

Biogen gender pay gap 2019

Gender Pay Gap Explained:

The gender pay gap is not the same as equal pay. It is the difference, on average, between what men earn in an organisation compared to what women earn, irrespective of their role or seniority. Equal pay is the legal requirement for men and women to be paid the same for performing the same, or like work, or work that has been rated of equal value as set out in the Equality Act 2010. A company reporting a positive pay gap means its male employees on average, are paid more than its female ones. A company reporting a negative pay gap means its female employees are paid more on average than its male ones. UK companies with 250 or more employees must publish their gender pay gap data by April 2020.

At Biogen, our mission is clear: we are pioneers in neuroscience. 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 and we have remained steadfast to our credo of **Caring Deeply. Working Fearlessly. Changing Lives.™**

Diversity and Inclusion

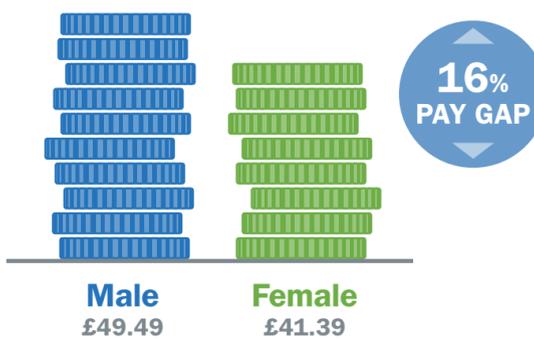
Biogen believes that having a diverse and inclusive workplace allows us to empower our UK workforce, foster innovation, and achieve better outcomes for our patients. It leads to better teamwork and collaboration,

creates a climate of respect and trust, reinforces cultural awareness and helps to drive success with our patients, providers, and suppliers.

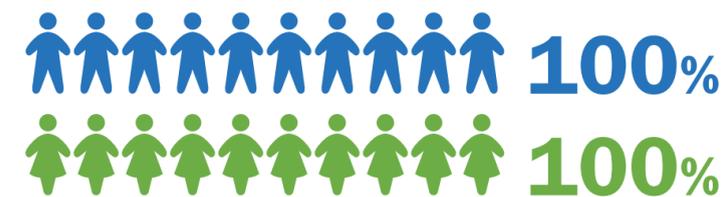
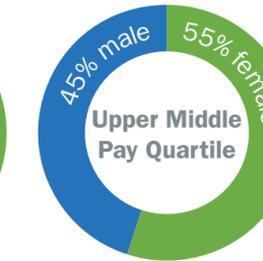
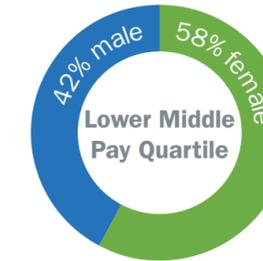
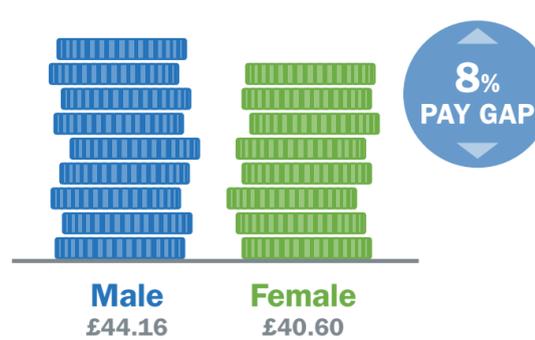
We embrace talent from all backgrounds and foster a work environment where all employees

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.

Average of hourly Base Pay



Median Hourly Base Pay



Received a Bonus*

* Of those who were eligible and not on sales incentive plan for 2018 year-end

“At Biogen, our commitment to improving lives and caring deeply goes beyond the therapies we provide. The same care we take in improving the lives of patients applies to the development of our employees and we are committed to closing the gender pay gap to continue to be a company of choice.”

Alexandra Handrich
VP, Managing Director, UK & Ireland

“To harness the best teams, we are committed to recruiting excellent and diverse talent. We are committed to promoting our culture and values that will help develop our talent in a fair way.”

Nikki Fisher
HR Business Leader

“We are focused on achieving diversity for all roles across our organisation. We believe that this will enable employees to be inspired to collaborate to do their best work for better patient outcomes.”

John Way
VP, Regulatory Affairs and Biogen Site Leadership Chair