

Our UK 2024 Gender Pay Gap report

At Biogen, our mission is clear:

we are 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.

Since our founding in 1978 as one of the world's first global biotechnology companies, Biogen has led innovative scientific research with the goal over the last decade to defeat devastating neurological diseases as well as therapeutic adjacencies, and we have remained steadfast to our credo of **Caring Deeply. Achieving Excellence. Changing Lives.™**

Biogen UK is committed to building a culture of inclusion and belonging that reflects the communities in which it operates and the patients it serves. We believe having a diverse and inclusive workplace allows us to empower our UK workforce, helping to foster innovation and achieve better outcomes for our patients. We embrace talent from all backgrounds and foster a work environment where all employees feel inspired to do their best work. By advancing the power of diversity, we will continue to strive to be a company of choice for employees and succeed in our mission to be pioneers in neuroscience.

As we continuously evolve to meet the expectations of our employees, patients and the communities we serve, our approach to Diversity, Equity and Inclusion (DE&I) has also matured.

Biogen UK has again earned Great Place to Work certification for 2024, with 98% of our people saying they have been treated fairly regardless of their sexual orientation and 95% of our people feeling there are treated fairly regardless of their sex.

This year, we have fallen below the legal threshold required to report on our Gender Pay Gap. However, we have invested in this work, recognising it as an important part of creating a diverse and inclusive workplace. HR, in collaboration with representative employees, have reviewed the data, sharing insights, recommendations, and reflections.

About this report

The UK gender pay gap legislation states that all UK employers (legal entities) with 250 or more 'relevant employees' (i.e. typically who ordinarily work in GB and whose contracts are governed by UK legislation) must report on six statistics:

- 1 The difference in mean 'hourly rate of pay' between male and female 'full pay relevant employees' (as at 5 April 2024)
- 2 The difference in median 'hourly rate of pay' between male and female 'full pay relevant employees' (as at 5 April 2024)
- 3 The proportion of men and women in each hourly pay quartile (as at 5 April 2024)
- 4 The difference in mean 12 month 'bonus' pay between all male and female 'relevant employees'
- 5 The difference in median 12 month 'bonus' pay between all male and female 'relevant employees'
- 6 The proportion of men and women receiving bonuses (% of total 'relevant employees' as at 5 April 2024)

Our Commitments



Great Place to Work:

All elements within that, including the Gender Pay Gap, continue to be a focus. Community engagement (DE&I, menopause community, Great Place to Work data).



Practices:

Internal and external job posting. Using AI to support assessing JDs for language neutrality



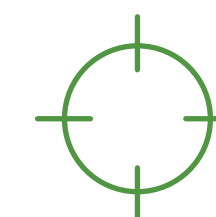
Return to Work Programme:

Aligned with our refreshed New Employee Orientation, we are working on introducing a formalised approach to support people returning to work from leave whether that be family or sick leave.



Education & Communication:

Focus on education about the Gender Pay Gap. Open and transparent discussion forums sharing work that is being done (e.g., pay equity).



Focus:

Continue working on closing the gap, understanding caveats and volatility in our data

What we're doing to reduce our gap

To drive meaningful change, we have engaged with a broad focus group representative of our organisation to review our data, identify key areas for improvement, and develop targeted commitments that support long-term progress.

Additionally, we are partnering with our Employee Resource Groups (ERGs) to gain valuable insights, foster open dialogue, and co-create initiatives that support greater equity and representation across our organisation.

We are committed to ensuring that our approach is not just about the numbers but about fostering a truly inclusive and equitable workplace for everyone.

As of 2024, Biogen had 218 'relevant employees' and fell beneath the legal threshold for compulsory reporting. However, we have elected to publish our statistics on a voluntary basis. We confirm that the content of this report is true to the best of our knowledge and belief.

Our 2024 UK gender pay gap

This year, our pay and bonus gaps further decreased, reflecting broadly a year-on-year trend since we began reporting in 2021. Our mean pay gap decreased by 5.2% and our mean bonus gap decreased by nearly 4%; both gaps (shown in the figure below) remain in favour of men.

