2025 CORPORATE RESPONSIBILITY REPORT

→ *Nichole, a patient advocate who lives with kidney disease.*

Biogen®

CEO LETTER

Three years ago, we embarked on a journey of transformation with the goal of delivering long-term value for our shareholders with a disciplined and high-conviction late-stage pipeline that could drive both meaningful innovation and sustained growth. We made notable progress on this strategy in 2025, where execution on commercialization of our growth products and a sharpened development pipeline focused on neurology, immunology, and rare disease are laying a strong foundation for Biogen's future.

Last year, we generated $9.9 billion in total revenue, with our growth products[1] up 19% year over year. We also achieved $1 billion in gross operating expense savings through the Fit for Growth initiative we began in 2023. This initiative reduced our operational costs, including a 27% reduction in research and development (R&D) spending, and allowed us to redeploy resources in areas with the highest potential for returns.

We've also rebuilt our late-stage pipeline. Today, we are advancing 10 programs in Phase 3 trials, which hold the potential for five new product launches over the next several years. Five of these programs were newly initiated or announced in 2025. In addition, three of these potential product candidates have received a U.S. Food and Drug Administration (FDA) Breakthrough Therapy Designation in key indications, reflecting their potential to bring substantial value to patients in need. The volume, breadth and potential value of our late-stage Phase 3 programs are significant achievements for a company of our size as we now head into a multi-year period of potentially registration-enabling study readouts beginning in 2026.

Delivering the New Biogen

Building on our expertise in immunology and commercializing medicines in rare disease, our purposeful transformation has shifted us from a company defined primarily by its focus on neuroscience to a company advancing science in three areas of strength – neurology, immunology, and rare diseases. These are areas where we believe Biogen has a distinct ability to lead.

Our focus across these areas, combined with our global commercialization and operational capabilities and disciplined expense management, is foundational to defining Biogen going forward.

This also enables us to contribute to the growth of Biogen through business development and mergers and acquisitions as we look to remain agile and strategically opportunistic.

Execution on Growth Products

Our portfolio of growth products provides a solid foundation for the next phase of Biogen's growth. Five of these growth products represent not only first-in-class medicines, but also first-ever treatments in their disease indications – a clear illustration of the strengths of Biogen as a pioneer. Introducing them to the market required us to shape new treatment paradigms, educate providers and build markets from the ground up – challenges we have met with focus and resilience.

Sales of **LEQEMBI®** grew by 54% year over year[2] in the fourth quarter of 2025, alongside overall growth of the entire market. With its FDA approval for subcutaneous maintenance dosing, LEQEMBI® IQLIK™ is also the first and only at-home injection offering in this class, and regulatory filings are underway in both Japan and China. We believe this added option of convenience for maintenance treatment is particularly important as the data continue to show the long-term, progressive nature of the disease and the value of continuous treatment. Additionally, through our partnership with Eisai Co., Ltd. (Eisai), a supplemental filing for IQLIK initiation – meaning from the start of therapy – has been granted FDA Priority Review. We expect a decision at the end of May 2026. IQLIK initiation and maintenance could provide increased options for administration, potentially providing greater flexibility in treatment and reducing the need for infusion center visits for patients and their caregivers.

Further, the expanded availability of blood-based biomarker testing in Alzheimer's disease – with an estimated 350,000 tests commercialized by third parties in 2025 – is streamlining diagnosis and improving referrals. The expanding use of these biomarkers is likely to continue to contribute to the growth of the anti-amyloid market as more patients can be appropriately diagnosed.

As the first FDA-approved oral treatment for postpartum depression, **ZURZUVAE®** has exceeded expectations, with sales more than doubling in 2025 alone.

"In 2025, we began the Phase 3 BRAVE study in children with FA, a step toward expanding SKYCLARYS in the pediatric setting and enabling earlier intervention."

Christopher A. Viehbacher, President and Chief Executive Officer

The availability of treatment is helping shift how society recognizes and addresses this condition, which affects hundreds of thousands of mothers annually, even prompting a major celebrity to voice unsolicited public support of the medication following her personal experience with the treatment. With greater awareness initiatives planned and following European approval in 2025, we're positioned for ZURZUVAE's continued growth.

Biogen is continuing to see strong performance from recent commercial launches. **SKYCLARYS®**, our medicine for Friedreich ataxia (FA), experienced 36% revenue growth in 2025, driven by strong patient uptake in regions across the globe. Geographic expansion continues, with commercial launches planned for 2026 in Latin America, Türkiye and the Middle East. In 2025, we began the Phase 3 BRAVE study in children with FA, a step toward expanding SKYCLARYS in the pediatric setting and enabling earlier intervention.

Revenue from **QALSODY®**, the first genetically targeted therapy for the treatment of amyotrophic lateral sclerosis (ALS) in adults with a mutation in the superoxide dismutase 1 (*SOD1*) gene, grew notably in 2025, driven by strong demand.

SPINRAZA® continued to demonstrate resilience in a competitive market, and we are optimistic about its future as we launch the high-dose regimen to many markets around the world. Recently published pivotal data in Nature Medicine demonstrate the high-dose regimen rapidly slows neurodegeneration, as evidenced by reductions in neurofilament; enables significant improvements in motor function; and prolongs event-free survival, all while maintaining a safety profile that is generally consistent with that of the low-dose (12mg) regimen[3]

In multiple sclerosis (MS), **VUMERITY®**, an oral therapy for MS and now one of our growth products, has benefited from strategic investments that have strengthened its performance. The rest of our MS portfolio has been more resilient, especially TYSABRI®.

We will continue to execute on the commercial side of our portfolio to optimize the potential of key assets and deliver shareholder value.

Three Sets of Drivers Toward Long-Term Growth

Our portfolio and pipeline reflect three categories of growth drivers based on potential contributions to growth over time.

1. Commercial-Stage Growth Products

The first category includes our revenue-generating, commercial-stage growth products as outlined above: LEQEMBI, ZURZUVAE, SKYCLARYS, SPINRAZA, QALSODY, and VUMERITY. These products provide cash flow and a financial foundation that we believe will support our ability to invest well into the future. Furthermore, the expected addition of SYFOVRE® and EMPAVELI® to our portfolio through our recently announced agreement to acquire Apellis Pharmaceuticals will enhance our growth potential in immunology and rare disease. These are two best-in-class medicines that have the potential to materially increase our earnings per share growth through the end of the decade.

2. Late-Stage Registrational Pipeline

Second is our late-stage registrational pipeline, with pivotal data expected from three assets occurring over the next 18 months. These late-stage programs collectively focus on indications of high unmet need with significant commercial potential.

Within our late-stage pipeline in immunology, we are advancing two candidates with distinct mechanisms in systemic lupus erythematosus (SLE) and advancing the first potential therapy for cutaneous lupus erythematosus (CLE). Five million patients worldwide have some form of lupus, demonstrating high commercial potential.[4] Although SLE is the most common form of lupus, treatment options for SLE remain limited, while CLE has no approved therapies. Litifilimab, a potential first-in-class BDCA2 antibody candidate, completed enrollment ahead of plan in both Phase 3 SLE studies (TOPAZ-1 and TOPAZ-2), with readouts expected in the second half of 2026. Our additional therapeutic candidate for SLE, which we are developing in partnership with UCB, dapirolizumab pegol, demonstrated positive Phase 3 results in 2024. This is one of only three agents ever to achieve positive results in a global Phase 3 study in this indication. A second confirmatory Phase 3 study is ongoing with a potential readout in 2028.

We are also advancing litifilimab in CLE. In January 2026, litifilimab received FDA Breakthrough Therapy Designation for CLE and, with new positive Phase 2 results announced in March 2026, is now the only investigational program to demonstrate efficacy in multiple CLE studies. The Phase 3 AMETHYST study in CLE is underway with results expected in 2027.

Our expertise in treatment for challenging diseases in immunology such as MS will contribute directly to our program in lupus, a disease in which patient journeys vary widely and sophisticated commercial capabilities are required. We believe Biogen is distinctly positioned to unlock the potential of these markets, and these late-stage litifilimab and dapirolizumab pegol programs support our potential growth in both the mid and longer term.

Also in immunology, we are advancing felzartamab, a single asset with multiple potential therapeutic applications – a "pipeline-in-a-product" opportunity. This first-in-class anti-CD38 antibody candidate is being evaluated in three Phase 3 studies for serious kidney diseases: antibody-mediated rejection (AMR) after kidney transplant; immunoglobulin A nephropathy (IgAN); and primary membranous nephropathy (PMN), where proof-of-concept data have demonstrated the potential for this candidate to modify the course of the disease. In addition, we recently initiated a Phase 2 study of felzartamab for microvascular inflammation (MVI), a newly recognized driver of transplant rejection. Each development indication for felzartamab represents a clear area of unmet need for patients, aligning with our strategy to pursue high-impact programs with potentially transformative benefits. The first Phase 3 readout of felzartamab in AMR is expected by mid-year 2027. Looking ahead, we believe the capabilities and U.S. commercial infrastructure we will gain from the expected Apellis transaction will provide a foundation for our expanding kidney franchise.

> ***"Each development indication for felzartamab represents a clear area of unmet need for patients, aligning with our strategy to pursue high-impact programs with potentially transformative benefits."***

In rare disease, we continue to demonstrate leadership in multiple indications, including spinal muscular atrophy (SMA). We are pleased that the high-dose regimen for SPINRAZA is now approved in Japan, Europe and the U.S., with multiple additional regulatory filings underway. While we work to bring the high-dose regimen to patients around the world, we're also moving our next-generation SMA therapy, salanersen, into Phase 3 of development. Salanersen leverages the same mechanism of action as SPINRAZA, but was designed for greater potency, enabling the potential for high efficacy with once-yearly dosing. With encouraging Phase 1 data in hand, we believe salanersen has the potential to transform the current standard of care. We also aim to expand the population of patients who can benefit from SKYCLARYS by evaluating its potential in pediatric patients. The BRAVE study is expected to read out in 2028.

Through our partnership with Stoke Therapeutics, Inc., we are advancing zorevunersen for the treatment of Dravet syndrome, a severe, rare, genetic disease. Data recently published in the *New England Journal of Medicine* demonstrated zorevunersen's potential as the first disease-modifying treatment of this disease. The Phase 3 study of zorevunersen is expected to read out in mid-2027. Biogen holds commercialization rights outside of the United States, Canada and Mexico.

Finally, LEQEMBI is also being studied in a collaborative Phase 3 AHEAD 3-45 program (combining two studies: A3 and A45) to evaluate whether earlier intervention in presymptomatic individuals with brain amyloid may help prevent or delay the onset of symptoms of Alzheimer's disease. The program involves the Alzheimer's Clinical Trial Consortium (ACTC), a public/private partnership funded by the National Institute on Aging, National Institutes of Health and Eisai. This study offers the potential to significantly advance our understanding and the treatment landscape in Alzheimer's disease.

3. Longer-Term Pre-Proof-of-Concept Assets

The candidates in the third category are high-potential early-stage pre-proof-of-concept (POC) assets. We continue to build our early-stage pipeline through strategic partnerships and internal research. In 2025, we signed collaborations with Dayra Therapeutics, Inc., which is advancing oral macrocyclic peptides that offer biologic-like efficacy, and Vanqua Bio, Inc., with an oral C5aR1 antagonist. These partnerships add to our scientific and clinical focus in immunological diseases where we believe Biogen can make a meaningful difference for patients.

We have two Phase 2 high-risk/high-reward programs in our pipeline. Both represent pioneering studies in difficult-to-treat neurological diseases with significant commercial potential if successful. BIIB080, in a POC-affirming Phase 2, is an antisense oligonucleotide (ASO) designed to uniquely impact tau, an important target in Alzheimer's research. BIIB122, our leucine-rich repeat kinase 2 (LRRK2) program co-developed in partnership with Denali Therapeutics, is also in Phase 2 to confirm POC for its potential to slow the progression of Parkinson's disease. Both studies have readouts expected in 2026.

Additional assets in early-stage development include BIIB091, a peripheral BTK inhibitor for MS, BIIB142, a small molecule IRAK4 degrader; and BIIB145, an oral small molecule BTK degrader with potential to treat both progressive and peripheral autoimmune conditions.

Both BIIB142 and BIIB145 were advanced into the clinic from our partner C4 Therapeutics, Inc. We anticipate introducing additional candidates to our pipeline, maintaining early-stage innovation while acting with discipline in capital allocation.

"The progress accomplished this year underscores our disciplined execution of a strategy to deliver long-term growth and shareholder value, while honoring Biogen's deep scientific legacy of driving meaningful innovation to patients."

What's Next

The progress accomplished this year underscores our disciplined execution of a strategy to deliver long-term growth and shareholder value, while honoring Biogen's deep scientific legacy of driving meaningful innovation to patients.

The Biogen of today is purposefully built upon the company's longstanding and intersecting scientific strengths in neuroscience, immunology and rare disease, to drive a more de-risked and diversified pipeline. We have strengthened our financial position through mindful and systematic cost management, disciplined decision-making, and strong commercial execution. We continue to navigate global uncertainty and evolving policy dynamics with agility, attributable in part to growing our capabilities in the U.S. – on both coasts – and expanding our presence globally. We believe our strategy and growing footprint positions us for growth well into the 2030s.

To conclude, what drives us is impact: the impact our science and capabilities can bring to both our patients and our shareholders. Our Biogen team is committed to advancing a portfolio that delivers first- or best-in-class medicines for some of the most debilitating and life-threatening diseases in populations spanning from infancy to later life where treatment options are often limited or nonexistent. I'm grateful to our employees for their daily dedication and the accomplishments already generating meaningful impact in 2026. Our gratitude extends to our industry partners, the medical community, and the patients in our clinical trials who are essential to our work. To our shareholders – thank you for your continued support and confidence in our vision. We look forward to continued progress in 2026 and years to come.

Sincerely,

Christopher A. Viehbacher
President and Chief Executive Officer

1. Growth product revenue includes SKYCLARYS, QALSODY, ZURZUVAE, VUMERITY and SPINRAZA, plus Biogen's 50% share of net revenue and cost of sales, including royalties, from the LEQEMBI Collaboration.
2. LEQEMBI in-market revenue booked by Eisai.
3. Biogen. (2026, February 4) *Nature Medicine Publishes Results from the Pivotal DEVOTE Study of High-Dose Regimen of Nusinersen in Spinal Muscular Atrophy*. https://investors.biogen.com/news-releases/news-release-details/nature-medicine-publishes-results-pivotal-devote-study-high-dose
4. Lupus Foundation of America: https://www.lupus.org/resources/lupus-facts-and-statistics

2025 HIGHLIGHTS

CARING DEEPLY

$34.6 million

in grants, sponsorships, donations and in-kind contributions from Biogen and the Biogen Foundation

Biogen Foundation Board Directors and staff members visit grantee Inter-Faith Food Shuttle's farm in Raleigh, North Carolina.

662,700+

community members supported, including nearly 84,000 high-need patients and nearly 55,000 life science learners

~500,000

meals provided to food-insecure families

ACHIEVING EXCELLENCE

100%

of Biogen labs received My Green Lab certification, with 74% achieving the highest level

71%

of Biogen employees participating in our annual survey said they felt engaged at work

100%

enrollment of two Phase 3 lupus clinical trials, ensuring that trial participants reflect the epidemiology of the disease

Sharon, who lives with lupus.

CHANGING LIVES

~2,400

patients benefited from Biogen Global Access Mechanism programs, expanding access to approximately 40 countries

35

countries where patients can now access SKYCLARYS® (omaveloxolone), rapidly scaling to enable earlier treatment for patients living with the rare neurodegenerative disease Friedreich ataxia (FA)

Recognized

in TIME Magazine's 2025 Best Inventions for LEQEMBI®IQLIK™ (lecanemab-irmb)

Elizabeth, who lives with FA.

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Biogen

Published April 2026

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OVERVIEW

As a leading biotech company, Biogen pioneers innovative science that delivers new medicines with the ambition to help transform patients' lives, creating value for our shareholders and our community.

We apply deep understanding of human biology and leverage different modalities to advance first-in-class treatments or therapies with the aim to improve patient outcomes.

Our approach is to take bold risks, balanced with return on investment to deliver long-term growth. We believe that our commitment to responsible business provides an essential foundation for long-term business success. Rooted in our core values, our corporate responsibility strategy is integrated into our business strategy and helps to advance Biogen's mission via a focus on accessible, patient-centric healthcare; a strong and engaged workforce; sustainable operations; and healthier communities.

← *An employee works in the laboratory to develop breakthrough medicines. Wearing personal protective equipment, including a lab coat and safety glasses, ensures a safe and controlled environment for scientific innovation.*

MAINTAINING STRONG GOVERNANCE OF CORPORATE RESPONSIBILITY

Following our Corporate Governance Principles, Biogen's Board of Directors (Board) has oversight of our corporate responsibility strategy, which is guided by the company's Chief Executive Officer (CEO) and executive committee. It is actively managed through various governance structures, including a cross-functional steering committee, called the Corporate Responsibility Steering Committee, which includes leaders in Finance, Legal, Sustainability and Corporate Affairs. It provides formal governance, helping to ensure regulatory compliance and inform an annual update to our Board.

Our corporate responsibility strategy is further supported by functions that include Environment, Health and Safety (EHS); Accounting; and Enterprise Risk Management (ERM), among others, helping to identify risks and opportunities relevant to our business.

Our ERM program is overseen by the ERM Committee, a cross-functional group of business leaders representing the company's key business functions. The committee ensures that each prioritized risk area has an executive champion and a mitigation plan that follows a standardized framework. Senior management reports directly to the CEO on these issues, and the Board receives regular risk reports, including key enterprise-level and emerging risks.

We take an outside-in and inside-out approach to risk management, with Biogen's corporate strategy playing a role in articulating our approach to certain kinds of risks, even as we continue to evolve our understanding of potentially relevant issues. In 2025, we continued to prepare for emerging risk factors, such as potential geopolitical and environmental disruptions. See Biogen's Form 10-K and other periodic Securities and Exchange Commission filings for a more detailed discussion of risk.

