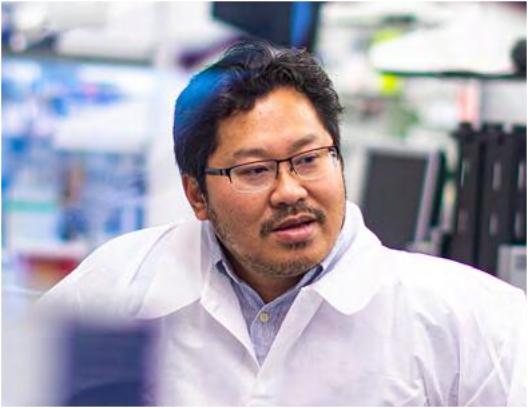




2021 DIVERSITY, EQUITY & INCLUSION REPORT



where
science meets **humanity**™



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"Biogen has been unequivocal on where we stand in protecting the rights of all and seeking to ensure a more inclusive workplace. We recommit ourselves every day to caring deeply in order to create a healthier, more sustainable and more equitable world."

Michel Vounatsos, Chief Executive Officer

FOREWORD

From our DE&I Strategic Council Co-chairs

George Floyd's murder and the other victims of tragedies that followed set off a racial justice movement marked by protests across the globe – from the U.S. to Brazil, from the U.K. to Australia. These events occurred as the COVID-19 pandemic further exposed the deep economic and health disparities facing minority groups and vulnerable communities around the world. These experiences further reinforced that we – as individuals and organizations – needed to grow our understanding, name the inequities that persist, make them visible and take action to become more equitable and inclusive. This was an inflection point – an opportunity to move beyond the diversity, equity and inclusion (DE&I) work we had been doing. It led to introspection and raised consciousness at Biogen – taking a hard look at the challenges our employees, patients and communities face and the role we play in creating a more just and equitable world.

Through their courage to bring forth challenging ideas, Biogen's people have inspired and molded our enhanced DE&I strategy. They shared their thoughts on our responsibility to the communities where we operate and the patients we serve. After all, it's the smart, diverse, inclusive minds and hearts of our employees who know what we need and where we need to go in our DE&I journey and as a company.

While some of our DE&I progress and data is regularly shared in Biogen's [Year in Review](#), we believe DE&I deserves its own space. As we set out to develop our first public DE&I report, we were struck by how many employees volunteered their time and energy, adding to their already full plates and despite the challenges of COVID-19, to help advance our strategy. As you read their stories, you'll see how our strategy hinges on our people's passion and drive.

What you won't find in these pages are the powerful stories told during the listening sessions held after George Floyd's murder, or following the anti-Asian hate crimes witnessed during the past year. Our employees shared deeply personal stories about experiencing racism, sexism or other types of discrimination in their daily lives. These conversations were met with empathy, support, gratitude and deep care. This is how we begin to understand what it's like to walk in each other's shoes.

These are the steps that lead to employees feeling heard, seen and, we certainly hope, a sense of belonging.

We're proud of the progress we've made so far. We also know that we have much more to do. Our DE&I commitment is evident not just in our progress, but also when we don't achieve our intended outcome. Then, it's time to learn, listen, reflect and move forward in an informed and improved way.

DE&I is an ongoing journey – one that requires humility, openness and determination – and together we're in it for the long haul.



Ginger Gregory, Ph.D.
Chief Human
Resources Officer



Chirfi Guindo
Head of Global
Product Strategy and
Commercialization

OUR COMMITMENT

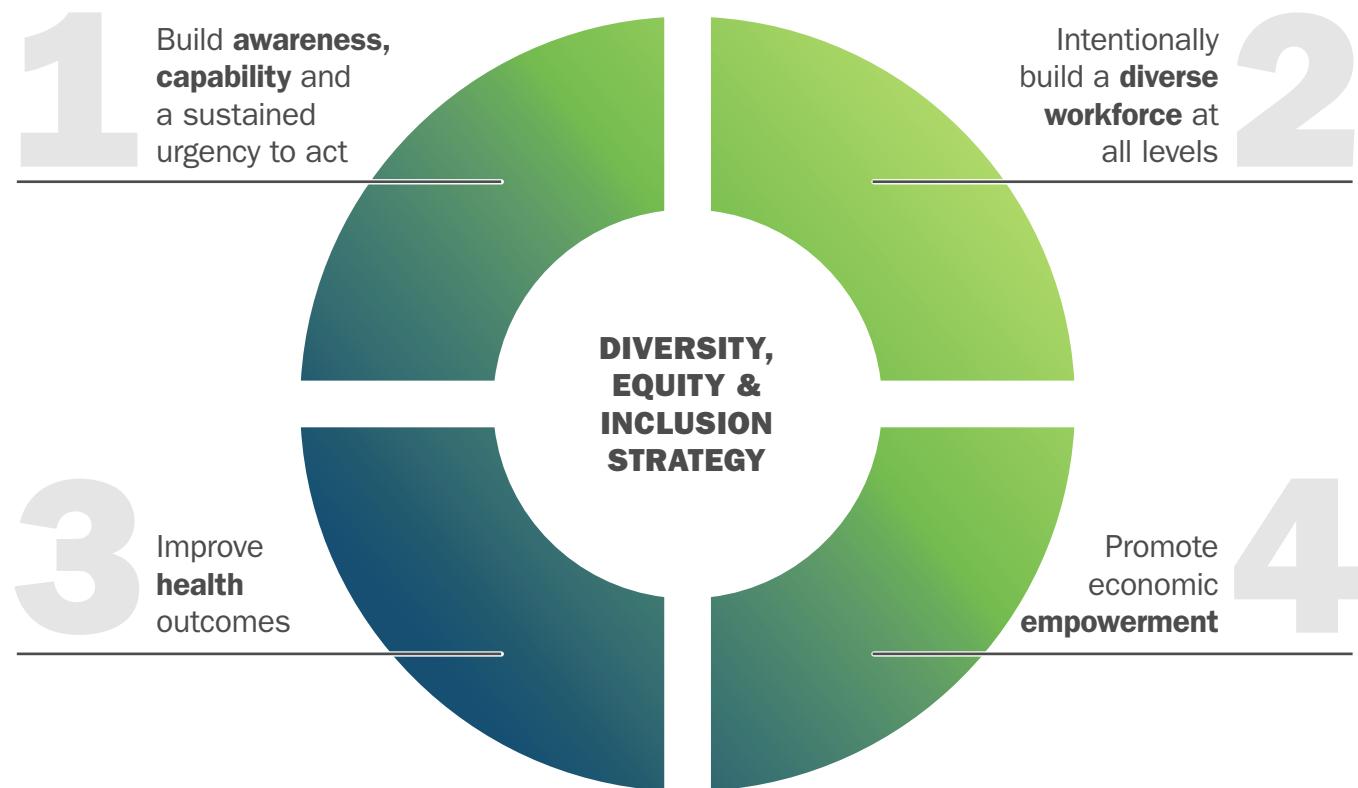
Championing inclusion within and outside our organization to amplify the power of diversity

As a company that pioneers science for the betterment of humanity, Biogen believes that any form of prejudice, racism or intolerance is unacceptable and has no place at our company. To advance our mission, we seek to engage the world's brightest minds, and have long prioritized diversity, equity and inclusion (DE&I) not only as a moral imperative, but as a competitive strength.

In 2020, after the murder of George Floyd, it became clear that we needed to do more to promote our values both within our company and globally. We held dozens of listening sessions across all levels of the organization, engaged with outside experts and consulted community organizations. What we heard compelled us to recognize Juneteenth as an official U.S. holiday beginning in 2021 and helped shape our enhanced four-part DE&I strategy.

Successful implementation will require and enable us to build an inclusive organization of diverse, talented employees who reflect the patients we serve and the communities where we operate. It also involves collaborating with external organizations, peers and others to address the health inequities in care for the disease areas we treat. As part of our commitment, we have

OUR ENHANCED DE&I STRATEGY INCLUDES A STRONG COMMITMENT TO TRANSPARENCY



OUR COMMITMENT

pledged to help economically empower small and diverse businesses, to help build a more equitable economy. Taken together, we hope to realize our vision for a healthier, more sustainable and more equitable world.

To advance our goals, we tied a portion of our employees' and executive officers' 2021 compensation to advancing our environmental, social and governance (ESG) strategy, which includes specific metrics that are part of our DE&I strategy.



