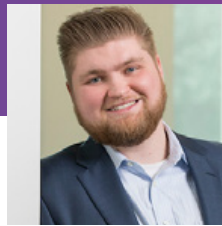
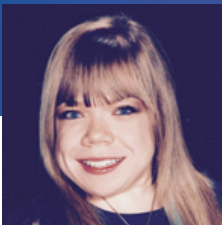


# Global Code of Conduct and Business Ethics



**B:OMARIN**<sup>®</sup>

**GCE** Global Compliance  
& Ethics  
innovation powered by integrity



# A Message from our CEO

## J.J. Bienaime, Chief Executive Officer

The unique and colorful “i” in BioMarin’s logo has played a core part in BioMarin’s identity. The Spectrum “i” is an artistically enhanced monosaccharide analysis strip derived using carbohydrate analysis technology developed by Glyko – a company that led to BioMarin’s founding.

I believe the “i” also stands for “Innovation powered by Integrity.” Innovation – because we are dedicated to providing innovative treatments to patients around the world who are suffering from rare genetic diseases, and Integrity – because we are committed to cultivating an environment that thrives on our Employees’ creativity and intellect, while respecting and following the laws and regulations that govern our behavior. Integrity is doing the right thing even when no one is watching.

### Our Expectations

At BioMarin, we demonstrate responsibility through the decisions we make every day as we perform our job duties. Our patients, customers, shareholders, and fellow Employees depend on us to adhere to the highest standards of business ethics. Our personal and professional integrity contributes to fostering an ethical culture and, ultimately, to our performance.

As BioMarin Employees, we are required to adhere to BioMarin’s Global Code of Conduct & Business Ethics (the Code), other internal Company policies, and applicable laws and regulations. The Code and policies relate to our day-to-day activities, which help guide how we conduct business, advance our mission, and uphold BioMarin’s name and reputation. Each of us shares in the responsibility for promoting a positive and ethical work culture.

### Global Code of Conduct & Business Ethics

The Code is one element of BioMarin’s effort to ensure lawful and ethical conduct by the Company and its subsidiaries’ officers and Employees. It is BioMarin’s policy and practice to conduct all aspects of its business in accordance with legal and regulatory requirements and with the highest standards of ethical behavior. Our ultimate goal is increasing shareholder value by providing the best possible service to the patients who may benefit from BioMarin’s products.

The Code is intended to serve as a guide to help each BioMarin Employee make the right decisions while interacting with coworkers, healthcare professionals, patients, customers, contractors, vendors, competitors, governments, shareholders, and local communities. The Code emphasizes BioMarin’s absolute commitment to integrity and fairness in advancing patient care. It is not intended as a complete list of acceptable and unacceptable actions. Rather, it provides general guidance and an expression of BioMarin’s principles. Although laws and customs will vary in different locations where we may operate, our basic ethical responsibilities are global. Any questions or concerns about the Code should be directed to management or the Corporate Compliance team within the Global Compliance & Ethics department (GCE). The Code may be modified from time to time. Any changes to the Code will be provided to all Employees.

### Global Compliance & Ethics Hotline

All BioMarin Employees are required to report actual or suspected violations of law and BioMarin policy. You help foster an ethical environment by bringing forward any evidence of unethical or illegal behavior. If you need to report a violation, have questions, or are just seeking guidance, please speak to any member of management, Corporate Compliance, or report to the Compliance and Ethics hotline ([www.biomin.ethicspoint.com](http://www.biomin.ethicspoint.com)). BioMarin has an open-door policy with zero tolerance for retaliation, and all reports will be reviewed and responded to appropriately.

So, I thank you all for your continued hard work in bringing novel medicines to our patients around the world. I ask that as you work toward our goals, you remember the Spectrum “i” and bring Innovation and Integrity to everything you do.

Sincerely,

J.J. Bienaime  
Chief Executive Officer



“I believe the  
“i” also stands  
for Innovation  
powered by  
Integrity.”

# Table of Contents

## **A Message from Our CEO** ..... 2

## **Our Commitment to Integrity** ..... 4

This section of the Code provides principles regarding ethical business practices, advancing patient care, and responsibility for all our activities.

- BioMarin Corporate Principles
- Global Code of Conduct and Business Ethics
- Getting Help and Advice

## **Our Compliance Program** ..... 7

This section provides principles and resources to assist every individual within the Company to act in a legal and ethical manner and to know how and where to obtain help or resources, when needed.

- Global Compliance & Ethics Program
- Raising Concerns and Doing the Right Thing
- Open Door Policy

## **Our Company** ..... 13

This section provides principles governing the research, development, and manufacturing of our products.

- Company Assets and Property
- Confidential and Proprietary Information
- Intellectual Property
- Conflicts of Interest
- Accurate Business Records
- Responsible Use of Personal Information

## **Our Employees** ..... 26

This section provides principles regarding the fair and equitable treatment of all Employees, protecting their health and safety, and promoting a positive and respectful work environment.

- Workplace Conduct
- Environmental Health and Safety
- Drug and Alcohol Abuse

- Employee Privacy
- Corporate Opportunities
- Our Industry

## **Our Industry** ..... 32

This section provides principles related to improving the lives of patients by finding and developing safe and effective medicines, manufacturing them at the highest levels of quality, and demonstrating their value through appropriate educational and promotional activities that comply with all applicable laws and regulations.

- Healthcare Laws and Regulatory Requirements
- Interactions with Healthcare Professionals
- Bribery and Corruption
- Antitrust and Competition Laws
- Business Intelligence
- Dealing with Vendors
- Good Operating Practices
- Drug Safety – Reporting Adverse Events
- Human Subject Protection in Clinical Research
- Animal Rights
- Human Rights
- Patient Advocacy Groups

## **Our Community and the Public** ..... 50

This section provides principles governing programs in our community, and our relationships with investors, and others we interact with.

- Corporate Funding and Support
- Global Independent Research Support
- External Communications
- Insider Trading
- Public Affairs and Political Activity
- Interaction with Government Entities

## **List of Acronyms** ..... 58



# Our Commitment to Integrity

---

## OUR COMMITMENT TO INTEGRITY

# BioMarin Corporate Principles

### Integrity

Integrity is the basis of all BioMarin's (the Company's) corporate relationships. Each Employee is expected to practice the highest standards of honesty, accuracy, and integrity at all times.

### Ethical Business Practices

The Company does not seek competitive advantages through illegal or unethical business practices. Each Employee should endeavor to deal fairly with the Company's patients, customers, healthcare professionals (HCPs), fellow Employees, and other business associates. No Employee should take unfair advantage of anyone through inappropriate manipulation, abuse of privileged information, misrepresentation of material facts, or any unfair dealing.

### Advancing Patient Care

BioMarin succeeds, and therefore creates shareholder value, by providing the best possible service to the patients who may benefit from our products. This includes embracing and creating innovative programs and strategies for supporting education and awareness, both to the public and to HCPs, about BioMarin's products and the indications that they are approved to treat. It also includes embracing and creating innovative and ethical programs and strategies for expanding patient access to BioMarin products designed to meet unmet medical needs, always ensuring that our practices reflect a respect for compliant external interactions and patient privacy.

### Employee Responsibility

BioMarin requires its Employees to meet the highest standards of responsibility in all their activities. BioMarin is committed to selecting, developing, and promoting Employees with self-drive and empathy who:

- Combine professional competence with a leadership style that motivates people to high performance;
- Have an open mind and a sense of urgency;
- Understand the Company's needs;
- Have the courage to question conventional wisdom;
- Have the flexibility required to broaden their experience; and
- Abide by the Code and the Corporate Principles described herein in their decisions and actions.



## WHAT DOES IT MEAN TO PERFORM WITH INTEGRITY?

Performing with integrity means setting the right priorities and delivering on our commitments while adhering to BioMarin's Corporate Principles and the standards set forth in this Code.

### We do this by:

- Integrating integrity into all that we do;
- Conducting ethical business practices by holding ourselves personally accountable to high ethical standards; and
- Demonstrating leadership by fostering an environment focused on performance with integrity and accountability.

At BioMarin, performance with integrity is not only what we do – it's who we are.