Aligning governance and purpose

Our Board regularly reviews its composition and aims to ensure it incorporates the range and variety of experiences, skills and backgrounds necessary for effective, independent oversight. Our Board is made up of Directors with a range of professional and personal backgrounds, including experience in issues related to corporate responsibility. We also conduct periodic talent reviews across our global enterprise, including the skills and expertise related to sustainability matters, and actively manage the development of talent to fill roles that are critical to our ongoing success.

By actively addressing relevant social and environmental issues, engaging with key stakeholders, promoting transparency and ensuring governance is in place, we are better positioned to deliver value for our business and key stakeholders. In 2025, we continued to link a portion of employees' and executive officers' compensation to advancing our corporate responsibility goals.

Corporate Responsibility Governance Structure

Board of Directors

Maintains oversight of Biogen's corporate responsibility strategy

Executive Committee and Extended Leadership Team

Directs corporate responsibility pillars, provides executive sponsorship of key initiatives, and updates the Board on strategy and performance

Corporate Responsibility Steering Committee

Monitors regulatory developments and evolving stakeholder expectations, providing strategic guidance on corporate responsibility matters, with a focus on regulations and disclosures

ACCESS & HEALTH EQUITY | WORKFORCE & CULTURE | COMMUNITY IMPACT | ENVIRONMENT

Supporting functions

Help identify risks and opportunities related to their area of focus

SUSTAINING OUR FOCUS ON ETHICS AND COMPLIANCE

Ethical conduct is a shared responsibility across our organization. Our Board oversees our Code of Business Conduct, and the Audit Committee oversees our Corporate Compliance program, which operates independently and cross-functionally to ensure effective governance controls.

Compliance officers are embedded across our global operations and use technology, data analytics and risk-based monitoring to identify, assess and address potential concerns. We are committed to making compliance information accessible, understandable and actionable for our entire workforce through ongoing training and communications. In 2025, we launched a new Code of Business Conduct training for all employees. The updated format provides a more accessible learning experience and includes practical scenarios to help employees make confident, ethical decisions in their daily work. In addition, role-based compliance training is assigned to employees based on the specific competencies required for their roles, ensuring that everyone receives targeted, relevant guidance aligned with their responsibilities.

Each year, employees' awareness of our standards, expectations and shared responsibility for acting with integrity are strengthened during Ethics and Compliance Week. This year's theme was "Making Breakthroughs Happen Ethically," highlighting how making the right choices strengthens not only our culture but also our ability to achieve sustainable growth.

All employees are required to report any actual or suspected violations of laws, regulations, the Code of Business Conduct or company policies to their manager or a compliance officer, or through our confidential, anonymous helpline. Our non-retaliation policy protects anyone who raises concerns in good faith or cooperates in investigations. Every claim is taken seriously, evaluated promptly and addressed through appropriate follow-up action.

Our compliance program is subject to independent review to confirm it meets or exceeds external standards and regulatory expectations, covering areas such as product marketing; data integrity; and interactions with external stakeholders, including healthcare professionals, patients and government officials. We expect our business partners to adhere to standards aligned with our Code of Business Conduct, reinforcing trust with patients, partners, regulators and the communities we serve. By upholding high standards of integrity and accountability, backed by a robust compliance program, we help honor the trust placed in us by patients, shareholders and communities worldwide.

Biogen's culture is comprised of these five essentials that work together to help us successfully advance our mission

PIONEER
We boldly advance rigorous science to drive innovation in medicine

INCLUSIVE
We are open, embrace and leverage differences, and treat everyone with care and dignity

OUR FIVE ESSENTIALS

THINK BROADLY
We are humble and curious, integrating external and internal advances to successfully compete

ETHICAL
We act with the highest integrity with each other and all who place their trust in us

DRIVE RESULTS
We achieve high performance and have greater impact by being decisive and solution-oriented, while effectively managing risk

OPERATING RESPONSIBLY

Operating responsibly is foundational to our mission and embedded across every facet of our business. The issues outlined below are managed in accordance with industry standards, leading practices and ongoing consultation with relevant stakeholder groups.

Accelerating our artificial intelligence governance strategy

We believe that responsible use of artificial intelligence (AI) can help advance our work, improving the lives of the patients and communities we serve. We have implemented risk-based enterprise-wide governance to guide how AI is designed, deployed, monitored and used to ensure accountability and appropriate human oversight. This foundation establishes the ethical and safe use of AI, aligned with regulatory expectations, as we scale its use across the company.

Embedding responsibility in research and development

Human rights

While human rights risks have not been identified in our operations, we take the matter seriously as a company committed to human well-being. We have strengthened our ERM processes; maintained ethics and compliance programs; and conducted due diligence on new business partnerships, partners and suppliers to facilitate the identification and mitigation of potential human rights risks and impacts. We comply with all applicable disclosure requirements of relevant regulatory bodies, with content available on our website.

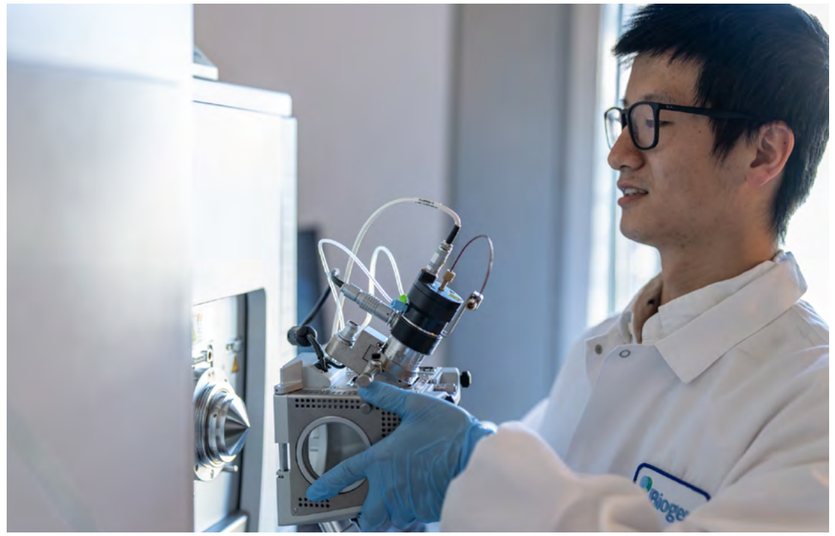
Stem cells

Responsible stem cell research has enabled critical medical breakthroughs, and, when necessary, we make use of stem cells in our research. Understanding the significant social and ethical concerns surrounding stem cell research, we use human-induced pluripotent stem cells, which are derived from adult somatic tissue and largely obtained from cell repositories sponsored by the National Institutes of Health. Based on the requirements of our research, we may use various well-established fetal-derived cell lines, which do not require any additional fetal tissue.

We adhere to all relevant laws and rules in our research, as well as our own internal study policies and the National Institutes of Health's guidelines. In addition, contract organizations and research affiliates are expected to comply with applicable laws, regulations and guidelines. We oppose the use of stem cells for human reproductive cloning and oppose the use of any form of biotechnology aimed at causing injury to humans, agriculture or livestock.

Animal rights

Biogen uses New Approach Methodologies (NAMs), which are non-animal approaches that provide human-relevant safety and toxicity assessments aiming to replace, reduce and refine animal use in research. To ensure the safety and efficacy of our therapeutics, we also conduct or sponsor animal research when required by scientific best practices or regulatory standards. When conducting or sponsoring research involving animals, we comply with all relevant national and international laws, policies and guidelines that promote the responsible and humane treatment of animals used in research. This includes, but is not limited to, the Animal Welfare Act, the U.S. Public Health Service Policy, the National Research Council's Guide for the Care and Use of Laboratory Animals and Cambridge Laboratory Ordinance (1086, Ch. 6.12). Biogen is also accredited by AAALAC International.



Senior Scientist Ronghai Cheng at work in the Bioassay and High Throughput Screening lab.

Furthering fair business practices and responsible procurement

We strengthen our business through strategies designed to promote fair competition, mitigate supply chain risk, foster innovation and support community growth. These efforts are integral to our approach to responsible supply chain management and are supported by a range of tools and processes, as well as by a collaborative approach that promotes continuity across teams and regions.

We conduct financial, cyber and privacy reviews of key suppliers along with robust risk screening on social and environmental issues ranging from modern slavery to environmental sustainability. We monitor risks based upon the industry in which we operate and the geographic locations where we conduct business and/or obtain materials and services. We do this through a process of reviewing country risk profiles for corruption and human trafficking risks published by independent third-party expert organizations, and providing added diligence on specific areas or suppliers as needed based on this assessment. Our risk assessment process indicated very low risk of human rights issues or violations in our supply chain.

ACCESS & HEALTH EQUITY

Advancing broader access so people can live healthier lives

100% enrollment of two Phase 3 lupus clinical trials, ensuring that trial participants reflect the epidemiology of the disease

35 countries where patients can now access SKYCLARYS® (omaveloxolone), rapidly scaling to enable earlier treatment for patients living with the rare neurodegenerative disease Friedreich ataxia (FA)

~2,400 patients benefited from Biogen Global Access Mechanism programs, expanding access to approximately 40 countries

KEY AWARDS

- Recognized in **TIME Magazine's 2025 Best Inventions** for LEQEMBI®IQLIK™ (lecanemab-irmb)
- Received the **2025 Cannes Lion Gold Award** for "Friedreich's Back," an FA disease awareness campaign
- Honored with the **MedTech Breakthrough Award** for "Best Care Coordination Platform"

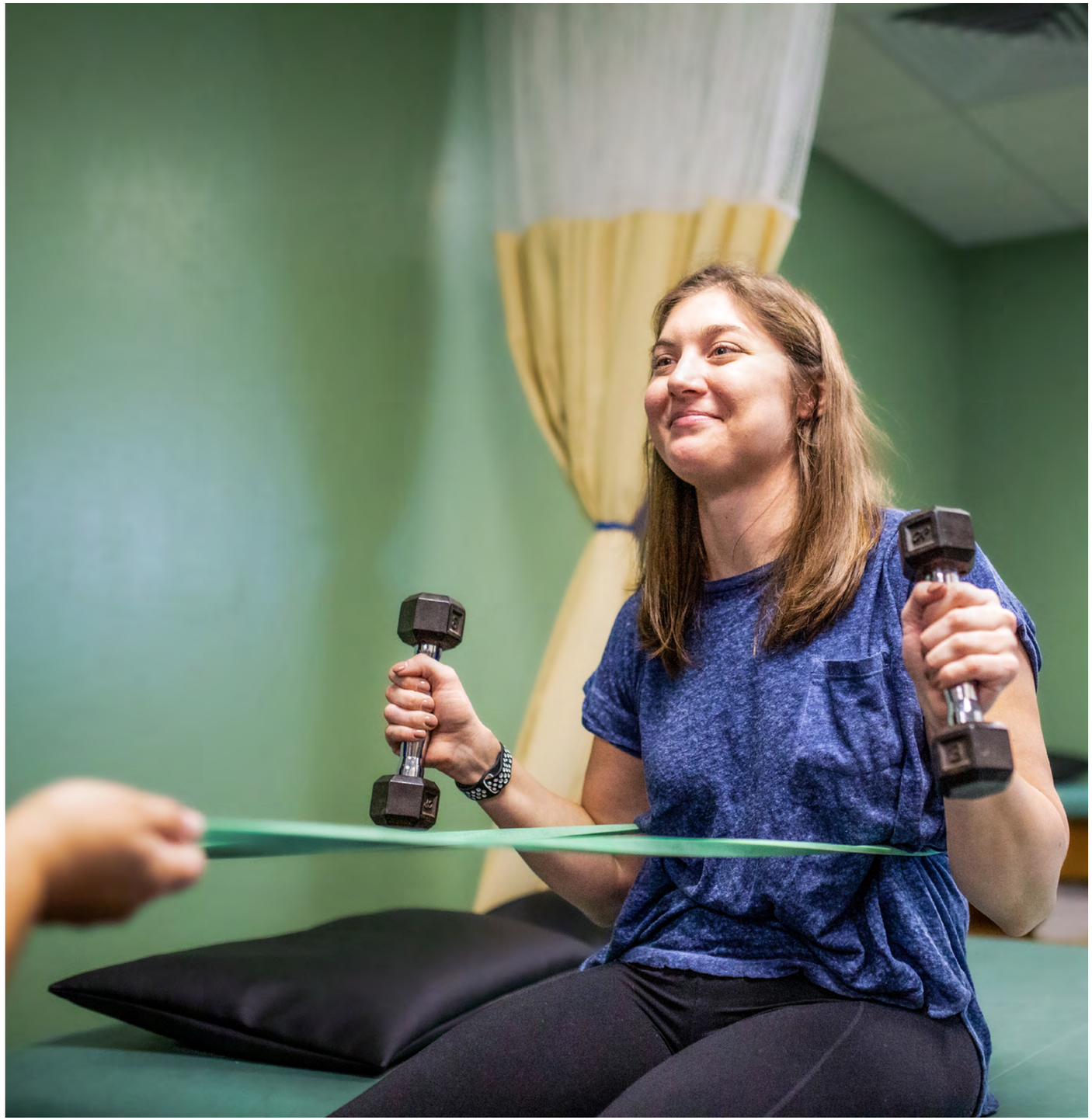
← *After seeing five doctors over five months, Jada finally received her lupus diagnosis.*

EXECUTIVE SUMMARY

In 2025, Biogen advanced our standard for patient-first clinical research, highlighted by completing enrollment for the TOPAZ Phase 3 lupus clinical trials, an achievement made even more meaningful by who enrolled. Lupus disproportionately affects young women, especially women of color, and the trials were intentionally designed to reflect this reality. By selecting sites in highly impacted communities and addressing real-world barriers like transportation and childcare, we created a trial experience that met patients where they are.

Beyond lupus, we expanded access to innovative therapies for people with severe and rare diseases worldwide. Global Access Mechanisms (GAMs) reached patients across approximately 40 countries, while programs for Friedreich ataxia (FA), amyotrophic lateral sclerosis (ALS) and spinal muscular atrophy (SMA) continued to grow. In Alzheimer's disease (AD), more flexible LEQEMBI® (lecanemab-irmb) subcutaneous maintenance dosing options helped make treatment more practical for patients and caregivers.

We also strengthened ties with patient communities through new advocacy partnerships, immersive learning programs for employees and our first Patient Advocacy Group Leadership Summit. These efforts, grounded in real patient experiences, ensure that insights from people living with diseases Biogen addresses help shape research, access and innovation. Together, they reflect our commitment to making breakthrough treatments accessible.



Alison, who lives with FA, a genetic, debilitating and life-shortening neurodegenerative disease that affects approximately 15,000 individuals globally.

ADVANCING LUPUS RESEARCH THROUGH PATIENT-FIRST, DATA-DRIVEN TRIAL DESIGN

Lupus affects young women at crucial stages of their lives, and meaningful advances in treatment have been slow to emerge. In 2025, Biogen took an important step forward in lupus research by completing enrollment ("last patient in") for the TOPAZ-1 and TOPAZ-2 Phase 3 trials evaluating an investigational drug for systemic lupus erythematosus (SLE).

What makes this milestone so significant is not only the successful enrollment, but who enrolled. The clinical trials included participants who reflect the U.S. patient populations living with lupus. A chronic autoimmune disease, lupus disproportionately impacts young women, particularly women of color.[1,2,3,4,5,6] It is twice as common in Black, African American, Hispanic and Latino communities compared to their white counterparts.[7]

"Achieving this milestone in such a competitive and complex lupus trial landscape was far from inevitable. It reflects years of partnership and unwavering commitment from our teams and our clinical trial communities. Seeing this level of representation and scientific integrity come together is meaningful," said Kate Wilson, Biogen's Head of Global Clinical Trial Access and Representation.

Designing clinical trials around real lives

In the U.S., about 90% of people living with lupus are women, with most experiencing initial symptoms between ages 15 and 55,[1,2,8] a period in life when many are building careers and considering having children.[5,9] Participating in clinical trials can be challenging, especially with many facing barriers like unpredictable work schedules, transportation needs and childcare responsibilities.

Biogen's recruitment strategy for the TOPAZ trials was developed with these realities at the center. We brought in insights from advocacy groups and clinical trial sites to conduct outreach where lupus is most prevalent. Sites were intentionally selected through an inclusive and patient-centered approach, prioritizing locations that featured representative and multilingual staff and extended office hours. We also provided services and reimbursement for common participation barriers, such as transportation and childcare assistance.

> ***"'Last patient in' shows what's possible when science, commitment and purpose align. With leadership support and teams fully engaged, we can advance clinical trials that are both rigorous and truly representative."***
>
> *Kate Wilson, Biogen's Head of Global Clinical Trial Access and Representation*

Most importantly, patient and caregiver insights shaped trial structure in efforts to make participation more manageable for individuals living with lupus.

Kate Wilson is Biogen's Head of Global Clinical Trial Access and Representation team. She and her team helped ensure the enrollment for the TOPAZ-1 and TOPAZ-2 Phase 3 trials evaluating an investigational drug for SLE also enrolled participants who reflect the U.S. patient populations living with lupus.

Using technology to simplify

Advanced analytics and AI-enabled medical record review helped sites identify eligible participants earlier and more accurately, reducing administrative burden while shortening the time it takes for patients to confirm eligibility. These tools streamlined the experience, enabling patients to participate without added complexity.

Building a more inclusive clinical pipeline

This approach is now being applied across Biogen's clinical pipeline, including an additional lupus study focused on cutaneous lupus erythematosus (CLE). By strengthening the scientific foundation of our clinical programs and ensuring that study populations reflect those most affected, this work helps generate more meaningful and applicable data. Ultimately, these efforts support the development of medicines that have the potential to make a meaningful difference and are designed with the needs of the intended patient communities at the center.

Looking ahead, we remain committed to representative research, embedding best practices across our pipeline, including in immunology, where every patient perspective creates meaningful outcomes.

PROMOTING BETTER HEALTH

As a company dedicated to advancing human health, we care deeply about changing the lives of anyone who might benefit from our medicines. We work with Patient Advocacy Groups (PAGs) and other stakeholders to get insights from people who may be affected by the diseases we address, along with their caregivers.

Engaging with patient communities

To enhance our understanding of each patient's distinct needs, we collaborate closely with a broad range of patient and community organizations. In 2025, we strengthened our connection to rare diseases, lupus and renal disease ecosystems.