TESTIMONIAL

ANNIE RACINE

Scientist, Development Imaging,
Biomarkers

A virtual listening session to discuss racial justice prompted Annie Racine to become more engaged with social justice causes at Biogen. She and her colleagues organized a virtual diversity town hall for Biomarkers employees and formed the Biomarkers DE&I Committee.

You need awareness at every level to make an impact: you need it from the top, but you also need engagement from the ground level. It all starts with a conversation. Then, you realize others care as much as you do about social justice.”



OUR COMMITMENT



Build company-wide **awareness, capability** and urgency to foster and sustain a diverse and inclusive environment

OUR BELIEF

Diversity helps drive innovation.
Different backgrounds, cultures and perspectives make us stronger and help lead to pioneering science.

OUR 2021 GOALS

95%
OF MANAGERS¹
TRAINED ON INCLUSIVE RECRUITING,
hiring, promotion and retention

60%
of all employees participate in
DE&I TRAINING



Building Awareness

Our commitment to DE&I is visible across our company, from the passion of our employees to the influence of our executive leaders. Our CEO Michel Vounatsos signed the [CEO Action for Diversity & Inclusion™](#), the largest CEO-driven business commitment to advance DE&I within the workplace. Joining other company signatories, Biogen held its Week of Understanding in 2021, including virtual conversations and opportunities to learn about DE&I within the company, the broader

healthcare system and the wider world. Employees hosted 22 internal events covering topics such as inclusive leadership, coping skills for the stress and trauma of racism and building the next generation of allies. The events drew nearly 2,500 employee attendees globally and provided continued dialogue on some of the most critical issues of our time.

Building Capability

To inspire engagement that can spark groundbreaking solutions, we are equipping

TESTIMONIAL

GAIL ZALESKI

Associate Director of Learning, Pharmaceutical Operations & Technology

“Working on this initiative has been a highlight of my time at Biogen. As someone who lived in foster care as a baby and was adopted, I don’t know my biological heritage and have always been fascinated by people’s cultures and the beauty of a diverse world. Any chance we have to

promote learning more about each other and finding understanding builds a stronger culture of inclusiveness and innovation. As a company largely grounded in innovation, it’s important that Biogen provides opportunities for employees to learn from each other and grow. I’m proud to have played a role in such an initiative.”

Any chance we have to promote learning more about each other and finding understanding builds a stronger culture of inclusiveness and innovation.



everyone at Biogen with the tools and resources to foster a diverse and inclusive environment. People Managers and Talent Acquisition received inclusive recruiting and hiring training, which was translated into eight languages. We rolled out all-employee training, which includes sessions on confronting bias, building allyship and practical strategies for developing agility between fast and slow thinking. The sessions are encouraging company-wide awareness, dialogue, empathy and involvement toward a more diverse and inclusive workplace.

1. Includes managers who have supervisory responsibilities.

EMPLOYEE FEATURE

ROSALYN CHAN

POSITION **Kaiser Enterprise Account Manager for Northern California**

LOCATION **San Francisco, CA, United States**

WITH BIOGEN SINCE **2018**

FAVORITE THING ABOUT HER JOB **Making a difference in people's lives**

When Rosalyn was invited to lead an Asian American and Pacific Islander (AAPI) program during Biogen's inaugural Week of Understanding in April 2021, she agreed without hesitation, particularly with the steep rise in hate crimes targeting the AAPI community.

“Seeing the gross injustices and targeted attacks, I had to do something. Education, allyship and action are key to combat racism in all its forms.”

The Week of Understanding included a series of programs to promote equity, empathy, inclusion and understanding. Rosalyn produced and moderated the program, which featured employee panelists and detailed a long history of exclusionary practices in the U.S. that often led to a sense of invisibility among AAPI communities.

For AAPI Heritage Month in May 2021, sponsored by MOSAIC, Biogen's multicultural Employee Resource Network, Rosalyn once again lent her voice on a panel alongside guest speaker Sahra Nguyen, an activist, entrepreneur and CEO and founder of Nguyen Coffee Supply. MOSAIC also hosted “Hollaback!” training, which taught bystander intervention strategies to help combat harassment against the AAPI community.

“Dismantling systemic racism is not an overnight task. Work to support DE&I must be an ongoing commitment and journey,” said Rosalyn. “I’m thankful for the space Biogen and MOSAIC have created to support understanding – and understanding begins with conversation.”



OUR COMMITMENT



Build an intentional, high-performing, engaged, **diverse and inclusive** talent pipeline

OUR BELIEF

Diversity unlocks innovation and locks in competitive advantage.

OUR 2021 GOALS

↗ **30% INCREASE**
IN WOMEN IN
DIRECTOR-LEVEL
and above roles globally, until gender parity reached

↗ **30% INCREASE**
in underrepresented
RACIAL AND
ETHNIC MINORITIES
IN U.S. MANAGER
POSITIONS and above¹

↗ **30% INCREASE IN**
representation of people identifying as
VETERANS, PEOPLE
WITH DISABILITIES
AND LGBTQ+ in the U.S.



We use data to understand how we measure our efforts to attract, develop and retain underrepresented talent. Improved analytics increase transparency and enable us to hold ourselves accountable.

ⓘ See our [workforce demographic data](#)

In 2020, we launched a new People Analytics Dashboard, which provides Human Resources professionals and business leaders real-time metrics to support decision-making in line with our talent priorities. Providing access to anonymized insights at any time is an important step toward understanding our performance and any gaps in hiring and retaining underrepresented talent while maintaining employee privacy.²

As an Equal Opportunity Employer (EEO), we seek to advance all kinds of diversity, including race, ethnicity, national origin, religion, age, gender, gender identity, sexual orientation, disability, veteran status and diversity of thought. At every level of our company, we aim to reflect the patients we serve and the communities where we operate. We track, measure and publicly report on our progress, including disclosure of our U.S. EEO-1 data, results from our global pay equity study and workforce data analysis.

ⓘ Check out our [website](#) and [2020 Year in Review](#) for more detail.

Our Board of Directors

In accordance with our [Corporate Governance Principles](#), we endeavor to have a [Board of Directors](#) that collectively represents diversity of thought and experience at strategic and policy-making levels. Our Corporate Governance Committee considers the diversity of skills and experiences that a potential nominee possesses and the extent to which such diversity would enhance the perspective, background, knowledge and experience of our Board of Directors as a whole. Personal diversity, including gender, national origin and ethnic and racial diversity, is considered an asset to and by our Board of Directors.

1. Percent of U.S. manager positions and above held by Black, African American, Hispanic and Latinx employees, as well as Asian American employees where underrepresented by year end 2021.

2. Biogen currently only asks U.S. employees to voluntarily self-identify demographic information such as race, ethnicity, veteran status, sexual orientation and gender identity.

OUR COMMITMENT

2

Build an intentional high-performing, engaged,
diverse and inclusive talent pipeline



Gender

As of December 31, 2020, globally, 48% of director-level-and-above positions were held by women, a 2% increase from 2019. We work toward gender parity in all functions globally and develop the next generation of women leaders through our Women's Leadership Program, which cultivates high-potential women for leadership roles.

Race and Ethnicity

As of December 31, 2020, 28% of Biogen's U.S. director-level-and-above positions were held by ethnic or racial minorities, a 2% increase from 2019. While our policies and practices are global, the laws in many countries do not permit us to collect employees' ethnic or racial data.

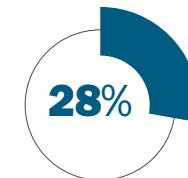
LGBTQ+, Disability and Veteran Status

We collect self-reported employee data for the identities such as LGBTQ+, people with a disability and veteran status. Generally, we only collect this data in the U.S., although some affiliates have obligations to collect disability data.

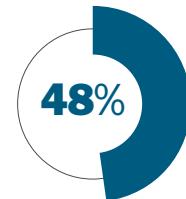
We know there are a variety of reasons employees may not want to provide this voluntary information. We are determined to understand the barriers for employee participation so we can increase rates of self-reporting. Our hope is when employees understand the importance of reporting this information confidentially, and as we become an even more inclusive workplace, participation will rise.

