and society as a whole.

“We’ve maintained beehives since 2021, which helps promote biodiversity and inspires employees with educational opportunities on environmental issues.”

Caitlyn Peterson, Senior Associate of EHS



Caitlyn Peterson is the queen bee of the Research Triangle Park environmental data. She stands near the beehives that we have at our facility in North Carolina.





# REPORTING

**Our approach to disclosure reflects the value we place on transparency, our business priorities and evolving stakeholder expectations.**

This report is guided by GRI Standards and principles for defining report content. The GRI content index in this report provides a view of the relevant indicators addressed via this document and complementary materials, including disclosures aligned to the International Sustainability Standards Board's SASB Standards and the Task Force on Climate-related Financial Disclosures (TCFD).

This report was published in April 2025 and, unless otherwise indicated, reflects content and data from the period January 1, 2024-December 31, 2024. We strive to note any instances where activities may have begun in prior years but were publicly disclosed in and/or extended into 2024.

*Sam Graham is part of the Biogen U.K. team.*





Financial indicators include the company’s consolidated financial statements. Data in this report cover the company’s global operations and consolidated subsidiaries. Our operations in 2024 encompassed major facilities in Massachusetts and North Carolina in the United States and in Switzerland. Our global offices and commercial vehicles are also covered in this report. Unless otherwise noted, social indicators include full-time employees.

Environmental indicators include impacts from 100% of Biogen operations. Air emissions data exclude small commercial and sales offices. Greenhouse gas emissions data were informed by the World Resources Institute/World Business Council for Sustainable Development Greenhouse Gas Protocol: A corporate accounting and reporting standard, revised edition. Sources of emissions include electricity, steam, natural gas, diesel, gasoline/petrol and refrigerants. Water use includes municipal water, groundwater, fresh surface water, rainwater and wastewater. Primary sources of waste include Biogen’s operations, as outlined above, and include non-hazardous, hazardous and biohazardous waste.

# REPORTING INTEGRITY

Our risk management and internal control system for Corporate Responsibility reporting is designed to ensure the accuracy, reliability and transparency of our disclosures, in line with global regulatory standards and best practices in the pharmaceutical industry. We have employed many features within our reporting process, including:

- **Development controls:** Our internal control systems for the Corporate Responsibility reporting process includes a variety of risk management features. These include leadership of the report development process by a member of Biogen’s ESG Steering Committee, with oversight from a member of Biogen’s Executive Leadership Team. Our reporting process involves extensive input from internal subject matter experts (SMEs) in various functions, such as research and development, health equity, human resources and environmental management. SMEs help shape the overall direction for relevant sections, reviewing and validating the content within their areas of expertise to ensure that reported information is accurate and reflective of operational realities. In addition, we secure approval of relevant content from our leaders and relevant third parties cited in the report.
- **Legal and regulatory oversight:** This report is reviewed by the legal and regulatory departments. This ensures that all disclosures are legally compliant and may help mitigate potential regulatory risks. In addition, this report is reviewed by Biogen’s Disclosure Committee, which further aligns the report to broader strategic imperatives and validates data accuracy.

- **Data management systems:** We use automated systems to gather and analyze key data, such as workforce metrics, energy consumption, carbon emissions and waste management. These systems may help reduce human error and allow for streamlined reporting across our global operations.
- **Engagement of outside experts for advice:** We engage third-party consultants with expertise in sustainability, ESG reporting and industry best practices. These consultants provide expert insights on emerging trends, help refine our reporting processes and help to ensure that our sustainability disclosures are relevant and informative.

## Third-party assurance

To validate accuracy of relevant data, we engage an independent third-party reviewer who assesses our data collection, analysis and reporting processes. This external assurance is separate from external entities who provide strategic counsel on report development, delivering additional credibility to our disclosures and aligning with industry best practices. Environmental Resources Management Certification and Verification Services (ERM CVS) assured 2024 data for several indicators, including greenhouse gas emissions and select environmental and social indicators. The Independent Limited Assurance Report provides details of the assurance scope, assurance standards used, work undertaken and conclusions. ERM CVS performed a limited assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised), titled “Assurance Engagements Other than Audits or Reviews of Historical Financial Information.”





# CORPORATE RESPONSIBILITY DATA TABLE

ERM CVS provided limited third-party assurance on data related to climate and energy, water, waste, social and safety (bolded data points).

	Units	GRI code	2024	2023	2022	2021
GOVERNANCE						
About Biogen						
Revenue	Million USD	201–1	9,676	9,836	10,173	10,982
Research and Development (R&D) Spend	Million USD		2,042	2,462	2,231	2,501
Employees	#	2–7	7,604	7,570	8,725	9,832
Full-Time Equivalent (FTE)	#	2–7	7,577	7,455	8,610	9,586
R&D Employees	#	2–7	1,408	1,364	1,613	2,366
Workforce Located in U.S.	%	2–7	56	55	57	57
ENVIRONMENTAL						
Climate						
Scope 1 – (Fossil Fuels and Refrigerants)	MT CO <sub>2</sub> e	305–1	56,611	57,237	64,867	63,182
Scope 2 – Market-Based (Electricity and Steam) <sup>1</sup>	MT CO <sub>2</sub> e	305–2	507	373	335	268
Total Scope 1 and 2 (Market-Based)	MT CO <sub>2</sub> e	305–1, 305–2	57,118	57,611	65,202	63,450
Total Purchased Carbon Removals <sup>2</sup>	MT CO <sub>2</sub> e	305–5	45	0	0	0
Scope 2 – Location-Based (Electricity and Steam)	MT CO <sub>2</sub> e	305–2	32,858	31,059	31,765	34,262
Scope 3 <sup>3</sup>	MT CO <sub>2</sub> e	305–3	267,059	304,105	434,635	406,442
› Category 1 – Purchased Goods and Services <sup>4,5</sup>	MT CO <sub>2</sub> e		184,441	225,728	334,900	321,610
› Category 2 – Capital Goods <sup>4,6</sup>	MT CO <sub>2</sub> e		27,953	27,466	40,859	34,506
› Category 3 – Fuel- and Energy-Related Activities	MT CO <sub>2</sub> e		10,048	10,325	12,219	11,793
› Category 4 – Upstream Transportation and Distribution <sup>4,7</sup>	MT CO <sub>2</sub> e		4,231	10,609	13,622	17,148
› Category 5 – Waste Generated in Operations	MT CO <sub>2</sub> e		240	503	457	354