We held our first PAG Leadership Summit, convening patient advocacy leaders across the rare disease community to identify unmet needs, share best practices and engage in meaningful dialogue to amplify advocacy efforts in support of the patient communities that we serve. Fostering collaborative gatherings like these helps to inform how we incorporate the voice of patients across the continuum of product research, development and commercialization.

Through these collaborations, we are building bridges between clinical research, medical providers, patients and caregivers, ensuring that patients have the tools and knowledge needed to access care and better navigate their healthcare journeys.

We also continued to deepen our employees' connections to patients and their understanding of the day-to-day realities some patients may face. We strive to strongly consider the patient experience as part of our daily work, an ambition supported by webinars and immersive learning programs such as "A Life in a Day," which simulates living with FA, a rare, inherited, progressive neurodegenerative disorder. These experiences increase empathy and enhance the quality of insights that inform decisions across our organization. This continued investment in patient-centered learning reinforces one of our core strengths: translating real patient needs into meaningful action that improves outcomes and guides our innovation.

IMPACT OF "A LIFE IN A DAY" LEARNING PROGRAM

100%
of participants think in new ways about their patients

67%
increase in understanding of the real-world impact of FA on people's lives

54%
increase in confidence talking about FA

← *Team Biogen joined the National Kidney Foundation to raise awareness and support those living with kidney disease.*

↓ *Head of Global Corporate Affairs Natacha Gassenbach welcomes advocacy leaders from across the rare disease community at the PAG Leadership Summit.*

↑ *The Biogen Rolling Clones, captained by Tom Choyce (second from left), at the Ride the Vineyard race to raise awareness of multiple sclerosis.*

ADVOCATING FOR YOUR HEALTH: NICHOLE'S JOURNEY WITH KIDNEY DISEASE

In 2003, Nichole was very sick and couldn't figure out why. She was exhausted, had gained 40 pounds and couldn't see out of one eye. A trip to the emergency room revealed end-stage kidney disease, requiring immediate dialysis. Shocked by this news, she asked her doctors how this could have happened. They speculated undiagnosed high blood pressure was one possible cause, but they weren't certain.

It wasn't until 20 years after the initial emergency room trip that the cause of her kidney failure was disclosed to Nichole. Nichole finally learned a biopsy conducted during that emergency room visit confirmed a diagnosis of immunoglobulin A nephropathy (IgAN), a kidney disease that leads to inflammation and progressive kidney damage. "A doctor flipped through my chart and saw that a biopsy I had in 2003 revealed IgAN. I was upset because I'd been asking for 20 years, 'How did I get this?'"

This revelation came after five years of dialysis and two kidney transplants. "Finally, I understood it was nothing I did that caused kidney failure," she said.

Coming to terms with her diagnosis

Nichole's diagnosis came at a time in her life when she felt she was thriving. "My life was really just kind of getting started. I started a very good career in the IT field. My daughter was a teenager and very active in sports, so I had a lot of things going on."

The news hit her hard. "I didn't understand what was going on. I had a lot of 'why me' moments," she said. At her lowest, she considered "giving up" until her daughter walked into her hospital room. "I knew I couldn't do that." She immediately went into transplant mode, spending four and a half years on the kidney transplant wait list. She managed her disease with at-home dialysis, which she completed every night so she could work and care for her daughter. "The waiting game for a kidney match was nerve wracking," she said.

> ***"If I didn't have my support circle of people with kidney disease, I don't know where I would be."***
>
> *Nichole*

Managing life through two transplants

Finally, in 2008, she had her first kidney transplant, but recovery was tough. "You think you're going to go back to normal life; however, that doesn't necessarily happen," she explained. Nichole experienced antibody-mediated rejection (AMR), a condition that causes the body's immune system to attack the transplanted kidney. She also struggled to find the energy and will to do things she used to do.

Eight years later, she suspected her transplanted kidney was failing again. Despite her doctor's reassurances that her lab numbers were where they should be, she trusted her instincts.

↑ *It took 20 years for Nichole to learn she had IgAN, a kidney disease that caused her kidney failure. Today, after two transplants, she advocates for kidney disease awareness, encouraging others to trust their instincts and speak up for their health. Watch Nichole's story on biogen.com*

Empowered by a new support system in her kidney disease community and a newfound confidence to self-advocate, she refused to take no for an answer. After six months of making her case, her doctor agreed to a biopsy that confirmed her kidney was failing.

Nichole immediately rejoined the transplant list, but this time she took control, calling the best hospitals in the country for kidney transplants and handling the paperwork. In 2020, she had her second kidney transplant.

Today, Nichole says she feels good. "I'm very pleased with this kidney. I've been able to do things that I haven't been able to do for 20 years."

Encouraging self-advocacy leads to community advocacy

Coming to terms with her kidney disease diagnosis, navigating life and confronting misconceptions have been difficult for Nichole. "People think once we get a transplant, we're cured, so when I had to get another transplant, people were shocked."

Motivated by her experience, she turned her frustration into action and started advocating for kidney disease awareness, particularly within the Black and African American community. Despite disproportionately high rates of kidney failure, members of this community are less likely to receive a transplant than white, Hispanic, Latino and Asian populations.[10] "I advocate because I don't want anyone to go through what I've gone through," she explained.

While Nichole credited her family with providing comfort through her most difficult years, it was her kidney disease community who truly got her through it.

ENHANCING ACCESS TO CARE

Our medicines can change lives, but only if people can access them. We work to strengthen health systems, expand access to our medicines for people all around the world and ensure our research is representative of the patients we serve.

Expanding access to our medicines

We remain committed to advancing treatment options for AD, an area with significant unmet need and a complex care pathway. In 2025, LEQEMBI® had approval in 51 countries and regions.

AD is complex with a unique treatment paradigm, and we continue to work with physicians and regulators to make treatment easier for patients and providers. In 2025, together with our partner Eisai, we achieved a significant milestone with the U.S. Food and Drug Administration (FDA) approval for LEQEMBI® maintenance regimens. These allow people who have completed 18 months of biweekly infusions to transition to more flexible options: once-monthly intravenous dosing or weekly subcutaneous dosing, removing the need for traveling to an infusion site and expanding treatment possibilities while maintaining the continuous standard of care.

Together with our partner Eisai, we also announced FDA approval of the Biologics License Application for once-weekly subcutaneous LEQEMBI® IQLIK™ (lecanemab-irmb) for maintenance dosing. LEQEMBI® IQLIK™ is a subcutaneous autoinjector developed by Eisai that offers patients a convenient at-home or in-office administration option. It is indicated in the U.S. for maintenance dosing in people with early AD, including mild cognitive impairment or mild dementia due to AD. IQLIK was also named to TIME Magazine's "Best Inventions of 2025" in the Medical and Healthcare category.

In rare diseases, we expanded SKYCLARYS® (omaveloxolone) availability to 35 countries and regions worldwide by the end of 2025. We achieved this through a combination of commercial channels and Early Access Programs (EAPs), enabling patients to potentially benefit from the treatment of FA while pricing and reimbursement negotiations continue with authorities across various regions.

In June 2025, we initiated the Phase 3 BRAVE study to evaluate SKYCLARYS in children 2 to 16 years old. We continued to advance our High Dose Regimen of SPINRAZA® (nusinersen) program, receiving a positive opinion from the European Medicines Agency's Committee for Medicinal Products for Human Use.

The United Kingdom (U.K.) Medicines and Healthcare Products Regulatory Agency granted marketing authorization for QALSODY® (tofersen), marking the first treatment authorized in the U.K. to target a genetic cause of ALS and the first new ALS treatment to receive U.K. authorization in almost 30 years. As the first targeted gene therapy in people with SOD1-ALS, QALSODY represents a significant milestone for the motor neuron disease community.

← *Ashley was diagnosed with focal segmental glomerular sclerosis (FSGS), a rare kidney disease, when she was 4 years old. At 11, she had a kidney transplant. A few months later, she experienced acute AMR, a serious complication when the body's immune system makes antibodies attack the new organ. Learn more about her story at biogen.com*

In 2025, we also continued advancements to our clinical trial programs. In Brazil, we tailored our clinical trial approach to reach underserved populations across disease areas, collaborating with state health authorities, providing travel reimbursement and transportation support for rural patients, and working with community centers to broaden participation.

Supporting broader access to healthcare

Around the world, many people living with severe and life-threatening diseases may not have approved treatment options available to them. Biogen's Global Access Mechanisms (GAMs) are designed to help close that gap. As our pipeline advances medicines for rare and life-threatening conditions, these programs have become increasingly vital. We work closely with regulators, clinical researchers, ethicists, physicians and PAGs to ensure our approach is aligned with regulatory standards and patient needs. This collaboration helps us deliver investigational therapies to people who may have no other options.

Early Access Program (EAP)

In 2025, our EAP grew, extending investigational therapies to approximately 180 new patients across approximately 40 countries. We also launched the zuranolone EAP.

— **Friedreich ataxia (FA):** FA is a genetic, debilitating and life-shortening neurodegenerative disease, affecting approximately 15,000 individuals globally.[11] Early symptoms of FA, such as progressive loss of coordination, muscle weakness and fatigue, typically appear in children and can overlap with other diseases.[12] Many people living with FA use walking aids and will often need to use a wheelchair within 10 to 15 years after symptom onset.[13] In 2025, we expanded access to omaveloxolone, reaching nearly 100 new patients worldwide.

— **Amyotrophic lateral sclerosis (ALS):** ALS is a rapidly progressive neurodegenerative disease that causes muscle loss and, ultimately, the inability to move, speak, eat or breathe. For people with SOD1-ALS, a rare genetic form affecting roughly 330[14,15,16,17] people in the U.S., disease progression is particularly aggressive. Our tofersen EAP continued in nearly 40 countries, supporting more than 700 individuals living with SOD1-ALS.

Humanitarian Access Program

SMA is one of the leading genetic causes of infant mortality and severely impacts a child's ability to walk, eat and breathe. Without treatment, infants with the most severe form often do not survive beyond two years. Our SPINRAZA® Humanitarian Access Program in India, now in its sixth year, continues to provide treatment to nearly 200 active patients and has supported 226 individuals since inception.

Supporting continuity of care

For patients who give their time to clinical research, continued treatment after a trial ends can be critical. In 2025, we launched a Post-Trial Access (PTA) program for people living with lupus, ensuring eligible participants could continue receiving investigational therapy as they awaited potential commercialization. We also maintained PTA arrangements for PLEGRIDY®(peginterferon beta-1a), helping ensure that patients completing clinical trials experienced no interruption in therapy.

These efforts reflect our commitment to responsible clinical research and to the people at the heart of scientific progress.

Focusing on affordability

Our access and pricing strategies are designed to help accelerate access to medicine and reflect each medicine's value to patients, providers and society. We partner with healthcare systems to ensure sustainable access and affordability for people across economic circumstances.

We are transparent about our Pricing Principles and continue to listen to stakeholders and take their perspectives into account as part of our pricing decisions. We regularly review our pricing strategies and follow Pricing Principles that include value to patients, current and future benefit to society, fulfilling our commitment to innovation, value-based care, affordability and sustainability.

Biogen's Global Access Mechanisms

Early Access Programs (EAPs)

Provide temporary access to unapproved medication candidates for eligible patients with life-threatening conditions. EAPs are available in countries where we plan to commercially launch the product, bridging formal approval and reimbursement.

Charged Managed Access Programs (CMAPs)

Provide patients with access to investigational drugs outside of clinical trials when no satisfactory alternative treatments are available.

Compassionate Use (CU) mechanisms

Allow for access based on unsolicited requests from physicians at any stage of a product's development. We review each request individually to determine whether it meets our criteria.

Post-Trial Access (PTA)

Help clinical trial participants continue receiving our medicines after their trial participation ends, maintaining treatment until they can access commercial products.

Humanitarian Access (HA)

Provide indefinite access in low- and lower-middle-income countries where we currently do not have plans to file for approval or launch a product.

2025 Corporate Responsibility Report

Biogen

WORKFORCE & CULTURE

Fostering a culture that drives personal potential and inspires excellence in all we do

71% of Biogen employees participating in our annual survey said they felt engaged at work[18]

Launched **401(k) Student Loan Repayment Match**

Named by Newsweek among **America's Greatest Workplaces** for Culture, Belonging & Community

KEY AWARDS

- 2025 **Great Place To Work® Certified™** in 28 countries
- Recognized by the Disability Index for **disability inclusion in business**
- Received North Carolina Disability Index's 2025 **Employer Award**

← *Research Triangle Park employees (from left): Krissy Smith, Tanisha Stevens and Joshua Bender.*

EXECUTIVE SUMMARY

In 2025, Biogen advanced our commitment to scientific innovation and a patient-centric approach by investing deeply in our people and strengthening a culture that supports excellence, learning and a results-driven mindset. Leadership and development offerings helped employees build the capabilities needed for a rapidly evolving industry.

We also marked a major milestone in North Carolina, where we celebrated 30 years of U.S. manufacturing and announced a $2 billion investment in our existing manufacturing footprint in Research Triangle Park (RTP). With the life science industry continuing to grow in the state, we also reinforced our commitment to workforce development through a $250,000 donation to Durham Technical Community College's new Life Sciences Center. These efforts aim to prepare more learners for biomanufacturing careers and strengthen the region's talent pipeline.

We continue to foster a high-performing, inclusive culture through the New Biogen Way, with 71% of employees participating in our annual survey saying they feel engaged. We were also Great Place To Work® Certified™ in 28 countries.

We advanced employee well-being through enhancements to Total Rewards, expanded mental health support, and strengthened health and safety practices.

Corey Williams and Natalie Parrish analyze samples side by side, supporting the science and innovation that underpin quality and regulatory excellence.

BUILDING CAREERS

We believe that investing in career development helps us advance our mission in creating breakthrough medicines. We continued to support our employees, providing training, a culture of excellence and merit-based advancement so all our employees can realize their full potential.

Many factors influence employee success and well-being. Our employees are encouraged to take advantage of an array of professional development and ongoing learning resources which can contribute to employee engagement and success. Career growth occurs through on-the-job learning, challenging new assignments, leadership development programs, instructor-led training, online learning, mentoring and more.

In 2025, we continued leadership development and learning opportunities through programs such as the LEAD Executive Development Program, global on-site learning across numerous geographical locations and targeted upskilling in digital capabilities. With Northeastern University, we launched foundational AI training for leadership teams, alongside mandatory training for all employees in responsible AI use, helping us to harness the power of AI more safely and strategically.

Career development opportunities include training available through Biogen University, Coursera and Franklin Covey; our ORBIT temporary work assignment rotational program; and leadership development coaching, mentoring and other educational resources.

We also launched new development programs:

- **Vision in Practice (VIP): Turning Leadership Intention into Action** provides a comprehensive framework and resources for leadership development, guiding managers through learning opportunities and centralized access to development resources available through Biogen University.
- **LEGO Serious Play** is a workshop-based program that uses LEGO bricks as a tool to promote creative thinking, problem-solving and collaboration. By engaging both creative and analytical skills, this approach creates a structured environment where employees are encouraged to share new ideas and expand their thinking.

We welcome students and graduates to contribute their passion and creativity to our mission. Our programs include summer internships and six-month co-ops for college and university students across all degree types. These employment opportunities offer invaluable experience to students while connecting their academic achievements to their career aspirations. Students get the opportunity to collaborate and foster relationships with employees while also working to advance important company initiatives.

← *Xander, a computer science graduate, interned at Biogen on a machine learning project and earned a place in our IT rotational associate program, where he now contributes to initiatives ranging from AI engineering to cybersecurity that support our mission to help patients worldwide.*

Building the future

At 15, Eleanor Nkera first walked into Biogen's Community Lab (now the CoLab) never imagining how much it would shape her future.

Growing up, she hadn't been exposed to the breadth of scientific careers available, especially in the life sciences. "I had such a good experience with the Community Lab, and the people I met gave me the confidence to apply for an internship at Biogen," Eleanor said.

During the summer of 2025, she worked on research involving the ataxia telangiectasia mutated (ATM) gene, running assays, contributing to data collection and tackling complex questions about reversing negative phenotypes linked to the ATM gene.

Her manager, Greg Dillon, Scientific Director of Emerging Neurosciences, was struck by her contributions and character. "Eleanor is one of the most productive interns we've ever had," he said. "What impressed me most was how quickly she learned and how gracefully she handled mistakes. In science, failure is part of the process. She didn't shy away from that, embracing it and learning from it."

"I had such a good experience with the Community Lab, and the people I met gave me the confidence to apply for an internship at Biogen."

Eleanor Nkera, summer intern

What made the journey so rewarding for Eleanor was the collaborative environment. "I thought being a scientist meant working alone in a lab, but I've learned it's the exact opposite," she shared. "My team was always there, guiding and encouraging me."

BUILDING ON THREE DECADES OF U.S. MANUFACTURING

As North Carolina's largest biotechnology employer, Biogen stands as a leader in the state's thriving life sciences sector. In 2025, we marked our 30th anniversary of U.S. manufacturing excellence by announcing a $2 billion investment in multiple modalities and factories across the company's two campuses in RTP.

Our eight manufacturing factories, located in Wake and Durham counties, produce high-quality medicines for the U.S. market and the rest of the world. The $2 billion investment builds on nearly $10 billion invested over the past three decades, including more than $3 billion in recent years, and reinforces our continued commitment to the patients we serve.

"With this investment, we will modernize and expand our manufacturing capability to enable our pipeline and provide resilient patient supply," said Melissa Porazzo, General Manager of the RTP Biologics site.

In 1995, when we broke ground on our manufacturing operations in RTP, the life sciences sector was relatively new in North Carolina. The North Carolina Biotechnology Center, the nation's first state-sponsored biotechnology initiative, had been founded roughly a decade earlier, yet the industry's presence in the state remained relatively nascent.[19] Three decades later, growth has been remarkable. "North Carolina is a global leader in life sciences, and Biogen has been at the heart of that story for three decades," said North Carolina Gov. Josh Stein.

With North Carolina's biopharmaceutical sector projected to create more than 8,000 new jobs by the end of 2026,[20] the need for expanded workforce development has never been more urgent. We plan to help address this demand through hands-on training and early career exposure to biomanufacturing.