OUR PROGRESS

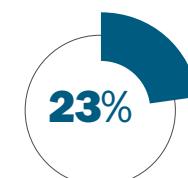
EMPLOYEES



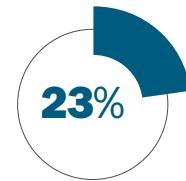
**Women globally
in director-
level-and-above
positions¹**



BOARD OF DIRECTORS



**People of color
on the Board of
Directors in 2021²**



1. As of December 31, 2020.

2. As of June 2, 2021.

OUR COMMITMENT



Build an intentional high-performing, engaged, **diverse and inclusive** talent pipeline

Engaging Our Community to Develop Young Talent

To inspire the next generation of scientists and to build a diverse pipeline of talent beyond our walls, we support a variety of programs for underrepresented students in science, technology, engineering and math (STEM). This work seemed particularly important in 2020, a year that highlighted persistent racial and ethnic inequities at a time when the pandemic heightened barriers to equal educational opportunities. Biogen rose to overcome these challenges and engage diverse student groups in new ways.

STAR Initiative

The Biogen Foundation's STAR Initiative (Science, Teacher support, Access & Readiness) was created to strengthen STEM education ecosystems for public middle and high school students in Cambridge and Somerville, Massachusetts, near Biogen's headquarters. STAR helps increase access to STEM resources and opportunities for students most historically underrepresented in STEM college and career pathways – notably, students of color. In 2020, the program served more than 1,500 students:

- 98% students of color
- 82% low-income
- 50% English language learners

Community Lab

Biogen's Community Labs are state-of-the-art laboratory classrooms that offer free interactive science activities for middle and high school students, rigorous summer programs and professional development for teachers so they can continue to reach future STEM leaders with the latest science. The interactive program targets students from historically underrepresented groups, those with disabilities or those who come from low-income families.

Biogen Community Lab locations in Cambridge, Massachusetts, and Research Triangle Park, North Carolina, have served more than 57,000 students to date, with the North Carolina lab recently reaching its 10,000th student. With COVID-19 impacting in-person learning opportunities, we had to quickly mobilize and innovate to ensure continuity of education. We collaborated with the Lemelson-MIT Program to take our full Community Lab programming virtual, including the launch of

"A specific focus we've done is immunology around the production of vaccines and I really found interest in that."

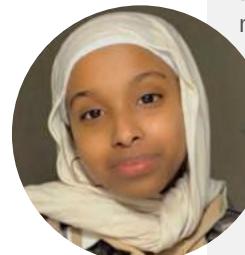
TESTIMONIAL

IFRAH

Breakthrough Greater Boston participant and 10th grader, Cambridge Rindge and Latin School

The Biogen Foundation is working with Breakthrough Greater Boston, a three-year STAR grantee. Breakthrough Greater Boston transforms urban education for students and teachers. For many years, students have taken field trips to biotech companies, including Biogen. Due to COVID-19, STAR programming shifted to virtual learning.

"These field trips exposed me to the biotech and pharmaceutical industries, which have become a big interest of mine. This is totally different from my interest in middle school where my mindset was strictly on law and humanities because my grades were generally better in those classes at the time. I discovered through the field trips how much I love biology and the production of medicines and this led me to incorporate a biotech class into my freshman and sophomore year schedule. Biotech is definitely my favorite class at school right now. A specific focus we've done is immunology around the production of vaccines and I really found interest in that."



OUR COMMITMENT

2

Build an intentional high-performing, engaged, **diverse and inclusive** talent pipeline

our first Biogen-MIT Biotech in Action Virtual Summer Lab. In addition we expanded the Community Lab globally by offering virtual sessions in 11 countries, including the U.S., across five continents.

Youth Neurology Education and Research Program

The Biogen Foundation collaborated with Massachusetts General Hospital (MGH) to jointly develop the Youth Neurology Education and Research Program. This program aims to advance health equity and scientific innovation by building a diverse pipeline of future neuroscientists and neurologists with strong leadership skills. It engages youth from communities underrepresented and underserved in neurology, with a focus on women, Black, Hispanic, Latinx, American Indian and low-income high school and undergraduate students in Massachusetts. Since the program's inception in 2020, 60 students have participated as neurology research interns. In addition, the program reached 354 students globally in 2020 through its *Inspire* speaker series with plans to reach 500 in 2021.

In 2021, we expanded on this model with Duke University School of Medicine, delivering a summer training and mentoring program in neuroscience for underrepresented high school and college students.

Also at MGH, we piloted a new internship program, *Limitless*, focused on recruiting neurodiverse students. Neurodiversity refers to the natural range of variation in human neurocognition and includes autism spectrum disorder, attention deficit hyperactivity disorder, dyslexia, dyspraxia and Tourette syndrome, among others. A first-of-its-kind program in the biotech industry, the pilot consisted of four interns who spent 12 weeks in various Biogen departments, learning to juggle multiple workstreams while building a professional network.

FemSTEM

In Latin America, the Biogen Intercontinental Region (BIR) developed FemSTEM, a campaign to empower girls and women to pursue a path in STEM. The campaign will include a podcast series and opportunities for participants to engage via Women in Bio, UN Women and NS Innovation in South America. BIR plans to expand FemSTEM to other regions, including the Middle East.

Developing a Diverse Pipeline for STEM Roles

Historically Black Colleges and Universities Internships

Through a collaboration with Morehouse School of Medicine to help educate underrepresented future leaders of the industry, we were proud to welcome our

“

With Enroot, it's not only about STEM education, but illuminating what is possible for these students.”



EMPLOYEE FEATURE

ALAZAR AYELE

Community Lab Manager

Alazar Ayele has been with Biogen's Cambridge Community Lab for six years. In addition to teaching and exposing students to the world of science and STEM career opportunities, Alazar's work also includes partnering with organizations that promote STEM. Enroot is one of those organizations. In 2020, it awarded Alazar with its inaugural Immigrant Leadership Award.

“With Enroot, it's not only about STEM education, but illuminating what is possible for these students by introducing them to people who look like them and have personal journeys like theirs who have pursued a career in STEM. I want them to look at me and other immigrants working in STEM careers and think: ‘I can do that too.’”

OUR COMMITMENT

2

Build an intentional high-performing, engaged, **diverse and inclusive** talent pipeline

first intern cohort from Historically Black Colleges and Universities (HBCUs) in 2020. In 2021 we increased overall participation from 5 to 18 interns, falling just shy of our goal to increase participation by 300% from our 2020 number.

Nurturing Leadership Potential

BioDiversity Fellows Program

We encourage mid-career professionals who are underrepresented in STEM roles to participate in The Partnership, Inc.'s BioDiversity Fellows Program. In 2016, Biogen helped create the program to strengthen the leadership capacity of our Black, African American, Hispanic, Latinx and Asian American employees. Since then, the majority of graduates of the BioDiversity Fellows Program have been promoted during or after completion of the program.

North Carolina Mid-Career Leadership

Accelerator Program

In 2021, we collaborated with The Partnership, Inc. to launch the North Carolina Mid-Career Leadership Accelerator Program with an initial group of 40 participants from various industries in the Research Triangle Park area. The Accelerator Program helps mid-career professionals strengthen their leadership capacity, and is designed to advance Black, African American, Hispanic, Latinx and Asian American leaders in the industries driving the economy of the Research Triangle and Charlotte regions in North Carolina.

Management Leaders of Tomorrow

As a corporate partner of Management Leaders of Tomorrow (MLT), we are helping underrepresented talent engage in programs at key career transition points that could propel them into future leadership roles. We provide a 12-month training program for mid-career Black, African-American, Hispanic, and Latinx employees who benefit from group coaching, a professional career playbook and door-opening connections to elevate their careers. The program also offers individual coaching and developmental sessions focused on reflective leadership, problem solving, decision making, effective communication and networking.

TESTIMONIAL

PRATT WILEY

President & Chief Executive Officer, The Partnership, Inc.

"When it comes to diversity and inclusion, a lot of companies approach the work with a check-the-box mindset. That's not Biogen, which has been one of our most valued thought leader collaborators for over a decade. Every year, Biogen leans even further into its diversity and inclusion work. The company has made more progress in scope and scale than many of its peers in the life sciences space and many in the broader industry. To have a partner that can look in the mirror and say yes, we're doing well, but there's always more we can do, those are the partners we connect with strategically and intellectually."



“Every year, Biogen leans even further into its diversity and inclusion work.”