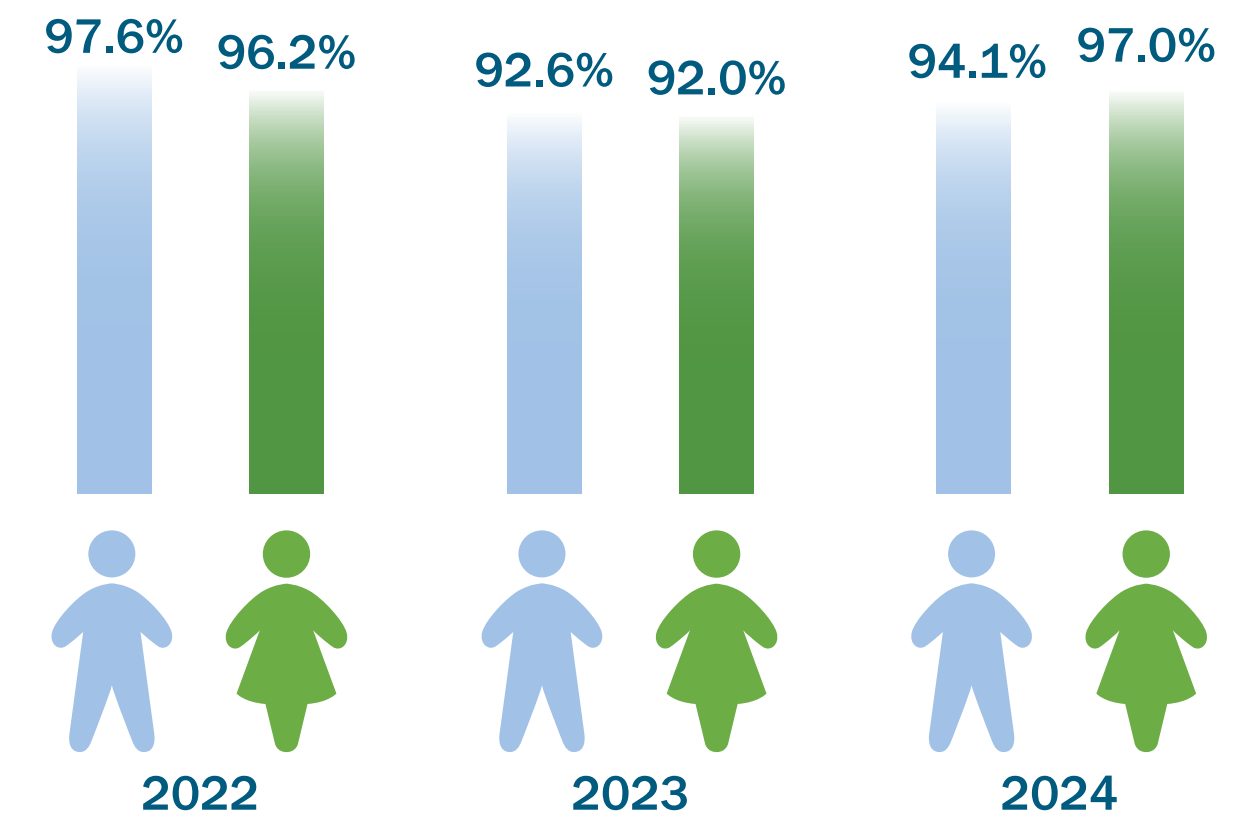
The proportion of women in the upper pay quartile, higher paid positions at the company (which are often associated with having larger bonus incentives), has increased by 5% since 2023 – and is more closely aligned to percentage of headcount that are women at Biogen overall (60%).

We ran further analysis on the assumption there are an equal number of men and women at each level within the organisation. Under this assumption, our mean pay gap would be -0.7% (i.e. in favour of women) and our mean bonus gap would be 0.7% in favour of men. This additional analysis gives us confidence that the relative representation of women at higher levels compared to lower levels influences our pay and bonus gaps, rather than because of pay equity issues where colleagues are doing work of the same value and being paid differently without clear, objective reasons.

