

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
CONSOLIDATED REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID N544166	EMPLOYER NAME BIOGEN INC.			
ADDRESS 225 BINNEY STREET	CITY/TOWN CAMBRIDGE	STATE MA	ZIP CODE 02142	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS	CITY/TOWN	STATE	ZIP CODE	

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
330112644

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): E82LHNZSCUA3

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)
 YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)
 YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

541714 - Research and Development in Biotechnology (except Nanobiotechnology)

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	1	4	44	1	7	0	0	0	39	2	11	0	0	0	109
First/Mid-Level Officials and Managers	43	58	653	54	189	0	0	13	719	85	184	1	0	23	2022
Professionals	40	64	506	41	240	1	1	17	534	116	271	1	3	15	1850
Technicians	18	9	121	95	10	0	5	8	37	53	1	0	0	3	360
Sales Workers	10	13	126	20	7	1	1	2	145	14	6	0	1	3	349
Administrative Support Workers	3	13	21	7	5	0	0	2	123	67	22	0	1	11	275
Craft Workers	3	0	36	6	1	0	0	2	0	0	0	0	0	0	48
Operatives	0	0	0	5	0	0	0	0	1	0	0	0	0	0	6
Laborers and Helpers	2	0	1	8	2	0	0	1	0	1	0	0	0	0	15
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2022 REPORTING YEAR TOTAL	120	161	1508	237	461	2	7	45	1598	338	495	2	5	55	5034
PRIOR 2021 REPORTING YEAR TOTAL	132	183	1719	290	465	4	6	49	1933	432	528	2	7	56	5806

SECTION I – WORKFORCE SNAPSHOT PERIOD
10/22/2022 - 11/4/2022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

Not Applicable

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SECTION K – OFFICIAL CERTIFICATION OF SUBMISSION

EMPLOYER IDENTIFICATION

OFS COMPANY ID
N544166

EMPLOYER NAME
BIOGEN INC.

ADDRESS

225 BINNEY STREET

CITY/TOWN

CAMBRIDGE

STATE

MA

ZIP CODE

02142

CERTIFICATION COMMENTS (optional)

Additional ASM Information: Our submission does not include data for Reata Pharmaceuticals, Inc., a company that Biogen acquired effective September 26, 2023, because Biogen does not have access to Reata's 2022 EEO-1 Component 1 data for a workforce snapshot period from the fourth quarter of 2022 since our HRIS systems have not yet been integrated.

CERTIFICATION STATEMENT

"I certify that the information, including any workforce demographic data, provided in this report is correct and true to the best of my knowledge and was prepared in conformity with the directions set forth in the form and accompanying instructions."

Knowingly and willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.

DATE OF CERTIFICATION

12/4/2023 3:15 PM [EST]

EMPLOYER'S CERTIFYING OFFICIAL

Name of Employer's Certifying Official

Audrey Ragueneau

Title of Certifying Official

HR Governance Lead

Email Address of Certifying Official

audrey.ragueneau@biogen.com

Telephone Number of Certifying Official

617-914-0787

PRIMARY POINT OF CONTACT (POC) FOR EEO-1 COMPONENT 1 REPORTING

Name of Primary POC

Audrey Ragueneau

Title and Employer of Primary POC

HR Governance Lead
Biogen Inc.

Email Address of Primary POC

audrey.ragueneau@biogen.com

Telephone Number of Primary POC

617-914-0787