	Units	GRI code	2024	2023	2022	2021
› Category 6 – Business Travel <sup>8</sup>	MT CO <sub>2</sub> e		18,067	10,740	10,240	2,232
› Category 7 – Employee Commuting	MT CO <sub>2</sub> e		11,727	11,932	11,458	2,227
› Category 7 – Employee Work from Home	MT CO <sub>2</sub> e		1,601	1,581	1,702	9,652
› Category 8 – Upstream Leased Assets	MT CO <sub>2</sub> e		0	0	0	0
› Category 9 – Downstream Transportation and Distribution <sup>9</sup>	MT CO <sub>2</sub> e		4,372			
› Category 12 – End-of-Life Treatment of Sold Products	MT CO <sub>2</sub> e		4,380	5,220	9,177	7,003
Scope 3 (Percent of Scope 1, 2 and 3)	%		82	84	87	86
Total Value Chain (Scope 1, 2 and 3)	MT CO <sub>2</sub> e	305–5	324,178	361,715	499,837	469,909
Suppliers That Set or Pledged to Set a Climate Goal via the Science Based Targets Initiative <sup>10</sup>	%		37	32	23	18
Suppliers That Have Committed to 100% Renewable Energy by 2040 <sup>11</sup>	%		56	26	37	26
Air Quality						
CO Emissions	MT	305-7	9.0	8.7	9.3	4.5
NO <sub>x</sub> Emissions	MT	305-7	18.9	17.5	18.9	13.3
SO <sub>x</sub> Emissions	MT	305-7	2.5	2.3	3.2	1.9
VOC Emissions <sup>12</sup>	MT	305-7	2.3	5.1	5.2	1.0
Energy						
Total Energy Use	MWh	302–1	443,701	435,314	474,160	471,895
Renewable Electricity	MWh		139,757	133,329	136,356	143,470
› Power Purchase Agreement (PPA)/Direct Contract <sup>13,14</sup>	MWh	302–1	35,912	36,210	38,422	44,627
› Renewable Energy Certificates <sup>15</sup>	MWh	302–1	103,845	97,119	97,934	98,843
› On-Site Generation	MWh	302–1	0	0	0	0
Non-Renewable Energy	MWh		303,944	301,985	337,804	328,452
› Fossil Fuels (Gas, Oil, Diesel, Gasoline)	MWh	302–1	303,663	301,550	337,323	327,337
› Municipal Steam	MWh	302–1	186	296	393	980
› Total Non-Renewable Electricity	MWh	302–1	95	140	89	108
Energy Intensity	MWh/MM USD revenue	302–3	46	44	47	43
Global Renewable Electricity <sup>16</sup>	%		100	100	100	100
Renewable Energy Allocation (% of Total Energy)	%		31	31	N/A	N/A





	Units	GRI code	2024	2023	2022	2021
Water						
Water Use (ex. Non-Contact Cooling Water)	Million Cubic Meters (m³)	303–5	1,144	1,068	1,064	1,090
Water Use Intensity	m³/MM USD revenue		118	109	104	99
Water Reused/Recycled <sup>17</sup>	%		6	5	6	4
Water Withdrawal	Million m³		1,195	1,197	1,237	1,216
› Municipal Supply (Potable and Gray Water)	Million m³	303–3	1,076	1,009	1,018	0,581
› Fresh Surface Water (Non-Contact Cooling)	Million m³	303–3	0,117	0,187	0,218	0,166
› Rainwater	Million m³	303–3	0,001	0,001	0,001	0,001
Water Discharges	Million m³		0,903	0,894	0,941	0,893
› Fresh Surface Water	Million m³	303–4	0,117	0,187	0,218	0,166
› Wastewater	Million m³	303–4	0,786	0,707	0,723	0,727
Waste <sup>18</sup>						
Non-Hazardous Waste <sup>18,19</sup>	MT	306–3	3,133	4,012	4,224	3,510
› Reused <sup>20</sup>	MT	306–4	16	195	127	76
› Recycled <sup>18</sup>	MT	306–4	492	648	639	498
› Composted <sup>18</sup>	MT	306–4	1,423	1,800	1,574	200
› Energy Recovery via Anaerobic Digestion	MT	306–4	0	0	0	0
› Waste to Energy <sup>18,21</sup>	MT	306–4	1,126	1,154	1,336	1,361
› Incineration	MT	306–5	6	12	429	1,367
› Landfill <sup>22</sup>	MT	306–5	70	203	119	6
› Non-Hazardous Waste Intensity	MT/MM USD Revenue		0.32	0.41	0.41	0.32
› Waste to Landfill Diversion <sup>22</sup>	%		98	95	97	100
› Recovery & Recycling Rate (Non-Hazardous Waste)	%		62	66	55	22
Total Hazardous and Biohazardous Waste <sup>18</sup>	MT	306–3	188	208	237	269





	Units	GRI code	2024	2023	2022	2021
<b>SOCIAL</b>						
<b>Community Engagement and Giving</b>						
Total Foundation Grants <sup>23</sup>	Million USD		1.6	4.4	5.8	6.1
Employee Matching Gifts Program <sup>24</sup>	Million USD		1.0	1.7	2.1	2.1
Corporate Grants and Sponsorships <sup>25</sup>	Million USD		25.3	22.5	52.5	71.0
Employee Volunteering	Hours		12,385	10,071	15,485	14,493
<b>Workforce</b>						
<b>Women in:</b>						
› <b>Workforce</b>	%	2–7, 405–1	52.5	53.0	52.8	53.9
› <b>Director Level and Above</b>	%	405–1	48.3	48.6	47.4	47.6
<b>Demographics in Workforce (U.S. Only)</b>						
› <b>Asian American</b>	%	405–1	17.7	18.1	17.6	17.4
› <b>Black or African American</b>	%	405–1	11.2	11.2	10.7	11.6
› <b>Hispanic or Latino</b>	%	405–1	3.7	3.6	3.8	4.8
› <b>Indigenous or Native American</b>	%	405–1	0.3	0.3	0.2	0.4
› <b>Native Hawaiian or Other Pacific Islander</b>	%	405–1	0.1	0.1	0.1	0.1
› <b>White</b>	%	405–1	55.6	58.0	59.2	63.6
› <b>Two or More Races</b>	%	405–1	1.6	1.6	1.8	1.5
› <b>No Response</b>	%	405–1	9.4	7.2	6.6	0.6
<b>Demographics in Management (U.S. Only; Level 9+)</b>						
› <b>Asian American</b>	%	405–1	19.4	20.2	19.7	19.5
› <b>Black or African American</b>	%	405–1	5.5	5.4	5.5	6.6
› <b>Hispanic or Latino</b>	%	405–1	3.7	3.6	3.6	4.7
› <b>Indigenous or Native American</b>	%	405–1	0.2	0.2	0.2	0.2
› <b>White</b>	%	405–1	60.1	62.5	63.4	67.1
Represented by Union/Collective Bargaining Agreement	%	2–30	9	9	26	28
<b>Demographics by Age</b>						
› <b>29 or Younger</b>	%	405–1	7.3	10.0	8.1	8.5
› <b>30 to 50</b>	%	405–1	66.7	65.0	61.4	67.8
› <b>51 or Older</b>	%	405–1	26.0	25.0	30.5	23.7





	Units	GRI code	2024	2023	2022	2021
Demographics in Board of Directors						
› Women	#	405–1	3	3	2	3
› Asian American	#	2–9, 405–1	1	1	N/A	N/A
› Hispanic or Latino	#	2–9, 405–1	2	2	2	2
› White	#	2–9, 405–1	7	5	7	9
› Did Not Disclose Demographic Background	#	2–9, 405–1	1	1	1	1
Talent Attraction, Retention and Turnover						
Employee Satisfaction	%		65	62	75	73
Engagement Survey Response Rate	%		76	73	75	71
Open Positions Filled by Internal Candidates	%		25	27	31	23
Turnover Rate						
› Voluntary Turnover	%	401–1	9.6	10.1	14.8	11.0
› Involuntary Turnover	%	401–1	5.4	22.9	9.6	3.0
Pay Ratio Assessment <sup>26</sup>						
› Executives	#	405–2	1.01	1.02	1.02	1.02
› Management	#	405–2	0.96	0.96	1.00	0.95
› All Other Professionals	#	405–2	1.02	1.03	0.99	0.99
Occupational Health and Safety						
Employee and Type 1 Contractor Total Recordable Incident Rate (TRIR)	Cases/200,000 working hours	403–9	0.29	0.22	0.16	0.12
Employee and Type 1 Contractor Lost Time Incident Rate (LTIR) <sup>27</sup>	Cases/200,000 working hours	403–9	0.12	0.10	0.04	0.07
Number of Fatalities for Employees	#	403–9	1	0	0	0
Number of Fatalities for Contractors	#	403–9	0	0	0	0
Motor Vehicle Collisions (U.S. and Canada Fleet) <sup>28</sup>	Collisions/million miles	403–9	3.8	3.6	3.5	4.5





# TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) STATEMENT

This statement represents our fifth disclosure aligned with recommendations from the TCFD and covers all facilities and operations globally which are owned by Biogen or for which the company has operational control.

