Contents

2021 Enhancements

Achieving Security: Your Financial Well-being

Biogen invests in you in a variety of ways, including competitive compensation, retirement benefits and income protection, to help you achieve your short- and long-term financial well-being goals.

Income Protection

To ensure you and your family have a source of income in times of financial stress, Biogen provides life insurance and disability coverage at no cost to you. You'll automatically receive **basic life**, accidental death & dismemberment (AD&D) and business travel accident insurance equal to two times your pay. *

Supplemental coverage can provide important protection should you have to manage anything unexpected. You may purchase **supplemental life insurance** if you'd like extra protection for yourself, your spouse or domestic partner and/or your child(ren). New employees may purchase supplemental coverage without providing proof of good health, up to certain limits. *

*Details may vary for executive employees. Refer to the Additional Benefits Summary for U.S.-Based Executives for more information.

Life and AD&D Insurance

The Company automatically provides basic life, AD&D and business travel accident insurance equal to two times your pay — at no cost to you. ** For additional protection, you can elect supplemental life

insurance in increments of one to seven times vour annual nav This https://engage.foleon.com/biogen/achieving-security-your-financial-well-being/

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also choose to purchase additional coverage for your spouse/domestic partner and/or children. For more information, review the **Paying for Coverage guide**.

New employees can elect four times supplemental life coverage (up to \$2,250,000 for basic and supplemental coverage combined) without providing proof of good health, or up to seven times supplemental coverage (up to \$3,500,000 for basic and supplemental coverage combined). *

** Federal tax regulations require you to pay income taxes on the value of employer-provided life insurance that exceeds \$50,000. This is called "imputed income." The annual value of your imputed income (which is subject to FICA and Medicare withholding) is shown on your W-2 form each year.

Short-term Disability

You'll automatically receive short-term disability coverage up to 100% of your pay for the first three months you're unable to work due to an illness or injury, and 70% for the next three months. Biogen provides you with short-term disability (STD) and long-term disability (LTD) insurance through The Hartford.

Long-term Disability (LTD)

If your disability continues for longer than six months, **long-term disability** coverage continues to provide 60% of your base pay. You also have the option to purchase additional long-term disability coverage to increase your benefit to 70% of your salary in the event of a long-term disability. Plus, for 2021, we're **increasing the LTD limit** from 24 to 36 months for those who may need to take time away to manage mental health or substance use. For more information about LTD coverage https://engage.foleon.com/biogen/achieving-security-your-financial-well-being/ Contents

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Benetits Scout

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Our newest decision-support tool, **Benefits Scout**, provides voluntary insurance benefit recommendations. Just answer a few questions and learn what coverage level may be right for you.

Your way to Biogen's Benefits

Tax-Advantaged Savings Accounts

Regardless of which medical plan you enroll in, you have the opportunity to pay your medical bills using a taxadvantaged account. The type of account you have access to depends on which plan you're enrolled in.

Dependent Care Flexible Spending Account

Contribute up to \$5,000 on a pre-tax basis each year and save on day care expenses for dependent children and adults.

Health Savings Account

Use tax-free dollars contributed by you and Biogen — to pay for eligible health care expenses incurred by you and your dependents, now and in the future. **Click here** to learn about the HSA plan and how it can help you and your family save for future medical costs.

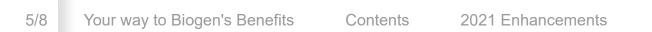
Health Care Flexible Spending Account (FSA)

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expenses on a yearly basis.				
differences	re about the between the counts, check			
Advantaged	er Look: Tax- I Accounts" in I Plan Guide.			

Additional Financial Well-being Resources

Biogen is proud to provide a number of other programs to support your financial wellbeing. Visit our **Financial Well-Being** page to learn how you can take advantage of these offerings.

- Save for your future through our 401(k) Plan, administered by Fidelity.
- Share in Biogen's success with the **Employee Stock Purchase Plan (ESPP)**. Purchase common stock at a 15% discount during quarterly offering periods.
- Assess your financial needs and achieve your goals with CAPTRUST Financial Advising. You have access to one-on-one meetings either in person or over the phone, as well as seminars, online resources and newsletters.
- Let Biogen support your continued education through our **Tuition Reimbursement** program.
- Our College Savings Plan also enables you to set aside tax-advantaged funds for college expenses
- Visit the **Perks Portal** for discounts on cell phone plans, movie and theme park passes, new vehicle purchase and more!
- Protect what matters to you with MetLife Home and Auto Insurance.
- Use our credit union partners (Metro Credit Union in Massachusetts and Coastal



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related to an adoption. This benefit is capped at a lifetime maximum of \$10,000