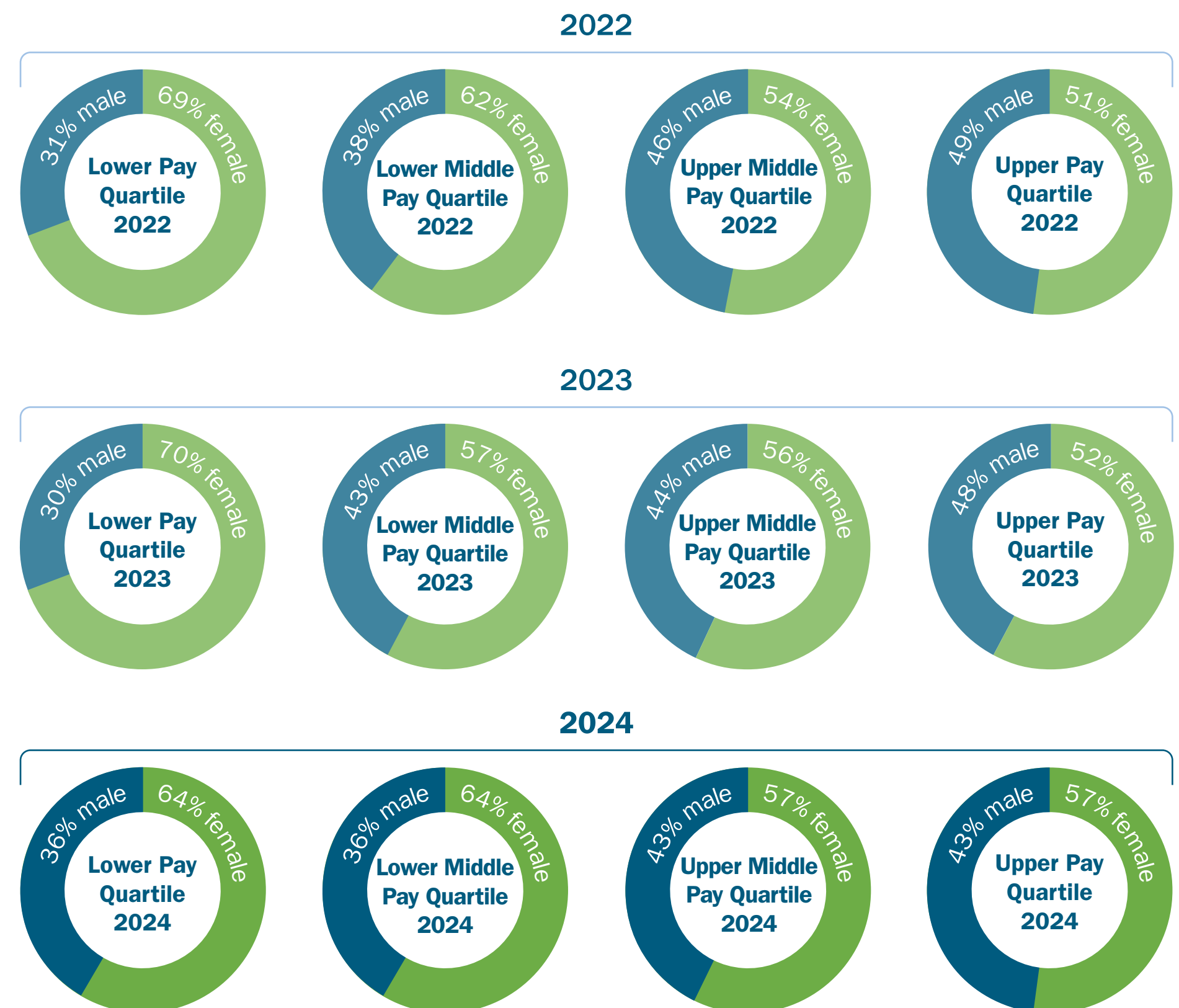
As mentioned in our previous reports, our figures remain volatile due to our relatively small size – whilst we are happy to see a reduction in our pay and bonus gaps in 2024, we remain committed and focused on driving meaningful initiatives which aim to foster a diverse talent pipeline and pay equity between men and women, rather than judging our success on year-on-year changes.