## GOVERNANCE

### TCFD recommendations for disclosures on Governance

- Describe the board's oversight of climate-related risks and opportunities.
- Describe management's role in assessing and managing climate-related risks and opportunities.

As set forth in our Corporate Governance Principles, Biogen's Board of Directors has oversight of the company's corporate responsibility strategy and reviews reports on these matters at least once each year. Biogen's CEO and executive leadership team are ultimately responsible for assessing and managing Biogen's climate-related risks, strategies and initiatives, including performance on Biogen's climate-related commitments. As part of broader governance, Biogen's Environmental Performance, Risks, and Trends Forum meets quarterly to guide, track progress and support delivery on Biogen's environmental efforts, including regulatory compliance, and provides regular updates to other internal stakeholders, including Biogen's Executive Leadership Team.

Biogen's Enterprise Risk Management (ERM) process helps ensure climate-related risks and opportunities are appropriately reflected in broader business planning. With input from Biogen Environment, Health and Safety (EHS) leaders, among others, our ERM team monitors strategic climate-related risks across all aspects of our business and utilizes climate scenarios as part of its assessments. The ERM team evaluates identified risks, including any climate-related physical and transitional risks, and engages with leaders who oversee and run day-to-day environmental programs. The ERM team provides relevant updates to Biogen's ERM Committee as well as the Board of Directors.

We take a multi-level approach to governance of our environmental strategies, performance and risks, including topics such as climate, pollution, water and biodiversity. Our Environmental Forum is sponsored by the Head of Pharmaceutical Operations & Technology and includes our Head of Sustainability; Environment, Health and Safety (EHS) leaders; site representatives; and others. Together, the groups ensure our environmental strategy aligns with business objectives, monitors progress against targets, tracks international regulatory requirements and compliance, and updates our Executive Team and Board of Directors.

## STRATEGY

### TCFD recommendations for disclosures on Strategy

- Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.
- Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.
- Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

As a standard business practice, Biogen regularly evaluates our climate-related commitments and initiatives. This periodically includes identifying climate-related risks and opportunities and their potential impacts on our business under different climate-related scenarios, which are analyzed across three time horizons: short-, medium-, and long-term. Each time horizon aligns with Biogen's estimated useful life of assets, financial impacts and reporting, and materiality thresholds.





RISK MANAGEMENT

TCFD recommendations for disclosures on Risk Management:

- a. Describe the organization’s processes for identifying and assessing climate-related risks.
- b. Describe the organization’s processes for managing climate-related risks.
- c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.

Biogen has identified and assessed climate-related risks – both physical risks and transitional risks – by using the Global Enabling Sustainability Initiative (GeSI)-CDP Scenario Analysis Toolkit (the Toolkit). Our latest assessment of physical risks included two future climatic scenarios, with Representative Concentration Pathways (RCP) 4.5 (+2°C) and RCP 8.5 (+4°C) and projected impacts out from 2020 to 2030 and 2040 or 2050, depending on the criteria data set available. We are in the process of evaluating opportunities to update our climate risk analysis process in the future.

These scenarios were applied to three Biogen manufacturing and R&D locations and 10 of the contract manufacturing organization sites we rely on to manufacture our products. Commercial sites, which consist of leased office space, were not included in the screening studies, because we determined that they posed a low material risk. This enabled us to explore our physical climate-related risks, notably water scarcity; floods, both inland and coastal; extreme heat; tornados and hurricanes; and wildfires.

The outcome of these studies across the 13 sites was combined with a revenue-based assessment to identify short-, medium- and/or long-term risks. Subsequently, we expanded our assessment of physical risks to include our most critical suppliers.

We also utilize the Toolkit to identify and assess the risks and opportunities associated with the transition to a low-carbon economy. For this purpose, in 2020, we adopted two climate scenarios: the IEA INDC Scenario (~3°C) as a base case and the IEA WEO 450 Scenario (~2°C) as a higher ambition case toward meeting the Paris Agreement to understand policy and technology impacts through 2040. Risks and opportunities were assessed at an enterprise level as well as specific to our biosimilar product segment.

Identified material risks and opportunities are reported to the ERM team, Corporate Responsibility function and EHS leadership overseeing our environmental goals. Through layered accountability, we consider and address material risks and opportunities that may impact our business, as well as mitigation measures that are in place or need to be refreshed and/or adopted. Please see the “Governance” section of this disclosure for detail.

METRICS AND TARGETS

TCFD recommendations for disclosures on Metrics and Targets:

- a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.
- b. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.
- c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.

Our overall strategy to manage and mitigate climate-related risks includes targets broadly consistent with the long-term aims of the Paris Agreement. In 2024, we updated our environmental targets, as follows:

- 50% reduction of global Scope 1 emissions by 2030 from a 2019 baseline<sup>33</sup>
- Achieve net-zero market-based Scope 2 emissions

We track our performance and disclose our progress around Scope 1, 2 and 3 emissions through our GRI-aligned Corporate Responsibility Report.





Based on our most recent assessments, we have identified the following short-, medium- and long-term climate-related risks and opportunities:

Risks and Opportunities Identified	Time Horizon *	Potential Impacts	Management Approach
Increased frequency of extreme weather and climate-related natural disasters	Applicable across all	Biogen sites are not expected to face an increased material risk of extreme weather over the long term, as defined by our time horizon. Four third-party manufacturing sites are in potentially at-risk locations in Europe and California.	Suppliers at risk for potential climate impacts will be prioritized for assessment, which can help Biogen better understand the opportunities and/or impacts of current and/or potential future mitigation steps.
Prioritization of more sustainable and/or low-carbon products and services from healthcare providers in some markets	Applicable across all	Comparable products demonstrating lower environmental impacts might be prioritized by a variety of purchasers, which could impact Biogen’s competitiveness and/or revenue in some markets.	Biogen may be able to minimize risks and capitalize on business opportunities by promoting sustainability across our products and operations while meeting other customer requirements. For example, 100% of Biogen labs have been certified by the independent My Green Lab program, which is recognized by the United Nations’ Race to Zero campaign for setting the standard for best practices in laboratory sustainability. We are also working to evaluate alternative materials and approaches for primary medicine delivery with a reduced environmental footprint. Biogen has published updates on these efforts in our Corporate Responsibility Report.
Ban and/or restrictions on the sale or use of petrol and diesel vehicles in some markets	Medium- and long-term	Local, state and/or national government restrictions on sales of internal combustion engine deplete (ICE) vehicles and/or access to some areas (e.g., ultra-low emissions zones) could impact Biogen’s commercial fleet.	As of the end of 2024, electric vehicle (EV) options are available in markets where Biogen employees may use corporate fleet vehicles, providing lower-emission options. In a number of locations, we have installed EV chargers that can be used by fleet vehicles, employees who drive EVs and visitors to our facilities. We also monitor market developments closely and do not anticipate a material impact from potential changes.
Mandatory emissions limitations	Medium- and long-term	A number of jurisdictions have introduced or may introduce mandatory limitations on corporate greenhouse gas emissions. This also may include carbon pricing, taxation on greenhouse gas emissions and/or similar regulatory efforts, including requirements for accelerated transition timelines.	An effective climate strategy can mitigate our exposure to the identified risks. We see potential opportunities involved with increasing efficiency as one part of well-run business operations, and we consider emissions reductions opportunities as we make decisions about equipment, energy, materials and related matters.