One example of the approach in action is the Biogen CoLab, a hands-on lab where students participate in science and life science classes taught by employees and nonprofit partners. Durham Technical Community College (Durham Tech)'s BioWork certification program has leveraged the CoLab for years to deliver high-impact learning and prepare adult learners for entry-level roles in biomanufacturing.

In 2025, Biogen and the Biogen Foundation donated $250,000 to Durham Tech's new Life Sciences Center, funding a Biogen Lab Hall anchored by the BioWork Lab.

"This investment ensures that students in our community have the skills and opportunities to step into these critical roles and keep RTP at the forefront of biomanufacturing in the U.S. and around the globe."

J.B. Buxton, President of Durham Technical Community College

↑ *In 2025, Biogen celebrated 30 years of manufacturing excellence in RTP. We remain committed to the region's future by continuing to invest in local talent and infrastructure that make this community thrive. Our $250,000 donation to Durham Technical Community College's Life Sciences Center continues this tradition.*

This 35,000-square-foot facility will house 12 advanced laboratories, an aseptic manufacturing suite and collaborative learning spaces that support training for more than 400 students annually.

"It was fitting for us to celebrate our 30th anniversary in North Carolina with a contribution to help sustain momentum and build our shared future," said Nicole Murphy, Head of Pharmaceutical Operations and Technology. "Through strong partnerships with North Carolina institutions and immersive experiences in our CoLab, we aim to open doors for students to thrive, fueling the talent pipeline and driving the next wave of scientific breakthroughs."

ENGAGING EMPLOYEES

We continued advancing the New Biogen Way, fostering a culture of excellence and agility. Our New Biogen Way Award program helps reinforce our culture and reached nearly all eligible employees in 2025, celebrating their contributions.

In 2025, 71% of employees participating in our annual survey said they feel engaged at work, reflecting our commitment to building a collaborative workplace where employees are connected to our mission. We brought this commitment to life through company-wide experiences that strengthened bonds beyond the workplace: We hosted an all-employee day to root on the Boston Red Sox at Fenway Park and the Carolina Hurricanes in North Carolina. Throughout the year, our CEO held regular informal lunches with employees to participate in open, engaging conversations. We also provided a Bonus Day, a global day off in recognition of the team's strong performance.

These and other efforts have continued to bolster Biogen's reputation as an employer of choice. We were Great Place To Work® Certified™ in 28 countries and received 17 Best Workplace awards, including the No. 1 ranking for Best Workplaces in Italy. We were also recognized on Fortune's 100 Best Companies to Work for in Europe; Newsweek's America's Greatest Workplaces for Culture, Belonging and Community, and the 2025 Employer Award from Disability:IN North Carolina.

We received the 2025 Employer Award from Disability:IN North Carolina, recognizing our commitment to fostering an inclusive workplace. Sara Cullen and Yvette Pittman receive the award on behalf of Biogen.

Advancing our culture of belonging

Inclusion is a core value that supports our mission to transform patients' lives. We strive to cultivate a workplace where everyone belongs, knowing that varied voices, experiences and expertise strengthen innovation and drive operational excellence.

Our commitment extends beyond our teams to the communities and patients we serve. Over time, the composition of our workforce has changed to reflect the communities where we live and work. For example, in 2025, women represented 50% of employees at the director level and above globally.

Our Culture & Inclusion team focused on maintaining and growing our Employee Resource Groups (ERGs), organizing global activities and deepening connections among our colleagues. These groups create spaces for our employees to share their perspectives and connect with each other to drive Biogen's purpose forward. Colleagues also engaged in ERG-led events, including our fifth annual Week of Understanding, reinforcing shared expectations around curiosity and learning.

Countries/territories where Biogen earned Great Place To Work® Certified™

Argentina	India	South Korea
Australia	Ireland	Spain
Belgium	Italy	Sweden
Brazil	Mexico	Taiwan
Canada	Netherlands	Türkiye
China	Poland	United Arab Emirates
Czechia	Portugal	
Denmark	Saudi Arabia	United Kingdom
France	Slovakia	
Germany	Slovenia	United States

71%
of employees participating in our annual survey said they feel engaged at work

SUPPORTING OUR ERGS

Our ERGs are employee-led networks sponsored by senior leaders and open to all employees. These groups support employee development and help cultivate a culture of belonging across our workforce.

Our current ERGs include:

- **AccessAbility** Supports employees with disabilities and employees who are caregivers of individuals with disabilities and their allies.
- **Biogen Veterans Network** Encourages veterans and allies to connect and support one another. Image 1
- **IGNITE** Brings together early-career professionals and their allies.
- **MOSAIC** Fosters awareness and appreciation of different cultural backgrounds, in addition to promoting networking and development opportunities for all employees.
- **OurIMPACT** Addresses environmental issues at work, in employees' personal lives, and in the communities where we live and work. Image 4
- **Parent Networking Group** Provides support, networking and development opportunities to working parents and caregivers, as well as helps employees navigate the challenges of work-life balance.
- **ReachOUT** Brings together LGBTQ+ employees and their allies. Images 2 and 3
- **Women's Impact Network** Creates networking, mentoring and learning opportunities for women and allies worldwide.

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PROMOTING WELL-BEING

↑ *Our Solothurn team organized Passion Day to showcase the technical expertise and dedication of our workforce. Employees highlighted how their daily work contributes to advancing breakthrough science.*

We strive to create a safe and supportive work environment and provide benefits that address employee needs.

Total Rewards

To support individual employees and strengthen our workforce, we offer a competitive Total Rewards program designed to support the four critical components of holistic well-being: physical, financial, emotional and social health. Our flexible programs are designed to meet the distinctive needs of individual employees and local market requirements.

In 2025, we added Biogen 401(k) Student Loan Repayment Match, allowing student loan payments to be used as if they're retirement contributions and count toward an employee's annual 401(k) match. Any additional match accrued from student debt payments will be contributed to their retirement plan after the plan year ends.

We also brought our family support and well-being resources together under Spring Health, making it easier for employees and their families to access personalized guidance and in-network therapy from diverse providers.

Promoting health and safety

Our dedication to one another remains central to our values and business. We empower employees to put safety first at all work facilities and locations.

Our strong Environment, Health and Safety (EHS) performance reflects our ongoing commitment to maintaining a safe and healthy workplace. In 2025, we advanced our EHS performance through key initiatives:

— Maintaining and strengthening the cultural emphasis on EHS throughout the organization.

— Empowering employees to continue to show a proactive commitment to workplace safety by consistently reporting hazards, contributing to ongoing improvement.

— Adopting AI to help analyze safety data to gain deeper insights into trends, identify emerging risks more quickly and support data-driven decision-making that proactively addresses potential hazards.

We are deeply committed to fostering a vibrant and inclusive EHS culture by focusing on the fundamentals that shape our work environment. By monitoring EHS performance and welcoming proactive hazard reporting, we strengthen safety, wellness, resilience and sustainability at every site. Our ongoing efforts are rooted in valuing every individual's contribution and ensuring all voices are heard, creating an environment where engagement drives meaningful improvements in EHS for everyone.

Nicole Murphy, Biogen's Head of Pharmaceutical Operations and Technology, at the Solothurn biomanufacturing factory in Switzerland. →

2025 Corporate Responsibility Report

Biogen

COMMUNITY IMPACT

Working together to advance better health and opportunity in our communities

$34.6 million+
in grants, sponsorships, donations and in-kind contributions from Biogen and the Biogen Foundation

662,700+
community members supported, including nearly 84,000 high-need patients and nearly 55,000 life science learners

~500,000 meals
provided to food-insecure families

The Biogen Foundation invited community partners to celebrate the Boston Pops' Fourth of July Fireworks Spectacular. Photo credit: Michael Blanchard.

EXECUTIVE SUMMARY

Our work is rooted in a commitment to the communities where we live and work. Beyond our medicines, we are dedicated to upholding our credo of Caring Deeply, Achieving Excellence and Changing Lives to advance better health and to inspire the next generation of healthcare workers.

In 2025, Biogen and the Biogen Foundation contributed more than $34.6 million in grants, sponsorships, donations and in-kind contributions to broaden access to healthcare, address the fundamentals of community health and strengthen the life sciences talent pipeline.

We made important new investments in broadening healthcare access. Responding to elevated needs, the Biogen Foundation more than tripled its support for food security initiatives year over year, providing around 500,000 meals to families in North Carolina and Massachusetts. The Biogen CoLab hosted more than 2,300 learners, helping students and early-career adults explore new opportunities in the life sciences industry.

Employees around the world took part in Caring Deeply Week, our global volunteer week, serving more than 9,000 of our neighbors. And, together with Biogen Foundation matching, our employees gave more than $2.4 million to nonprofit organizations that matter most to them.

Que Vang and his fellow employees organize food at the Food Bank of Central & Eastern North Carolina during Caring Deeply Week.

WELCOMING THE NEXT ERA OF MAKING BREAKTHROUGHS HAPPEN

In 2025, Biogen convened state and local policymakers, academic partners, community leaders and employees to mark the groundbreaking of our new global headquarters. More than four decades earlier, Biogen helped transform what was once known as "Nowhere Square" into the most innovative square mile on the planet, alongside visionary founders, MIT and the City of Cambridge. The groundbreaking honored that shared history and reaffirmed Biogen's long-term commitment to the public-private partnerships, scientific leadership and collaborative spirit that define Kendall Square today.

Our new space represents the new Biogen and our next era of innovation, supporting our R&D and pipeline as we continue to pursue breakthrough medicines. Opening in 2028 to coincide with our 50th anniversary, the building will feature cutting-edge laboratories and modern workspaces and will be anchored by the CoLab, a hands-on lab where Biogen scientists and nonprofit educators can inspire learners of all ages to pursue careers in life sciences and healthcare.


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1. *Biogen's new headquarters is brought to life in LEGO form.*
2. *Entryway to groundbreaking event in Kendall Square.*
3. *From left: Dr. Walter Gilbert, Harvard University Carl M. Loeb University professor emeritus, Nobel laureate and Biogen co-founder; Dr. Phillip Sharp, MIT institute professor and professor of biology emeritus, Nobel laureate and Biogen co-founder; Massachusetts Gov. Maura Healey; and MIT President Sally Kornbluth join Biogen President and CEO Chris Viehbacher for the ceremonial turning of the soil.*
4. *Guests capture the excitement of the moment with Massachusetts Gov. Maura Healey.*
5. *Biogen leaders with Gov. Healey and Dr. Taylor.*
6. *Dr. Kirk Taylor, president and CEO of Massachusetts Life Sciences Center, serves as emcee at the groundbreaking ceremony.*
7. *Ligia Del Bianco, Executive Director of Patient Advocacy, Corporate Responsibility and Community Engagement at Biogen, at the timeline wall chronicling Kendall Square's past milestones and accomplishments.*

Photo credit: Brian Malloy.

PIONEERING A NEW APPROACH TO GERIATRIC CARE FOR BOSTON'S UNHOUSED POPULATION

In 2023, Emily Cohen, a nurse manager at the Boston Health Care for the Homeless Program (BHCHP), visited Pine Street Inn, the largest homeless services provider in New England. "It looked like a nursing home," Emily recalled.

Emily's experience was not unique to one shelter, but reflective of the U.S.-wide graying of the population experiencing homelessness. The number of BHCHP patients over the age of 60 more than doubled in 15 years. These older patients have significant needs: More than 70% have more than one chronic illness – from dementia to diabetes to kidney disease – with some living with as many as 10 chronic conditions.

"As a primary care physician, I was seeing more and more elderly patients cycle between the hospital, shelter and emergency rooms, without anyone to coordinate their care or support their transition out of crisis," said Dr. Peter Smith, BHCHP's medical director.

A team like no other

In response, the Biogen Foundation provided a grant to help BHCHP pilot Geriatric Outcomes for Living with Dignity, or the "GOLD" Team, a specialized group focused on improving care for older adults experiencing homelessness.

These older adults are among the frailest and most vulnerable BHCHP sees. "Yet unlike many high-risk younger patients," Dr. Smith explained, "they often lack access to insurance-funded, integrated care management programs that could support their complex needs and improve outcomes."

The GOLD Team fills this gap. It follows what it calls the "5Ms" of caring for unhoused seniors: Medications, Mind (cognition), Mobility, Multi-complexity (simultaneously caring for multiple conditions) and Matters Most (honoring each patient's personal priorities).

"This population has such unique needs that it's critical for a care team to have expertise both with homelessness and with geriatrics," said Dr. Smith. "This is the only healthcare program in the Boston area that's really devoted completely to elders experiencing homelessness."

The GOLD Team includes clinicians as well as a medical case manager, adding the support that helps patients follow a care plan and successfully connect to social services. "Cognitive impairment is a big part of the challenge with these patients," GOLD Team Medical Case Manager Amelia Landess shared. "A lot of my responsibility is reminding them of appointments and making sure they are where they need to be."

Critically, the GOLD Team has the capacity and flexibility to care for patients in all contexts.

> ***"We meet patients where they are. Whether it's a skilled nursing facility, a shelter, a new apartment or even a bench in Franklin Park. Being able to reach them in their own environments changes everything."***
>
> *GOLD Team Nurse Manager Emily Cohen*

Building for scale

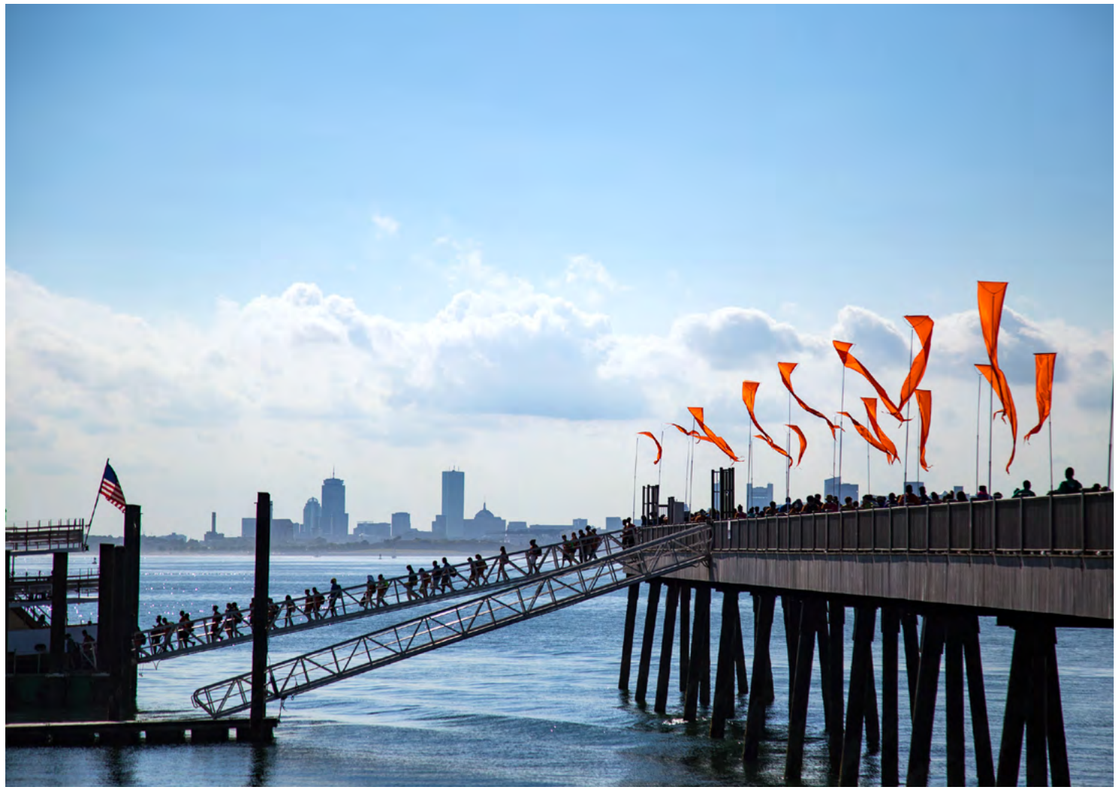
The GOLD Team directly cares for approximately 30 patients, but demand has been high. To extend its reach and impact, in addition to providing direct care for the highest-need patients, the GOLD Team trains providers across the BHCHP network, based on the 5Ms approach, to improve geriatric care throughout the organization.

"This model is more than a pilot; it's a roadmap for how we can meet the needs of an aging, unhoused population," said Dr. Smith.

In its second year, the GOLD Team will scale to directly care for 45 patients, adding a gerontologist, new capacity for cognitive testing and more training opportunities for BHCHP staff. With ongoing support from the Biogen Foundation, the GOLD Team is positioned to deepen its impact, making a real difference for Boston's most vulnerable patients.

GOLD Team Nurse Manager Emily Cohen cares for Lia, a 69-year-old with multiple chronic illnesses and no family support, who is recovering from a partial foot amputation. Today, Lia receives coordinated care and is working toward stability. "I know I'm in good hands," Lia said. "And I know they will make sure I'm in a good place."

ADVANCING BETTER HEALTH



Young Bostonians board the Provincetown II at Camp Harbor View's island for summer fun and leadership development. The Biogen Foundation supports Camp Harbor View's Leadership Academy, providing social-emotional learning, individualized mental wellness and career development support. Camp Harbor View serves more than 1,220 Boston youth and their families year-round.

Supporting our communities

In 2025, Biogen and the Biogen Foundation provided more than $34.6 million in grants, sponsorships, donations and in-kind contributions to advance better health and to strengthen our communities. Our support helped broaden access to healthcare, address the fundamentals of community health and strengthen the life sciences talent pipeline.

Broadening access to healthcare

Access to quality healthcare is still out of reach for many – even in Boston, renowned for its hospitals. Through the Biogen Foundation, we work to break down barriers to care by building trust with patients and improving patient-centered care at health institutions.

In 2025, the Biogen Foundation worked with a variety of partners to connect with patients where they live. This included The Family Van, a mobile clinic that brings free preventive screenings, health education and vital referrals directly to Boston's underserved neighborhoods. We also became early investors in Mass General Brigham's Community Health Corps, a new initiative to improve health outcomes by training people to become health ambassadors in their local communities, equipping them with skills to prevent and manage chronic diseases.

