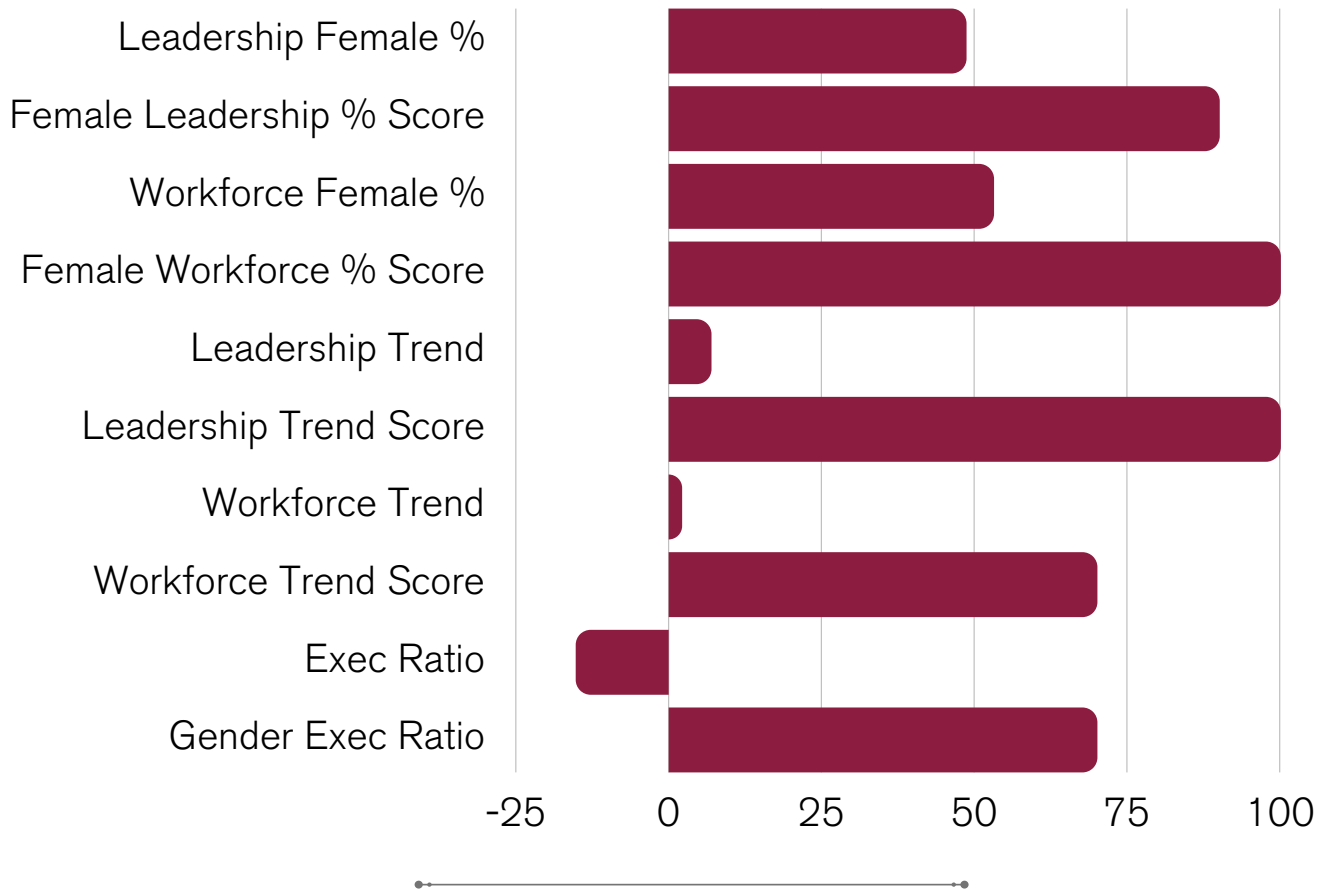


Biogen, a multinational biotechnology company focused on the treatment of neurological diseases, has been ranked as a **TRAIL BLAZER** based on the criteria used for the Women's Power Index. Biogen conducted a gender pay gap analysis and found that 99.7% of their employees were paid consistent with their compensation philosophy. They offer harassment and discrimination trainings, health benefits, caregiver PTO, and childcare benefits. Biogen develops a Women's Leadership Program that helps prepare female employees for leadership roles. They also have DEI recruitment and mentorship trainings for managers to ensure best hiring and retention practices. Based on the most recent EEO data, 48.6% of its executives are women and 53.1% of the workforce is female. We were able to find all of Biogen's binary criteria that our Index uses to develop the scores.

Workforce Profile



Compensation

100

Pay Gap

Pay Gap Score

1

Existence of policy to address the gender pay gap

"Our promise to our workforce and society is that employees will receive equal pay for equal work. To deliver, we conducted a global pay equity analysis, sharing the results with our employees in 2021. We found that 99.7% of employees were paid consistent with our compensation philosophy. For the remaining 0.3% of employees, we assessed their skill, level, experience and other factors, and made adjustments, as appropriate. Our approach validated that fairness and equity are embedded in our compensation practices."

Ref: Page 66, Biogen 2021 Year in Review

Career Growth

100

Professional Development

Professional Development Score

1

Existence of professional development programs geared towards female employees

"We strive to offer engaging resources and high-impact learning and development opportunities, including WLP (Women's Leadership Program): Addressing the unique challenges faced by female leaders to increase influence and impact."

"DE&I STRATEGY #2 Build an intentional, high-performing, engaged, diverse and inclusive talent pipeline. Goal: 30% increase women in director-level and above roles globally, until gender parity reached."