\* Time Horizon Period:  
Short-term      0–2 years  
Medium-term    2–5 years  
Long-term       >5 years





# SASB INDEX

Code	Accounting Metric	2024 Response
HC-BP-210a.1	Discussion, by region, of management process for ensuring quality and patient safety during clinical trials	<p>Biogen’s Global Pharmacovigilance (PV) team includes medical and scientific professionals with extensive safety clinical, and/or healthcare experience. They are trained in PV and health authority regulations relevant to medicinal product safety in the markets where Biogen operates.</p> <p>Biogen’s safety signal management processes, combined with our robust safety governance framework, allow Biogen to determine if new safety information on our products (a “signal”) poses a risk to patients and how best to manage, mitigate and communicate the risk. All safety and benefit/risk decisions for marketed and investigational products are made at the Safety Monitoring Committee (SMC). The Safety team collaborates with Regulatory Affairs and others within Biogen to communicate relevant information in a timely, transparent and accurate manner to regulatory agencies and other stakeholders across the globe.</p> <p>The conduct of our clinical trials adheres to the International Council for Harmonization Good Clinical Practice standards and to the principles that have their origin in the Declaration of Helsinki, supporting high-quality data clinical trials.</p> <p>Each country has its own regulatory authority and regulations or laws for conducting clinical trials. Relevant regulatory authorities review and approve Biogen’s proposed protocol and ensure that clinical trials follow national regulations. An Institutional Review Board (IRB) or Ethics Committee (EC) is an independent committee that includes medical, scientific and non-scientific members, whose responsibility is to protect the rights, welfare, safety and well-being of clinical trial participants. Each clinical trial location is monitored by a specific IRB/EC responsible for reviewing all clinical trials as well as conducting ongoing reviews of active clinical trials.</p> <p>For more information, please visit Biogen’s <a href="#">patient-centric clinical trials website</a>.</p>
HC-BP-210a.2	Number of inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI) and (2) Official Action Indicated (OAI)	<p>Biogen is committed to working collaboratively with regulatory agencies and taking needed action on relevant matters, including clinical trial management and pharmacovigilance. In 2024, there were nine (9) inspections related to clinical trial management and one (1) pharmacovigilance inspection, none of which were conducted by the U.S. Food and Drug Administration.</p>
HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	<p>Biogen did not sustain any monetary losses in 2024 as a result of legal proceedings associated with clinical trials in developing countries.</p>
HC-BP-240a.1	Description of actions and initiatives to promote access to healthcare products for priority diseases and in priority countries as defined by the Access to Medicine Index	<p>Biogen works to promote health access. We work to help strengthen health systems, address unmet medical needs, and provide fair and equitable access to medicines. We continually refine our governance of access; our research and development (R&amp;D) strategy, including pipeline and clinical trials; and product delivery. Our framework consists of four pillars: promoting access to healthcare and medicines, navigating the unique patient journey, bolstering the clinical research ecosystem, and engaging and collaborating with the community.</p> <p>Through initiatives such as flexible contracting, patient education and access programs, we aim to create a healthcare ecosystem where more patients, including those in low- and middle-income countries, have the opportunity to obtain access to treatments and resources to improve their quality of life.</p> <p>We are also advancing our portfolio and pipeline, which includes focusing on diseases and conditions prioritized by the <a href="#">Access to Medicine Index</a> (“Index”), including Alzheimer’s disease, depression and kidney disease. Additionally, Biogen therapies support patients in a number of countries included in the Index, such as Brazil, China, India and Mexico. Across the markets where we operate, we actively work with a variety of stakeholders to understand opportunities to meet patient needs and promote access and health equity.</p> <p>For more information about our actions and initiatives to promote access to healthcare, please see the Access and Health Equity section of Biogen’s 2024 Corporate Responsibility Report.</p>
HC-BP-240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	<p>Biogen has no products on the WHO List of Prequalified Medicinal Products.</p>





Code	Accounting Metric	2024 Response
HC-BP-240b.2	Percentage change in: (1) average list price and (2) average net price across U.S. product portfolio compared to previous reporting period	<p>In 2024, the weighted average list price of Biogen’s product portfolio increased by 3.2% compared to the previous reporting period.</p> <p>The weighted average net price of Biogen’s product portfolio decreased by 0.17% compared to the previous reporting period.</p> <p>We regularly review our pricing strategy and prioritize patient access to our therapies. We have a value-based contracting program designed to align the price of our therapies to the value our therapies deliver to patients. We also work with regulators, clinical researchers, ethicists, physicians, and patient advocacy groups and communities, among others, to determine how best to address requests for access to our investigational therapies in a manner that is consistent with our patient-focused values and compliant with regulatory standards and protocols.</p> <p>More information can be found in the <a href="#">Biogen Pricing Principles</a>.</p>
HC-BP-240b.3	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous reporting period	<p>We regularly review our pricing strategy and prioritize patient access to our therapies. We have a value-based contracting program designed to align the price of our therapies to the value our therapies deliver to patients. We also work with regulators, clinical researchers, ethicists, physicians, and patient advocacy groups and communities, among others, to determine how best to address requests for access to our investigational therapies in a manner that is consistent with our patient-focused values and compliant with regulatory standards and protocols.</p> <p>Additional information is available here: <a href="#">Biogen Pricing Principles</a>.</p>
HC-BP-250a.1	Products listed in public medical product safety or adverse event alert databases	<p>There were no listings relevant to Biogen’s products in any public medical product safety or adverse event alert database, including <a href="#">FDA’s MedWatch Safety Alerts for Human Medical Products</a>.</p>
HC-BP-250a.2	Number of fatalities associated with products	<p>All information related to fatalities associated with Biogen products is available via the <a href="#">FDA Adverse Event Reporting System</a>.</p>
HC-BP-250a.3	(1) Number of recalls issued, (2) total units recalled	<p>There were no recalls or units issued or recalled in 2024.</p>
HC-BP-250a.4	Total amount of product accepted for take-back, reuse, or disposal	<p>Biogen does not track the amount of product accepted for takeback, reuse or disposal; the volume of Biogen products is too low to warrant managing our own product takeback, reuse or disposal program. Biogen does, however, participate in several takeback programs across various U.S. states and counties, and several other countries. In addition, Biogen provides guidance on appropriate disposal methods for our products.</p>
HC-BP-250a.5	Number of enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP) or equivalent standards, by type	<p>In 2024, no enforcement actions were taken against Biogen for GMP violations. For more details on FDA compliance actions, please refer to the <a href="#">FDA Compliance Dashboard</a>.</p>
HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	<p>Counterfeiting is now one of the largest criminal enterprises in the world, and no industry is exempt from this growing threat. Patient safety is our top priority, and we take the issue of counterfeit, falsified drugs very seriously.</p> <p>Biogen works to implement a holistic strategy to proactively identify, mitigate and manage illicit trade risks that could potentially jeopardize the health and safety of patients who take our products or, secondarily, impact trust and reputation. We aim to disrupt diversion, counterfeiting, theft and other nefarious activities through the following pillars:</p> <p><b>Threat Assessments:</b> Identify, assess and mitigate risks and vulnerabilities across the supply chain.</p> <p><b>Auditing:</b> Audit supply chain partners to ensure industry best practice requirements are met regarding product security.</p> <p><b>Monitoring:</b> Monitor markets, channels, supply chain, customer complaints and other network elements to detect illicit trade signals and potential threats to supply chain resiliency and robustness.</p> <p><b>Investigations:</b> Respond to incidents with robust investigation and enforcement capability, including legal action to stop and deter illicit trade.</p> <p><b>Product Security:</b> Ensure we have the appropriate level of security measures for products and supply chain nodes to minimize the threat of counterfeits, diversions and thefts for the purpose of ensuring patient safety.</p> <p><b>Serialization:</b> A majority of our global production is serialized, meeting all global compliance requirements. Whenever we serialize, we also aggregate the serialization information to enable Track&amp;Trace. We have implemented Track&amp;Trace capabilities at our main distribution sites in the U.S. and EU, beyond compliance requirements, to provide additional elements of traceability.</p> <p><b>Product Complaints:</b> Detection and reporting of Suspect or Illegitimate products is also part of the product complaints management process.</p> <p>Biogen employees and vendors are trained to report technical product complaints, including any suspicion of counterfeit or illegitimate products identified within a product complaint report. Reports of this nature are duly investigated in collaboration with applicable cross-functional teams.</p>





