

# OUR UK 2025 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.

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:

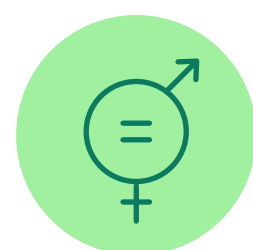
- 1 The difference in mean 'hourly rate of pay' between male and female 'full pay relevant employees' (as at 5 April 2025)
- 2 The difference in median 'hourly rate of pay' between male and female 'full pay relevant employees' (as at 5 April 2025)
- 3 The proportion of men and women in each hourly pay quartile (as at 5 April 2025)
- 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 2025)

## Our Commitments



### BUILDING A WORKPLACE WHERE EVERYONE THRIVES

We continuously focus on equity and inclusion through regular engagement reviews, transparent reporting, and collaboration with all **Employee Resource Groups**. We proactively remove barriers that disproportionately impact women to ensure equal opportunity, growth, and recognition for all.



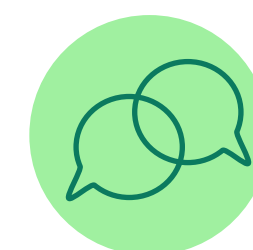
### EMBED FAIR AND INCLUSIVE PEOPLE PRACTICES

We strengthen fairness across the employee lifecycle – from onboarding to progression – by improving return-to-work support, enhancing onboarding consistency, and communicating benefits clearly to **promote gender balance and equitable representation**.



### LEAD WITH TRANSPARENT EQUITY-DRIVEN POLICIES

We publish and regularly update **accessible, equity-focused HR policies**, such as enhanced Neonatal Leave. These practices reinforce fairness, family support, and transparent decision-making that helps women thrive.



### STRENGTHEN AWARENESS, ACCOUNTABILITY AND ALLYSHIP

We build **gender equity understanding** through open forums, shared learning, leadership engagement, and allyship development, ensuring everyone plays an active role in closing the gender pay gap.

## 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 2025, Biogen had 214 '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 2025 UK GENDER PAY GAP

Our pay and bonus gaps remain below the UK and industry averages for the reporting year of 2024–2025. In 2024 we reached our lowest gender pay gap in recent years of 4.9%, the mean pay gap in 2025 has now increased 6.6% to 11.5% in favour of men. The mean bonus gap also remains in favour of men and has increased by 3% to 15.3%.

The gender pay gap has fluctuated according to talent distribution in the upper and lower pay quartiles since 2022. The proportion of men and women in the upper pay quartile, often associated with roles carrying larger bonus incentives, has almost equalised over the 2024–2025 period. The proportion of women in this upper quartile has decreased 8% from 2024 to 49%, while 51% of men are now in this pay quartile, an increase of 8%. In contrast, the proportion of women in the lower pay quartile has increased 5% from 2024 to 69%.