-Biogen 2021 Year in Review

"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."

-Biogen DEI Report 2021

Existence of formal mentoring programs to facilitate advancement of careers of female employees

"Around 2,300 employees globally are members of our nine Employee Resource Networks (ERNs), groups for those who share characteristics, life experiences and interests, along with their allies.

These groups offer opportunities to support and advance business objectives, exchange knowledge, find mentors, volunteer and receive support – all invaluable for career development."

"Biogen employees also launched a new ERN called the Parenting Network Group (PNG). PNG provides support, networking and development opportunities to working parents and caregivers."

-Page 66, Biogen Year In Review 2021

"We offer year-long personalized learning experiences, matching participants with a dedicated mentor to identify and work toward short-term professional goals. We offer all employees access to BetterUp, a leading coaching provider. BetterUp also held a Coaching Circle on Building Resilience. Coaching Circles are live group sessions that integrate evidence-based learning, peer coaching and group discussions to build skills and to help employees find ways to adapt to these challenging times with support from colleagues. All employees also have access to Torch, a comprehensive mentoring program that connects employees with the people, resources and feedback needed to be more productive and successful at every stage of their career."

-Page 67, Biogen Year In Review 2021

Recruitment Efforts

Recruitment Efforts Score

1

Written commitment to attracting women to open positions

"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."

-Biogen DEI Report 2021

"We also have advanced our Diversity, Equity and Inclusion (DE&I) strategy, with an ongoing focus on hiring and engaging a diverse workforce, promoting health equity, and making notable gains in supplier diversity."

"We will continue to regularly review our compensation philosophy; ensure employees understand the total compensation practices; and provide training for managers and leaders to prevent bias during hiring, compensation decisions and performance management."

"Goal: 95% of People Managers trained on inclusive recruiting, hiring, promotion and retention. Progress: 89.9% trained by December 2021"

-Biogen Year In Review 2021

Childcare Benefits**Childcare Benefits Score**

1

Existence of childcare subsidies and support

"We continued to enhance our total rewards and benefits, including parental and caregiver leave and support programs, with an enhanced focus on mental health."

-Page 59, Biogen Year In Review 2021

"Beginning in 2021, our U.S. maternity leave provides 100% of base pay for up to 16 weeks. Non-birth parents of a newborn or adopted child, including those using a surrogate, receive eight weeks of parental bonding leave.

Employees completing an adoption or surrogacy may receive up to \$10,000 (lifetime maximum of \$20,000) in reimbursement for related expenses such as adoption and surrogacy fees, court and attorney fees, travel and lodging expenses, agency and placement fees, medical expenses of the birth mother and child prior to adoption or surrogacy, immigration fees, and immunization and translation fees.

All U.S. benefits-eligible employees also may receive up to \$1,000 in reimbursement for expenses associated with birth doula services, including physical and emotional support to employees and their partners during pregnancy, childbirth and the postpartum period.

Outside of the U.S., benefits vary by country, but in every market where we operate, Biogen benefits meet or exceed the legal requirements, and are informed by market trends and employee feedback. We are working to determine if uniform or core global standards are feasible and desirable."

-Page 63, Biogen Year In Review 2021

Caregiver PTO

Caregiver PTO Score

1

Availability of paid caregiver leave in excess of government mandates

"We continued to enhance our total rewards and benefits, including parental and caregiver leave and support programs, with an enhanced focus on mental health."

-Page 59, Biogen Year In Review 2021

Health Benefits

Health Benefits Score

1

Existence of female oriented health benefits

"Employees completing an adoption or surrogacy may receive up to \$10,000 (lifetime maximum of \$20,000) in reimbursement for related expenses such as adoption and surrogacy fees, court and attorney fees, travel and lodging expenses, agency and placement fees, medical expenses of the birth mother and child prior to adoption or surrogacy, immigration fees, and immunization and translation fees.

All U.S. benefits-eligible employees also may receive up to \$1,000 in reimbursement for expenses associated with birth doula services, including physical and emotional support to employees and their partners during pregnancy, childbirth and the postpartum period."

-Page 63, Biogen Year In Review 2021

Community Engagement**Community Engagement Score**

1

Organizational support of initiatives that drive gender equality and women's empowerment in the community

"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"

"In Latin America, the Biogen Intercontinental Region (BIR) developed FemSTEM, a campaign to empower girls and women to pursue a path in STEM."

-Page 11, Biogen DEI Report 2021

Inclusive Culture

100

Gender Equality Program

Gender Equality Program Score

1

Additional Programs that promote gender Equality within the Industry or the company

"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."

-Page 9, Biogen DEI Report 2021

"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-, ServiceDisabled Veteran-, Lesbian-, Gay-, Bisexual-, Transgender-, Disability-owned business enterprises as well as small businesses as defined by the U.S. Small Business Administration."

-Page 21, Biogen DEI Report 2021

Harassment Policy

Harassment Policy Score

1

Explicitly defined policies against sexual harassment and existence of anti-harassment policies that address verbal, physical, sexual and psychological harassment and violence

"We will not tolerate any form of discrimination or harassment based on an individual's sex, gender identity or expression, sexual orientation, marital status, race, color, national origin, ancestry, ethnicity, religion, age, veteran status, disability, genetic information or any other basis protected by local government agencies or law."

-Biogen Global Diversity, Equity and Inclusion website

Existence of policies mandating discrimination and sexual harassment training

"MOSAIC also hosted "Hollaback!" training, which taught bystander intervention strategies to help combat harassment against the Asian American and Pacific Islander (AAPI) community"