Code	Accounting Metric	2024 Response
HC-BP-260a.2	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	<p>The process for the handling of suspect or illegitimate products at Biogen is performed in compliance with applicable regulatory requirements and Biogen Global Policy.</p> <p>Upon detecting a potential or known product security risk for any commercial or clinical finished product handled by Biogen, an investigation is performed to verify if the product is genuine or falsified. If it is determined that the suspected product is highly likely or is a confirmed counterfeit/falsified medicinal product, a global distributed material review board (DMRB) must be completed, defining further specific market actions and communications. As necessary, all impacted competent authorities, impacted distribution and trading partners are notified.</p> <p>In addition to the above internal processes, Biogen also participates in industry-wide systems and processes utilizing serialization data. If one of these systems or processes indicates a suspect or illegitimate product, it will trigger the internal process described above.</p>
HC-BP-260a.3	Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	<p>In 2024, Biogen did not engage in any activities that resulted in raids, seizures, arrests or the filing of criminal charges related to counterfeit products.</p>
HC-BP-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	<p>Biogen discloses all material legal and regulatory proceedings in our Annual Report on Form 10-K and Quarterly Reports on Form 10-Q.</p>
HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	<p>Biogen strictly adheres to laws and regulations prohibiting the promotion of off-label use of medical products. As outlined in our updated <a href="#">Code of Business Conduct</a>:</p> <ul style="list-style-type: none"><li>– Biogen employees can only promote our products only for the uses that have been approved, cleared or authorized by the relevant governmental agency.</li><li>– All product communications must be accurate, fair and balanced, and must comply with applicable laws to ensure the safe and appropriate use of Biogen products.</li></ul>
HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	<p>Our values and merit-based culture guide every action we take, from pioneering new therapies to promoting health access for all patients. To continue to build on our strong culture, we implemented the New Biogen Way, aimed at maintaining our spirit of innovation and patient-centricity while advancing a more entrepreneurial business mindset and results-focused approach. Understanding the pivotal role of our workforce, we have implemented comprehensive strategies to recruit and retain an exceptional team.</p> <p>We seek to recruit and retain highly qualified employees, including scientists and R&amp;D staff. We actively recruit top scientific talent by fostering relationships with academic institutions, research organizations and professional networks. A business-wide priority is to strengthen our culture and the employee experience. We believe our wellness initiatives and flexible work arrangements empower employees, increasing workplace satisfaction and allowing us to retain and attract key talent. We examine employee total rewards across four pillars: physical, financial, emotional and social well-being. We regularly assess our global benefits, and we believe we remain competitive with other companies in terms of comprehensive total rewards. We also conduct affordability analyses to benchmark whether our benefits program costs are appropriate and fair.</p> <p>Retention strategies: We prioritize a culture of innovation, inclusion and growth to ensure our workforce is supported and engaged. Key initiatives include:</p> <ul style="list-style-type: none"><li>– Learning and development: Professional development can be achieved through various avenues at Biogen, including onsite learning, challenging assignments, mentoring, and in-person and online training.</li><li>– Inclusive culture: We cultivate a workplace environment that encourages collaboration, innovation and inclusivity, ensuring every employee feels valued and empowered to contribute their unique perspectives and expertise.</li><li>– Employee well-being: Biogen fosters a culture of well-being by offering comprehensive health benefits, resources for mental health support and initiatives aimed at improving work-life balance.</li><li>– Competitive and comprehensive benefits: Our Total Rewards program is designed to meet the needs of employees in local markets and includes retirement savings plans, financial advising, Long-Term Incentive plans and incentive grants, company-paid life insurance and disability coverage, tuition reimbursement and college-planning services.</li></ul> <p>For more information about our talent recruitment and retention efforts, please see the <a href="#">Workforce &amp; Culture</a> section of Biogen’s 2024 Corporate Responsibility Report.</p>





Code	Accounting Metric	2024 Response
HC-BP-330a.2	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid-level managers, (c) professionals, and (d) all others	For 2024, the turnover rates for all employee categories are as follows: Voluntary turnover: 9.6% Involuntary turnover: 5.4%
HC-BP-430a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit programs for integrity of supply chain and ingredients	Not reported.
HC-BP-510a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	Biogen discloses all material legal and regulatory proceedings in our Annual Report on Form 10-K and Quarterly Reports on Form 10-Q.
HC-BP-510a.2	Description of code of ethics governing interactions with health care professionals	We comply with the International Federation of Pharmaceutical Manufacturers & Associations Code of Practice, the Pharmaceutical Research and Manufacturers of America's Code on Interactions with Healthcare Professionals, the European Federation of Pharmaceutical Industries and Associations Code of Practice, and other applicable codes of practice in countries where Biogen interacts and engages with healthcare professionals and other relevant external stakeholders.
HC-BP-000.A	Number of patients treated	Biogen has treated more than 2 million patients worldwide from 1996 through the end of 2024.
HC-BP-000.B	Number of drugs (1) in portfolio and (2) in research and development (Phases 1–3)	As of December 2024, Biogen had 22 drugs in its product portfolio, with additional candidates in the research and development pipeline: Phase 1: 4 Phase 2: 6 Phase 3: 4





# GRI CONTENT INDEX

Biogen has reported the information cited in this GRI content index for the period from January 1, 2024, to December 31, 2024, with reference to the GRI Standards.