Working with Bunker Hill Community College, we took a significant step in increasing patient-centricity at Greater Boston medical institutions. Through the Medical Interpreters Community Access Program, new medical interpreters received training and certification for free and began work at healthcare institutions, including Boston Children's Hospital, Boston Medical Center, Cambridge Health Alliance and Mass General Brigham, serving tens of thousands of patients and their families whose English may not be strong enough to support critical conversations with care providers. The demand for medical interpreters has been so high in the Boston area that many program graduates received job offers before completing their certification.

"People tell me all the time: 'If you weren't here, I wouldn't know what to do.'"

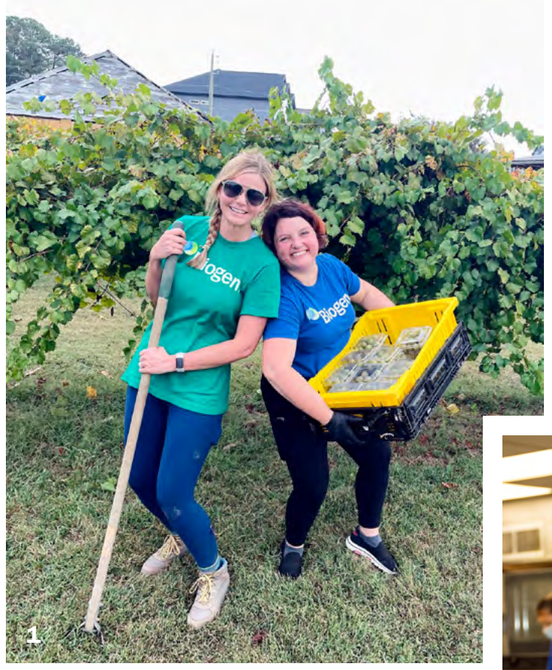
Gerandy Alexander Diaz Genao, alumnus of the Bunker Hill Community College Medical Interpreters Community Access Program, funded by the Biogen Foundation, now actively working as a medical interpreter for patients throughout Greater Boston

Biogen executives join The Kraft Center for Community Health at Mass General Brigham to announce the Community Health Corps, co-funded by the Biogen Foundation, that will train a new team of community members to help improve health outcomes in their communities.

Addressing the fundamentals of community health

Community health is shaped by far more than medical care. It depends on the social and economic conditions that allow people to live healthy, stable lives. In 2025, the Biogen Foundation began a breakthrough partnership with Boston Medical Center (BMC) to expand the hospital's pilot of an on-demand system that uses a virtual team of patient navigators and an AI-enabled platform to assess patients' social services needs and connect them to programs and community resources. The work is part of THRIVE, a BMC program now replicated nationally that asks patients questions about social drivers of health, such as: Do you need support with housing? Do you need food for tonight? Do you need help finding a job? All responses are integrated into patient electronic health records, and the patients are then connected to relevant resources, such as the BMC Preventive Food Pantry or a Clean Power Prescription, which helps patients pay their utility bills. The data received help providers tailor treatment plans to patients' social circumstances and enable them to guide patients toward support. Addressing these unmet social needs helps reduce the impact of chronic medical conditions. With Biogen Foundation funding, THRIVE is now being integrated into BMC's inpatient, outpatient and emergency services, significantly enhancing the clinicians' ability to connect patients with vital social services.

Families struggling with food insecurity in the U.S. faced severe challenges in 2025, as did the food banks and other organizations that support them. Food is medicine and access to nutritious food is the bedrock of health. In response to the crisis, the Biogen Foundation more than tripled giving to food security in 2025, providing around 500,000 meals to families in need through partners including Cambridge Health Alliance, Food Bank of Central & Eastern North Carolina, Food For Free and the Inter-Faith Food Shuttle. Also, recognizing the unique nutritional needs many patients have, the Foundation partnered with the Greater Boston Food Bank, alongside the Commonwealth of Massachusetts, to stand up and begin to scale the Medically Tailored Food Boxes program, providing 10 types of meal boxes for patients with a range of conditions including renal disease, diabetes and pregnancy. Now serving more than 170 patients each month, this program represents a pioneering model in Massachusetts by operationalizing food as a reimbursable healthcare service under MassHealth.



1. *Natalie Parrish and Alex Cameron pick grapes at Inter-Faith Food Shuttle's farm that grows produce to feed members of the community.*
2. *Employees in Research Triangle Park, North Carolina, celebrate after sorting 32,400 pounds of food at the Food Bank of Central & Eastern North Carolina.*
3. *Employees deliver and serve food boxes to patients and their loved ones staying at the SECU Family House while receiving life-saving treatment at UNC Hospitals.*
4. *Katherine Treacy organizes creamers and sugar packets for mealtimes at Rosie's Place for Greater Boston residents experiencing homelessness.*
5. *Michelle Grossman, Meaghan Whalen-Kielback and Fatou Phillips prepare medically tailored meals at Community Servings to be delivered to chronically ill individuals and their families.*

Strengthening the talent pipeline in life sciences

A strong life sciences workforce is essential to drive innovation and meet the growing demand for healthcare, biotechnology and manufacturing. In North Carolina, the life sciences industry has rapidly increased its employment base by 23% since 2019,[21] and in Massachusetts, the sector is expected to add 16,633 new jobs by 2029.[22] By investing in emerging talent, we are building a growing workforce positioned to drive positive health outcomes for people of all backgrounds. Biogen and the Biogen Foundation support organizations like the Biomedical Science Careers Program and others that work to educate and support the next generation of life sciences and healthcare workers.

The CoLab

The first hands-on corporate community science lab in the United States and the longest-running program of its kind, Biogen's CoLab has reached nearly 69,000 students since its launch nearly 25 years ago. With locations in Cambridge, Massachusetts, and Research Triangle Park (RTP), North Carolina, the CoLab invites local nonprofits, teachers and Biogen employees to catalyze the potential of life science learners through hands-on science programming. In 2025, more than 2,300 learners and 19 collaborators participated in programs at the two locations.

Biogen and the Biogen Foundation were also proud to donate $250,000 to Durham Technical (Durham Tech) Community College's new Life Sciences Center for a new laboratory hall. For two years, Durham Tech's semester-long BioWork certification program has operated out of Biogen's RTP CoLab. BioWork provides students with the training to prepare them for entry-level positions in the biotechnology, pharmaceutical and chemical manufacturing industries. We are proud that many BioWork graduates now work at Biogen, becoming important contributors to our manufacturing teams.

Students celebrate their graduation from the Durham Tech BioWork program together with Biogen and Biogen Foundation team members at the RTP CoLab.

Students from Life Science Cares and Franklin Cummings Tech's biotechnology associate degree program conduct a lab experiment in the Cambridge CoLab.

VOLUNTEERING IN OUR COMMUNITIES

Our employees embody the Biogen Caring Deeply spirit, volunteering nearly 13,000 hours – a 25% participation rate – and contributing more than $2.4 million globally with Biogen Foundation match. Our leaders also supported communities by serving on the boards and committees of nonprofits and other community-focused organizations.

1. **Japan:** *Employees and their families hold up their brooms after sweeping and refreshing local bridges and streets.*
2. **Boston, U.S.:** *Employee volunteers celebrate after assembling kits of needed items for Pine Street Inn's shelter guests and housing tenants.*
3. **North Carolina, U.S.:** *Employees come together to assemble school supply kits for teachers in the state's largest school district through WakeEd Partnership's Tools4Schools program.*
4. **Poland:** *Maja Lenkowska and her colleagues prepare soup and meals for members of the community who are experiencing food insecurity.*
5. **Brazil:** *37 employees volunteer at Casa Florescer, a São Paulo shelter for transgender women that provides housing, healthcare, education and emotional support.*
6. **Switzerland:** *Hanna Radosz, Paola Lopez Aguilar, Bernadett Kosa-Molteni, Dora Poloskei and Katerina Sucha stuff and assemble stuffed animals for Love Actually Charity, an organization dedicated to empowering children with special educational needs.*

Biogen

ENVIRONMENT

We actively drive sustainability across our business, contributing to a healthier world

15% reduction in Scope 1 emissions since 2019

100% of labs My Green Lab certified, with **74%** achieving the highest level

KEY AWARDS

— Named to Newsweek's America's Greenest Companies 2025

— Included in TIME's World's Most Sustainable Companies of 2025

At our Solothurn manufacturing facility, we are advancing more sustainable operations by increasing efficiency and maintaining renewable energy use.

EXECUTIVE SUMMARY

Our environmental sustainability strategy advances operational excellence via three pillars: sustainable operations, responsible product development, and engaged suppliers and employees. This framework supports strategic decision-making and regulatory compliance while reducing our environmental impact.

In 2025, we continued to work across our manufacturing and operations sites to prioritize reductions in energy, water use and waste.

We achieved a 15% reduction in Scope 1 emissions against our 2019 baseline. We also addressed 95% of our market-based Scope 2 emissions by sustaining our commitment to 100% renewable electricity across our global operations. Site-led initiatives contributed to a 48% reduction in total waste since 2019 and 98% diversion of waste from landfills, while managing costs.

Responsible product development is embedded across our research, development and manufacturing processes, integrating environmental considerations while maintaining high standards for patient safety and product quality. We sustained 100% My Green Lab certification across our laboratories, with 74% certified at Green Level, the program's highest certification tier. We continue to consider environmental criteria in our selection of materials across our Chemistry, Manufacturing and Controls (CMC) and packaging development processes.

Together, our efforts demonstrate how effective governance, targeted investments, and engaged suppliers and employees can deliver both environmental and business benefits. By minimizing the environmental impacts of our operations while ensuring high standards of patient safety, we can contribute to more sustainable healthcare delivery.

By expanding the collection of used Polycarbin pipette tip boxes, we reduced laboratory waste while supporting our My Green Lab priorities.

OPERATING SUSTAINABLY

Boosting energy efficiency and lowering emissions

We are committed to enhancing efficiency and reducing emissions throughout our operations and in 2025 advanced our goals to:

- Reduce global Scope 1 emissions 50% by 2030, with 2025 emissions down 15% from our 2019 baseline.
- Achieve net-zero market-based Scope 2 emissions by 2050, maintaining 100% renewable electricity.

Infrastructure upgrades helped drive this progress and modernize manufacturing, underscoring the link between disciplined capital investment, operating efficiencies and environmental performance.

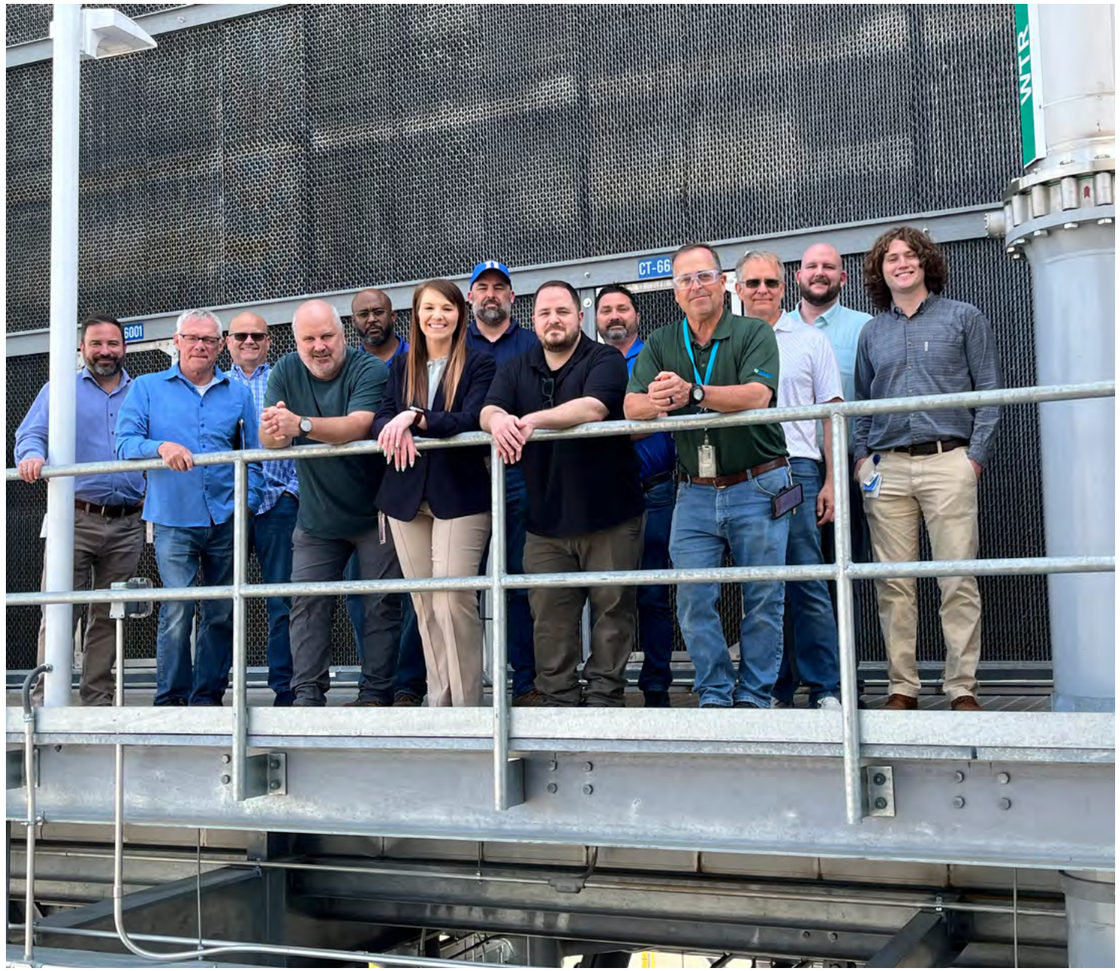
In Research Triangle Park (RTP), North Carolina, we replaced aging cooling towers with a more efficient system that uses variable-speed drive fans and pumps to better match energy use to demand rather than running at constant speed. This design reduces electricity use during partial-load conditions, improves system dependability and controllability, and is expected to improve efficiency by 11%.

To promote sustainable, future-ready operations, we are incorporating environmental performance into the design of our new global headquarters in Cambridge, Massachusetts. In 2025, we broke ground on the 580,000-square-foot facility, which is being built to meet the City of Cambridge's net-zero emissions requirement for large buildings and will include sustainable design features such as water-conservation measures and energy-efficient systems.

In 2025, we established a country-specific carbon reduction plan in the U.K., where we have already achieved net-zero Scope 1 and Scope 2 emissions.

We also sustained our global commitment to 100% renewable electricity.

← *To support efficient transportation, several of our sites offer EV charging for fleet vehicles, employees and visitors.*



↑ *Our engineering and facilities teams installed new high-efficiency cooling towers in RTP.*

HOW NEW CHILLERS ARE TURNING DOWN THE HEAT ON ENERGY USE

Effective temperature control is essential for biotech and biopharmaceutical operations, from laboratories to manufacturing factories. In our Cambridge laboratory building, chillers – specialized refrigeration systems that remove heat from industrial processes – represented one of the largest sources of electricity demand, accounting for approximately 30% of total site electricity consumption.

In 2025, as part of our broader sustainable operations strategy, we replaced four aging chiller units at this facility, helping to address rising energy costs, enhance reliability and advance sustainability goals. Through meticulous planning, the cross-functional team successfully coordinated efforts to remove and replace the chillers during two weekend shifts to minimize downtime impact on laboratory operations. Navigating significant space constraints, old units were removed and new units installed and commissioned while the existing plant remained fully operational.

"I've led the installation of a number of new chillers in buildings over the course of my career, but this was probably the most challenging project and the most rewarding," said Tom Choyce, Senior Plant Engineer III. "We knew the update would make the plant easier to operate and better for the environment, but first we needed to overcome complex logistical hurdles."

The new chillers and distribution pumps are now equipped with Variable Frequency Drives, which help improve efficiency by reducing spikes in electrical demand during startup. Instead of simply turning on or off, the chillers can now adjust to the most efficient speed to operate.

"Dozens of people came together to realize the vision. As a result, we expect to cut annual electrical usage by roughly 12%, which will deliver cost savings and environmental benefits."

Tom Choyce, Senior Plant Engineer III

Chiller upgrades are part of an ongoing portfolio of efficiency projects across our Cambridge campus. Since 2019, the engineering team has completed nearly 40 power reduction projects across multiple buildings.

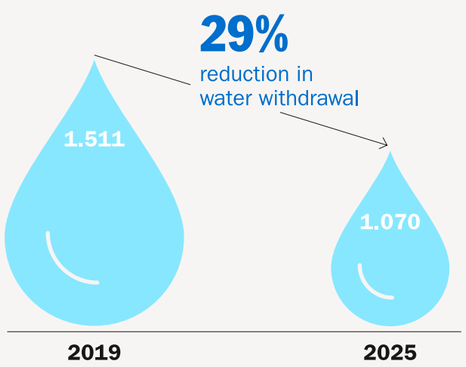
"The chiller upgrades and other efficiency efforts are great examples of our environmental sustainability strategy in action," said Kathleen Woodward, Global Head of Sustainability. "This innovative approach not only benefits our business, but reduces the greenhouse gas emissions that contribute to climate change and can harm human health."

Tom Choyce, Senior Plant Engineer III, and Lucas Withers, Senior Engineer, in front of the newly installed chiller units at Biogen's Cambridge laboratory facility.

Biogen

Measuring water efficiency

In million m³



Managing water resources

Water is essential to human health and integral to many aspects of our manufacturing operations and facilities. In 2025, we used the World Wildlife Foundation's Water Risk Filter to assess our operations and supply chain for regulatory and physical risk, including scarcity, quality and ecosystem impacts. We conducted water risk screening across more than 1,500 critical supplier sites. At the basin level, no sites were identified as high risk, and fewer than 2.5% were classified as having moderate water risk exposure. Separately, we engaged a third party to model various climate-related scenarios, securing additional insight into potential water-related vulnerabilities.

Although our exposure to water stress is low, we are committed to responsible water stewardship.

Reducing waste and encouraging circularity

We apply science-based circular economy principles to support a healthy environment and break the link between waste generation and business growth. Insights from our waste audits and stakeholder collaborations helped enhance our approach to the waste management hierarchy.

In 2025, we piloted the adoption of paperless records in RTP Manufacturing, driving operational efficiency and process reliability. We also implemented new food waste composting efforts with an awareness campaign that spanned tabling, e-boards and training in effective sorting practices. As a result, composting volumes increased by approximately 81% from 2024, preventing the associated methane generation from landfilled waste. In Solothurn, we reduced fresh food leftovers 99% over the past three years and diverted 100% of food waste to biogas production.