## OUR COMMITMENT TO INTEGRITY

# Global Code of Conduct and Business Ethics

The Code applies to all BioMarin employees, including full-time, part-time, temporary employees, and interns (collectively, Employees). Other persons and/or entities retained by BioMarin and/or authorized to act on its behalf are subject to BioMarin's Supplier Code of Conduct. Annually, each Employee must read, understand, and certify to adhering to this Code.

The Code is designed to help guide our business behavior and provides useful links to further information. However, it does not provide answers to every question you may have, and it is not a substitute for your individual responsibility to exercise good judgment and common sense.

Adherence to the Code inspires trust and confidence and is critical to BioMarin's success. Adherence to the Code is also a condition of employment. BioMarin does not tolerate violations of the Code, as violations can have serious consequences for the Company and for Employees. For Employees, a violation of the Code may result in disciplinary action up to and including termination of employment, as well as civil and criminal penalties under federal, state, and country-specific laws and regulations.

# Our Compliance Program

---



## OUR COMPLIANCE PROGRAM

# Global Compliance & Ethics program

BioMarin's Board of Directors (the Board) has ultimate oversight authority over BioMarin's Global Compliance & Ethics program (the Program). The Board sets the tone for the ethical behavior expected of all officers, Employees, and business partners. The Chief Compliance Officer is responsible for the implementation and operation of the Program and management of the GCE department. BioMarin's Program is an enterprise-wide, global initiative that addresses the seven elements discussed in the U.S. Department of Health and Human Services Office of Inspector General Compliance Program Guidance for Pharmaceutical Manufacturers, as well as the tenets of the U.S. Federal Sentencing Guidelines and other applicable global laws and regulations. The Program's purpose is to strengthen internal controls in order to prevent, detect, and correct fraud, misconduct, and violations of Company policies, procedures, and/or applicable laws and regulations.

### Global Compliance & Ethics Department

GCE is responsible for overseeing and coordinating BioMarin's Program-related activities, including overall implementation, auditing, and monitoring of the Program. GCE is also responsible for educating officers and Employees regarding compliance-related matters.



### Chief Compliance Officer

The Chief Compliance Officer is responsible for overseeing BioMarin's Program. The Compliance Officer ensures there is broad application and consistent interpretation of our standards throughout the Company. The Compliance Officer oversees GCE and reports to the Board and the Chief Executive Officer (CEO).

### Corporate Business Policies

In addition to the Code, we have developed Corporate Business Policies (CBPs) and procedures to help ensure that our business practices are in compliance with applicable laws and regulations. The CBPs are located on BioWeb under Departments/Global Compliance & Ethics/Corporate Compliance/Corporate Business Policies. If you have any questions about the CBPs, please contact any member of Corporate Compliance.



### Consulting and Evaluation of Business Practices

Corporate Compliance monitors business practices for compliance with the Program, investigates alleged compliance violations, implements appropriate corrective action plans, and responds to compliance violations.

### Education and Training

BioMarin is committed to maintaining awareness of the Program through education and training of our Employees and officers on CBPs and compliance-related activities, risks, and laws. This includes, but is not limited to, new Employee orientation, general training, and educational programs, along with annual certification to this Code.

### Auditing and Monitoring

The Compliance Officer oversees the development and implementation of the auditing and monitoring activities designed to assess compliance with BioMarin's CBPs, procedures, and processes.

### Effective Reporting and Investigative Processes

Corporate Compliance will investigate any alleged violations of this Code, CBPs, or any applicable laws, regulations, or ethical business norms in order to assure compliance with the requirements of BioMarin's Program.

### Enforcement

BioMarin is committed to an effective Program and adherence to BioMarin's CBPs and procedures as well as all applicable federal, state, and country-specific laws and regulations. Violations may result in discipline up to and including termination of employment and/or referral to law enforcement.

### Enterprise and Fraud Risk Assessments

The Compliance Officer, in collaboration with GCE, develops and facilitates a periodic assessment of enterprise risk, develops processes where there is a significant risk of fraudulent conduct, and facilitates management's identification of risk-mitigating actions and controls.

### Global Data Privacy Management

The Global Data Privacy team sits within Corporate Compliance and is committed to fostering a culture of privacy compliance at BioMarin by partnering with the business to manage risk, educate Employees, analyze legislation, and provide practical guidance to support BioMarin's commitment to improving patient lives.



## WHERE CAN I FIND BIOMARIN'S CORPORATE BUSINESS POLICIES?

Copies of our CBPs can be found on BioWeb. You are expected to understand how these policies apply to you and to follow them. We encourage you to discuss any questions or concerns with your supervisor or any member of Corporate Compliance or HR.

# Raising Concerns and Doing the Right Thing

In BioMarin's complex and highly regulated environment, making the proper decision can be challenging.

BioMarin encourages the open discussion of questions and concerns in order to avoid inappropriate decision-making or action that is a potential violation of BioMarin policies or applicable law. Because of BioMarin's absolute commitment to integrity and fairness, we need and value your input. One way you can help continue to foster an ethical environment at BioMarin is by bringing forward any evidence of unethical, unlawful, or inappropriate behavior to management, Corporate Compliance, or the Compliance & Ethics hotline. BioMarin has an open-door policy with zero tolerance for retaliation.

When an Employee fails to comply with this Code and/or the laws, regulations, policies, and procedures governing BioMarin's business, potential consequences to the individual may include termination, criminal convictions involving jail sentences and/or substantial fines, as well as significant civil liability. In addition, BioMarin may be civilly and criminally liable for offenses committed by its Employees, and persons and entities retained and authorized to act on behalf of BioMarin.

You may face situations that are not explicitly covered by the Code. If you are ever unsure about how to proceed in a certain business situation, you should ask yourself the following questions:

- Is my behavior legal?
- Is it in line with BioMarin's Corporate Principles?
- Does it comply with the Code?
- Does it comply with the Corporate Business Policies (CBPs) or other relevant BioMarin procedures?
- Could it have negative consequences for BioMarin or me?
- Would I be comfortable if it were reported in the news media?

Often, the answers to these questions will provide all the guidance you need. But if you still have doubts about the correct behavior, have questions, would like guidance, or need to report a violation, you should contact management or any member of Corporate Compliance. Supervisors are responsible for ensuring all Employees reporting to them receive the help and advice they need to comply with the Code and BioMarin's policies and procedures. For times when you don't feel comfortable speaking directly with management, we urge you to contact our Compliance & Ethics hotline, at [www.biomin.ethicspoint.com](http://www.biomin.ethicspoint.com), which allows you to file a report online or by phone, and to do so anonymously if you wish, to the degree permitted by local law.



We would rather you report anonymously (where permitted by law) than keep the information to yourself. Your input is essential to ensuring we promote safety, security, and ethical behavior. No person will be disciplined for reporting a concern in good faith. In fact, BioMarin Employees have an affirmative duty to raise good faith concerns of policy violations or unethical/illegal activity.

It is BioMarin's policy to employ a fair process by which to determine violations of the Code or Company policies. When making a report, you are expected to promptly provide a specific description of the violation that you believe has occurred, including any information you have about the persons involved and the time of the violation. If you make a report to your supervisor, and you believe they have not taken appropriate action, you should contact Corporate Compliance. Supervisors must promptly report any complaints or observations of Code or policy violations to Corporate Compliance. We will investigate all reported Code or policy violations promptly and with the highest degree of confidentiality possible. Neither you nor your supervisor may conduct any preliminary investigation unless authorized to do so by Corporate Compliance. As needed, we will consult with the Legal department and Human Resources on the investigation and/or the suspected violation. Honesty and cooperation are required of all Employees participating in investigations.

If an investigation indicates that a violation of the Code or Company policy has occurred, the Company will take appropriate action under the circumstances. If it is determined that an Employee is responsible for a violation of the Code or Company policy, they will be subject to disciplinary action up to, and including, termination of employment and referral to law enforcement.

# Open-Door Policy

The foundation of our compliance effort is openness, accessibility, and discussion within the BioMarin community. Most issues can be resolved locally before they become problems for Employees, the Company, or the public. BioMarin's open-door policy encourages Employees to present ideas, raise concerns, and ask questions, especially those of a legal or ethical nature, but also those relating to quality of work. All supervisors are responsible for supporting this policy by maintaining an "open door" for their direct reports and other Employees who may reach out to them.

