

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 your annual pay. This

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

BENEFITS SCOUT

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.

Tax-Advantaged Savings Accounts

Regardless of which medical plan you enroll in, you have the opportunity to pay your medical bills using a tax-advantaged 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)

eligible health care expenses on a yearly basis.

To learn more about the differences between the types of accounts, check

out *"A Closer Look: Tax-Advantaged Accounts"* in our **Medical Plan Guide**.

Additional Financial Well-being Resources

Biogen is proud to provide a number of other programs to support your financial well-being. 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



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