Through efforts like these, we have reduced total waste 48% since 2019.

We follow the waste management hierarchy

PREVENT

We support **responsible sourcing and implemented centralized inventory management across our labs** to consolidate orders and align procurement with actual usage rates, reducing both redundant purchasing and expiration-related disposal.

REUSE

In Solothurn, **we clean and reuse chromatography screens** instead of replacing them during product changeovers.

RECYCLE

We expanded **collection of used Polycarbin pipette tip boxes** in Cambridge and thousands of plastic pallets in RTP so high-value plastics can be made into new products.

RECOVER

We **diverted 93% of our waste from incineration or landfill** through waste recovery processes.[23]

DISPOSE

We diverted **98% of waste from landfills**.

Arthur Ernteman, Site Services Lead, was part of the team that helped dramatically increase composting in RTP.

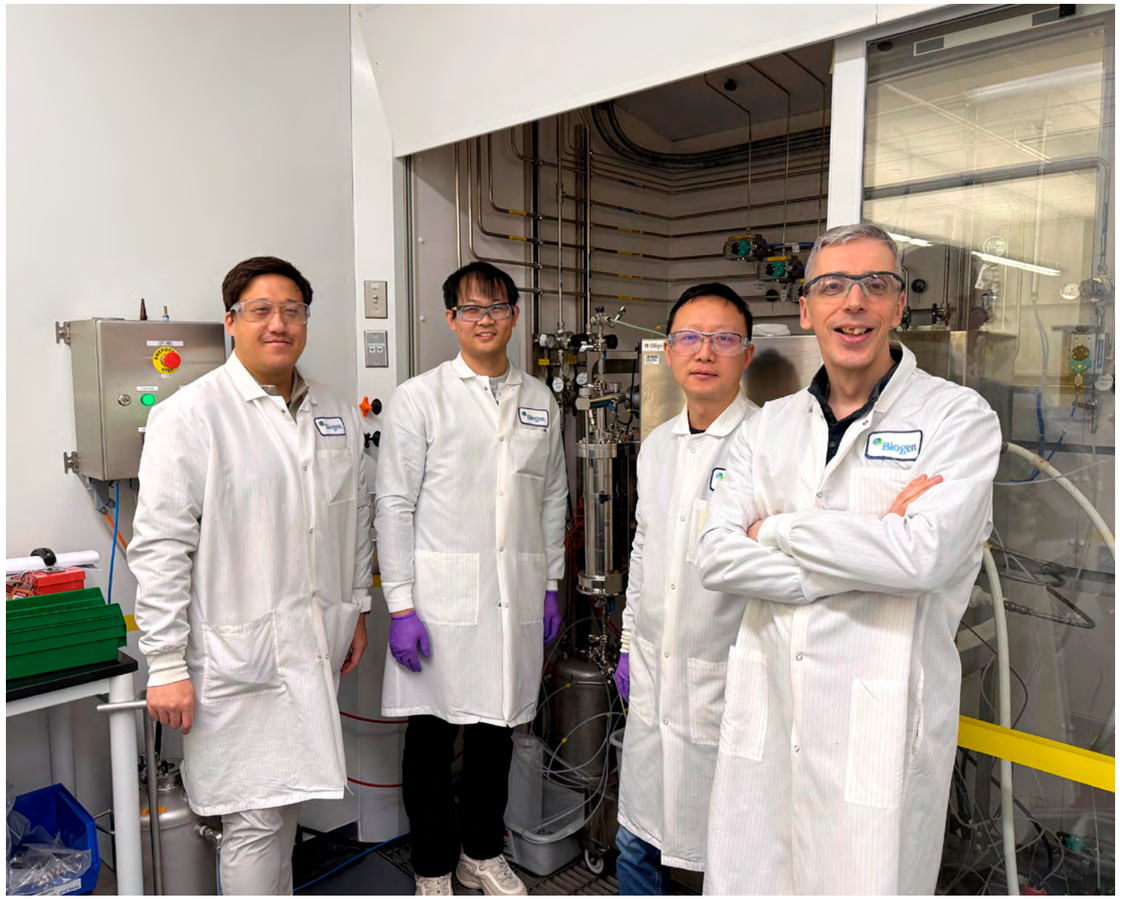
Over the past three years, our Solothurn canteen increased the number of vegetarian meals served by 55% and reduced fresh food leftovers by approximately 99%.

ADVANCING RESPONSIBLE PRODUCT DEVELOPMENT

Responsible product development is a core pillar of our strategy. Since up to 80% of a product's environmental impact is determined during the development phase,[24] embedding sustainability into decision-making from the earliest stages of development can reduce energy, water and waste across the product lifecycle. In 2025, we continued integrating environmental considerations across product design, development and packaging while maintaining uncompromising standards for patient safety, product quality and environmental responsibility.

As part of our CMC development process, in 2025 we completed a sustainability assessment for one late-stage investigational antisense oligonucleotide (ASO) therapy, identifying solvent use and waste generation as key opportunities for improvement. We designed, tested and implemented an optimized manufacturing process that reduced solvent usage by 20% and shortened synthesis time by approximately 26%. These improvements not only reduce environmental impact but also enhance manufacturing efficiency.

We also continued our assessment of two small molecule assets across more than a dozen metrics, including safety and efficiency. Since atom efficiency is a key green chemistry principle, our scientists explored the use of gaseous reagents, which offer sustainability benefits that result in streamlined downstream processing with reduced waste generation.



↑ *Members of Biogen's ASO Process Chemistry team (from left): David Cho, Jiabao Zhang, Xuan Zhou and Yannick Fillon.*

Metrics encourage sustainable drug development

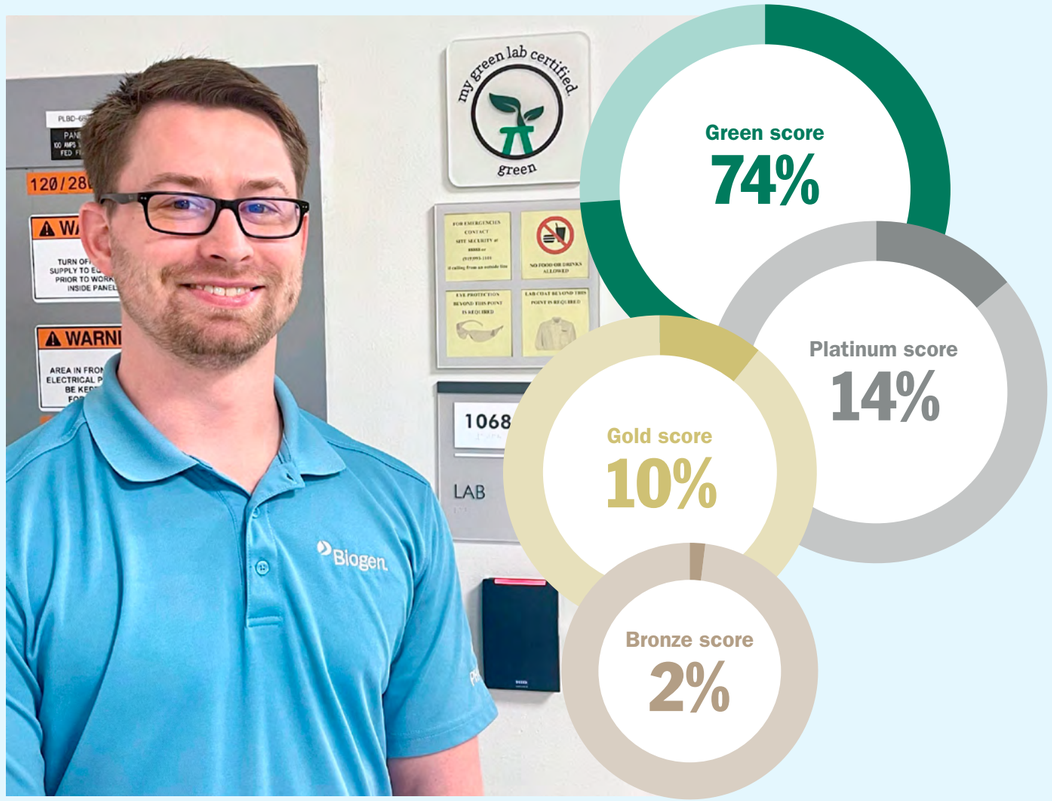
According to the global nonprofit My Green Lab®, laboratories are extremely resource-intensive and typically consume four times more water and 10 times more energy than offices do. Acting on this insight, we implemented the My Green Lab program within Biogen labs in 2021. Since then, we achieved My Green Lab certification of 100% of our labs, becoming the first large biotech to achieve this milestone. In 2025, we engaged more than 200 lab team members who helped 74% of our labs achieve the highest level of certification, a significant increase from 57% the previous year.

The process delivered environmental benefits and measurable cost savings across the 14 areas covered by My Green Lab, including purchasing, energy and water efficiency, and waste management. For example, we optimized waste segregation, consolidated cold storage to decommission underused units and expanded plastics recycling for items such as pipette tips and clean nitrile gloves. We also centralized lab supply inventories to reduce unnecessary purchasing and waste due to expirations; to conserve water, we wash glasses only when there is a full load; and we identified opportunities to reuse, redeploy or donate unwanted consumables and equipment.

Alongside this operational progress, there has been a shift in culture. Sustainability is now a regular topic of conversation across our labs.

Following our principles of responsible material selection, in 2025, we designed and developed a secondary packaging tray made from 100% biodegradable and compostable content. We also successfully introduced sustainable packaging design and configuration for a combination product: a prefilled syringe and autoinjector. Collaborating across our value chain, we transitioned to 100% recycled cardboard for all product launches in Japan, eliminating the use of virgin bleached materials and reducing Scope 3 emissions.

Progress toward a greener lab



↑ *Kyle Yurkewicz, Senior Quality Control Associate and My Green Lab Accredited Professional, was recognized with Biogen's EHS Be Sustainable award for his contributions to advancing sustainable practices.*

The 14 topics covered by My Green Lab

- Sustainability Culture
- Infrastructure Energy
- Plug Load Energy
- IT & Computing
- Organizational Strategy
- Water
- Chemicals
- Synthetic Chemistry
- Purchasing
- Resource Management
- Travel
- Waste
- Field Work
- Animal Research

ENGAGING SUPPLIERS AND EMPLOYEES

Encouraging sustainability across our supply chain

We maintain robust supplier screening for social and environmental risks, and we engage suppliers around sustainability issues, seeking to advance shared goals. Our value chain has a low sustainability-related risk profile due to the geographical spread of suppliers and the nature of the goods and services that we purchase.

In 2025, we incorporated sustainability into relevant requests for proposals (RFPs) and contracts, and we used EcoVadis to assess sustainability performance within our supply chain, with scores increasingly integrated into our RFP scoring models.

Approximately 52% of our top 50% of suppliers,[25] by spend, have committed to using 100% renewable electricity. Of our top 80% of suppliers, 39% have set science-based climate targets.

Beehives at our North Carolina site support biodiversity and offer employees hands-on learning about ecosystem health.

Fostering a culture of environmental responsibility

We are inspired by our colleagues who are innovating to reduce environmental impact and proud to offer a range of opportunities for our employees to learn about and engage around sustainability issues at work, at home and in our communities. For example, the ourIMPACT Employee Resource Group encourages sustainable practices through initiatives such as Earth Month events, Plastic Free July, Secondhand September and sustainability webinars featuring internal leaders and external experts.

In 2025, ourIMPACT continued to grow, with strong interest across chapters in Italy, Switzerland, the U.K. and the U.S. The group drove a range of activities, such as working with Fill it Forward to reduce waste from single-use water bottles and support global clean water projects. Employees track refills of reusable bottles and mugs through an app-based scan, translating individual everyday actions into measurable waste reduction and collective impact.

Angela Walsh, Capital Planning Program Manager, tracks her drink refills through the Fill it Forward app, seeing how daily habits add up to avoid single-use plastic waste.

REPORTING

Our approach to disclosure reflects our business priorities and evolving stakeholder expectations.

This report was published in April 2026 and, unless otherwise indicated, reflects content and data from the period January 1, 2025–December 31, 2025. We strive to note any instances where activities may have begun in prior years but were publicly disclosed in and/or extended into 2025.

Financial indicators in this report reflect the company's consolidated financial statements. Unless otherwise noted, reported data cover Biogen's global operations and consolidated subsidiaries.

In 2025, our operations included major facilities in Massachusetts and North Carolina in the U.S. Outside the United States, Biogen also operates one biologics factory in Switzerland and is consolidating certain fill finish capabilities in Europe into one site in Ireland.

Environmental indicators include impacts from 100% of Biogen operations. Greenhouse gas emissions data were informed by the World Resources Institute/World Business Council for Sustainable Development's "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard," revised edition. Sources of emissions include electricity, steam, natural gas, diesel, gasoline and refrigerants.

← *An employee shares insights with team members during a team meeting.*

For the reported Scope 3 categories, emissions are derived using a model that integrates primary activity data, including supplier spend, energy use and waste disposal, with secondary emission factors. This hybrid methodology ensures comprehensive coverage across the value chain, applying the most granular data available to satisfy the Greenhouse Gas Protocol's principles of accuracy and completeness.

Water use includes municipal water, groundwater, fresh surface water, rainwater and wastewater. Primary sources of waste include Biogen's operations, as outlined above, and include nonhazardous, hazardous and biohazardous waste.

Maintaining reporting integrity

Our internal control framework for corporate responsibility reporting is designed to promote the accuracy, reliability and transparency of our disclosures. This framework is embedded within our broader enterprise risk management and governance processes and supported by cross-functional collaboration.

Key elements of our reporting process include:

— **Development controls:** Our internal controls and risk management measures for corporate responsibility reporting include leadership of the report development process by a member of Biogen's Corporate Responsibility Steering Committee, with oversight from a member of Biogen's Executive Leadership Team and contributions and content validation from internal subject matter experts.

← *"The closer we get to reaching our goals, the greater our responsibility is to this community whose needs have remained unmet for too long." Dr. Youmna Lahoud joined Biogen in 2021, bringing years of clinical experience in rheumatology to the search for lupus treatments.*

— **Legal and regulatory oversight:** This report undergoes review by Biogen's Legal and Regulatory functions to help ensure disclosures are consistent with applicable laws and regulatory expectations, and to support the identification and mitigation of potential regulatory risks. In addition, the report is reviewed by Biogen's Disclosure Committee, providing an additional layer of oversight.

— **Data management systems:** Automated systems collect and analyze key data, such as workforce metrics, energy consumption, carbon emissions and waste management.

— **Third-party assurance:** We engage an independent third-party reviewer to evaluate our data collection, analysis and reporting processes. This external assurance is separate from outside strategic counsel engaged for report development, enhancing disclosure credibility and aligning with corporate standards. Environmental Resources Management Certification and Verification Services (ERM CVS) assured 2025 data for several indicators, including greenhouse gas emissions and select environmental indicators. The Independent Limited Assurance Report provides details on the assurance scope, assurance standards used, work undertaken and conclusions. ERM CVS performed a limited assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised), titled "Assurance Engagements Other than Audits or Reviews."

CORPORATE RESPONSIBILITY DATA TABLE

ERM CVS provided limited third-party assurance on data related to climate, energy, water, waste and safety (bolded data points).

	Units	GRI code	2025	2024	2023	2022
GOVERNANCE						
About Biogen						
Revenue	Million USD	201–1	9,891	9,676	9,836	10,173
Employees	#	2–7	7,471	7,604	7,570	8,725
Full-Time Equivalent (FTE)	#	2–7	7,443	7,577	7,455	8,610
Workforce Located in U.S.	%	2–7	56	56	55	57
ENVIRONMENTAL						
Greenhouse Gas Emissions						
Scope 1 – (Fossil Fuels and Refrigerants)	MT CO_2e	305–1	**56,948**	56,611	57,237	64,867
Scope 2 – Market-Based (Electricity and Steam)[1]	MT CO_2e	305–2	**1,507**	507	373	335
Total Scope 1 and 2 (Market-Based)	MT CO_2e	305–1, 305–2	**58,455**	57,118	57,611	65,202
Total Purchased Carbon Removals	MT CO_2e	305–5	0	45	0	0
Scope 2 – Location-Based (Electricity and Steam)	MT CO_2e	305–2	**32,818**	32,858	31,059	31,765
Scope 3[2]	MT CO_2e	305–3	**297,768**	267,059	304,105	434,635
› **Category 1 – Purchased Goods and Services**[3]	MT CO_2e		**214,394**	184,441	225,728	334,900
› **Category 2 – Capital Goods**	MT CO_2e		**18,028**	27,953	27,466	40,859
› **Category 3 – Fuel- and Energy-Related Activities**	MT CO_2e		**10,196**	10,048	10,325	12,219
› **Category 4 – Upstream Transportation and Distribution**[4]	MT CO_2e		**9,797**	4,231	10,609	13,622
› **Category 5 – Waste Generated in Operations**	MT CO_2e		**221**	240	503	457
› **Category 6 – Business Travel**	MT CO_2e		**14,477**	18,067	10,740	10,240
› **Category 7 – Employee Commuting**	MT CO_2e		**10,985**	11,727	11,932	11,458
› **Category 7 – Employee Work from Home**	MT CO_2e		**1,705**	1,601	1,581	1,702
› **Category 8 – Upstream Leased Assets**	MT CO_2e		**0**	0	0	0
› **Category 9 – Downstream Transportation and Distribution**[5]	MT CO_2e		**13,948**	4,372	N/A	N/A
› **Category 12 – End-of-Life Treatment of Sold Products**	MT CO_2e		**4,017**	4,380	5,220	9,177
Scope 3 (Percent of Scope 1, 2 and 3)	%		84	82	84	87
Total Value Chain (Scope 1, 2 and 3)	MT CO_2e	305–5	**356,224**	324,178	361,715	499,837
Suppliers That Set or Pledged to Set a Climate Goal via the Science Based Targets Initiative[6]	%		39	37	32	23