Although we hope that Employees feel comfortable discussing any matter with their supervisors, there may be times when a supervisor cannot help. In these cases, you should speak to others, including the next higher level of supervision or any member of Corporate Compliance.

Retaliation against any Employee who seeks advice, raises a concern, reports misconduct, or assists in an investigation is strictly prohibited and is itself a serious violation of BioMarin's Code. Concerns about retaliation should be reported immediately to Corporate Compliance.





# Our Company

---



## OUR COMPANY

# Company Assets and Property

BioMarin has a duty to safeguard its assets, including, but not limited to, its cash, investments, facilities and equipment, inventory, computers, computer software, business records (including written and electronic documents), customer information, patents, copyrights, and trademarks (collectively referred to as Company Assets). Company Assets are primarily intended for Company business. Additionally, BioMarin owns any intellectual property relating to Company business that is created using Company Assets or within the scope of an Employee's employment.

BioMarin provides Employees with equipment to assist them in performing their work, which may include, but is not limited to, furniture, supplies, computer systems, office and cellular telephones, smart phones, copiers, and vehicles. At all times, this equipment remains the Company's property and must be used properly and maintained in good working order. You are permitted to use electronic equipment for personal, non-business purposes in a limited fashion, provided such use does not interfere with your work performance or Company business. Employees and other authorized users of Company electronic equipment have an obligation to use it in a responsible, ethical, and lawful manner and in compliance with this Code and other corporate policies and procedures.

The Company reserves the right, at all times and without prior notice, to inspect and search all Company Assets for any purpose. Such inspections may be conducted during or outside business hours and in the presence or absence of the Employee.

Although you may use Company Assets for incidental personal matters, you should not have an expectation of personal privacy for information sent to, from, or stored in any Company communication systems, except where mandated by law.

In addition, no voicemail, e-mail, text message, photo, website, or any other document that an Employee creates or saves using Company Assets may contain content that may reasonably be considered offensive. Offensive content includes, but is not limited to, sexual comments or images, racial slurs, or any comments or images that would offend someone on the basis of their age, disability, gender, race, religion, national origin, physical attributes, sexual orientation, or any other classification protected by national, state, provincial, or local law.

Employees may access Company files and programs only with proper authorization. Employees may not make unauthorized copies of any BioMarin computer software or information (whether in electronic or hard copy form) or load software onto BioMarin's computer systems without Information Management's (IM) support and approval. Employees wishing to install any software on BioMarin's computer systems must contact the IM department for authorization.

It is critical to protect our information from misuse, data breaches, and other cyber or information security threats, which can have serious negative consequences to BioMarin, our patients, customers, shareholders, and fellow Employees. All Employees must report any suspected cyber or information security incident they may become aware of in the course of business to the IM Security and Compliance department ([cybersecurity@bmrn.com](mailto:cybersecurity@bmrn.com)) or the IM Helpdesk ([helpdesk@bmrn.com](mailto:helpdesk@bmrn.com)). Employees should refer to BioMarin's Information Security policy for more information on their responsibilities around protecting information, systems, and assets.



## WHAT IS A CYBER OR INFORMATION SECURITY INCIDENT?

A cyber or information security incident is an event that may indicate that BioMarin's systems or data have been compromised or that measures put in place to protect them have failed.

Examples of such security incidents include:

- Lost or stolen computers or other devices containing BioMarin data;
- Attempts from unauthorized sources to access systems or data;
- Unplanned disruption to a service or denial of a service;
- Unauthorized processing or storage of data; or
- Unauthorized changes to system hardware, firmware, or software.

# Confidential and Proprietary Information

The protection of confidential and proprietary information is vital to BioMarin's success. No Employee should reveal or divulge any such information unless legally mandated to do so during the ordinary course of business.

Upon hire, each Employee is required to sign an Employee Confidential Information and Inventions Agreement (the Agreement), promising that they will not divulge confidential or proprietary information or material outside BioMarin. In addition, the Agreement acknowledges that products, services, ideas, concepts, processes, and other information developed while working for the Company are the sole property of BioMarin and are important proprietary assets for BioMarin. Various laws enable the Company to protect these assets.

Examples of confidential or proprietary information include, but are not limited to, marketing plans and strategies, sales and marketing data, customer and Employee records, research and technical data, clinical trial data, manufacturing techniques, pricing information, and information pertaining to business development opportunities and new products and services. It is in BioMarin's best interest to protect and prevent inappropriate or unauthorized disclosures of our confidential and proprietary information, as well as third-party confidential and proprietary information provided to BioMarin.

**Employees can help protect confidential and proprietary information by following these principles:**

- Be careful when using the telephone, smart phones, e-mail, and other electronic means of storing and sending information.
- Do not forward confidential or proprietary information to non-BioMarin e-mail accounts, even your own (e.g., Gmail) account, unless approved by management.
- Terminate your access to any sensitive data no longer needed to perform your job.
- Do not discuss confidential information in public places where others may overhear (e.g., industry conferences, airports, trains, or restaurants).
- Never provide confidential information to outsiders without first getting a written confidentiality agreement and approval from the Legal department. If you have a question as to whether information is confidential, be sure to ask.
- Beware of informal telephone or e-mail requests from outsiders seeking information.





## IF A BIOMARIN EMPLOYEE RECEIVES AN E-MAIL FROM AN EXPERT NETWORK TO PARTICIPATE IN ONE OF THEIR ACTIVITIES, CAN THE EMPLOYEE PARTICIPATE IN THE ACTIVITY?

BioMarin prohibits Employees from participating in or providing information to Expert Networks without the prior written approval of the General Counsel. If you are a current member of an Expert Network or have an agreement to provide services of a similar nature, you must immediately disclose this to BioMarin for a review of any actual or potential conflict of interest ([COILegal@bmrn.com](mailto:COILegal@bmrn.com)).

### Expert Networks

“Expert Networks” are broadly defined to include any individual or organization that solicits information about BioMarin and its operations and activities. Typically, Expert Networks seek to collect information from one or several individuals that may, on its face, seem to be inconsequential or not confidential and to aggregate or analyze that data in a way that provides material confidential information about a company. Most often, Expert Networks are hired for primary research purposes by the financial services industry (e.g., hedge funds), management consultants, and corporations.



# Intellectual Property

Through our discovery, development, and delivery of innovative medicines, we help to treat serious and life-threatening diseases. Protecting BioMarin's intellectual property is essential to maintaining the Company's competitive position and ability to bring innovative medicines to patients.

BioMarin's intellectual property includes its patents, trademarks, trade secrets, and copyrights, as well as the scientific and technical knowledge, know-how, and experience developed during the course of the Company's activities. Employees are expected to support the establishment, protection, maintenance, and defense of BioMarin's rights in all intellectual property and to use those rights in a responsible way.

In addition to protecting BioMarin's intellectual property rights, Employees must respect the valid intellectual property rights of others. Unauthorized use of the intellectual property rights of others may expose the Company to civil lawsuits and damages. Theft and misappropriation of intellectual property may result in significant fines and criminal penalties for the Company and for you.

If you have any questions related to intellectual property matters, consult a member of the Legal department's Intellectual Property group.



## IF SOMETHING IS TRADEMARKED, PATENTED, OR COPYRIGHTED IN ONE COUNTRY, IS IT PROTECTED IN OTHER COUNTRIES, TOO?

No, not necessarily. The Legal department's Intellectual Property group tracks the trademark, patent, and copyright status of BioMarin's assets, as appropriate, on a worldwide basis. To find out if something is trademarked, patented, or copyrighted, contact the Intellectual Property group and request a search to determine whether the item has protected status in any country of concern to you.

# Conflicts of Interest

BioMarin expects each Employee to exercise sound judgment in pursuing the Company's best interests. Employees should avoid situations where their personal interests, investments, or associations conflict with their ability to exercise good judgment on behalf of BioMarin or are inconsistent with or opposed to the best interests of the Company. Conflicts of interest may arise directly with Employees or through family connections. Conflicts of interest also arise when an Employee, or a member of their family, receives improper personal benefits as a result of their position with the Company.

Every Employee has the obligation to bring to the attention of Legal any business dealing or relationship they feel may present even the appearance of a conflict of interest ([COLegal@bmrn.com](mailto:COLegal@bmrn.com)). Legal will consult with necessary internal functions and then make a determination as to whether such a conflict of interest exists.