EMPLOYEE FEATURE

HAZURA ISILAY

POSITION Associate Director, Global Technical Product Complaint

LOCATION Zug, Switzerland

WITH BIOGEN SINCE 2010

FAVORITE THING ABOUT HER JOB **Being able to establish meaningful relationships to collaborate and drive improvements**

For most of Hazura Isilay's decade-long career at Biogen, she hid her lupus diagnosis, concerned about being viewed and treated differently. Last year, when asked to speak to the teams developing new medication for lupus, Hazura decided it was time to share her story to help others feel comfortable telling theirs. This led to her stepping into the global co-chair role of the AccessAbility Employee Resource Network, which gave her the platform to give disability the spotlight it deserves.

"At first, we thought we should focus on hiring more people with disabilities and address the access and technology needs for the disabled. But we took a step back as we realized that first we needed greater disability awareness and empowerment," shared Hazura.

"If colleagues become familiar with the disability community, and those of us who are part of the community share our stories, we can address bias and be better positioned to secure accommodations."

In April, AccessAbility promoted the #SaytheWord campaign, which calls on people to be proud of their disability identity and say the word "disabled" rather than avoid it in conversation. For Disability Pride Month in July, more employees were willing to share their disability stories. Progress is underway. Hazura appreciates Biogen's broad diversity perspective, noting that different nationalities and the ability to speak a different language are considered advantages to collaborate with global customers and drive innovation. "Throughout my journey, from an Asian background with a disability working in a multicultural environment, I have seen tremendous changes in the last few years toward building a more inclusive workplace. It doesn't mean we're completely inclusive but diversity has become more normalized," expressed Hazura.

Throughout my journey, from an Asian background with a disability working in a multicultural environment, I have seen tremendous changes in the last few years toward building a more inclusive workplace.



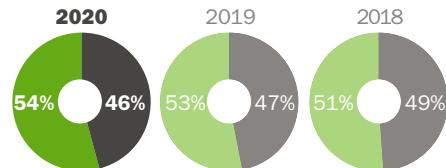
OUR COMMITMENT

Biogen's workforce demographics

— by level, 2018 to 2020

WORKFORCE

WOMEN/MEN (GLOBAL)



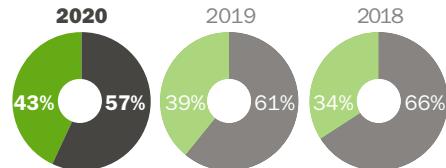
RACE/ETHNICITY (U.S.)



We have made steady progress in diversifying our workforce over the past three years and seek to ensure our workforce represents the world in which we live.

EXECUTIVE/SENIOR LEVEL, OFFICIALS & MANAGERS (VICE PRESIDENT AND ABOVE)

WOMEN/MEN (GLOBAL)



RACE/ETHNICITY (U.S.)



Today, 43% of executive management globally consists of women, an increase of 9% compared to 2018. While we saw an increase in racial and ethnic diversity in the U.S. among executive management in 2019, the growth plateaued in 2020. We are working to understand this trend as we pursue our diversity goals across different levels of the company.

■ Asian American

■ Black/African American

■ Hispanic/Latinx

■ American Indian or Alaska Native

■ Native Hawaiian or Other Pacific Islander

■ Two or More Races

■ White

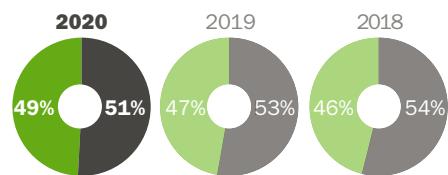
OUR COMMITMENT

Biogen's workforce demographics

— by level, 2018 to 2020

DIRECTOR LEVEL

WOMEN / MEN (GLOBAL)



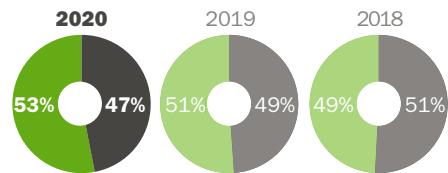
RACE/ETHNICITY (U.S.)



We increased the proportion of Asian American and Black/African American by 2.4% and 1.9%, respectively, as compared to 2018 and today are close to gender parity globally for director roles.

MANAGER LEVEL

WOMEN / MEN (GLOBAL)



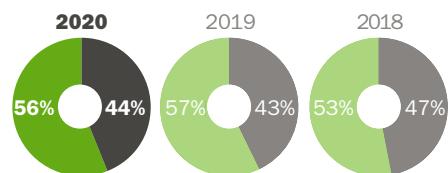
RACE/ETHNICITY (U.S.)



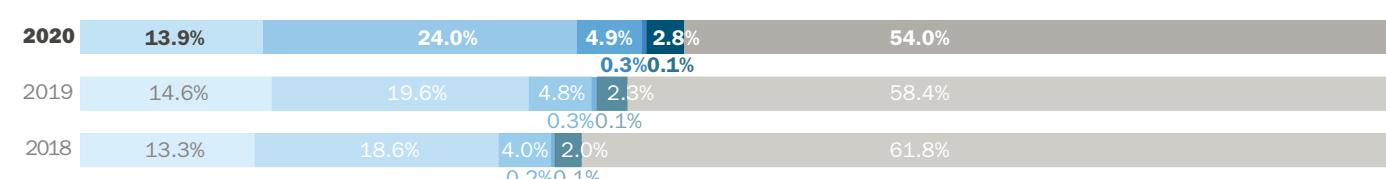
While women have increased representation to 53% of managers globally, the proportion of people of color in the U.S. at the manager level has remained the same since 2018. We are working to better understand the challenges to increasing representation.

ALL OTHER LEVELS

WOMEN / MEN (GLOBAL)



RACE/ETHNICITY (U.S.)



■ Asian American

■ Black/African American

■ Hispanic/Latinx

■ American Indian or Alaska Native

■ Native Hawaiian or Other Pacific Islander

■ Two or More Races

■ White

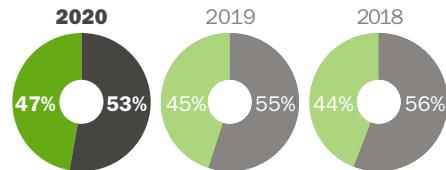
OUR COMMITMENT

Biogen's workforce demographics

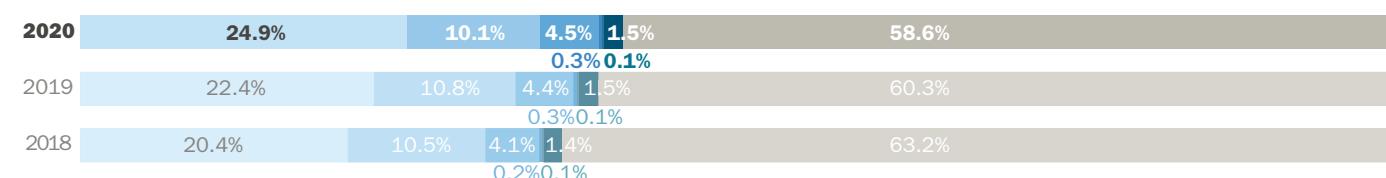
— STEM-related positions and management in revenue-generating functions, 2018 to 2020

STEM-RELATED POSITIONS

WOMEN / MEN (GLOBAL)



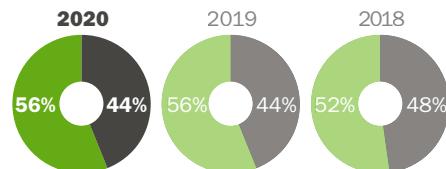
RACE/ETHNICITY (U.S.)



Women and people of color tend to be underrepresented in STEM-related roles. This is why we have invested in programs to help build a diverse pipeline for STEM roles outside our company as well as programs that nurture diverse professionals with leadership potential. [Read more about these programs](#)

MANAGEMENT IN REVENUE-GENERATING FUNCTIONS

WOMEN / MEN (GLOBAL)



RACE/ETHNICITY (U.S.)



■ Asian American

■ Black/African American

■ Hispanic/Latinx

■ American Indian or Alaska Native

■ Native Hawaiian or Other Pacific Islander

■ Two or More Races

■ White



Improve **health outcomes** for African American, Black, Hispanic, Latinx and other minority communities in the disease areas we treat

OUR BELIEF

Inadequate representation in clinical trials contributes to health disparities which negatively impact health outcomes.

OUR 2021 GOALS

Exceed industry

DIVERSITY BENCHMARKS IN CLINICAL TRIALS

and medical publications on underserved and underrepresented communities.