	Units	GRI code	2025	2024	2023	2022
Energy						
Total Energy Use	MWh	302–1	**447,391**	443,701	435,314	474,160
Renewable Electricity	MWh		**141,057**	139,757	133,329	136,356
› Power Purchase Agreement (PPA)/Direct Contract[7]	MWh	302–1	27,264	35,912	36,210	38,422
› Renewable Energy Certificates[8]	MWh	302–1	113,793	103,845	97,119	97,934
› On-Site Generation	MWh	302–1	0	0	0	0
Non-Renewable Energy	MWh		**306,334**	303,944	301,985	337,804
› **Fossil Fuels (Gas, Oil, Diesel, Gasoline)**	MWh	302–1	**302,815**	303,663	301,550	337,323
› **Municipal Steam**[1]	MWh	302–1	**3,475**	186	296	393
› **Non-Renewable Electricity**	MWh	302–1	**44**	95	140	89
Energy Intensity	MWh/MM USD revenue	302–3	45	46	44	47
Global Renewable Electricity[9]	%		**100**	100	100	100
Renewable Energy Allocation (% of Total Energy)	%		**32**	31	31	N/A
Suppliers That Have Committed to 100% Renewable Energy[10]	%		52	56	26	37
Water						
Water Use (Excluding Non-Contact Cooling Water)	Million m^3	303–5	**1.115**	1.144	1.068	1.064
Water Use Intensity	m^3/MM USD revenue		113	118	109	104
Water Reused/Recycled[11]	%		**6**	6	5	6
Water Withdrawal	Million m^3		**1.070**	1.195	1.197	1.237
› **Municipal Supply (Potable and Gray Water)**	Million m^3	303–3	**1.053**	1.076	1.009	1.018
› **Fresh Surface Water (Non-Contact Cooling)**[12]	Million m^3	303–3	**0.017**	0.117	0.187	0.218
› Rainwater	Million m^3	303–3	0.001	0.001	0.001	0.001
Water Discharge	Million m^3		**0.781**	0.903	0.894	0.941
› **Fresh Surface Water**[12]	Million m^3	303–4	**0.017**	0.117	0.187	0.218
› **Wastewater**	Million m^3	303–4	**0.765**	0.786	0.707	0.723

	Units	GRI code	2025	2024	2023	2022
Waste						
Non-Hazardous Waste[13]	MT	306–3	**3,720**	3,133	4,012	4,224
› **Reused**[14]	MT	306–4	**146**	16	195	127
› **Recycled**	MT	306–4	**498**	492	648	639
› **Composted**[15]	MT	306–4	**1,895**	1,423	1,800	1,574
› **Energy Recovery via Anaerobic Digestion**[16]	MT	306–4	**54**	0	0	0
› **Waste-to-Energy**[17]	MT	306–4	**1,051**	1,126	1,154	1,336
› **Incineration**	MT	306–5	**9**	6	12	429
› **Landfill**	MT	306–5	**68**	70	203	119
› Non-Hazardous Waste Intensity	MT/MM USD revenue		0.38	0.32	0.41	0.41
› **Waste-to-Landfill Diversion**	%		**98**	98	95	97
› **Recovery & Recycling Rate (Non-Hazardous Waste)**[18]	%		**70**	62	66	55
Total Hazardous and Biohazardous Waste[19]	MT	306–3	**360**	188	208	237

SOCIAL

Community Engagement and Giving

Total Corporate Giving[20]	Million USD		31.7	25.3	22.5	52.5
Total Foundation Grants[21]	Million USD		1.8	1.6	4.4	5.8
Employee Matching Gifts Program[22]	Million USD		1.2	1.0	1.7	2.1
Employee Volunteering	Hours		12,993	12,385	10,071	15,485

Workforce

Women in:						
› Workforce	%	2–7, 405–1	52.6	52.5	53.0	52.8
› Director Level and Above	%	405–1	50.0	48.3	48.6	47.4
Demographics in Workforce (U.S. Only)						
› Asian American	%	405–1	16.3	17.7	18.1	17.6
› Black and/or African American	%	405–1	11.5	11.2	11.2	10.7
› Hispanic and/or Latino	%	405–1	3.7	3.7	3.6	3.8
› Indigenous and/or Native American	%	405–1	0.2	0.3	0.3	0.2
› Native Hawaiian and/or Other Pacific Islander	%	405–1	0.1	0.1	0.1	0.1
› White	%	405–1	56.0	55.6	58.0	59.2
› Two or More Races	%	405–1	1.7	1.6	1.6	1.8
› No Response	%	405–1	9.9	9.4	7.2	6.6

	Units	GRI code	2025	2024	2023	2022
Demographics in Management (U.S. Only; Level 9+)						
› Asian American	%	405–1	20.4	19.4	20.2	19.7
› Black and/or African American	%	405–1	6.0	5.5	5.4	5.5
› Hispanic and/or Latino	%	405–1	4.0	3.7	3.6	3.6
› Indigenous and/or Native American	%	405–1	0.2	0.2	0.2	0.2
› White	%	405–1	60.9	60.1	62.5	63.4
Demographics by Age						
› 29 or Younger	%	405–1	6.5	7.3	10.0	8.1
› 30 to 50	%	405–1	66.0	66.7	65.0	61.4
› 51 or Older	%	405–1	27.5	26.0	25.0	30.5
Demographics in Board of Directors						
› Women	#	405–1	3	3	3	2
› Asian American	#	2–9, 405–1	1	1	1	N/A
› Hispanic and/or Latino	#	2–9, 405–1	2	2	2	2
› White	#	2–9, 405–1	7	7	5	7
› Did Not Disclose Demographic Background	#	2–9, 405–1	1	1	1	1
Talent Attraction, Retention and Turnover						
Employee Satisfaction	%		71	65	62	75
Engagement Survey Response Rate	%		77	76	73	75
Open Positions Filled by Internal Candidates	%		25	25	27	31
Turnover Rate						
› Voluntary Turnover	%	401–1	7.6	9.6	10.1	14.8
› Involuntary Turnover	%	401–1	8.0	5.4	22.9	9.6
Pay Ratio Assessment[23]						
› Executives	#	405–2	0.98	1.01	1.02	1.02
› Management	#	405–2	0.97	0.96	0.96	1.00
› All Other Professionals	#	405–2	1.04	1.02	1.03	0.99
Occupational Health and Safety						
Employee and Type 1 Contractor Total Recordable Incident Rate (TRIR)	Cases/200,000 working hours	403–9	**0.18**	0.29	0.22	0.16
Employee and Type 1 Contractor Lost Time Incident Rate (LTIR)	Cases/200,000 working hours	403–9	**0.08**	0.12	0.10	0.04
Number of Fatalities for Employees	#	403–9	**0**	1	0	0
Number of Fatalities for Contractors	#	403–9	**0**	0	0	0
Motor Vehicle Collisions (U.S. and Canada Fleet)	Collisions/million miles	403–9	**4.6**	3.8	3.6	3.5

SASB INDEX

Code	Accounting Metric	2025 Response
HC-BP-210a.1	Discussion, by region, of management process for ensuring quality and patient safety during clinical trials	Biogen's Global Pharmacovigilance (PV) team includes medical and scientific professionals with extensive safety clinical, and/or healthcare experience. They are trained in PV and health authority regulations relevant to medicinal product safety in the markets where Biogen operates. Biogen's safety signal management processes, combined with our robust safety governance framework, allow Biogen to determine if new safety information on our products (a "signal") poses a risk to patients and how best to manage, mitigate and communicate the risk. All safety and benefit/risk decisions for marketed and investigational products are made at the Safety Monitoring Committee (SMC). The Safety team collaborates with Regulatory Affairs and others within Biogen to communicate relevant information in a timely, transparent and accurate manner to regulatory agencies and other stakeholders across the globe. The conduct of our clinical trials adheres to the International Council for Harmonization Good Clinical Practice standards and to the principles that have their origin in the Declaration of Helsinki, supporting high-quality data clinical trials. Each country has its own regulatory authority and regulations or laws for conducting clinical trials. Relevant regulatory authorities review and approve Biogen's proposed protocol and ensure that clinical trials follow national regulations. An Institutional Review Board (IRB) or Ethics Committee (EC) is an independent committee that includes medical, scientific and non-scientific members, whose responsibility is to protect the rights, welfare, safety and well-being of clinical trial participants. Each clinical trial location is monitored by a specific IRB/EC responsible for reviewing all clinical trials as well as conducting ongoing reviews of active clinical trials. For more information, please visit Biogen's patient-centric clinical trials website.
HC-BP-210a.2	Number of inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI) and (2) Official Action Indicated (OAI)	Biogen is committed to working collaboratively with global regulatory agencies and taking needed action on relevant matters, including clinical trial management and pharmacovigilance. In 2025, there were twelve (12) regulatory inspections related to clinical trial management, two (2) of which were conducted by the U.S. Food and Drug Administration and three (3) regulatory inspections related to pharmacovigilance.
HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	Biogen did not sustain any monetary losses in 2025 as a result of legal proceedings associated with clinical trials in developing countries.
HC-BP-240a.1	Description of actions and initiatives to promote access to healthcare products for priority diseases and in priority countries as defined by the Access to Medicine Index	Biogen works to promote health access. We work to help strengthen health systems, address unmet medical needs, and provide fair and equitable access to medicines. We continually refine our governance of access; our research and development (R&D) strategy, including pipeline and clinical trials; and product delivery. Our framework consists of four pillars: promoting access to healthcare and medicines, navigating the unique patient journey, bolstering the clinical research ecosystem, and engaging and collaborating with the community. Through initiatives such as flexible contracting, patient education and access programs, we aim to create a healthcare ecosystem where more patients, including those in low- and middle-income countries, have the opportunity to obtain access to treatments and resources to improve their quality of life. We are also advancing our portfolio and pipeline, which includes focusing on diseases and conditions prioritized by the Access to Medicine Index ("Index"), including Alzheimer's disease, depression and kidney disease. Additionally, Biogen therapies support patients in a number of countries included in the Index, such as Brazil, China, India and Mexico. Across the markets where we operate, we actively work with a variety of stakeholders to understand opportunities to meet patient needs and promote access and health equity. For more information about our actions and initiatives to promote access to healthcare, please see the Access and Health Equity section of Biogen's 2025 Corporate Responsibility Report.
HC-BP-240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	Biogen has no products on the WHO List of Prequalified Medicinal Products.

Code	Accounting Metric	2025 Response
HC-BP-240b.2	Percentage change in: (1) average list price and (2) average net price across U.S. product portfolio compared to previous reporting period	In 2025, the weighted average list price of Biogen's U.S. product portfolio increased by 4.48% compared to the previous reporting period. The weighted average net price of Biogen's U.S. product portfolio increased by 7.63% compared to the previous reporting period. We regularly review our pricing strategy and prioritize patient access to our therapies. We have a value-based contracting program designed to align the price of our therapies to the value our therapies deliver to patients. We also work with regulators, clinical researchers, ethicists, physicians, and patient advocacy groups and communities, among others, to determine how best to address requests for access to our investigational therapies in a manner that is consistent with our patient-focused values and compliant with regulatory standards and protocols. More information can be found in the Biogen Pricing Principles.
HC-BP-240b.3	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous reporting period	We regularly review our pricing strategy and prioritize patient access to our therapies. We have a value-based contracting program designed to align the price of our therapies to the value our therapies deliver to patients. We also work with regulators, clinical researchers, ethicists, physicians, and patient advocacy groups and communities, among others, to determine how best to address requests for access to our investigational therapies in a manner that is consistent with our patient-focused values and compliant with regulatory standards and protocols. Additional information is available here: Biogen Pricing Principles.
HC-BP-250a.1	Products listed in public medical product safety or adverse event alert databases	Biogen is compliant with the FDA's post-marketing safety reporting requirements and we submit reports to the FDA's MedWatch Safety Alerts for Human Medical Products. In 2025, Biogen received no safety alerts from the FDA regarding any Biogen marketed products.
HC-BP-250a.2	Number of fatalities associated with products	All information related to fatalities associated with Biogen marketed products is available via the FDA Adverse Event Reporting System.
HC-BP-250a.3	(1) Number of recalls issued, (2) total units recalled	There were no recalls or units issued or recalled in 2025.
HC-BP-250a.4	Total amount of product accepted for take-back, reuse, or disposal	Biogen does not track the amount of product accepted for takeback, reuse or disposal; the volume of Biogen products is too low to warrant managing our own product takeback, reuse or disposal program. Biogen does, however, participate in several takeback programs across various U.S. states and counties, including MED-Project, and several other countries. In addition, Biogen provides guidance on appropriate disposal methods for our products.
HC-BP-250a.5	Number of enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP) or equivalent standards, by type	In 2025, no enforcement actions were taken against Biogen for GMP violations. For more details on FDA compliance actions, please refer to the FDA Compliance Dashboard.
HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	Counterfeiting is now one of the largest criminal enterprises in the world, and no industry is exempt from this growing threat. Patient safety is our top priority, and we take the issue of counterfeit, falsified drugs very seriously. Biogen works to implement a holistic strategy to proactively identify, mitigate and manage illicit trade risks that could potentially jeopardize the health and safety of patients who take our products or, secondarily, impact trust and reputation. We aim to disrupt diversion, counterfeiting, theft and other nefarious activities through the following pillars: **Threat Assessments:** Identify, assess and mitigate risks and vulnerabilities across the supply chain. **Auditing:** Audit supply chain partners to ensure industry best practice requirements are met regarding product security. **Monitoring:** Monitor markets, channels, supply chain, customer complaints and other network elements to detect illicit trade signals and potential threats to supply chain resiliency and robustness. **Investigations:** Respond to incidents with robust investigation and enforcement capability, including legal action to stop and deter illicit trade. **Product Security:** Ensure we have the appropriate level of security measures for products and supply chain nodes to minimize the threat of counterfeits, diversions and thefts for the purpose of ensuring patient safety. **Serialization:** A majority of our global production is serialized, meeting all global compliance requirements. Whenever we serialize, we also aggregate the serialization information to enable Track&Trace. We have implemented Track&Trace capabilities at our main distribution sites in the U.S. and EU, beyond compliance requirements, to provide additional elements of traceability. **Product Complaints:** Detection and reporting of Suspect or Illegitimate products is also part of the product complaints management process. Biogen employees and vendors are trained to report technical product complaints, including any suspicion of counterfeit or illegitimate products identified within a product complaint report. Reports of this nature are duly investigated in collaboration with applicable cross-functional teams.

Code	Accounting Metric	2025 Response
HC-BP-260a.2	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	The process for the handling of suspect or illegitimate products at Biogen is performed in compliance with applicable regulatory requirements and Biogen Global Policy. Upon detecting a potential or known product security risk for any commercial or clinical finished product handled by Biogen, an investigation is performed to verify if the product is genuine or falsified. If it is determined that the suspected product is highly likely or is a confirmed counterfeit/falsified medicinal product, a global distributed material review board (DMRB) must be completed, defining further specific market actions and communications. As necessary, all impacted competent authorities, impacted distribution and trading partners are notified. In addition to the above internal processes, Biogen also participates in industry-wide systems and processes utilizing serialization data. If one of these systems or processes indicates a suspect or illegitimate product, it will trigger the internal process described above.
HC-BP-260a.3	Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	In 2025, Biogen did not engage in any activities that resulted in raids, seizures, arrests or the filing of criminal charges related to counterfeit products.
HC-BP-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	Biogen discloses all material legal and regulatory proceedings in our Annual Report on Form 10-K and Quarterly Reports on Form 10-Q.
HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	Biogen strictly adheres to laws and regulations prohibiting the promotion of off-label use of medical products. As outlined in our updated Code of Business Conduct: – Biogen employees can only promote our products only for the uses that have been approved, cleared or authorized by the relevant governmental agency. – All product communications must be accurate, fair and balanced, and must comply with applicable laws to ensure the safe and appropriate use of Biogen products.
HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	Our values and merit-based culture guide every action we take, from pioneering new therapies to promoting health access for all patients. To continue to build on our strong culture, we implemented the New Biogen Way, aimed at maintaining our spirit of innovation and patient-centricity while advancing a more entrepreneurial business mindset and results-focused approach. Understanding the pivotal role of our workforce, we have implemented comprehensive strategies to recruit and retain an exceptional team. We seek to recruit and retain highly qualified employees, including scientists and R&D staff. We actively recruit top scientific talent by fostering relationships with academic institutions, research organizations and professional networks. A business-wide priority is to strengthen our culture and the employee experience. We believe our wellness initiatives and flexible work arrangements empower employees, increasing workplace satisfaction and allowing us to retain and attract key talent. We examine employee total rewards across four pillars: physical, financial, emotional and social well-being. We regularly assess our global benefits, and we believe we remain competitive with other companies in terms of comprehensive total rewards. We also conduct affordability analyses to benchmark whether our benefits program costs are appropriate and fair. Retention strategies: We prioritize a culture of innovation, inclusion and growth to ensure our workforce is supported and engaged. Key initiatives include: – Learning and development: Professional development can be achieved through various avenues at Biogen, including onsite learning, challenging assignments, mentoring, and in-person and online training. – Inclusive culture: We cultivate a workplace environment that encourages collaboration, innovation and inclusivity, ensuring every employee feels valued and empowered to contribute their unique perspectives and expertise. – Employee well-being: Biogen fosters a culture of well-being by offering comprehensive health benefits, resources for mental health support and initiatives aimed at improving work-life balance. – Competitive and comprehensive benefits: Our Total Rewards program is designed to meet the needs of employees in local markets and includes retirement savings plans, financial advising, Long-Term Incentive plans and incentive grants, company-paid life insurance and disability coverage, tuition reimbursement and college-planning services. For more information about our talent recruitment and retention efforts, please see the Workforce & Culture section of Biogen's 2025 Corporate Responsibility Report.
HC-BP-330a.2	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid-level managers, (c) professionals, and (d) all others	For 2025, the turnover rates for all employee categories are as follows: Voluntary turnover: 7.6% Involuntary turnover: 8.0%

Code	Accounting Metric	2025 Response
HC-BP-430a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit programs for integrity of supply chain and ingredients	Not reported.
HC-BP-510a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	Biogen discloses all material legal and regulatory proceedings in our Annual Report on Form 10-K and Quarterly Reports on Form 10-Q.
HC-BP-510a.2	Description of code of ethics governing interactions with health care professionals	We comply with the International Federation of Pharmaceutical Manufacturers & Associations Code of Practice, the Pharmaceutical Research and Manufacturers of America's Code on Interactions with Healthcare Professionals, the European Federation of Pharmaceutical Industries and Associations Code of Practice, and other applicable codes of practice in countries where Biogen interacts and engages with healthcare professionals and other relevant external stakeholders.
HC-BP-000.A	Number of patients treated	Biogen has treated more than 2 million patients worldwide from 1996 through the end of 2025.
HC-BP-000.B	Number of drugs (1) in portfolio and (2) in research and development (Phases 1–3)	As of December 2025, Biogen had 19 drugs in its product portfolio, with additional candidates in the research and development pipeline: Phase 1: 2 Phase 2: 10 Phase 3: 4

GRI CONTENT INDEX

Biogen has reported the information cited in this GRI content index for the period from January 1, 2025, to December 31, 2025, with reference to the GRI Standards.