It is not possible to address every situation in which a conflict of interest may arise. The following are guidelines Employees should follow:

## Outside Employment

Activities away from BioMarin and outside the scope of your employment should not compromise BioMarin's interests or adversely affect your job performance or responsibilities. For example, outside employment should not cause poor job performance, absenteeism, tardiness, leaving early, or refusal to travel on Company business.

Both the fact and appearance of a conflict of interest must be avoided. Also, it is important not to create relationships that are likely to create

conflicts in the future. This includes, but is not limited to, performing any services for BioMarin's customers, suppliers, or competitors on non-BioMarin working time; serving as a vendor of BioMarin; the unauthorized use of any Company tools and equipment; conducting any outside business during paid BioMarin working time; and the unauthorized use or application of confidential information or techniques.

## Corporate Opportunities

Employees owe a duty to BioMarin to advance the Company's legitimate business interests when the opportunity to do so arises. Employees are prohibited from taking themselves (or directing to a third party) a business opportunity that is discovered through the use of Company property, information, or position, unless BioMarin has already been offered the opportunity and has turned it down in writing from an appropriate member of the Executive Committee.

Sometimes the line between an individual benefit to an Employee and a benefit to BioMarin is difficult to draw, or both types of such benefits may be derived from certain similar activities. In such situations, the only prudent course of conduct for Employees is to make sure that any use of BioMarin property or services that is not solely for the Company's benefit is approved beforehand by an appropriate member of senior management. In cases of uncertainty, Employees should seek guidance from their supervisor or Legal ([COLegal@bmrn.com](mailto:COLegal@bmrn.com)).

## Personal Investments or Transactions

While BioMarin respects your right to manage your investments and does not wish to interfere with your personal life, you are responsible for avoiding situations that present—or create the appearance of—a potential conflict between your interests and those of the Company.

There are many circumstances that may give rise to a potential financial conflict of interest. Thus, when in doubt, you should seek guidance ([COLegal@bmrn.com](mailto:COLegal@bmrn.com)).

### Personal Relationships

BioMarin permits the employment of qualified relatives of Employees, as long as such employment does not, in the opinion of BioMarin, create actual or potential improprieties or conflicts of interest.

It is the responsibility and obligation of each Employee to disclose to their department management the existence of a personal relationship that may create a conflict of interest. Please see your regional Employee Handbook for additional information about employment of family members.

### Acceptance of Gifts, Meals, Entertainment, or Other Favors

Even when gifts and entertainment are exchanged out of the purest motives of personal friendship, they may be misunderstood. For example, a gift from a vendor may appear to be an attempt to influence an Employee to direct BioMarin business to that vendor. To avoid both the reality and appearance of improper relations with a vendor or a potential vendor, the following standards apply to the receipt of gifts and entertainment by BioMarin Employees.

Employees shall not solicit gifts, gratuities, or any other personal benefit or favor of any kind from any individual or company currently doing business with BioMarin or any individual or company that is anticipated to do such business.

Employees may accept unsolicited gifts, provided they are items of nominal value. The gift's value must not raise any questions of an obligation on the part of the recipient.

Employees are strictly prohibited from accepting any remuneration in any situation where an Employee is representing or providing services on BioMarin's behalf or is already being paid by BioMarin for the time or effort. From time to time, BioMarin may establish programs for the benefit of its Employees, whereby discounts from vendors may be offered. Such approved programs are acceptable within this Code.

Employees may not solicit entertainment from any individual or company doing business with BioMarin.

### From time to time, Employees may accept unsolicited entertainment, but only if all the following conditions apply:

- The entertainment occurs infrequently, and it arises out of the ordinary course of business;
- It involves reasonable, not lavish, expenditures (the amounts involved should be of a nature that Employees are normally accustomed to spending for their own business or personal entertainment); and
- The entertainment takes place in settings that are reasonable, appropriate, and fitting to BioMarin Employees, their hosts, and the business at hand.

## Outside Activities

BioMarin supports Employee community service. However, it is important to be aware that outside activities related to the Company's business may raise issues for BioMarin. It is therefore essential that Employees speak with their supervisor before engaging in such outside activities (e.g., board membership at a local hospital, committee work in a professional organization, or speaking at an industry-related conference) and obtain pre-approval.

## Professional and Trade Organizations, Patient Advocacy Groups, Task Forces, and Advisory Groups

Employees may be asked, or may seek, to participate in various professional or trade organizations, patient advocacy groups, task forces, or industry advisory groups. If such activities relate to the biopharmaceutical industry, the Employee must seek their supervisor's approval before engaging in the activities.

## External Speaking Engagements

BioMarin Employees must comply with relevant laws, regulations, and industry standards when presenting on BioMarin's behalf. All external speaking engagements or presentations conducted on behalf of BioMarin, or related to BioMarin's business, require approval from the Employee's supervisor. In addition, all such speaking engagements and presentations require additional review by the Medical Materials Review Committee (MMRC), Promotional Review Board (PRB), Manuscript Publication Review Committee (MPRC), Materials and Congresses Committee (MCC), Corporate Communications, and/or Investor Relations, as appropriate.

## Board Memberships

The Company encourages service as directors or trustees on corporate, civic, professional, charitable, or other similar boards where there exists no conflict of interest with the Employee's duty to the Company. Any individual desiring to serve on any board, panel, or similar advisory body of any for-profit or not-for-profit organization associated with healthcare (hospitals, patient organizations, research institutions, etc.) must disclose such appointments in advance and secure approval as stated below. Any Employee may participate in, and does not need to disclose or seek approval for, a non-industry, non-healthcare related, not-for-profit, charitable, or non-commercial organization that has no relation to BioMarin's business (e.g., schools, heritage associations, clubs, amateur sport organizations, and charities).

- Group Vice Presidents and above may join one board (public or private) upon approval by the General Counsel and the Chief Executive Officer.
- Employees at the Vice President/Principal Scientist/Fellow level may join one advisory board upon approval of their Executive Vice President/President and the General Counsel.
- All Employees may participate in the management board of non-healthcare related family businesses, provided that such service does not make use of any BioMarin equipment or resources, is conducted outside of working hours, and does not interfere with the Employee's regular job duties. All such relationships must be disclosed, but do not require advanced approval.



If at any time after approval, circumstances change (e.g., the time commitment increases, or a potential conflict arises), the Employee should:

- Abstain from any decision or discussion that could create an actual conflict of interest; and
- Request a new approval, noting the changed circumstances.

### Potential Conflicts of Interest — Questions to Ask Yourself

There is potential for a conflict of interest if your outside financial or other interests or obligations affect your work at BioMarin. Here are some questions to ask yourself to determine if there is a potential conflict of interest:

- Do I have a significant financial interest in any company that does business with BioMarin?
- Do I spend time on outside work or hobbies during my normal BioMarin business hours?
- Do I accept valuable or frequent gifts from suppliers, customers, or competitors? If so, could these gifts influence or appear to influence my decision making at BioMarin?
- Am I in a position to hire or directly supervise a spouse, relative, or close friend?

If a potential conflict arises, then you must contact Legal and complete a conflict-of-interest disclosure form.

If you have any questions about conflicts of interest, or wish to disclose a potential conflict by completing the disclosure form, contact Legal at [COLegal@bmrn.com](mailto:COLegal@bmrn.com).

# Accurate Business Records

All Company books, records, and documents must be kept in such a way as to accurately and completely reflect all BioMarin transactions. These include, but are not limited to, accounts, time sheets, bills, invoices, expense reports, payroll and benefits records, performance evaluations, electronic records, images, accounting or other financial records, manufacturing and production records, and laboratory notebooks.

Employees must ensure to the best of their ability that all books, records, and documents of the Company accurately and completely reflect the Company's transactions. Knowingly providing false, incomplete, or inaccurate information is improper, and in some situations illegal, and may constitute fraud.

Employees must not withhold information from, or fail to provide information to, management. Each Employee must cooperate fully with the Finance department and the Company's independent auditors in providing complete and accurate information to help ensure the Company's books, records, and documents are accurate and up to date.