GRI Standard	Disclosure		Location
GRI 2: General Disclosures 2021	2–1	Organizational details	<a href="#">2024 Form 10-K</a>
	2–2	Entities included in the organization’s sustainability reporting	<a href="#">2024 Form 10-K: Item 1. Business</a>
	2–3	Reporting period, frequency and contact point	Data cover fiscal year ending Dec. 31, 2024. (Some activities from 2025 are also included.) We report on an annual basis. Biogen contact: <a href="mailto:responsibility@biogen.com">responsibility@biogen.com</a> .
	2–4	Restatements of information	Restatements for previous disclosed metrics are identified in the <a href="#">Corporate Responsibility Data Table</a>
	2–5	External assurance	<a href="#">Independent Assurance Statement</a>
	2–6	Activities, value chain and other business relationships	<a href="#">2024 Form 10-K: Item 1. Business</a>
	2–7	Employees	<a href="#">2024 Form 10-K: Human Capital</a>
	2–9	Governance structure and composition	<a href="#">Executive Leadership</a> , <a href="#">Board of Directors</a> , <a href="#">Corporate Governance Documents</a> , <a href="#">Form 10-K: Item 1. Business</a>
	2–10	Nomination and selection of the highest governance body	<a href="#">Corporate Governance Principles</a>
	2–11	Chair of the highest governance body	<a href="#">Board of Directors</a>
	2–12	Role of the highest governance body in overseeing the management of impacts	<a href="#">2024 Form 10-K</a>
	2–13	Delegation of responsibility for managing impacts	<a href="#">2024 Form 10-K</a>
	2–14	Role of the highest governance body in sustainability reporting	<a href="#">Corporate Governance Principles</a> , <a href="#">Position on Human Rights</a>
	2–15	Conflicts of interest	<a href="#">Code of Business Conduct</a>
	2–16	Communication of critical concerns	<a href="#">Code of Business Conduct</a>
	2–17	Collective knowledge of the highest governance body	<a href="#">2024 Form 10-K</a>
	2–18	Evaluation of the performance of the highest governance body	<a href="#">Corporate Governance Principles</a> , <a href="#">2024 Proxy: Director Compensation</a>
	2–19	Remuneration policies	<a href="#">2024 Proxy: Director Compensation</a>
	2–20	Process to determine remuneration	<a href="#">2024 Proxy: Director Compensation</a>
	2–21	Annual total compensation ratio	<a href="#">2024 Proxy: CEO Pay Ratio</a>
	2–22	Statement on sustainable development strategy	<a href="#">2024 Corporate Responsibility Report</a>
	2–23	Policy commitments	<a href="#">Reporting &amp; Principles</a>
	2–24	Embedding policy commitments	<a href="#">Reporting &amp; Principles</a>





GRI Standard	Disclosure	Location
	2–25 Processes to remediate negative impacts	<a href="#">Code of Business Conduct</a> , <a href="#">Position on Human Rights</a>
	2–26 Mechanisms for seeking advice and raising concerns	<a href="#">Code of Business Conduct</a>
	2–27 Compliance with laws and regulations	<a href="#">2024 Form 10-K</a> , <a href="#">Code of Business Conduct</a>
	2–28 Membership associations	<a href="#">2024 Corporate Responsibility Report</a> : <a href="#">Community Impact</a>
	2–29 Approach to stakeholder engagement	<a href="#">2024 Corporate Responsibility Report</a> : <a href="#">Access &amp; Health Equity</a> , <a href="#">Community Impact</a>
	2–30 Collective bargaining agreements	<a href="#">Code of Business Conduct</a> , <a href="#">2024 Corporate Responsibility Report</a> : <a href="#">Corporate Responsibility Data Table</a>
GRI 3: Material Topics 2022	3–1 Process to determine material topics	<a href="#">2023 Corporate Responsibility Report</a> : <a href="#">Materiality Grid</a>
	3–2 List of material topics	<a href="#">2023 Corporate Responsibility Report</a> : <a href="#">Materiality Grid</a>
	3–3 Management of material topics	<a href="#">Reporting &amp; Principles</a>
GRI 201: Economic Performance 2016	201–1 Direct economic value generated and distributed	<a href="#">2024 Form 10-K</a> , <a href="#">Political Contribution Disclosures</a> <a href="#">2024 Corporate Responsibility Report</a> : <a href="#">Corporate Responsibility Data Table</a>
	201–2 Financial implications and other risks and opportunities due to climate change	<a href="#">2024 Corporate Responsibility Report</a> : <a href="#">TCFD Statement</a>
	201–4 Financial assistance received from government	<a href="#">2024 Form 10-K</a>
GRI 203: Indirect Economic Impacts 2016	203–2 Significant indirect economic impacts	<a href="#">2024 Form 10-K</a> , <a href="#">2024 Corporate Responsibility Report</a> : <a href="#">Access &amp; Health Equity</a> , <a href="#">Community Impact</a>
GRI 205: Anti-corruption 2016	205–1 Operations assessed for risks related to corruption	<a href="#">2024 Form 10-K</a> : <a href="#">Item 1A. Risk Factors</a>
	205–2 Communication and training about anti-corruption policies and procedures	<a href="#">Code of Business Conduct</a> , <a href="#">2024 Corporate Responsibility Report</a> : <a href="#">Overview</a>
	205–3 Confirmed incidents of corruption and actions taken	<a href="#">2024 Corporate Responsibility Report</a> : <a href="#">SASB Index</a>
GRI 206: Anti-competitive Behavior 2016	206–1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<a href="#">2024 Form 10-K</a>
GRI 207: Tax 2019	207–1 Approach to tax	<a href="#">Global Tax Policy</a> , <a href="#">U.K. Tax Strategy</a>
	207–2 Tax governance, control, and risk management	<a href="#">Global Tax Policy</a> , <a href="#">U.K. Tax Strategy</a>
	207–3 Stakeholder engagement and management of concerns related to tax	<a href="#">Global Tax Policy</a> , <a href="#">U.K. Tax Strategy</a>
GRI 302: Energy 2016	302–3 Energy intensity	<a href="#">2024 Corporate Responsibility Report</a> : <a href="#">Corporate Responsibility Data Table</a>
GRI 303: Water and Effluents 2018	303–3 Water withdrawal	<a href="#">2024 Corporate Responsibility Report</a> : <a href="#">Corporate Responsibility Data Table</a>
	303–4 Water discharge	<a href="#">2024 Corporate Responsibility Report</a> : <a href="#">Corporate Responsibility Data Table</a>
	303–5 Water consumption	<a href="#">2024 Corporate Responsibility Report</a> : <a href="#">Corporate Responsibility Data Table</a>