GRI Standard	Disclosure		Location
GRI 2: General Disclosures 2021	2–1	Organizational details	2025 Form 10-K
	2–2	Entities included in the organization's sustainability reporting	2025 Form 10-K: Item 1. Business
	2–3	Reporting period, frequency and contact point	Data cover fiscal year ending Dec. 31, 2025. (Some activities from 2026 are also included). We report on an annual basis. Biogen contact: responsibility@biogen.com.
	2–4	Restatements of information	Restatements for previous disclosed metrics are identified in the Corporate Responsibility Data Table, as needed
	2–5	External assurance	Independent Assurance Statement
	2–6	Activities, value chain and other business relationships	2025 Form 10-K: Item 1. Business
	2–7	Employees	2025 Form 10-K: Human Capital
	2–9	Governance structure and composition	Executive Leadership, Board of Directors, Corporate Governance Documents, Form 10-K: Item 1. Business, 2025 Corporate Responsibility Report: Corporate Responsibility Data Table
	2–10	Nomination and selection of the highest governance body	Corporate Governance Principles
	2–11	Chair of the highest governance body	Board of Directors
	2–12	Role of the highest governance body in overseeing the management of impacts	2025 Form 10-K
	2–13	Delegation of responsibility for managing impacts	2025 Form 10-K
	2–14	Role of the highest governance body in sustainability reporting	Corporate Governance Principles, Anti-Slavery and Human Trafficking Statement
	2–15	Conflicts of interest	Code of Business Conduct
	2–16	Communication of critical concerns	Code of Business Conduct, 2025 Form 10-K: Item 1A. Risk Factors
	2–17	Collective knowledge of the highest governance body	2025 Form 10-K
	2–18	Evaluation of the performance of the highest governance body	Corporate Governance Principles, 2025 Proxy: Director Compensation
	2–19	Remuneration policies	2025 Proxy: Director Compensation
	2–20	Process to determine remuneration	2025 Proxy: Director Compensation
	2–21	Annual total compensation ratio	2025 Proxy: CEO Pay Ratio
	2–22	Statement on sustainable development strategy	2025 Corporate Responsibility Report
	2–23	Policy commitments	Reporting & Principles
	2–24	Embedding policy commitments	Reporting & Principles
	2–25	Processes to remediate negative impacts	Code of Business Conduct, Position on Human Rights
	2–26	Mechanisms for seeking advice and raising concerns	Code of Business Conduct
	2–27	Compliance with laws and regulations	2025 Form 10-K, Code of Business Conduct
	2–28	Membership associations	2025 Corporate Responsibility Report: Community Impact
	2–29	Approach to stakeholder engagement	2025 Corporate Responsibility Report: Access & Health Equity, Community Impact

GRI Standard	Disclosure		Location
GRI 3: Material Topics 2022	3–1	Process to determine material topics	2025 Form 10-K: Item 1A. Risk Factors
	3–2	List of material topics	2025 Form 10-K: Item 1A. Risk Factors
	3–3	Management of material topics	2025 Form 10-K: Item 1A. Risk Factors
GRI 201: Economic Performance 2016	201–1	Direct economic value generated and distributed	2025 Form 10-K, 2025 Political Contribution Disclosures 2025 Corporate Responsibility Report: Corporate Responsibility Data Table
	201–2	Financial implications and other risks and opportunities due to climate change	Sustainability and Climate Disclosure 2025
	201–4	Financial assistance received from government	2025 Form 10-K
GRI 203: Indirect Economic Impacts 2016	203–2	Significant indirect economic impacts	2025 Form 10-K, 2025 Corporate Responsibility Report: Access & Health Equity, Community Impact
GRI 205: Anti-corruption 2016	205–1	Operations assessed for risks related to corruption	2025 Form 10-K: Item 1A. Risk Factors
	205–2	Communication and training about anti-corruption policies and procedures	Code of Business Conduct
	205–3	Confirmed incidents of corruption and actions taken	2025 Corporate Responsibility Report: SASB Index
GRI 206: Anti-competitive Behavior 2016	206–1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2025 Form 10-K
GRI 207: Tax 2019	207–1	Approach to tax	Global Tax Policy, U.K. Tax Strategy
	207–2	Tax governance, control, and risk management	Global Tax Policy, U.K. Tax Strategy
	207–3	Stakeholder engagement and management of concerns related to tax	Global Tax Policy, U.K. Tax Strategy
GRI 302: Energy 2016	302–3	Energy intensity	2025 Corporate Responsibility Report: Corporate Responsibility Data Table
GRI 303: Water and Effluents 2018	303–3	Water withdrawal	2025 Corporate Responsibility Report: Corporate Responsibility Data Table
	303–4	Water discharge	2025 Corporate Responsibility Report: Corporate Responsibility Data Table
	303–5	Water consumption	2025 Corporate Responsibility Report: Corporate Responsibility Data Table
GRI 305: Emissions 2016	305–1	Direct (Scope 1) GHG emissions	2025 Corporate Responsibility Report: Corporate Responsibility Data Table
	305–2	Energy indirect (Scope 2) GHG emissions	2025 Corporate Responsibility Report: Corporate Responsibility Data Table
	305–3	Other indirect (Scope 3) GHG emissions	2025 Corporate Responsibility Report: Corporate Responsibility Data Table
	305–5	Reduction of GHG emissions	2025 Corporate Responsibility Report: Corporate Responsibility Data Table
GRI 306: Waste 2020	306–1	Waste generation and significant waste-related impacts	2025 Corporate Responsibility Report: Environment
	306–2	Management of significant waste-related impacts	2025 Corporate Responsibility Report: Environment
	306–3	Waste generated	2025 Corporate Responsibility Report: Corporate Responsibility Data Table
	306–4	Waste diverted from disposal	2025 Corporate Responsibility Report: Corporate Responsibility Data Table
	306–5	Waste directed to disposal	2025 Corporate Responsibility Report: Corporate Responsibility Data Table
GRI 401: Employment 2016	401–1	New employee hires and employee turnover	2025 Corporate Responsibility Report: Corporate Responsibility Data Table
	401–2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits
	401–3	Parental leave	Benefits

Biogen

GRI Standard	Disclosure		Location
GRI 403: Occupational Health and Safety 2018	403–1	Occupational health and safety management system	Environmental Health and Safety Policy
	403–3	Occupational health services	Environmental Health and Safety Policy
	403–4	Worker participation, consultation, and communication on occupational health and safety	Environmental Health and Safety Policy
	403–5	Worker training on occupational health and safety	Environmental Health and Safety Policy
	403–6	Promotion of worker health	2025 Corporate Responsibility Report: Workforce & Culture
	403–7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Environmental Health and Safety Policy
	403–8	Workers covered by an occupational health and safety management system	Environmental Health and Safety Policy
	403–9	Work-related injuries	2025 Corporate Responsibility Report: Corporate Responsibility Data Table
GRI 404: Training and Education 2016	404–2	Programs for upgrading employee skills and transition assistance programs	2025 Corporate Responsibility Report: Workforce & Culture
GRI 405: Diversity and Equal Opportunity 2016	405–1	Diversity of governance bodies and employees	2025 Proxy: Corporate Governance, 2025 Corporate Responsibility Report: Corporate Responsibility Data Table
	405–2	Ratio of basic salary and remuneration of women to men	2025 Corporate Responsibility Report: Corporate Responsibility Data Table
GRI 413: Local Communities 2016	413–1	Operations with local community engagement, impact assessments, and development programs	2025 Corporate Responsibility Report: Community Impact
GRI 414: Supplier Social Assessment 2016	414–2	Negative social impacts in the supply chain and actions taken	Responsible Supply Chain Statement
GRI 415: Public Policy 2016	415–1	Political contributions	2025 Political Contributions Disclosures
GRI 416: Customer Health and Safety 2016	416–1	Assessment of the health and safety impacts of product and service categories	Reporting & Principles
	416–2	Incidents of non-compliance concerning the health and safety impacts of products and services	2025 Corporate Responsibility Report: SASB Index
GRI 417: Marketing and Labeling 2016	417–1	Requirements for product and service information and labeling	Reporting & Principles
	417–2	Incidents of non-compliance concerning product and service information and labeling	2025 Corporate Responsibility Report: SASB Index
	417–3	Incidents of non-compliance concerning marketing communications	2025 Corporate Responsibility Report: SASB Index
GRI 418: Customer Privacy 2016	418–1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2025 Form 10-K

PRINCIPLES, POLICIES AND POSITIONS

CORPORATE RESPONSIBILITY

Animal Welfare

Anti-Slavery and Human Trafficking Statement

Code of Business Conduct

Comprehensive Compliance Program

Corporate Governance Principles

Human Rights Position Statement

Stem Cells

ACCESS & HEALTH EQUITY

Access Programs

Clinical Research and Bioethics

Clinical Trial Transparency and Data Sharing

Global Privacy Program

Patient Safety

Payments to Healthcare Professionals

Pricing Principles

ENVIRONMENT

Environmental Responsibility

Global Environmental, Occupational Health & Safety Policy

Sustainability and Climate Disclosure

WORKFORCE & CULTURE

Code of Business Conduct

Culture and Inclusion

Elements of Our Culture

Global Environmental, Occupational Health & Safety Policy

EEO Statement and Reports

ADDITIONAL 2025 DISCLOSURES

Annual Report

U.S. Securities and Exchange Commission Form 10-K

Independent Assurance Statement to Biogen

PRIOR DISCLOSURES

2024 Corporate Responsibility Report

2023 Corporate Responsibility Report

2022 ESG Report

2021 Year in Review

2020 Year in Review

2019 Year in Review

2018 Corporate Social Responsibility Report

2017 Global Impact Report

2016 Global Impact Report

2015 Corporate Citizenship Report

Corporate Responsibility Data Table footnotes

1. The increase is due to a temporary shutdown of on-site steam-generating equipment at the Cambridge site, during which Biogen purchased steam externally to meet operational needs.
2. Scope 3 Categories 10, 11, 13, 14 and 15 were determined to be not applicable or negligible.
3. The metric reflects data from 90% of top suppliers; emissions increased due to higher spend driven by business priorities.
4. The increase is due to an increase in emissions from air transportation.
5. The increase is due to the expansion of the early access program, requiring greater product distribution to reach more patients.
6. This metric represents our top 80% of suppliers by 2025 spend and is inclusive of near- and long-term targets.
7. Energy Attribute Certificates (EACs) are used to claim use of renewable electricity. The decrease in Power Purchase Agreement (PPA) reflects Cambridge's transition from a PPA to Renewable Energy Certificates (RECs).
8. RECs retired include bundled and unbundled Energy Attribute Certificates (EACs), including Green-e certified Renewable Energy Certifications, Guarantees of Origin, J-Credits, Australian RECs and I-RECs to match Biogen's electricity usage in the U.S./Canada, Europe, Japan, Australia and other global affiliate locations, respectively.
9. As a member of RE100, our 100% renewable energy goal covers our imported electricity, which we continue to maintain through acquiring Energy Attribute Certificates (EACs). Biogen takes a global approach to calculating the percentage of electricity consumed by our global operations matched by acquiring EACs. Biogen aims to procure EACs in the same grids where we consume electricity. In certain cases, Biogen may procure renewable energy in other locations. The residual emissions from these regions represent 0.07% of Global Renewable Electricity.
10. This metric represents our top 50% of suppliers by 2025 spend.
11. This metric represents the amount of water reused/recycled, comprised of reclaimed water onsite, harvested rainwater and municipal gray water, as a portion of total water use.
12. The reduction in freshwater withdrawal and discharge was largely attributable to the transition of operations from Biogen's Weston, Massachusetts, site.
13. All waste disposal methods are covered in these metrics; no waste is disposed of by other methods. Data include non-hazardous waste generated by Biogen operations (e.g., non-hazardous solid waste and trucked off wastewater). Waste derived from construction and demolition debris, incinerator ash and other contractor activities is not included.
14. The increase in waste reused was driven by the closure of Biogen's Weston, Massachusetts site and the donation of furniture from sites in Weston, Massachusetts, and Cambridge, Massachusetts.
15. See the Environment section for details on the increase in composting.
16. This metric represents food waste diverted to anaerobic digestion, a process that converts food waste into renewable biogas.
17. Biogen uses both co-processing programs and non-hazardous waste with energy recovery, which is generated by incineration.
18. This metric represents the percentage of total non-hazardous waste generated that is diverted from waste-to-energy, incineration or landfill through reuse, recycling, composting and anaerobic digestion.
19. Total hazardous and biohazardous waste increased as a result of continued enhancements to our data collection and categorization processes.
20. Corporate giving includes global medical grants and patient education grants, general grants, infrastructure grants, donations, in-kind donations, fellowships and sponsorships.
21. Includes grants awarded by the Biogen Foundation exclusive of the Foundation's Employee Matching Gifts Program.
22. Employee Matching Gifts consists of Foundation giving through 1:1 and 2:1 donation campaigns.
23. Includes data covering all permanent global employees and is adjusted for the number of women and men at each level within the organization and within the same country, for base compensation only. Permanent employees include total employees and exclude limited-term contractors and educational employees/interns. The pay ratio is calculated by averaging the mean base pay for women to mean base pay for men within the same country and level.

Discussion of Emissions Factors

Scope 1

- U.K. Department for Energy Security and Net Zero (formerly the Department for Business, Energy and Industrial Strategy) 2025.
- Climate Leaders 2025.

Scope 2

- International Energy Agency (IEA) 2025.
- U.S. Environmental Protection Agency eGRID 2023 (released June 2025).
- Reliable Disclosure (RE-DISS) and AIB European Residual Mixes 2022.
- Bespoke factor for municipal steam. Emission factor value provided by Biogen (0.08442 MT/klb).

Scope 3

- U.K. Department for Energy Security and Net Zero (formerly the Department for Business, Energy and Industrial Strategy) 2025.
- Climate Leaders 2025.
- IEA 2025.

Narrative footnotes

Access & Health Equity

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Workforce & Culture

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Environment

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SAFE HARBOR

This report contains forward-looking statements, relating to, among other topics, our corporate responsibility programs and initiatives; the potential of Biogen's commercial business and pipeline programs; and risks and uncertainties associated with drug development and commercialization. These forward-looking statements may be accompanied by such words as "aim," "anticipate," "assume," "believe," "contemplate," "continue," "could," "estimate," "expect," "forecast," "goal," "guidance," "hope," "intend," "may," "objective," "outlook," "plan," "possible," "potential," "predict," "project," "prospect," "should," "target," "will," "would" or the negative of these words or other words and terms of similar meaning. Drug development and commercialization involve a high degree of risk, and only a small number of research and development programs result in commercialization of a product. Results in early-stage clinical trials may not be indicative of full results or results from later-stage or larger-scale clinical trials and do not ensure regulatory approval. You should not place undue reliance on these statements. Given their forward-looking nature, these statements involve substantial risks and uncertainties that may be based on inaccurate assumptions and could cause actual results to differ materially from those reflected in such statements.

These forward-looking statements are based on management's current beliefs and assumptions and on information currently available to management. Given their nature, we cannot assure that any outcome expressed in these forward-looking statements will be realized in whole or in part. We caution that these statements are subject to risks and uncertainties, many of which are outside of our control and could cause future events or results to differ materially from those stated or implied in this document, including, among others, uncertainty of our long-term success in developing, licensing, or acquiring other product candidates or additional indications for existing products; expectations, plans, prospects and timing of actions relating to product approvals, approvals of additional indications for our existing products, sales, pricing, growth, reimbursement and launch of our marketed and pipeline products; the potential impact of increased product competition in the biopharmaceutical and healthcare industry, as well as any other markets in which we compete, including increased competition from new originator therapies, generics, prodrugs and biosimilars of existing products and products approved under abbreviated regulatory pathways; our ability to effectively implement our corporate strategy; difficulties in obtaining and maintaining adequate coverage, pricing, and reimbursement for our products; the drivers for growing our business, including our dependence on collaborators and other third parties for the development, regulatory approval, and commercialization of products and other aspects of our business, which are outside of our full control; risks related to commercialization of biosimilars, which is subject to such risks related to our reliance on third parties, intellectual property, competitive and market challenges and regulatory compliance; the risk that positive results in a clinical trial may not be replicated in subsequent or confirmatory trials or success in early-stage clinical trials may not be predictive of results in later-stage or large-scale clinical trials or trials in other potential indications; risks associated with clinical trials, including our ability to adequately manage clinical activities, unexpected concerns that may arise from additional data or analysis obtained during clinical trials, or the possibility that regulatory authorities may require additional information or further studies, or may fail to approve or may delay approval of our drug candidates; and the occurrence of adverse safety events, restrictions on use with our products, or product liability claims; and any other risks and uncertainties that are described in other reports we have filed with the U.S. Securities and Exchange Commission, which are available on the SEC's website at www.sec.gov.

These statements speak only as of the date of this report and are based on information and estimates available to us at this time. Should known or unknown risks or uncertainties materialize or should underlying assumptions prove inaccurate, actual results could vary materially from past results and those anticipated, estimated or projected. Investors are cautioned not to put undue reliance on forward-looking statements. A further list and description of risks, uncertainties and other matters can be found in our Annual Report on Form 10-K for the fiscal year ended December 31, 2025, and in our subsequent reports on Form 10-Q. Except as required by law, we do not undertake any obligation to publicly update any forward-looking statements whether as a result of any new information, future events, changed circumstances or otherwise.

2025 CORPORATE RESPONSIBILITY REPORT

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