

# Our 2020/21 Gender Pay Gap report

**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.™**

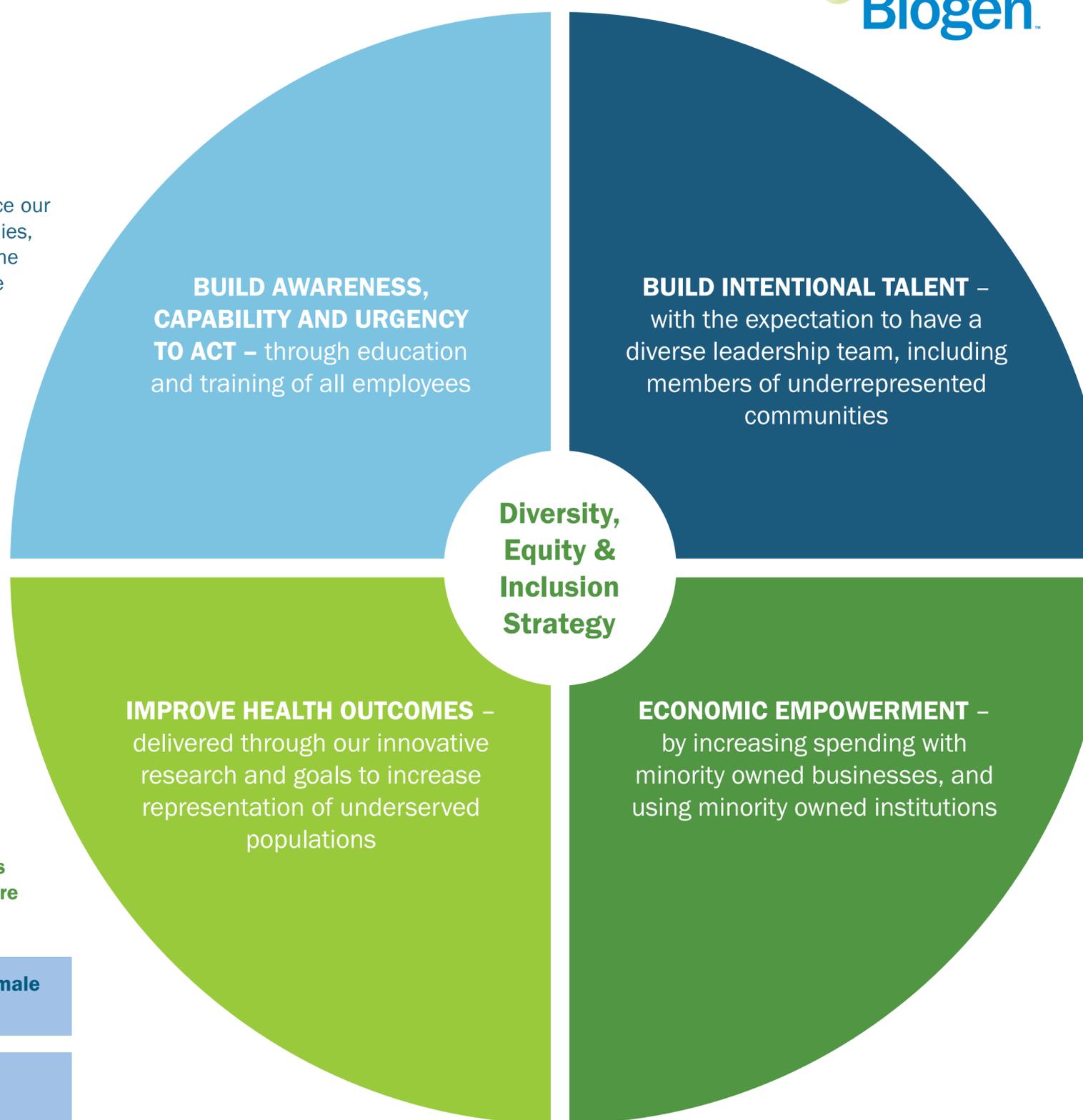
Biogen believes that having a diverse and inclusive workplace allows us to empower our UK workforce, foster innovation, and achieve better outcomes for our patients. It leads to better teamwork and collaboration, creates a climate of respect and trust, reinforces cultural awareness and helps to drive 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.