Health Equity

Health outcomes often depend on factors beyond the control of patients and their doctors, such as disparities across age, gender, race, ethnicity and socio-economic level. These disparities are compounded by factors ranging from inadequate representation in clinical trials to barriers to accessing care.

We are committed to addressing inequities in accessing care for the disease areas we treat. By increasing participation of underrepresented populations in clinical trials, promoting patient advocacy and advancing policies designed to promote health access, we believe we can better serve a diverse range of patients.

Increasing Representation in Clinical Studies

In 2020, more than 90% of our initiated studies included a plan to recruit participants from underrepresented communities to ensure the study population is representative of the intended treatment population.

We also conducted a study with the Center for Information and Study on Clinical Research Participation (CISCRP) and the Tufts Center for the Study of Drug Development (Tufts CSDD) to explore ways

to help improve healthcare outcomes for diverse communities through their involvement in clinical trials.

Engaging Patients and Providers

In 2020, we expanded longstanding community outreach efforts and launched three Health Equity Advisory Boards to: better understand patient needs to improve access to our therapies; ensure clinical trials are reflective of the target population; and consider policies and programs that support access and equity.

For example, after a successful 2019 pilot, in 2020 we broadened the program Take Charge and Learn More about MS in African Americans, achieving strong attendance and positive patient feedback. We launched our Spanish-language disease state education programming, Understanding Your MS en Español, in December 2020 and are promoting it across the U.S.

Inspiring Awareness and Action in the Healthcare Sector

We pursue health equity research, gap analyses and benchmarking in multiple sclerosis (MS) and Alzheimer's disease as well as research and gap analyses in lupus.

OUR COMMITMENT

3

Improve **health outcomes** for African American, Black, Hispanic, Latinx and other minority communities in the disease areas we treat

For example, at the MSVirtual2020, we presented data that spotlighted the fact that in the U.S. and Canada, despite comparable education levels, Black patients with MS were more likely to be unemployed and earn less annual income than white patients. This could impact access to quality healthcare. Researchers also found that, for a variety of reasons, including delayed and/or misdiagnosis, twice as many Black people with MS had substantial MS-related disability compared to their white counterparts – highlighting the importance of quality care.

To address the alarming rates of health disparities among African Americans, we sponsored The Balm in Gilead's Healthy Churches 2020 Annual Conference, sharing research on Alzheimer's disease, which affects African Americans at twice the rate it does non-Hispanic whites. Chirfi Guindo, Biogen's Head of Global Product Strategy & Commercialization, hosted a conversation with Kamaria Moore-Hollis about her experiences as a caregiver for her mother, Mary, who is living with Alzheimer's. They focused on Mary's path to diagnosis and Kamaria's role in overcoming barriers to care. The discussion brought to light how Kamaria's proactive approach to navigating complex medical systems and support from the Alzheimer's community has helped ensure her mother is receiving the best care possible.

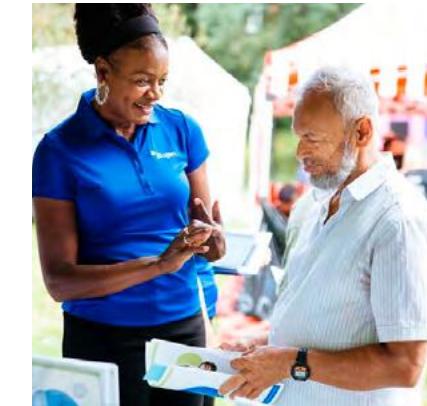
EMPLOYEE FEATURE

GERSHAM DENT

Senior Director of Development Imaging, Biomarkers & Co-lead of MOSAIC Massachusetts Chapter

During a year when the bio-pharmaceutical industry garnered global headlines, a handful of people stood out. Dr. Gersham Dent was among 10 individuals honored by We Work For Health (WWFH) with a 2021 Employee Champion Award, which recognizes individuals who help advance science and drive innovation. WWFH selected Gersham because she embraced the opportunity to use her expertise to promote the importance of biomarkers for Alzheimer's disease at U.S. Congressional meetings and briefings.

In addition to Gersham's engagement in policy on key issues, she is a strong advocate for increasing diversity in clinical trials. "If we can provide data-driven results from clinical trials that show a therapy works in diverse communities," Gersham shared, "then patients from these communities will be more inclined to seek our therapies and access the treatment they need. Our leaders have established a health equity mindset that permeates our ecosystem. We're in a progressive place. But increasing diversity in clinical trials isn't a challenge Biogen can solve alone.



Industry collaboration is critical to ensure clinical trials reflect the communities we serve and eliminate health inequities."

We're in a progressive place. But increasing diversity in clinical trials isn't a challenge Biogen can solve alone. Industry collaboration is critical.



OUR COMMITMENT

3

Improve **health outcomes** for African American, Black, Hispanic, Latinx and other minority communities in the disease areas we treat

Collaborating to Address Health Inequities Surrounding Alzheimer's Disease

Biogen and Eisai, which together brought ADUHELM™ to market June 2021, are committed to seeking solutions to health inequities faced by underserved and underrepresented populations that are at higher risk for Alzheimer's disease. Black/African Americans and Latinx people are disproportionately more likely to develop Alzheimer's disease as well as more likely to have missed diagnoses compared to non-Hispanic white Americans.

We are focused on providing culturally competent resources and care, engaging with community health centers and, when possible, mitigating out-of-pocket costs for patients and families. To start, we are working with CVS Health and National Association of Free and Charitable Clinics (NAFC) centered on addressing health disparities and access.

We will continue to prioritize health equity in our programs including collecting more data from underserved and underrepresented populations.

TESTIMONIAL

DR. VERNEDA HAWKINS

Associate Director for U.S. Field Medical Excellence

Dr. Verneda Hawkins serves as a voice for underrepresented and underserved populations through her work with Health Equity Patient Engagement & Education and her participation in MOSAIC, our multicultural Employee Resource Network.

"This is the first workplace where I've been encouraged to incorporate my passion around diversity, equity and inclusion into my development plan," said Verneda. "One of the reasons I came to Biogen is the opportunity to coach. It allows me to use my wisdom and shared experiences to inspire future generations."



Biogen is the first workplace where I've been encouraged to incorporate my passion around diversity, equity and inclusion into my development plan.

EMPLOYEE FEATURE

CHERIÉ BUTTS

POSITION **Medical Director, Therapeutics Development Unit**

LOCATION **Cambridge, MA, United States**

WITH BIOGEN SINCE **2012**

FAVORITE THING ABOUT HER JOB **Brainstorming with colleagues to ensure efforts are meaningful for patients and their families**

Reducing barriers to representation in clinical trials is important to Chérié, who leads activities to incorporate better measurement tools in trials. “One barrier is accommodating people’s lifestyles,” explained Chérié. “Trials often require a flexible schedule, making it less appealing for those with full-time commitments.”

Biogen is working to ensure trials reflect the intended treatment population. “We need representation in trials to be more confident about how treatments work. Patients have a right to ask, ‘How effective is this for people with my profile?’”

Chérié and her team are working to better understand the journey for those living with disease by examining the healthcare ecosystem – patients, caregivers, providers, clinical trial coordinators, advocacy groups and payers. A significant barrier identified was communication between providers and patients. Increasing health literacy with patients and cultural sensitivity with providers are now her priorities.

“It’s important to note that representation is more than racial diversity. Access barriers vary, and underrepresented populations can include LGBTQ+, veterans and those in rural areas,” said Chérié. “I am hopeful we can remove some barriers. At Biogen, there is tremendous enthusiasm to get this right. That warms my heart.”



“

It’s important to note that representation is more than racial diversity.”



Promote **economic empowerment** and expand sourcing with minority-owned businesses

OUR BELIEF

Economic empowerment is critical to addressing systemic inequity. Supplier diversity can help strengthen our competitiveness and contribute to a more equitable economy in communities where we operate.

OUR 2021 GOALS

50%–100%
SPENDING INCREASE
with minority-owned businesses in the U.S.
by 2023

EXPLORE EXPANDING USE OF **MINORITY-OWNED BANKS**

for a portion of Biogen's cash balances



We are continuing our efforts to expand sourcing with minority- and women-owned suppliers and small businesses and banking with minority-owned banks, which helps support the communities where we operate.