Proportion of women and men receiving a bonus payment



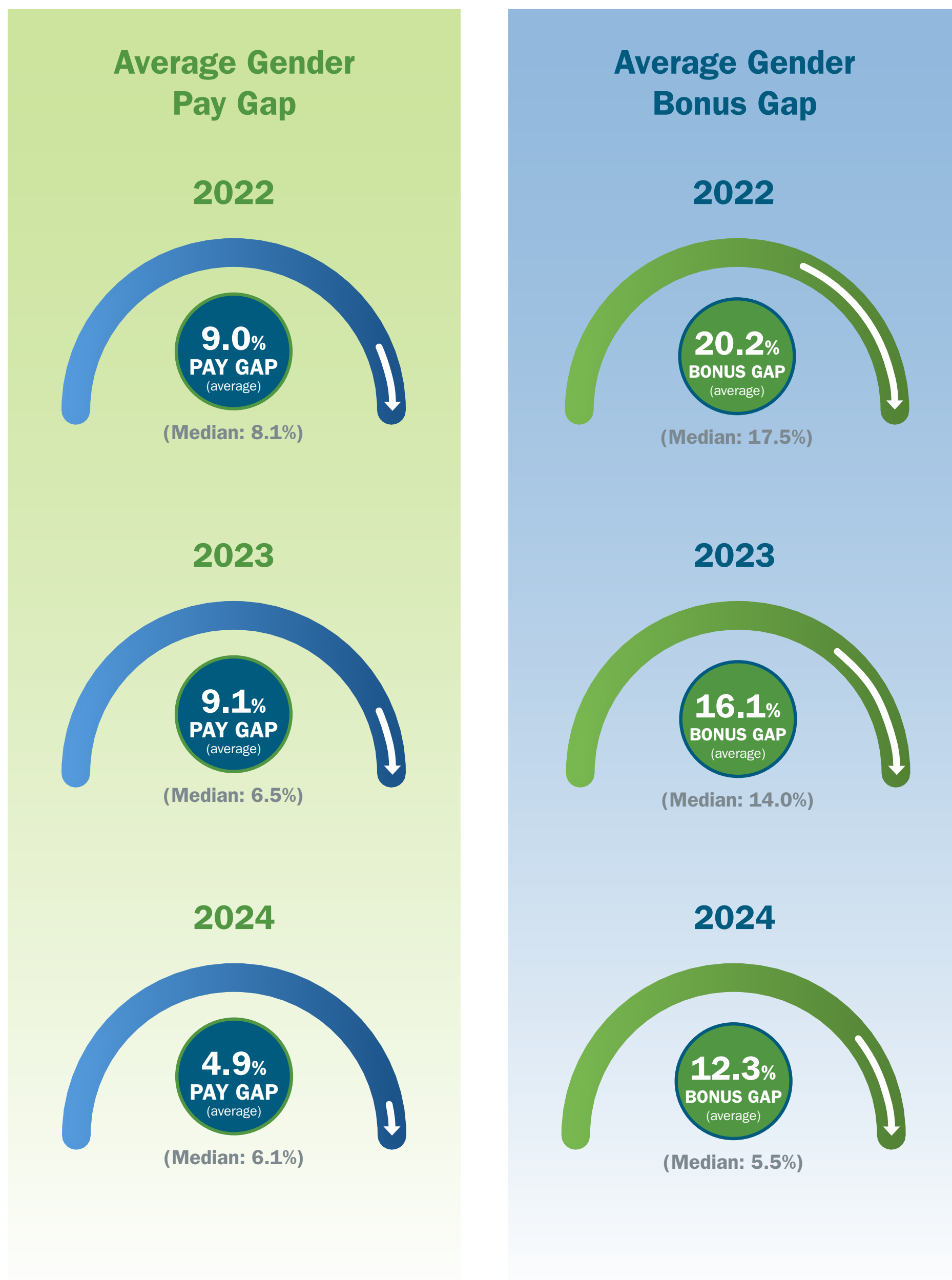
% of employees in each pay quartile



How our figures compared to the UK average

Our mean pay gap remains under the UK and our industry comparators market data, 11.7% and 13.4% respectively. Our mean bonus gap is also lower than both the UK and our industry comparators market data, 29.2% and 27.0% respectively.

*2024 UK disclosures (latest figures available as April 2023) – source GOV UK



About the figures

What is the gender pay gap? Is it the same as equal pay?

A gender pay gap is the difference between the pay of all men in an organisation and the pay of all women in an organisation – it's a collective comparison regardless of specific roles.

A gender pay gap and equal pay are not the same.

An equal pay gap is the difference in pay between men and women performing equivalent roles within an organisation – it's a comparison within equivalent roles.

What is the gender bonus gap?

The gender bonus gap is calculated by working out the difference between the bonus pay of all female employees and the bonus pay of all male employees during the year and dividing that number by the bonus pay of all male employees.

A negative figure would mean that the bonus pay for male employees is less than the bonus pay of female employees.

What is the mean gap?

The mean is all pay/bonuses added together and divided by the number of employees.

What is the median gap?

The median is the mid-point between the highest and lowest hourly pay rate/annual bonus payments.

What are pay quartiles?

The legislation requires all companies to publish details of gender distribution across their range of hourly pay rates, by ranking employee pay rates from highest to lowest and dividing the range of pay into four equally sized groups covering all employees. These groups are known as pay quartiles.

What do the pay gap calculations include?

The pay gap calculations are based on what the employees were actually paid during the month of April.

This includes:

- 'Ordinary pay' (basic pay, allowances etc)
- 'Bonus pay' (bonus, sales commission, RSUs) paid or vested in the month of April
- Note that if an employee makes any salary sacrifice payments (i.e. to pension, childcare vouchers or cycle to work) then these amounts are deducted.

These payments are added up and divided by the number of hours worked during the month for each employee to determine their hourly rate.

Note that any employees who were being paid at a reduced rate during April due to being on leave (e.g. due to maternity leave, parental leave or sick leave) are *excluded* from the pay gap calculations but *included* in the bonus gap calculations.

What do the bonus gap calculations include?

The bonus gap statistics are based on what the employees were paid in bonus in the 12 months prior to 5th April. This includes any award of cash, vouchers or shares/RSUs relating to performance, commission, profit sharing, incentive or productivity.



Nikki Fisher
On behalf of Biogen Idec Ltd