## Records Management

BioMarin has records and information management policies and procedures to ensure that Company records are maintained, stored, and, when appropriate, destroyed in accordance with the Company's



needs and in compliance with applicable legal requirements. Employees must maintain records in accordance with the applicable records management policies for their business, region, or function. See BioMarin's Records Management policy (LEG-CBP-003-Global).

Records may be demanded by third parties, including regulatory agencies, parties in litigation, or other inquiries beyond the normal retention period. If you receive a "Legal or Audit Hold," or reasonably believe that an investigation is under way, you must not alter or discard any relevant information. All questions regarding Legal or Audit Holds or requests by third parties to maintain records beyond the normal retention period must be directed to the Legal department. All requests for documents or subpoenas for documents or information must be forwarded to the Legal department immediately.

# Responsible Use of Personal Information

## Global Data Privacy

The Global Data Privacy office is committed to fostering a culture of privacy compliance at BioMarin by partnering with the business to manage risk, educate personnel, analyze legislation, and provide practical guidance to support BioMarin's commitment to improve patients' lives.

Ensuring any personal information obtained by BioMarin is used responsibly and in compliance with all applicable laws and regulations is critically important. Employees, job applicants, research study subjects, research investigators, patients, healthcare professionals, vendors, suppliers, and many other people around the world entrust their personal information to BioMarin.

"Personal information" is defined differently by different data privacy laws and regulations around the world but generally includes any information that pertains to or identifies a specific person—for example, a person's medical information, e-mail address, name, mailing address, telephone number, Social Security number, or credit card number.



## WHAT PRACTICES CAN I IMPLEMENT TO IMPROVE BIOMARIN DATA PRIVACY?

- Set unique system password controls and never share passwords;
- Set screensavers to be activated during user inactivity and require login information to re-access the computer system;
- Lock workstations immediately before leaving the computer system or workstation; and
- Never leave personal information unattended on desks, near copy machines, or in areas that are easily accessible by others.





All BioMarin employees are accountable for safeguarding personal information and for responsibly using such information within the boundaries of applicable law and BioMarin privacy policies. We inform individuals of the collection and processing of their personal information, allowing them the opportunity to exercise their privacy rights and make informed decisions. We minimally collect and process personal information for specific and legitimate business purposes, responsibly use, store, share, transfer, retain and destroy personal information, and keep that information confidential and secure as part of our commitment to integrity.

See BioMarin's Privacy policy (GCE-CBP-024-Global) for further information, and contact the Global Data Privacy office if you have any questions or concerns regarding the responsible use of personal information.



# Our Employees

---



# Workplace Conduct

BioMarin promotes a workplace free from discrimination, harassment, and bullying based on a foundation of mutual respect, open communication, integrity, and a fundamental understanding that Employees are the Company's most valuable resource. BioMarin provides equal employment opportunities to all qualified persons without regard to race, color, religion or creed, gender, marital status, age, sexual orientation, pregnancy, medical condition, veteran status, disability, national origin or ancestry, genetic information, or other protected characteristics. This means equal opportunity in regard to each individual's terms and conditions of employment and in regard to any other matter that affects, in any way, the working environment of the Employee. To further this commitment, BioMarin has established the We Care Team – a cross functional group led by Global Security and including Human Resources, Legal, and Information Management – in an effort to reduce workplace violence and support Employees' emotional, mental, and physical well-being. Employees who have a good faith belief that they or others have been subjected to inappropriate workplace conduct, bullying, or are victims of domestic violence/self-harm, should report relevant details to their supervisor, Human Resources, and/or Global Security as soon as possible. The We Care Team evaluates all reported concerns, and those determined to be credible during an initial inquiry are fully investigated.

**BioMarin has established the We Care Team – a cross functional group led by Global Security and including Human Resources, Legal, and Information Management – in an effort to reduce workplace violence and support Employees' emotional, mental, and physical well-being.**

The safety and security of our Employees is vitally important. BioMarin will not tolerate violence or threats of violence in, or related to, the workplace. Employees who experience, witness, or otherwise become aware of a violent or potentially violent situation that occurs on BioMarin property or affects our business must promptly report the situation to their supervisor, Human Resources, or Global Security. Employees can also report workplace-violence-related concerns (including situations involving self-harm and domestic violence) via the EthicsPoint hotline ([www.BioMarin.EthicsPoint.com](http://www.BioMarin.EthicsPoint.com)) should they prefer to remain anonymous (to the degree allowed by local law).

BioMarin does not permit any individual to have weapons of any kind on BioMarin property or in BioMarin vehicles, while on the job or off-site on BioMarin business. This is true even if you have obtained a legal permit to carry weapons.

Any person who engages in threatening or violent action on BioMarin property may be removed from the premises and may be required, at BioMarin's discretion, to remain off Company premises pending the outcome of an investigation.



## **I KNOW SEXUAL HARRASSMENT IS AN IMPORTANT ISSUE IN THE U.S., BUT WHAT ABOUT OUTSIDE THE U.S. WHERE DIFFERENT CULTURAL NORMS AND STANDARDS MIGHT EXIST?**

BioMarin's policies regarding discrimination, harassment, and bullying apply globally. Consult Human Resources, or Global Security when the issue is workplace violence, if you are unsure about whether certain conduct is consistent with BioMarin's policies.

## OUR EMPLOYEES

# Environmental Health, Safety, and Sustainability

As part of BioMarin's commitment to improving the health and well-being of people worldwide, we strive to effectively manage our natural and workplace environments. To achieve this goal, BioMarin has put in place Environmental Health, Safety, and Sustainability (EHS&S) policies and guidelines. For more information on our EHS&S programs, and to read our Global EHS&S policy, please refer to the BioMarin website (<https://www.biomarin.com/our-company/corporate-social-responsibility/environmental-health-safety-and-sustainability-ehss/>).

### Occupational Health and Safety

BioMarin strives to provide a safe and healthy environment for our Employees and visitors, to attain the highest possible level of safety in all our activities and operations, and to comply with health and safety laws applicable to our business. Employees are expected to be conscientious about workplace safety.

Employees should immediately report any unsafe conditions or potential hazards to their supervisor, even if the problem is believed to have been corrected. Any suspected hazard on Company premises, or in a product, facility, piece of equipment, process, or business practice for which BioMarin is responsible should immediately be brought to the attention of your supervisor and EHS&S by submitting an Incident Report into Intelx, the EHS&S Incident Management System. The Intelx application can be accessed from the EHS&S BioWeb page.





Supervisors shall arrange to correct any unsafe condition or hazard immediately and must notify EHS&S of the situation.

BioMarin may periodically issue rules, guidelines, or SOPs governing workplace safety and health, as well as rules and guidelines regarding the handling and disposing of hazardous substances and waste. All Employees will receive appropriate safety training at the start of their employment and periodically during employment. Strict compliance with safety rules is expected. Failure to comply with health and safety rules, guidelines, or SOPs or any negligent work performance that endangers the health and safety of Employees is not acceptable.

Accidents or injuries that occur on Company property, or while performing work-related duties, must be reported immediately to the Employee's supervisor, EHS&S, and Human Resources, and the supervisor should submit an Incident Report via Intelix within one (1) business day.

### **Environmental Responsibility and Sustainability**

BioMarin is committed to conducting its operations and managing its products in a manner protective of the environment. In the course

of BioMarin's operations, chemical substances that are handled and used are regulated at the national, state, and local levels as hazardous substances or hazardous waste. As such, BioMarin is required to comply with a wide range of requirements and is responsible for the proper handling and disposal of materials. BioMarin provides training and information pertaining to chemical substances, hazardous substances, and hazardous waste to facilitate a safe and healthy work environment and minimize any risks to Company operations.

BioMarin is committed to complying with all applicable environmental laws and regulations. No one at BioMarin may participate in conduct that may result in the violation of an applicable environmental regulation or requirement. Bypassing any environmental control or monitoring device is strictly prohibited, except in an emergency situation or where specifically permitted by an appropriate government agency. If an Employee is unsure about carrying out any action regarding environmental compliance, they should discuss the action with their supervisor, EHS&S, or GxP Compliance prior to undertaking such action.



## **I SUSTAINED AN INJURY WHILE PERFORMING WORK-RELATED DUTIES. WITHIN HOW MANY DAYS DO I NEED TO REPORT THE INJURY?**

Accidents or injuries that occur on Company property, or while performing work-related duties, must be reported immediately to the Employee's supervisor, EHS&S and Human Resources, and the supervisor should submit an Incident Report via Intelix within one (1) business day.