Supplier Diversity

Our Supplier Diversity Program ensures that small and diverse firms have an equitable

opportunity to compete for Biogen's business. Our supplier diversity program includes Minority-, Women-, Veteran-, Service-Disabled Veteran-, Lesbian-, Gay-, Bisexual-, Transgender-, Disability-owned business enterprises as well as small businesses as defined by the U.S. Small Business Administration. With supplier diversity integrated into our purchasing procedures, we look to work with diverse suppliers that offer high standards of service and quality as well as demonstrate ethics and integrity.

[Read more about our Supplier Diversity Program](#)

In 2020, our overall diversity spend grew 7.8% over 2019, with our spend with traditionally underrepresented business owners increasing 9 times. In 2020, we made a pledge to the U.S. government to spend a set amount with small businesses through our Small Business Program, which launched in 2019. Our 2020 overall small business spend goal was 5%, which we exceeded at 8.51%. For 2021, we set a spend goal of 7%.

OneUnited

In August 2020, Biogen deposited \$10 million at Boston-based OneUnited Bank, the largest Black-owned bank in America. The deposit supports the bank's focus on Black and African American economic empowerment, and addresses the fact that Black-owned banks control less than 1% of U.S. banking assets. "Black economic empowerment is OneUnited's

main focus, so we greatly welcome Biogen's deposit, which signals an increase in corporate support for Black businesses," said Kevin Cohee, chairman and CEO of OneUnited Bank. "We look forward to the next steps in our relationship with Biogen."

Bioscience & Investor Inclusion Group

We recognize the need to address the stark financial disparities that exist in the Venture Capital industry, particularly for women and minority women, who receive disproportionately less money. In 2020, we worked with Liftstream, New England Venture Capital Association, Third Rock Ventures and BioDirector to cofound the Bioscience & Investor Inclusion Group (BIIG), a coalition created to advance DE&I in the life sciences sector. BIIG brings together leaders with a range of industry perspectives including R&D, commercialization, human capital, venture investing and corporate governance. The participants are committed to changing gender and minority disparities and will share proven practices to develop solutions for the entire sector.



BIOSCIENCE & INVESTOR
INCLUSION GROUP

EMPLOYEE FEATURE

LAURA DOREMUS

POSITION Manager, Supplier Diversity Program

LOCATION Cambridge, MA, United States

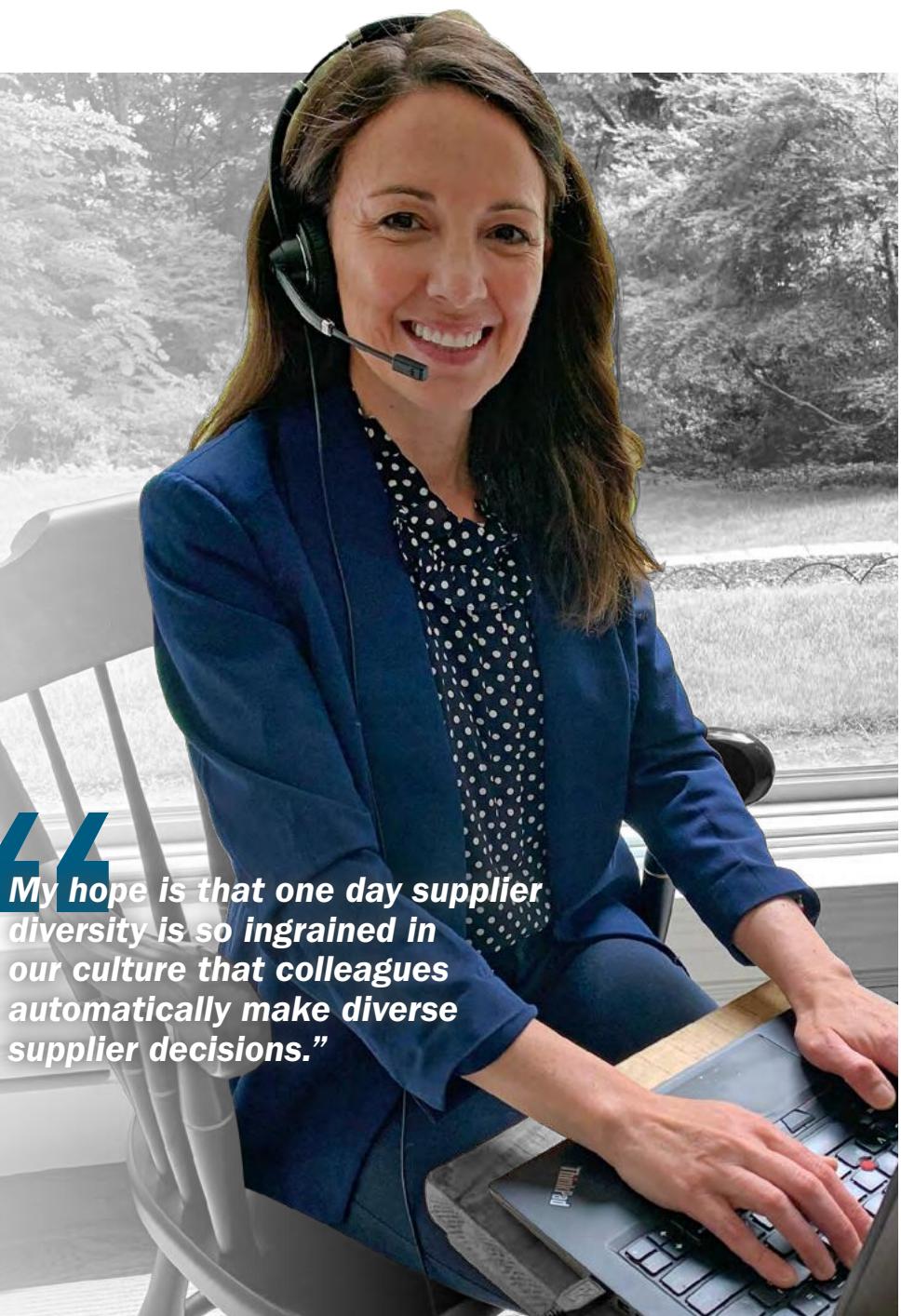
WITH BIOGEN SINCE 2017

FAVORITE THING ABOUT HER JOB **Mentoring diverse/small businesses and making connections with people in the business through mentorship**

As the manager of the Supplier Diversity Program, Laura Doremus works to ensure that small and diverse businesses have equitable opportunity to compete for Biogen's business.

One way Laura is fulfilling her responsibility is by introducing a robust supplier discovery tool to the procurement team and buying desk, with plans to expand tool access across the company. The online platform has a large and comprehensive database of diverse and small businesses, helping staff identify diverse suppliers that meet business needs. In addition, Laura initiated an internal roadshow to explain the importance of supplier diversity to leaders and the actions necessary to reach Biogen's supplier diversity goals. She also co-leads the membership committee for Diversity Alliance for Science and mentors diverse suppliers, which often leads them to bid for business.

"Today, my job focuses on spreading awareness about supplier diversity and getting more people engaged. It's best practice; it's about being inclusive and it means working with innovative and nimble companies," shared Laura. "My hope is that one day supplier diversity is so ingrained in our culture that colleagues automatically make diverse supplier decisions. I want people coming to me all day every day asking if I have a diverse supplier in this space or that space. When thinking about purchasing, please think about diversity."



“My hope is that one day supplier diversity is so ingrained in our culture that colleagues automatically make diverse supplier decisions.”

FEATURE

SMALL, DIVERSE SUPPLIER DELIVERS BIG DURING PANDEMIC

Biogen needed personal protective equipment (PPE) during the pandemic, and one of our diverse suppliers delivered big. Neta Scientific, a distributor of laboratory supplies, solutions and safety products, first engaged with Biogen at a Diversity Alliance for Science event. The black-owned, women-owned business on-boarded to the Biogen Supplier Diversity program in 2019.

Neta Scientific worked diligently to capitalize on their global supply chain and long-term relationships with global PPE manufacturers to provide Biogen with high-quality PPE products.

"As a small company, we were flexible and nimble. We secured PPE products quickly while larger firms navigated through rigid supply chain protocols," said Dr. Dragan Karajovic, Vice President of Business Development and Sales. "We sourced high-quality products at a competitive price within weeks, providing over 400,000 masks, gloves and other PPE supplies to Biogen's global operations."

"We see Biogen's support of diverse-owned companies and consider ourselves an extension of Biogen's procurement team." Neta Scientific is a Biogen preferred supplier, and the business relationship is growing. "Biogen's support and trust of a diverse-owned company like Neta Scientific demonstrates their commitment to diversity."