Our global Diversity, Equity & Inclusion (DE&I) strategy is made up of 4 key aspects

One of the measures that we use to track how we deliver on our commitment to build and develop diverse talent is our gender diversity and our gender pay gap. The UK gender pay gap legislation requires that all UK employers (legal entities) with 250 or more relevant employees (i.e. typically who ordinarily work in the UK and whose contracts are subject to UK legislation) must report on six statistics:

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

We confirm that the content of this report is true to the best of our knowledge and belief.



## Our 2021 UK gender pay gap

Our gender pay gap in 2021 is lower than the UK average. The UK mean gender pay gap was 13.7%\* based on the latest information available when this report was published. Our mean pay gap is 5.8%. This is also lower than the average for the Biotech industry, which is 18.6%.

Our bonus gap is also lower than the UK average. The UK mean bonus gap was 35.9%\*. For Biogen, our mean bonus gap is now 20.0%, which has decreased year on year since 2019 where it was 37.1%. The average for the Biotech industry is 38.3%.

\*2019 UK disclosures (latest figures available as all company reporting for 2020 not yet complete) - source GOV UK

## What we're doing to reduce our gap

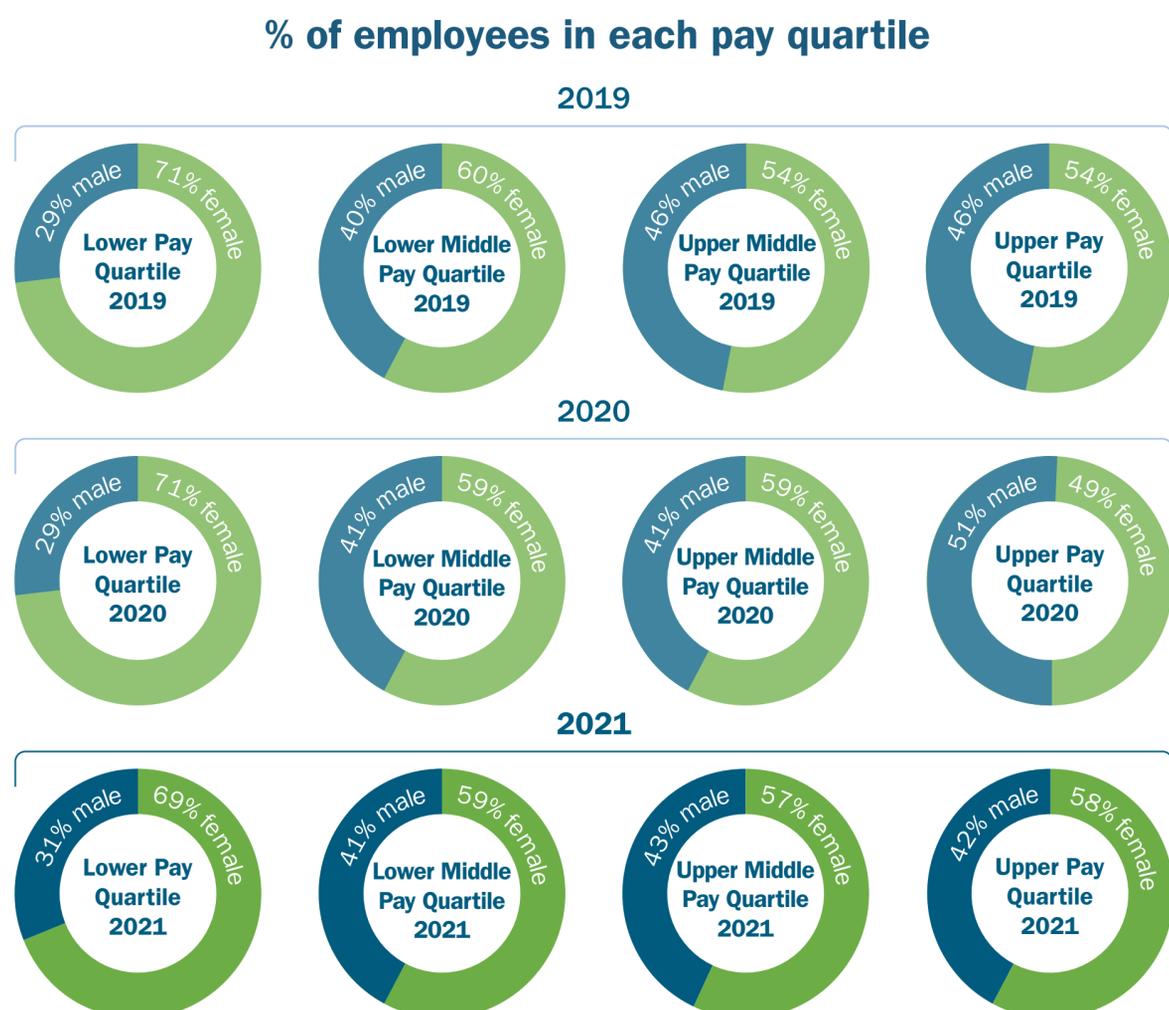
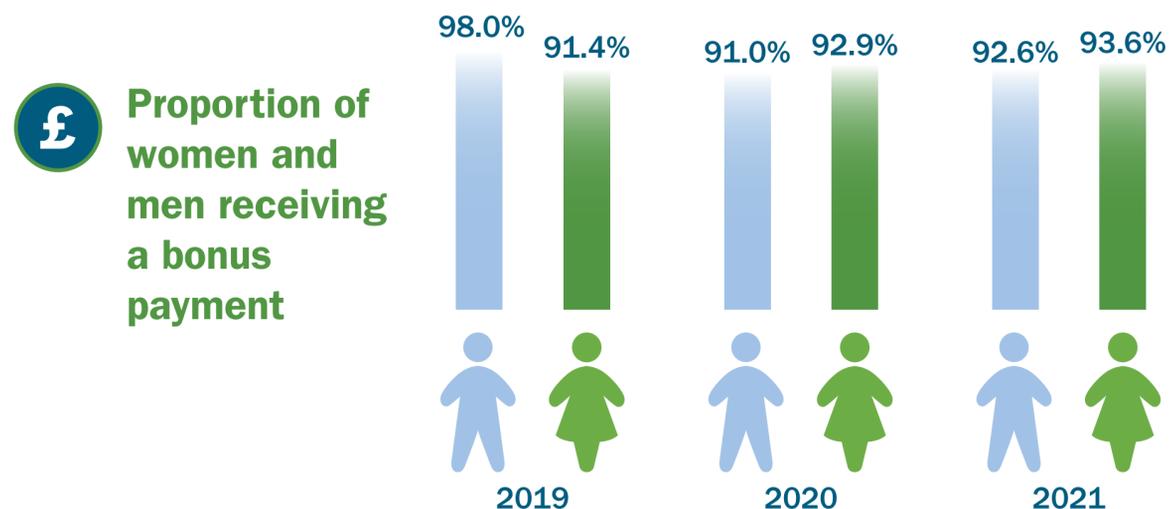
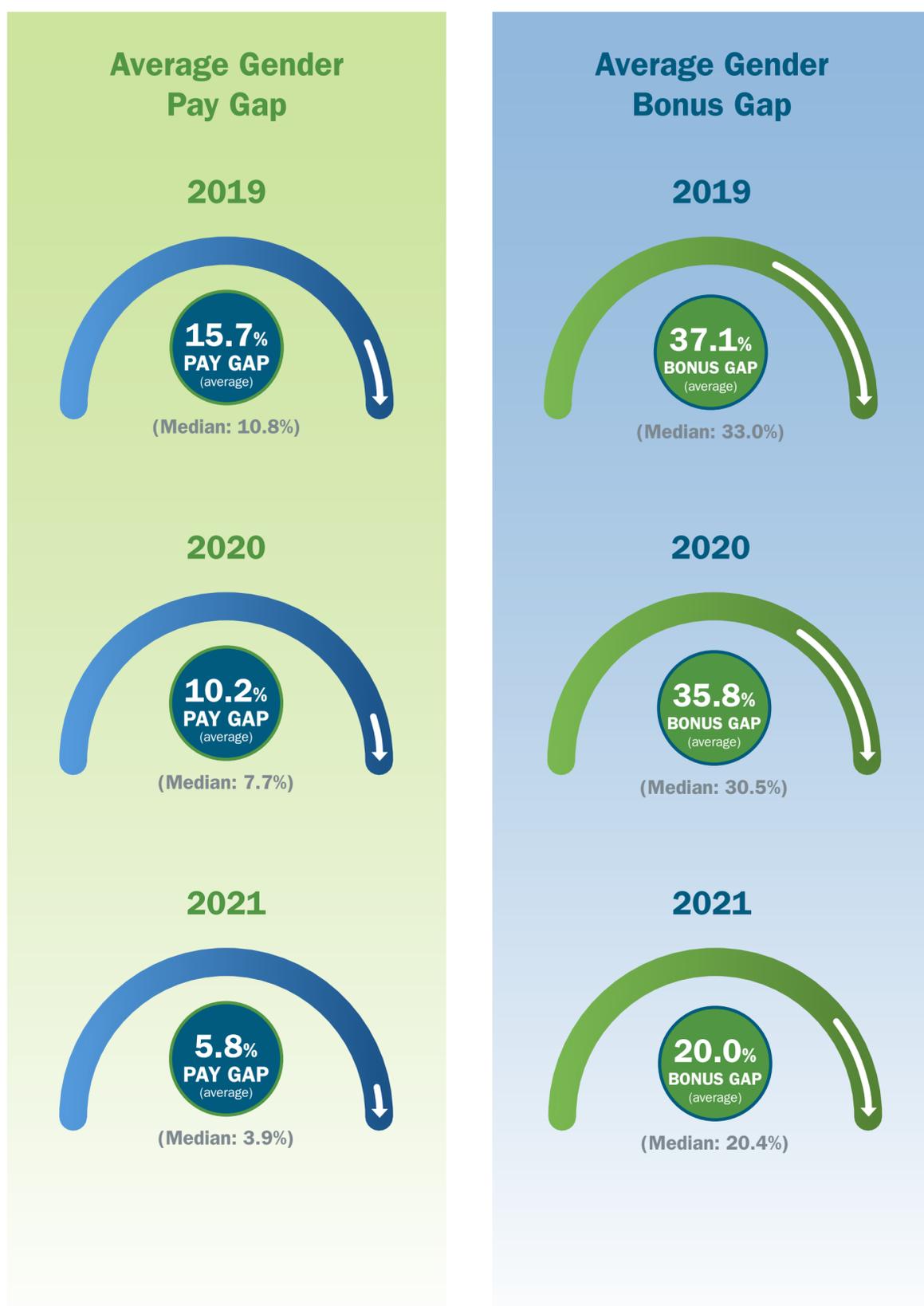
The 2021 report marks our 3rd year of Gender Pay Gap reporting, which provides us with a good representative data set that we can use to understand the root causes of our gender pay gap, and then take steps to further reduce it over time.

The biggest influence on our pay and bonus gaps is the distribution of men and women at different levels (and therefore associated pay and bonuses).

We are pleased that those pay and bonus gaps have both reduced year on year, and that the proportion of women in higher paying jobs has increased over that period too. We also recognise that our figures are volatile due to the number of 'relevant employees' we have in the UK, and that attracting and developing diverse talent requires continued focus – even if we were to bring our gap close to zero.

To ensure that we are supporting equal opportunity of all colleagues to thrive at Biogen – at all levels – we are planning the following initiatives:

- Deliver gender-balanced job descriptions for all roles going forwards
- Have a diverse pool of qualified candidates for vacant positions
- Review family leave policies
- Use salary expectations and benchmark data to create an offer rather than existing salaries
- Deliver 'Go for it' training to all colleagues, which aims to educate colleagues on how to review a job description and decide whether to apply



## 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 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 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 an hourly rate determined for each employee in accordance with the legislation.

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.

### UK Gender Pay Gap

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. We confirm that the gender pay gap calculations reported herein are accurate.



Nikki Fisher  
On behalf of Biogen Idec Ltd