GRI Standard	Disclosure	Location
GRI 305: Emissions 2016	305–1 Direct (Scope 1) GHG emissions	2024 Corporate Responsibility Report: <a href="#">Corporate Responsibility Data Table</a>
	305–2 Energy indirect (Scope 2) GHG emissions	2024 Corporate Responsibility Report: <a href="#">Corporate Responsibility Data Table</a>
	305–3 Other indirect (Scope 3) GHG emissions	2024 Corporate Responsibility Report: <a href="#">Corporate Responsibility Data Table</a>
	305–5 Reduction of GHG emissions	2024 Corporate Responsibility Report: <a href="#">Corporate Responsibility Data Table</a>
	305–6 Emissions of ozone-depleting substances (ODS)	2024 Corporate Responsibility Report: <a href="#">Corporate Responsibility Data Table</a>
	305–7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	2024 Corporate Responsibility Report: <a href="#">Corporate Responsibility Data Table</a>
GRI 306: Waste 2020	306–1 Waste generation and significant waste-related impacts	2024 Corporate Responsibility Report: <a href="#">Environment</a>
	306–2 Management of significant waste-related impacts	2024 Corporate Responsibility Report: <a href="#">Environment</a>
	306–3 Waste generated	2024 Corporate Responsibility Report: <a href="#">Corporate Responsibility Data Table</a>
	306–4 Waste diverted from disposal	2024 Corporate Responsibility Report: <a href="#">Corporate Responsibility Data Table</a>
	306–5 Waste directed to disposal	2024 Corporate Responsibility Report: <a href="#">Corporate Responsibility Data Table</a>
GRI 308: Supplier Environmental Assessment 2016	308–1 New suppliers that were screened using environmental criteria	<a href="#">Responsible Supply Chain Statement</a> , 2024 Corporate Responsibility Report: <a href="#">Environment</a>
	308–2 Negative environmental impacts in the supply chain and actions taken	2024 Corporate Responsibility Report: <a href="#">Environment</a>
GRI 401: Employment 2016	401–1 New employee hires and employee turnover	2024 Corporate Responsibility Report: <a href="#">Corporate Responsibility Data Table</a>
	401–2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	2024 Corporate Responsibility Report: <a href="#">Workforce &amp; Culture</a>
	401–3 Parental leave	2024 Corporate Responsibility Report: <a href="#">Workforce &amp; Culture</a>
GRI 403: Occupational Health and Safety 2018	403–1 Occupational health and safety management system	<a href="#">Environmental Health and Safety Policy</a>
	403–3 Occupational health services	<a href="#">Environmental Health and Safety Policy</a>
	403–4 Worker participation, consultation, and communication on occupational health and safety	<a href="#">Environmental Health and Safety Policy</a>
	403–5 Worker training on occupational health and safety	<a href="#">Environmental Health and Safety Policy</a>
	403–6 Promotion of worker health	2024 Corporate Responsibility Report: <a href="#">Workforce &amp; Culture</a>
	403–7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">Environmental Health and Safety Policy</a>
	403–8 Workers covered by an occupational health and safety management system	<a href="#">Environmental Health and Safety Policy</a>
	403–9 Work-related injuries	2024 Corporate Responsibility Report: <a href="#">Corporate Responsibility Data Table</a>
	403–10 Work-related ill health	2024 Corporate Responsibility Report: <a href="#">Corporate Responsibility Data Table</a>
GRI 404: Training and Education 2016	404–1 Average hours of training per year per employee	2024 Corporate Responsibility Report: <a href="#">Corporate Responsibility Data Table</a>
	404–2 Programs for upgrading employee skills and transition assistance programs	2024 Corporate Responsibility Report: <a href="#">Workforce &amp; Culture</a>





GRI Standard	Disclosure	Location
GRI 405: Diversity and Equal Opportunity 2016	405–1 Diversity of governance bodies and employees	2024 Proxy: <a href="#">Corporate Governance</a> , 2024 Corporate Responsibility Report: <a href="#">Corporate Responsibility Data Table</a>
	405–2 Ratio of basic salary and remuneration of women to men	2024 Corporate Responsibility Report: <a href="#">Corporate Responsibility Data Table</a>
GRI 413: Local Communities 2016	413–1 Operations with local community engagement, impact assessments, and development programs	2024 Corporate Responsibility Report: <a href="#">Community Impact</a>
GRI 414: Supplier Social Assessment 2016	414–2 Negative social impacts in the supply chain and actions taken	<a href="#">Responsible Supply Chain Statement</a>
GRI 415: Public Policy 2016	415–1 Political contributions	<a href="#">Political Contributions Disclosures</a>
GRI 416: Customer Health and Safety 2016	416–1 Assessment of the health and safety impacts of product and service categories	<a href="#">Reporting &amp; Principles</a>
	416–2 Incidents of non-compliance concerning the health and safety impacts of products and services	2024 Corporate Responsibility Report: <a href="#">SASB Index</a>
GRI 417: Marketing and Labeling 2016	417–1 Requirements for product and service information and labeling	<a href="#">Reporting &amp; Principles</a>
	417–2 Incidents of non-compliance concerning product and service information and labeling	2024 Corporate Responsibility Report: <a href="#">SASB Index</a>
	417–3 Incidents of non-compliance concerning marketing communications	2024 Corporate Responsibility Report: <a href="#">SASB Index</a>
GRI 418: Customer Privacy 2016	418–1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	<a href="#">2024 Form 10-K</a>





# PRINCIPLES, POLICIES AND POSITIONS



## CORPORATE RESPONSIBILITY

- [Animal Welfare](#)
- [Code of Business Conduct](#)
- [Comprehensive Compliance Program](#)
- [Corporate Governance Principles](#)
- [Global Tax Policy](#)
- [Political Contributions Policy](#)
- [Research Collaborations](#)
- [Supply Chain Responsibility](#)
- [Supplier Diversity](#)
- [Stem Cells](#)
- [Transparency in Reporting](#)
- [U.K. Tax Strategy](#)



## ACCESS & HEALTH EQUITY

- [Access Programs](#)
- [Clinical Research and Bioethics](#)
- [Clinical Trial Transparency and Data Sharing](#)
- [Global Privacy Program](#)
- [Patient Safety](#)
- [Payments to Healthcare Professionals](#)
- [Pricing Principles](#)



## ENVIRONMENT

- [Biodiversity](#)
- [Global Sustainability Policy](#)
- [Product Stewardship](#)



## WORKFORCE & CULTURE?

- [Anti-Slavery and Human Trafficking Statement](#)
- [Elements of Our Culture](#)
- [Environmental Health and Safety Policy](#)
- [Human Rights Position Statement](#)
- [Pay Equity](#)
- [EEO Statement and Reports](#)



## ADDITIONAL 2024 DISCLOSURES

- [Annual Report](#)
- [U.S. Securities and Exchange Commission Form 10-K](#)
- [Independent Assurance Statement to Biogen](#)



## PRIOR DISCLOSURES

- [2023 Corporate Responsibility Report](#)
- [2022 ESG Report](#)
- [2021 Year in Review](#)
- [2020 Year in Review](#)
- [2019 Year in Review](#)
- [2018 Corporate Social Responsibility Report](#)
- [2017 Global Impact Report](#)
- [2016 Global Impact Report](#)
- [2015 Corporate Citizenship Report](#)





## Footnotes for the Corporate Responsibility Data Table

1. Scope 2 Market-Based emissions achieved through the purchase of Energy Attribute Certificates (EACs), Power Purchase Agreements (PPAs) and purchased CO<sub>2</sub> Removal Certificates (CORCs).

2. Purchased CORC 100+ credits certified by Puro.earth to offset municipal steam.

3. Scope 3 Categories 10, 11, 13, 14 and 15 were determined to be not applicable or negligible.

4. Metric reflects data collection from 90% of the top suppliers.

5. Decrease in the 2024 value is due to updated emission factors, change in spend due to business priorities and supplier emission reduction efforts.

6. Decrease in the 2024 value is due to updated emission factors, decrease in spend due to business climate and supplier emission reduction efforts.

7. Decrease in the 2024 value is due to improved supplier categorization.

8. Change in the 2024 value is due to increase in air travel.

9. New disclosure as data sources have improved.

10. This metric represents our top 80% of suppliers by 2024 spend and is inclusive of near- and long-term targets.

11. This metric represents our top 50% of suppliers by 2024 spend and is inclusive of near- and long-term targets.

12. Decrease in the 2024 value due to updated calculation following the replacement of a boiler at the RTP Pharma site, in line with Biogen's end-of-life strategy.

13. Energy Attribute Certificates (EACs) are used to claim use of renewable electricity.

14. Decrease in Power Purchase Agreement (PPA) is due to the shift from a PPA to Renewable Energy Certificates (RECs) obtained through the Liberty Solar Virtual Power Purchase Agreement (VPPA). After Biogen's VPPA came online in September 2024, the Cambridge site's energy contract was updated in November 2024 to no longer include a PPA.