PICTURED: Neta Scientific, Inc. co-founders Garnetta and Dr. Winfred Sanders.



INCLUSION AND BELONGING

Celebrating and advancing diversity of all kinds

Increasing demographic diversity among our employees is only one aspect of this important work. It is also critical that our employees feel their contributions are valued and that they can bring their authentic selves to work. As part of our annual employee engagement survey, we asked our employees to share their sentiments on inclusion and belonging at Biogen.

Specifically, we ask if employees believe that leaders at Biogen value different perspectives and if they feel free to speak their mind without fear of negative consequences. We began tracking responses by gender and race/ethnicity to better understand how different employees experience the workplace.

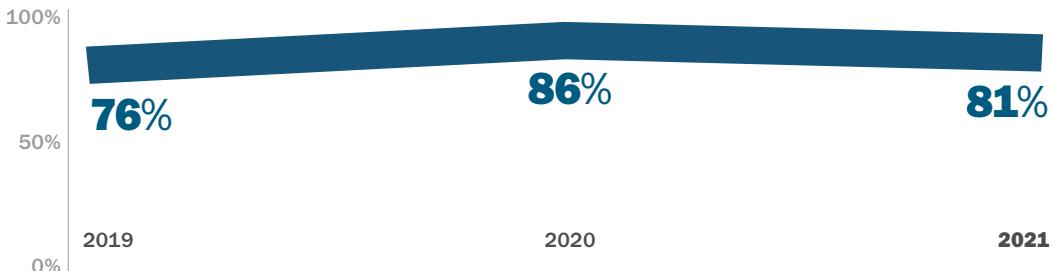
Employee Surveys

Employee perspectives are key to helping us sustain our reputation as a great place to work for everyone. Throughout 2020 and into 2021, we advanced our employee-listening program with industry-leading best practices. In 2021, nearly 70% of employees participated in the survey, and 81% said they would recommend Biogen as a great place to work, a slight decrease from the previous year, yet still higher than 2019. Scores across some of the questions improved in 2021, demonstrating that our efforts are paying off. Where scores were either level or slightly lower, we will work to understand the reasons and assess our approach in order

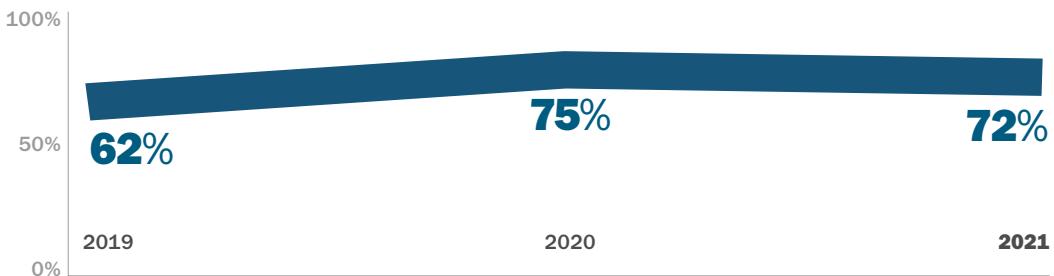
PEOPLE SURVEY RESPONSES

All employees

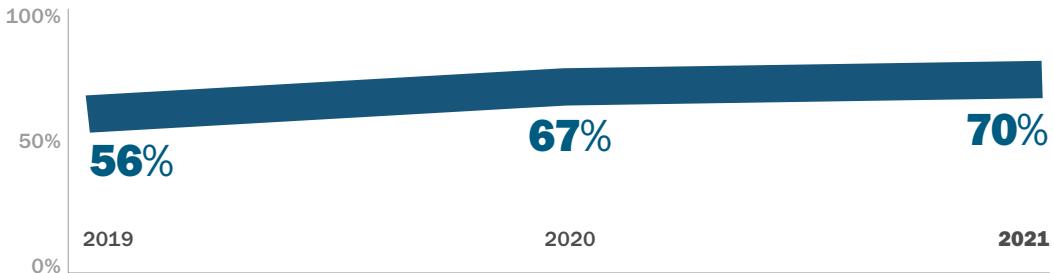
Employee Satisfaction



"Leaders at Biogen value different perspectives"



"I feel free to speak my mind without fear of negative consequences"



to ensure we provide a positive environment with strong opportunities for every member of our workforce.

LGBTQ+ Employees

We respect fundamental human rights and believe that every person deserves to be treated fairly and with dignity. In 2020, our LGBTQ+ Employee Resource Network ReachOUT held a two-hour global virtual event that drew approximately 500 colleagues from 14 countries.

The session raised \$23,895 for four organizations making a difference in Black and LGBTQ+ communities.

Disability

The disability community reflects a broad range of experiences, from parents whose children have a disability to employees with visible disabilities to those who identify as having a disability that is non-apparent. We understand that different approaches and resources are required for fostering an inclusive environment that meets the needs of people with a wide range of experiences.

We are working to enhance our understanding of diverse experiences of disability as well as the spectrum of support we offer. In 2020, we engaged Getting Hired, a leader in disability recruitment hiring, to train our global talent acquisition team on disability inclusion, hiring

EMPLOYEE FEATURE

VALENCIA FOSTER

Senior Manager in Marketing

When Valencia's son Miles came out as bisexual at the age of 15, the family told him they loved and supported him and that they would face any challenges as a family. But on the inside Valencia was scared for him.

"I feared now he had two areas where he could be discriminated against: as a young Black man and as part of the LGBTQ+ community. I was also dealing with my own expectations as a mom and our expectations for his future and what this would mean," shared Valencia.



Needing to connect with people sharing a similar experience, Valencia joined a private Facebook group of mothers from all over the country, many who are reconciling their faith with their children's identity. She was the 406th member of the group. Today the group has around 22,000 members.

Joining the group was transformational for Valencia. She started following a member who founded Free Mom Hugs, an advocacy group that works to empower the world to celebrate the LGBTQ+ community with volunteers

who offer hugs during Pride events. Valencia is now the State Chapter Lead of Free Mom Hugs for Southern California.

"At Pride events, we hug people and it is rewarding and overwhelming at the same time. Some people are happy, but some are crying about the relationship they don't have with their own parents," explained Valencia. "Love your children, support, accept and affirm them. That's our job as parents – to be our children's champions."

“Love your children, support, accept and affirm them. That’s our job as parents – to be our children’s champions.”

INCLUSION AND BELONGING



Biogen employees participating in the #SayTheWord campaign in 2021 to celebrate disability pride.

best practices and to support our journey in this area. We also continued to work with DisabilityIN, the organization behind the Disability Equality Index, to focus on improving internal policies in support of our goal of becoming a disability employer of choice.

Understanding that disability can sometimes appear at the margins of DE&I efforts, we also look outside our organization for

opportunities to lend our support. For example, to celebrate 30 years of the Americans with Disabilities Act (ADA), in 2020 Biogen participated in the United Spinal Association's ADA Roll on 30! challenge, a united acknowledgment of the importance of a workplace that is inclusive and accessible for disabled people.

TESTIMONIAL

SUSAN KATZ

Organizational Effectiveness Program Manager and Co-Chair of AccessAbility

"I'm used to not seeing myself reflected in the workplace and being the only visibly disabled person at work. When I stepped into the co-chair role of AccessAbility, I did so in part to be the visibility for others that I never saw. Disability DE&I progress is about more than increasing disability hires. It's also about creating an inclusive and welcoming environment once the person comes to work.

There are a lot of day-to-day considerations most people don't think about, such as leaving space at a meeting table so it's wheelchair accessible. People want to do the right thing, but often they don't know where to start. Sometimes, I don't even know what to do. I'm not an expert on disability inclusion in the workplace; my perspective is my experience as someone who is a wheelchair-user with a visible disability."

“Disability DE&I progress is about creating an inclusive and welcoming environment once the person comes to work.”

EMPLOYEE FEATURE

ALICE TIEN

POSITION General Manager, Taiwan

LOCATION Taipei City, Taiwan

WITH BIOPHARMA SINCE 2017

FAVORITE THING ABOUT HER JOB **Knowing what we do every day brings hope to many families**

With Biogen Taiwan a relatively new affiliate office, having opened in 2017, General Manager Alice Tien has sought important ways for their office of 10 people to participate in relevant community activities to demonstrate our values and commitment.