# Drug and Alcohol Abuse

Although we respect individual privacy, we also recognize that substance abuse poses serious health and safety hazards in the workplace. We are dedicated to achieving a substance-abuse-free environment for the health and well-being of Employees and for the enhancement of our competitive position.

BioMarin's policy is compassionate but firm: the use of alcohol, illegal drugs, and controlled substances without a prescription on Company time and/or on Company property is prohibited. Specifically, the Company prohibits the following:

- Possessing, using, or being under the influence of alcohol or an illegal drug or a controlled substance during working hours or while on Company business or Company property;
- Operating a Company-owned or Company-leased vehicle while under the influence of alcohol, illegal drugs, or a controlled substance; and
- Actual or attempted distribution, sale, manufacturing, or purchasing of an illegal drug or a controlled substance during working hours, while on Company business, or on Company property.

An Employee suspected of possessing alcohol, an illegal drug, or a controlled substance is subject to inspection and search, with or without notice. All personal property on Company premises is also subject to inspection and search, with or without notice. Employees who violate

the Company's drug and alcohol policy will be removed from the workplace immediately. The Company may also bring the matter to the attention of the appropriate law enforcement authorities. Any conviction for criminal conduct involving illegal drugs, intoxicants, or controlled substances, whether on-duty or off-duty, or any violation of the Company's drug and alcohol abuse policy, may lead to disciplinary action, up to and including termination.



**MY CO-WORKER HAS RECENTLY BEEN COMING INTO WORK WITH ALCOHOL ON THEIR BREATH. WHILE THEY DON'T SEEM IMPAIRED, I WORRY THAT THEY MAY BE DRUNK ON THE JOB. I'M AFRAID TO CONFRONT THEM. WHAT SHOULD I DO?**

If your coworker has an alcohol problem, they could be compromising their own and other Employees' safety, as well as their ability to perform on the job. If you feel that sufficient evidence exists that they are under the influence of alcohol while at work, you should speak to your supervisor or contact Human Resources or Corporate Compliance.

### Prescription and Over-The-Counter Drugs

The use of prescription and/or over-the-counter drugs also may affect an Employee's job performance. An Employee who is using a prescription or over-the-counter drug that could impair their ability to perform the job safely or affect the safety or well-being of others must submit a physician's statement that the prescription drug use will not affect job safety. The Employee need not identify the medication or the underlying illness.

### Alcohol and Business Entertainment

On occasion, BioMarin staff may entertain contractors, collaborators, or customers during work hours or after work hours as representatives of the Company. These occasions may include lunches, dinners, social events, and business conferences. On these occasions, the moderate and limited use of alcoholic beverages is acceptable. Alcohol may be served at social events sponsored by the Company, but only with the approval of a Vice President. Employees are expected to remain responsible, professional, and sober at all times while conducting business on behalf of BioMarin.

BioMarin-organized patient events must never include alcohol. And BioMarin must not purchase alcohol for HCPs or Employees at HCP speaking engagements. (See BioMarin's Patient Events, Promotional Speakers, and Business Meals with HCPs policies for more detail.)

### Treatment and Rehabilitation

BioMarin will reasonably accommodate Employees with chemical dependencies (alcohol or drugs) if they voluntarily wish to seek treatment and/or rehabilitation. Employees desiring assistance should request a referral through their medical insurance provider or BioMarin's Employee Assistance Program (EAP) provider. The Employee may also need to request an unpaid treatment or rehabilitation leave of absence.



## I THINK I MIGHT HAVE A SUBSTANCE ABUSE PROBLEM. CAN BIOMARIN HELP?

If you're concerned that you may have a problem with alcohol or drugs, BioMarin encourages you to seek help by contacting counseling professionals available through BioMarin's EAP or your medical provider. If you request voluntary assistance for a substance abuse problem, you may be eligible for an approved, unpaid leave to pursue treatment and rehabilitation or other forms of assistance.



# Our Industry



## OUR INDUSTRY

# Healthcare Laws and Regulatory Requirements

As a biopharmaceutical company, BioMarin is part of a unique industry. The purchaser of our products is often not the one recommending, prescribing, or using them. The purchaser (or reimbursing or payor of medicines) may be the government or a healthcare insurance company, while the decision-maker may be a doctor, healthcare institution or organization, or pharmacist. As a result, the biopharmaceutical industry is subject to a host of global rules and regulations.

### Healthcare laws and regulations seek to:

- Reduce fraud and abuse in government and other regulated healthcare programs;
- Help manage public and private systems for the reimbursement of healthcare expenses;
- Eliminate the improper influence of financial and other incentives on medical judgment;
- Ensure the ethical promotion and communication of product information to patients, healthcare professionals, and healthcare organizations;
- Reduce the cost of healthcare; and
- Protect patients and improve the quality of healthcare services.



As BioMarin is a global company, the laws and regulatory requirements of one country may apply to activities in another country. For example, many requirements of the U.S. Food and Drug Administration (FDA) must be followed by BioMarin operations outside the U.S. In the event local laws and regulatory requirements differ from those of the U.S., the stricter set of laws and regulatory requirements should be followed unless otherwise decided by the Legal department and Corporate Compliance.

BioMarin follows all applicable laws and regulatory requirements governing the development, manufacturing, distribution, advertising, and promotion of drugs and biological products and is fully committed to healthcare law and regulatory compliance globally. Employees must be familiar with all relevant laws and regulatory requirements that pertain to their job responsibilities.

By following BioMarin's global and regional policies, you will ensure your compliance with all laws and regulations relating to the conduct of business in the biopharmaceutical industry. If you have any questions or concerns regarding these healthcare laws and regulatory requirements, you are encouraged to contact any member of Corporate Compliance.

## OUR INDUSTRY

# Interactions with Healthcare Professionals

BioMarin's interactions with healthcare professionals (HCPs) are aimed at exchanging scientific information that can help optimize the understanding and safe use of BioMarin's products. We exchange this information in a transparent, accurate, and timely fashion. These interactions are based on standards of ethics, integrity, and fair remuneration for services.

The rules that govern the payment or provision of anything of value, such as gifts, meals, entertainment, honoraria, sponsored trips, or grants are complex and differ from country to country (and sometimes even within countries). The consequences for failing to comply with these rules can result in significant monetary and sometimes criminal penalties. It is important you understand and comply with all rules of the country or region in which the HCP resides and/or practices medicine. In addition, regardless of where you or the HCP are located, any payment or benefit provided to an HCP must comply with the following standards:

- All payments must be accurately documented and transparent, and must be reported as necessary in compliance with all applicable HCP spend transparency laws (see BioMarin's Spend Transparency Reporting policy for more detail);
- Payments should never be made as an inducement for an HCP to recommend or prescribe BioMarin products or as a reward for prescribing BioMarin products;

- Payments must be for legitimate services or in support of legitimate research or education that is of value to BioMarin or the scientific community at large; and
- BioMarin should not, without a documented and approved exception from Corporate Compliance, pay more than fair market value for services or more than is necessary to support clinical or medical education and research.



## CAN BIOMARIN HIRE AN HCP TO PROVIDE NEEDED CONSULTING SERVICES?

Yes, as long as: (1) there is a legitimate need for the services; (2) the HCP is qualified to perform the services; (3) payment for the services is no more than fair market value; (4) a contract is executed prior to any services being provided; and (5) BioMarin makes appropriate use of the services. BioMarin cannot retain the services of an HCP as a quid pro quo for that HCP prescribing or recommending a BioMarin product. (See BioMarin's HCP Consultants policy for more detail.)



## MAY I INVITE AN HCP TO ATTEND A SPORTING EVENT?

No, this type of activity is not permitted per the Pharmaceutical Researchers and Manufacturers of America (PhRMA) Code, other global industry codes, and BioMarin policy.

The advertising and promotion of pharmaceutical products is highly regulated. BioMarin is committed to complying with good marketing practices by adhering to applicable laws, regulations, relevant industry codes, and all relevant internal policies and procedures.

BioMarin's product promotion must be fair, balanced, and consistent with the approved label of the product being promoted. BioMarin keeps HCPs fully informed of the approved uses, safety issues, contraindications, side effects, and characteristics of our products.