15. RECs retired include bundled and unbundled Energy Attribute Certificates (EACs), including Green-e certified Renewable Energy Certifications, Guarantees of Origin, J-Credits, Australian RECs and I-RECs to match Biogen's electricity usage in the U.S./Canada, Europe, Japan, Australia and other global affiliate locations, respectively.

16. As a member of RE100, our 100% renewable energy goal covers our imported electricity, which we continue to maintain through acquiring Energy Attribute Certificates (EACs). Biogen takes a global approach to calculating the percentage of electricity consumed by our global operations matched by acquiring EACs. Biogen aims to procure EACs in the same grids where we consume electricity. In certain cases, Biogen may procure renewable energy in other locations. The residual emissions from these regions represent 0.07% of Global Renewable Electricity.
17. Represents the amount of water reused/recycled, comprised of reclaimed water onsite, harvested rainwater and municipal gray water, as a portion of total water use.

18. Decrease in the 2024 values are due to improved process efficiency and improved segregation, alongside operational fluctuations and changes in the workforce. This impacts metrics for non-hazardous waste, including: recycled, composted and waste to energy, as well as total hazardous and biohazardous waste.

19. All waste disposal methods are covered in these metrics; no waste is disposed of by other methods. Data include non-hazardous waste generated by Biogen operations (e.g., non-hazardous solid waste and trucked off wastewater). Waste derived from construction and demolition debris, incinerator ash and other contractor activities is not included.

20. Decrease in value in 2024 is attributed to substantial donation of office supplies and furniture during the 2023 office consolidation in Cambridge, Massachusetts.

21. Biogen uses both co-processing programs and non-hazardous waste with energy recovery, which is generated by incineration.

22. Decrease in the 2024 value is due to proactive partnerships with waste vendors to divert waste landfills where feasible.

23. Includes grants awarded by the Biogen Foundation exclusive of the Foundation's Employee Matching Gifts Program. Total in grants is inclusive of STAR (Science, Teacher support, Access and Readiness) Initiative investment.

24. Employee Matching Gifts consists of Foundation giving through 1:1 and 2:1 donation campaigns.

25. Corporate Grants and Sponsorships includes global medical grants and patient education grants, general grants, infrastructure grants, donations, in-kind donations, fellowships and sponsorships.

26. Includes data covering all permanent global employees adjusted for the number of women and men at each level within the organization for base compensation only. Permanent employees are total employees, removes limited term contractors and educational employees/interns. The ratio is calculated by averaging the mean base pay for women in the stated role in comparison to the mean base pay of men in a similar role.

27. This metric was formerly reported as Days Away Case Rate (DACR) and is now referred to as LTIR to align with Occupational Safety and Health Administration (OSHA) terminology. The calculation methodology remains unchanged.

28. Collisions metric is compiled based on data from Wheels, Biogen's primary fleet management firm.

### Discussion of Emissions Factors

- Scope 1**

– U.K. Department for Energy Security and Net Zero (formerly the Department for Business, Energy and Industrial Strategy) 2024.

– Climate Leaders 2024 and Climate Leaders 2023.
- Scope 2**

– International Energy Agency (IEA) 2024.

– U.S. Environmental Protection Agency eGRID 2022. According to ERM CVS (third-party assurance provider), it is standard practice to use the prior year factors.

– Reliable Disclosure (RE-DISS) and AIB European Residual Mixes 2022.

– Bespoke factor for municipal steam. Emission factor value provided by Biogen (0.08442 MT/klb).
- Scope 3**

– U.K. Department for Energy Security and Net Zero (formerly the Department for Business, Energy and Industrial Strategy) 2024.

– Climate Leaders 2024.

– IEA 2024.

– Bespoke factor for steam well-to-tank. Source note: U.K. DEFRA 2016 WTT- heat and steam, district heat and steam.





## Narrative footnotes

### Access & Health Equity

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### Workforce & Culture

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### Environment & TCFD

33. 2019 Scope 1 emissions baseline: 67,031 metric tons.
34. 2019 water withdrawal baseline: 1.511 million cubic meters.
35. 2019 water usage baseline: 1.272 million cubic meters.
36. 2019 Scope 1 and Scope 2 emissions from Cambridge operations: 31,115.6 metric tons.
37. 2019 Scope 2 – Market-Based emissions: 131 metric tons.
38. 2019 Scope 2 – Location-Based emissions: 37,712 metric tons.
39. Scope 3 emissions: 424,592 metric tons.



# SAFE HARBOR

This report contains forward-looking statements, including about our corporate responsibility programs and initiatives, the potential of Biogen’s commercial business and pipeline programs, including lecanemab, and risks and uncertainties associated with drug development and commercialization. These forward-looking statements may be accompanied by such words as “aim,” “anticipate,” “assume,” “believe,” “contemplate,” “continue,” “could,” “estimate,” “expect,” “forecast,” “goal,” “guidance,” “hope,” “intend,” “may,” “objective,” “plan,” “possible,” “potential,” “predict,” “project,” “prospect,” “should,” “target,” “will,” “would” and other words and terms of similar meaning. Drug development and commercialization involve a high degree of risk, and only a small number of research and development programs result in commercialization of a product. Results in early-stage clinical trials may not be indicative of full results or of results from later-stage or larger-scale clinical trials and do not ensure regulatory approval. You should not place undue reliance on these statements. Given their forward-looking nature, these statements involve substantial risks and uncertainties that may be based on inaccurate assumptions and could cause actual results to differ materially from those reflected in such statements. These forward-looking statements are based on management’s current beliefs and assumptions and on information currently available to management. Given their nature, we cannot assure that any outcome expressed in these forward-looking statements will be realized in whole or in part. We caution that these statements are subject to risks and uncertainties, many of which are outside of our control and could cause future events or results to be materially different from those stated or implied in this document, including, among others, uncertainty of long-term success in developing, licensing or

acquiring other product candidates or additional indications for existing products; expectations, plans and prospects relating to product approvals, approvals of additional indications for our existing products, sales, pricing, growth, reimbursement and launch of our marketed and pipeline products; our ability to effectively implement our corporate strategy; the successful execution of our strategic and growth initiatives, including acquisitions; the risk that positive results in a clinical trial may not be replicated in subsequent or confirmatory trials or success in early-stage clinical trials may not be predictive of results in later-stage or large-scale clinical trials or trials in other potential indications; risks associated with clinical trials, including our ability to adequately manage clinical activities, unexpected concerns that may arise from additional data or analysis obtained during clinical trials, regulatory authorities may require additional information or further studies, or may fail to approve or may delay approval of our drug candidates; the occurrence of adverse safety events, restrictions on use of our products or product liability claims; and any other risks and uncertainties that are described in other reports we have filed with the U.S. Securities and Exchange Commission.

These statements speak only as of the date of this report and are based on information and estimates available to us at this time. Should known or unknown risks or uncertainties materialize or should underlying assumptions prove inaccurate, actual results could vary materially from past results and those anticipated, estimated or projected. Investors are cautioned not to put undue reliance on forward-looking statements. A further list and description of risks, uncertainties and other matters can be found in our Annual Report on Form 10-K for the fiscal year ended

December 31, 2024, and in our subsequent reports on Form 10-Q and Form 10-K, in each case including in the sections thereof captioned “Note Regarding Forward-Looking Statements” and “Item 1A. Risk Factors,” and in our subsequent reports on Form 8-K. Except as required by law, we do not undertake any obligation to publicly update any forward-looking statements whether as a result of any new information, future events, changed circumstances or otherwise.



2024

# CORPORATE RESPONSIBILITY REPORT

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