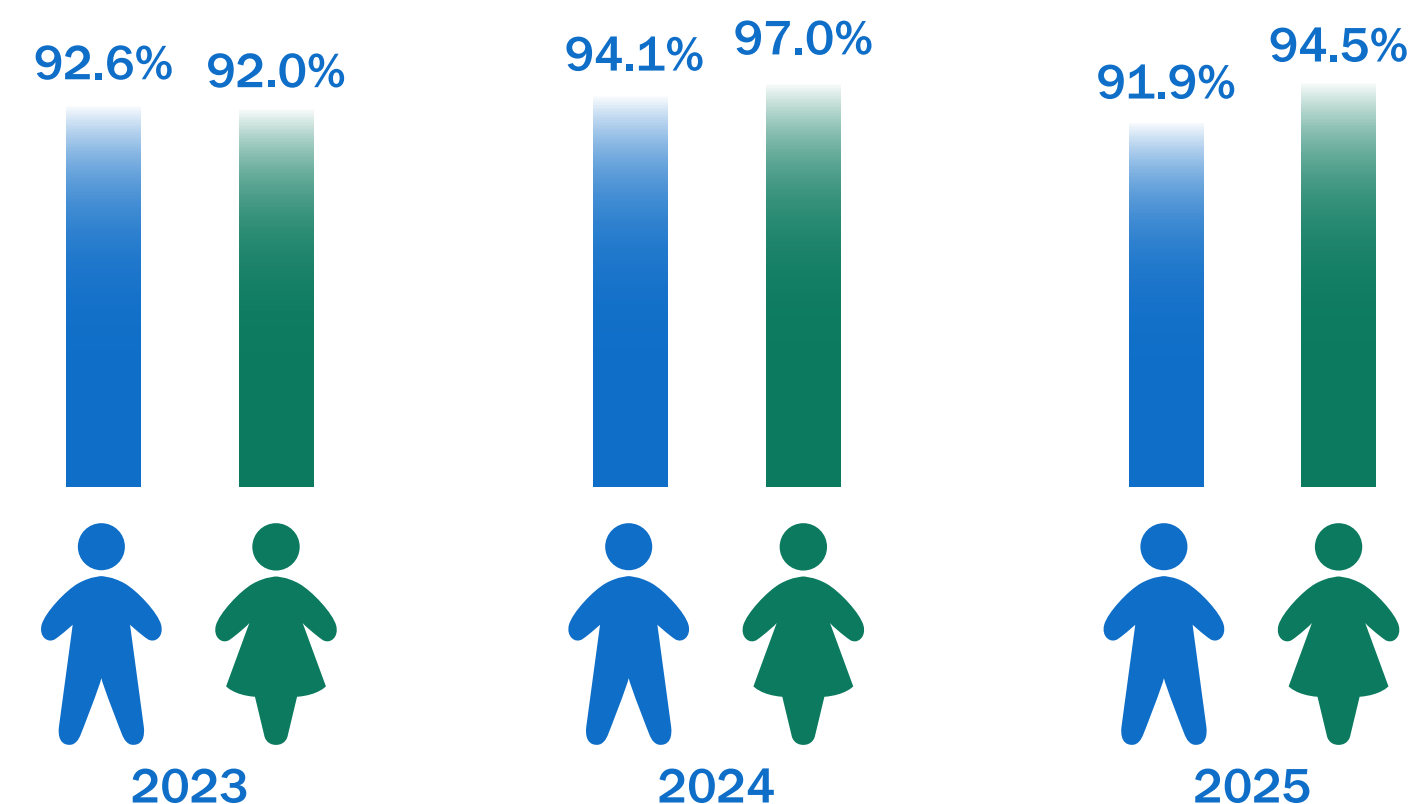
After equalising the gender distribution, assuming an equal proportion of men and women at each level, the mean pay gap falls to 3.8% and the mean bonus gap to 2.7%. This suggests that the majority of the gender pay gap is due to the distribution of roles across the company.

A steady reduction in the number of employees may go some way to accentuating the changes in these figures from year to year, with this volatility having a more obvious effect in smaller companies such as Biogen.

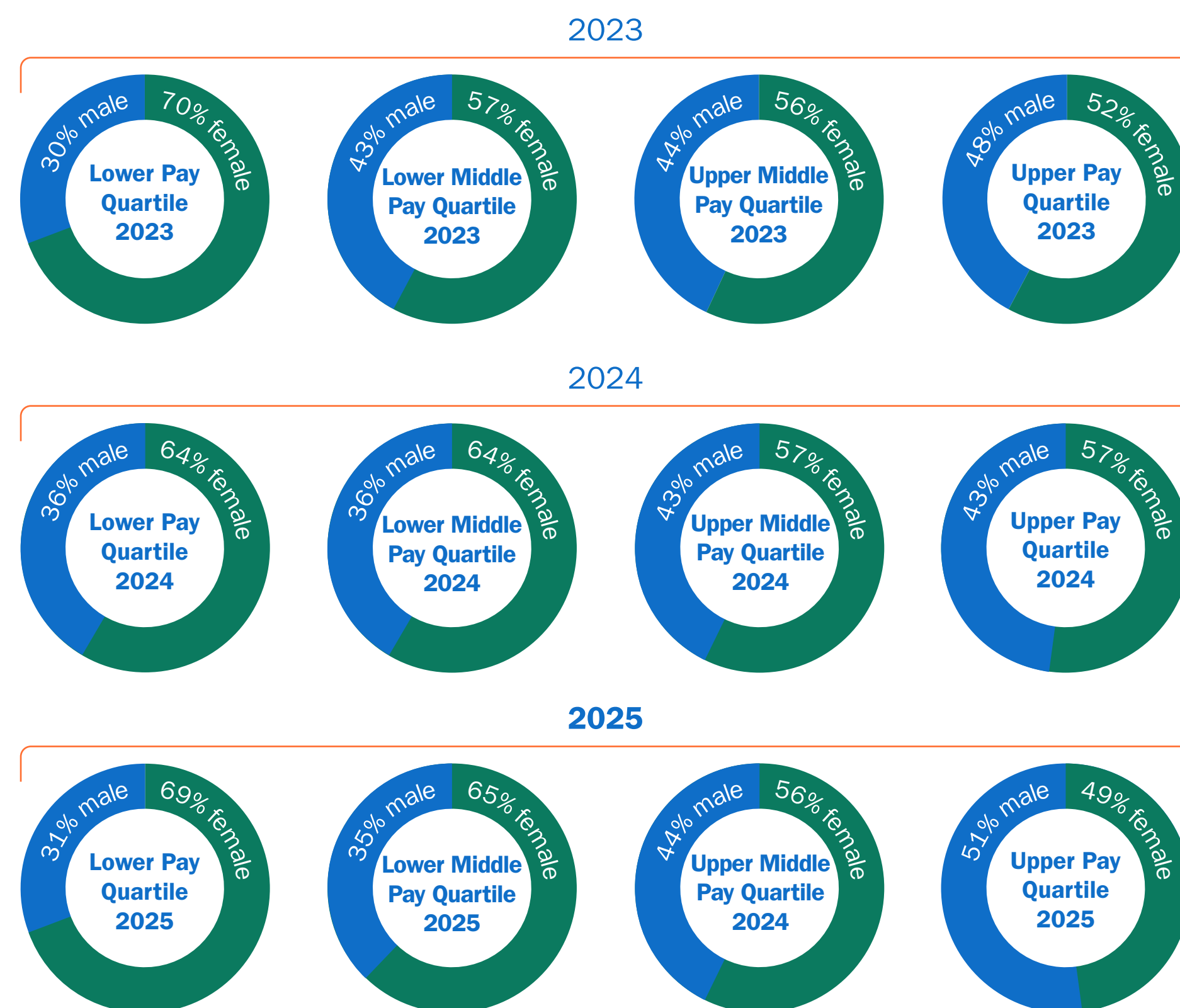
After equalising for gender distribution there remain pay and bonus gaps in favour of men and we remain committed on continually driving initiatives focused on building diversity and fairness to foster pay equity throughout the talent pipeline.