We provide this information using:

- Package inserts;
- Mailings to HCPs;
- PRB-approved educational and/or promotional materials;
- Presentations by our field-based personnel or contracted speakers bureaus; and
- Approved social media and websites.

The information provided in these materials must be consistent with the approved label (FDA, EMA, etc.) and scientific knowledge pertaining to the relevant products. Although HCPs generally may prescribe medical products in accordance with their best medical judgment, manufacturers may not promote any use of a product that is inconsistent with the approved label. As such, Employees must use only marketing and promotional materials that have been approved by the PRB or other applicable review body in the Employee's region.

## Marketing Integrity

Beyond adhering to pharmaceutical industry regulations and standards, BioMarin is committed to fair competition as a matter of corporate conduct. We abide by all laws that apply to our marketing activities. Under these laws, it is illegal to use unfair methods of competition or unfair or deceptive acts or practices in commerce. Examples include, but are not limited to:

- False or misleading advertising, or any other form of misrepresentation made in connection with product sales;
- Bribery of competitors' or customers' employees; and
- Unfair comments about competitors' products.



# Bribery and Corruption

BioMarin policy prohibits Employees or anyone acting on BioMarin's behalf from offering, giving, promising, or paying money or anything of value, either directly or indirectly, to any individual, institution, or company for any illegitimate purpose. Illegitimate purposes include improperly exerting influence, gaining an unfair business advantage, or providing inappropriate incentives in connection with obtaining or retaining business.

No one acting for BioMarin (including Employees and their families, vendors, agents, consultants, or any other party acting on behalf of BioMarin or a BioMarin Employee) is allowed to offer or give any form of improper advantage, either directly or indirectly, to any individual or company for the purpose of obtaining or retaining business. Improper advantages include illegal rebates, bribes, kickbacks, under-the-table payments, gifts or favors, and any other similar improper material benefit in connection with the negotiation, purchase, lease, or sale of goods or services or retention of existing business.

This principle applies globally to all public and private business interactions involving BioMarin. BioMarin also prohibits "commercial bribery," a form of bribery that involves corrupt dealing with the agents or employees of potential buyers to secure an advantage over business competitors, which is illegal in many countries.

Most countries in which we do business have laws that forbid making, offering, or promising any payment or anything of value (directly or indirectly) to a government official when the payment is intended to influence an official act or decision to award or retain business. In the United States, the Foreign Corrupt Practices Act (FCPA) regulates U.S. companies doing business abroad. The FCPA makes it illegal for

employees of U.S. companies to directly or indirectly give anything of value to a foreign (outside of the U.S.) government official, political party, or party official in order to gain an improper business advantage. In addition, its accounting provisions make it illegal to improperly record transactions. As a U.S. company, BioMarin and all of its U.S. and non-U.S. subsidiaries, Employees, and agents must comply with the FCPA.

We must also comply with all local anti-bribery and corruption laws that may govern interactions with HCPs (whether or not they are government officials) and patients. In our business, we must be particularly sensitive to bribery and corruption issues because governments are often both the regulator of our products and the purchaser. We also use the services of HCPs and scientists, many of whom are employees of public institutions and may be considered government officials. For this reason, Employees must not make a payment or provide a benefit that is intended to improperly influence, or even appears to improperly influence, a government official's actions.

Payments need not be in cash to be illegal. Anti-corruption laws generally prohibit giving or offering to give "anything of value" in order to obtain or retain business. Over the years, many non-cash items have been the basis of bribery prosecutions, including travel expenses, golf outings, automobiles, and loans with favorable interest rates or repayment terms. Indirect payments made through agents, contractors, vendors, partners, or other third parties are also prohibited. BioMarin and its Employees may not avoid liability by "turning a blind eye" to bribes made on its behalf.

In 2021, BioMarin updated its Global Anti-Bribery & Anti-Corruption (ABAC) policy, which continues to provide BioMarin Employees with further guidance in connection with BioMarin's commitment to conducting all of its business and affairs ethically and in compliance with anti-corruption laws worldwide. The policy includes a list of red flags that should make you suspicious of potentially corrupt activity.

# Antitrust and Competition Laws

The U.S. federal government, most state governments, the European Union, and many foreign governments have enacted antitrust or competition laws. These laws prohibit illegal “restraints of trade” to ensure markets for goods and services operate competitively and efficiently.

In the U.S. and some other jurisdictions, violations of antitrust laws can lead to substantial civil liability, including triple the actual economic damages to the plaintiff. Moreover, violations of antitrust laws are often treated as criminal acts that can result in felony convictions of both corporations and individuals. Although these laws are complex and difficult to summarize, at a minimum, they prohibit anti-competitive agreements that affect prices, terms or conditions of sale, or fair competition.

In addition, Employees or representatives of BioMarin should never threaten to use the Company’s market position (e.g., our strength in certain therapeutic categories) against a third party, boast about dominance or market power, disparage competing products, or mislead a customer or supplier about a competitor. These actions may violate antitrust laws in certain jurisdictions and may create an appearance of improper behavior.

**Employees of BioMarin must be alert to avoid even the appearance of anti-competitive conduct. As such, BioMarin prohibits:**

- Discussions or other contacts with competitors regarding competitively sensitive information such as prices or future plans;
- Discussions or other contacts with suppliers and customers that unfairly restrict trade or exclude competitors from the marketplace;
- Agreements with competitors that allocate markets or customers; and
- Agreements to force a customer to buy a product it does not want as a condition of a sale of a different product or as a condition of BioMarin purchasing products or services from that customer.



### **Participation in Trade Associations or Other Forums for Discussion with Competitors**

Participation in trade associations and other professional organizations may serve useful and legitimate purposes, such as exchanging information about government regulations. However, Employees must be careful because these meetings also bring together competitors who might discuss matters of mutual concern and potentially cross the line into noncompliance with antitrust and competition obligations. Employees should always clear their participation in such activities with their supervisor and request specific antitrust training.

As a general rule, if Employees have occasion to speak with competitors, they should avoid having discussions in unstructured, casual circumstances and should never discuss competitively sensitive subjects, such as pricing, terms and conditions of doing business, customers, or markets. If a competitor begins to talk about any competitive topics (e.g., rebates), BioMarin Employees must publicly object to the discussion. They should then leave the conversation and immediately inform the Legal department or Corporate Compliance.

## OUR INDUSTRY

# Third Parties

BioMarin engages a number of third parties, such as suppliers, vendors, and HCPs, to perform services on behalf of the Company. As such, it is important for BioMarin Employees to understand the definition of each type of third party and know how to handle interactions and engagements with each third party.

BioMarin engages outside experts, including HCPs, to provide their expertise and advice on topics relevant to BioMarin products, clinical trials, and internal systems or workflows. These consultants must always be retained for legitimate business purposes, including: the design of clinical programs, guidance and recommendations pertaining to pre- and post-launch commercial development work, development of training and educational programs, and other appropriate services essential to BioMarin's operations. For more information on how to work with HCP consultants, please refer to applicable regional policies, including HCP Consultants (GCE-CBP-007-US).

BioMarin's expectations of its suppliers are to abide by the standards for ethics, labor and human rights, environment, health and safety, quality, data privacy, related management systems, and the other matters addressed within BioMarin's Supplier Code of Conduct. Suppliers are encouraged to exceed these expectations. In addition, suppliers must meet any additional requirements contained in BioMarin purchase orders or contracts that they have entered into with BioMarin. BioMarin may periodically assess whether a supplier is meeting the expectations set forth in the Supplier Code of Conduct, including through questionnaires, self-assessments, certifications, and site visits. Whether a supplier meets these expectations may be considered in procurement decisions.





## OUR INDUSTRY

# Global Trade Laws

It is BioMarin policy to manage its operations and global supply chain in strict compliance with all applicable laws and regulations concerning the import, export, and re-export of our products, including intangible products (e.g., software, technology, know-how), and/or technical information in all countries in which we do business. The laws and regulations governing international trade are complex, vary from country to country, and include laws and regulations pertaining to trade embargoes and economic sanctions, export and re-export control, anti-boycott, cargo security, import classification and valuation, origin determination, marking, and free trade agreements. Failure to comply with trade control requirements may result in fines, loss or restriction of import and export privileges, or an adverse public profile for the Company. Failure to comply may also result in termination of employment. Intentional violation of these requirements may be a criminal offense and can result in imprisonment.