In 2020, the year following Taiwan's legalization of same-sex marriage, the local office unanimously agreed to participate in Taiwan Pride, the annual LGBTQ parade. ReachOUT, the LGBTQ+ Employee Resource Network, equipped Taiwanese colleagues with parade flags and other spirited gear.

"Taiwan Pride gave us an opportunity to demonstrate what we believe, that you can be yourself, not someone else when you work at Biogen. Diversity leads to greater levels of creativity. We want to do what's right and highlight our values to the rest of the industry," said Alice.

While a small team, the Taiwan office gathered large support, recruiting more than 150 friends, family members and industry contacts to walk under the Biogen flag during the community-building event.

"It's important to show current and potential employees that differences at Biogen are welcomed and celebrated. We want to attract innovative and inclusive leaders. In Taiwan, Biogen has made a name for itself for our many DE&I initiatives including the Pride parade," shared Alice.



It's important to show current and potential employees that differences at Biogen are welcomed and celebrated.

Employee Resource Networks

In 2020, membership increased across Biogen's seven Employee Resource Networks (ERNs), internal groups for employees who share characteristics, life experiences and interests – and their allies. These networks provide opportunities to exchange knowledge, find mentors and receive support, which can be invaluable for career development. Employees interested in advancing inclusion are welcome to join any network.

AccessAbility

The network for disabled employees, those who are caretakers of individuals with a disability and their allies. The network's mission is to foster a culture of awareness, advocacy and inclusion to empower disabled employees and care partners.



MOSAIC

A multicultural network that aims to foster awareness, appreciation and collaboration within Biogen through a richer understanding of employees' cultural heritage and identity differences.



mosaic
multicultural network

Veterans Network

Focused on engaging and empowering veterans, the network heightens visibility and increases knowledge to help colleagues understand the unique attributes and leadership capabilities veterans offer while enhancing veterans' capabilities. Biogen has been recognized as a military-friendly employer by Employer Support of the Guard and Reserve.



ReachOUT

As the network for lesbian, gay, bisexual, transgender and queer/questioning (LGBTQ+) employees, along with their straight allies, ReachOUT works to increase awareness and acceptance of the LGBTQ+ community and supports a best-in-class working environment. Since 2013, Biogen has been rated 100% on the Human Rights Campaign's Corporate Equality Index, the benchmarking tool on corporate policies and practices pertinent to LGBTQ+ employees.

ReachOUT
THE BIOGEN LGBTQ & ALLIES
EMPLOYEE RESOURCE NETWORK

ourIMPACT

In 2020, employees launched ourIMPACT, which focuses on environmental sustainability and its links to human health. Six months later, more than 500 employees signed up. ourIMPACT supports our Healthy Climate, Healthy Lives™ initiative that supports our goals to advance climate, health and equity.



Ignite

The network creates an engaged working environment for those who are early in their careers, provides opportunities to connect with other early-career professionals, encourages collaboration with mid- to late-career employees and demonstrates a deep commitment to social responsibility.



Women's Innovation Network (WIN)

The Women's Innovation Network is committed to ensuring this employee population is fully included, engaged and valued at all levels. In addition to creating networking, mentoring and learning opportunities, WIN further drives increased representation of women in senior leadership positions.

Biogen WIN Chapter Leads Jill Esstman, Keisa Adams, Leslie Cash and Robyn Lawson won the 2020 Be Well Environment, Health and Safety award for organizing Support Circles: a safe space for their colleagues to discuss their struggles and fears openly during the pandemic.



ADVOCACY AND INITIATIVES

Using our voice to inspire positive change in our industry and society

We use our voice to inspire positive change in our industry and society as a whole. As an example, our CEO committed to MassBio's CEO [Pledge for a More Equitable and Inclusive Life Sciences Industry](#), recognizing racial inequity and pledging broad, specific and measurable results-oriented action.

In 2020, Biogen signed onto an Amicus Brief in Fulton vs. City of Philadelphia, which disputed whether taxpayer-funded government services, such as food banks, foster care providers and more, could deny services to people who are LGBTQ+, Jewish, Muslim or Mormon.

We support the right to vote and oppose discrimination or action that could prevent equal opportunity to cast a ballot. Along with the Black Economic Alliance and Civic Alliance, we have called upon Americans to join us in taking a nonpartisan stand for this most basic civil right. In addition, we offered paid time off for U.S. employees to vote or work at polls.

Our recent positions on civil rights and equality build on our heritage of advocacy for these issues. For example, in 2016, Biogen submitted testimony before the Commonwealth of Massachusetts Senate in support of a "[Freedom MA](#)" bill which extended anti-discrimination protections in spaces of public service and accommodations to transgender people.

AWARDS AND RANKINGS

- Top 5 in the Fortune 500 on Fortune/Refinitiv's Measure Up rankings on DEI transparency progress
- 100% on the Disability Equality Index (4th consecutive year)
- Best Place to Work for LGBTQ Equality by the Human Rights Campaign, scoring 100% on their Corporate Equality Index (8th consecutive year)
- 2021 LGBT Corporate Ally Award, *Business of Pride*, Boston Business Journal
- 2020 Leader in Diversity, Triangle Business Journal

- Best Workplaces for Women by Great Place to Work
- Our Switzerland Affiliate has also received national acclaim for the strength of our women in leadership
- Best Workplaces™ for Women in Italy
- 2021 50 Best Workplaces in Canada
- 2021 Great Place to Work certificates Poland
- 2021 Great Place to Work certificates U.K.
- Top Employer Spain 2021 certification
- Great Place To Work® 2020 in France
- Great Place To Work® 2020 in Italy



ADVOCACY AND INITIATIVES

The bill successfully passed in May 2016; however, in the 2018 election, a ballot referendum emerged that aimed to repeal these protections. Biogen was a vocal and financial supporter of the “Yes on 3” Campaign, which ultimately won and kept protections in place. Biogen was also vocal around the Supreme Court’s decision to uphold protections around Gender Identity and Sexual Orientation under Title VII.

Biogen’s approach to DE&I has matured over the past several years. We credit our employees for driving the development of our strategy and initiating the critical conversations that lead to innovative ideas. We are proud of the progress made and determined to continuously evolve our work to support a more diverse, equitable and inclusive environment inside and outside of our company.



TERMS AND DEFINITIONS

What does diversity, equity and inclusion mean for us?

DIVERSITY

The similarity and differences of background, perspective and experience.

EQUITY

Ensures fair treatment, access, opportunity and advancement.

INCLUSION

Creating and sustaining a culture where differences are valued and respected.

RACE & ETHNICITY CATEGORIES

Data referenced in this report reflect numbers reported to the U.S Equal Employment Opportunity Commission, a snapshot in time of our U.S. demographics based on these categories, as defined by the U.S. Census:

Black or African American

A person having origins in any of the Black racial groups of Africa.

Native American or Alaska Native

A person having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment.

Asian American

A person having origins in any of the original peoples of East Asia, South Asia and Southeast Asia.

Hispanic or Latinx

A person of Cuban, Mexican, Puerto Rican, Central or South American, or other Spanish culture or origin, regardless of race.

Native Hawaiian or other Pacific Islander

A person having origins in any of the original peoples of Hawaii, Guam, Samoa or other Pacific Islands.

White

A person having origins in any of the original peoples of Europe, the Middle East or North Africa.

Two or More Races

All persons who identify with more than one of the above six races.

LEVELS & ROLES

As used in this report only, the following descriptions apply:

Executive

Executive roles across all functions. Executive/Senior Level Officials and Managers (most commonly, Vice President and above).

Director

Employees with various director roles across all functions.

Manager

Manager roles across all functions.

All Other

Remaining levels.

STEM-related Positions

Science, Technology, Engineering and Mathematics (STEM) roles at Biogen are defined by specific “job families” as assigned to job positions and include categories such as Worldwide Medical, Technical Development, Research & Development, Quality, Pre-Clinical Safety, Manufacturing, IT, Engineering, Clinical Sciences and Biotherapeutic & Medicinal Sciences (BTMS).

Management in Revenue-generating Functions

Inclusive of all management levels, consisting of manager-level employees and above. Revenue-generating functions include Pharmaceutical Operations & Technology, Commercial, Research & Development, Digital Health, Worldwide Medical and Biosimilars.



2021 DIVERSITY, EQUITY & INCLUSION REPORT

where
science meets **humanity**™



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