## PROPORTION OF WOMEN AND MEN RECEIVING A BONUS PAYMENT



## % of employees in each pay quartile



### Mean Gender Pay Gap



### Mean Gender Bonus Gap



### How our figures compared to the UK average

Our mean pay gap remains under the UK and our industry comparators market data, 11.9% and 12.7% respectively. Our mean bonus gap is also lower than both the UK and our industry comparators market data, 29.1% and 28.0% respectively.

\*2025 UK disclosures (latest figures available as April 2024) – 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?

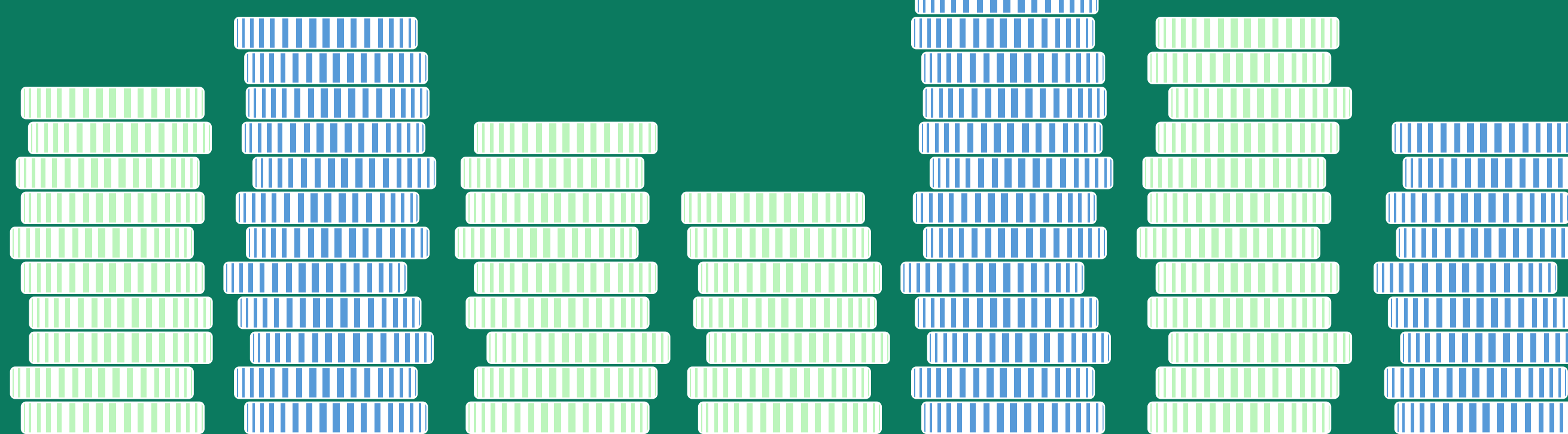
The mean is all pay/bonuses added together and divided by the number of employees.

### 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