To minimize disruptions, maximize our profitability, and enhance our corporate relationship with worldwide border control authorities and other global regulatory agencies, BioMarin has established a Global Trade Compliance policy applicable to all Employees and persons and entities retained and authorized to act on behalf of BioMarin.



# Business Intelligence

It is generally not unethical or illegal to have and make use of public information in conducting our business. Employees may gather intelligence about other companies from public sources, such as websites, published articles, price bulletins, advertisements, brochures, public presentations, and customer conversations. Employees may also contract with an outside vendor to gather business information.

Employees should accept business information about other companies only when, in good faith and upon completion of reasonable diligence, you believe the receipt and use of it is lawful and ethical and does not violate any confidentiality obligations. Employees must never use, or ask any third party to use, unlawful or unethical means such as misrepresentation, deception, theft, spying, or bribery to gather any such information.



**IT MIGHT BE USEFUL TO FIND OUT WHAT PATIENT RECRUITMENT EXCLUSION CRITERIA ARE BEING USED AT ANOTHER COMPANY. THAT INFORMATION IS NOT PUBLICLY AVAILABLE. CAN I POSE AS A POTENTIAL PATIENT RECRUIT, CALL THE CLINICAL RESEARCH SITE, AND SIMPLY ASK SOME QUESTIONS?**

No. Misrepresentation – not disclosing you are a BioMarin Employee or posing as something you are not – is an unethical way to gain access to another company’s confidential information. It violates BioMarin policies as well as our emphasis on integrity. Before you engage in any business intelligence research, speak with your supervisor to confirm your strategy is ethical. Consult with Legal or Corporate Compliance if necessary.

# Good Operating Practices

BioMarin's compliance with laws, regulations, and standards for clinical research and development, manufacturing, and distribution are required to ensure the health and safety of our patients, BioMarin's reputation, as well as BioMarin's continued right to operate. Therefore, involved Employees must understand and follow the rules, policies, and procedures within their areas of responsibility. Specifically, there are sets of regulations and procedures across BioMarin's operations that are collectively referred to as Good Operating Practices or GxPs. The Company and our Employees are dedicated to meeting GxP regulations. The GxP training program and adherence to controlled documents supporting GxPs demonstrate BioMarin's dedication to providing a consistent, safe, effective, and quality product/process. To facilitate compliance, BioMarin has adopted systems and internal controls for all GxP areas.

These include:

- Written policies and procedures;
- Mechanisms to assess compliance with laws and BioMarin policies;
- Where appropriate, processes for reporting and investigating noncompliance with law or policies;
- Processes for conducting and responding to audits;
- Processes for handling regulatory inspections and investigations; and
- Training.

### GxP – Good Operating Practice

GxP is the acronym used when referring to more than one of the five regulatory inspected fields in the pharmaceutical industry. When a "c" is added, this refers to the current expectations based on standard industry practices and available technologies. Regulations may vary depending on geographic location. A sample of pertinent regulations is included below.

### GLP – Good Laboratory Practice

Good Laboratory Practice (US 21 CFR 58 and EU OECD Principles) embodies a set of principles that provide a framework in which laboratory studies are planned, performed, monitored, recorded, reported, and archived. These studies are performed to generate data by which the hazards and risks to users, consumers, and third parties, including the environment, can be assessed. GLP helps assure regulatory authorities that the data submitted are a true reflection of the results obtained during the study and can therefore be relied upon when making risk/safety assessments.

### GCP – Good Clinical Practice

Good Clinical Practice (US 21 CFR 11, 50, 54, 56, 312, and 314; EU Volume 10; and ICH E6) is a set of internationally recognized ethical and scientific quality requirements that must be observed for designing, conducting, recording, and reporting clinical trials that involve the participation of human subjects.



### **GMP – Good Manufacturing Practice**

Good Manufacturing Practice (US 21 CFR 210 and 211; EU Volume 4, Annex 13, and Orange guide; and ICH Q7, 8, 9, and 10) is a set of manufacturing requirements that ensure products are consistently produced and controlled to particular quality standards.

### **GVP – Good Pharmacovigilance Practice**

Good Pharmacovigilance Practice (US 21 CFR 312, 314.80 and 600.80; EMA Guideline on Good Pharmacovigilance Practices Modules; and ICH E2) sets forth the regulatory guidelines for the conduct of pharmacovigilance activities to ensure the safety, quality, and effectiveness of medicinal products.

### **GDP – Good Distribution Practice**

Good Distribution Practice (US 21 CFR 203 and EU Guidelines) is the part of quality assurance that ensures products are consistently stored, transported, and handled under suitable conditions as required by the marketing authorization (MA) or product specification.

# Drug Safety – Reporting Adverse Events

BioMarin is regulated by various government agencies and is required to collect and report adverse event (AE) and special situation event (SSE) information involving our products to these agencies (e.g., EMA, FDA, MHRA). It is BioMarin's policy to comply with all regulations and laws worldwide pertaining to AE and SSE reporting.

An AE is any untoward medical occurrence in a patient or study subject administered a medicinal product, regardless of causal attribution. An AE can therefore be any unfavorable and unintended sign (e.g., an abnormal laboratory finding), symptom, or disease temporally associated with the use of a medicinal product, whether or not considered related to the medicinal product.

SSEs are any reports of medication errors (including dispensing errors, accidental exposure, or maladministration), overdose (whether intentional, accidental, or prescribed), product misuse or abuse, exposure to BioMarin products while pregnant and/or breast-feeding, any lack or loss of intended effect, a drug-drug and/or drug-food interaction, suspected transmission of an infectious agent via a medicinal product, or occupational exposure.

## What Is Your Responsibility as a Company Representative?

All BioMarin Employees and others retained and authorized to act on BioMarin's behalf are required to be aware of and understand BioMarin's policies and procedures related to AE and SSE reporting.

Any BioMarin Employee or agent who becomes aware of an AE or SSE from any source (including scientific meetings or from abstracts and posters at symposiums) must forward the following information to the BioMarin Pharmacovigilance department (BPV) within one (1) business day:

- Reporter's name, occupation, address, telephone number, e-mail address, or other contact details, if available;
- Patient identifier (e.g., date of birth, age or age group, initials, gender), if available;
- Suspect drug details (including, if possible, dose, duration and indication of use, batch number, BioMarin product name); and
- Brief summary of the AE or SSE.

**Do not delay the reporting of an AE or SSE to BPV, even if you do not have all of the above information. If there is no identified patient, reference to an individual patient or patients is sufficient to report to BPV. If necessary, BPV will perform active follow-up to obtain additional information. Report information on AEs or SSEs to BPV using the following contact information:**

**Phone: 415-506-6179**

**Fax: 415-532-3144**

**E-mail: [drugsafety@bmrn.com](mailto:drugsafety@bmrn.com)**

## OUR INDUSTRY

# Human Subject Protection in Clinical Research

BioMarin is committed to the safety of the patients and healthy volunteers who take part in our clinical trials and to upholding the highest ethical, scientific, and clinical standards in all of our research initiatives worldwide. To ensure appropriate protection and respect for the rights of study participants, all BioMarin-sponsored clinical trials are designed and conducted in accordance with all applicable laws and regulations. In addition, the clinical trials adhere to globally recognized principles of international ethics, including the Nuremberg Code, the Belmont Report, the Declaration of Helsinki, CIOMS International Ethical Guidelines for Biomedical Research Involving Human Subjects, and the International Conference on Harmonisation Good Clinical Practice (ICH GCP) Guidelines.

Our policies on conducting ethical research are regularly reviewed and updated to keep pace with the increasing complexity, sophistication, and evolution of clinical trials. We have adopted detailed internal procedures to rigorously ensure ethical and top-quality research design, conduct, and follow-up. These procedures demonstrate BioMarin's respect for the health, well-being, and safety of research participants as well as for the culture, laws, and regulations of the countries in which studies are conducted.



## WHERE DO I FIND INFORMATION ABOUT BIOMARIN SPONSORED CLINICAL TRIALS?

Information about BioMarin-sponsored clinical trials is posted on [www.ClinicalTrials.gov](http://www.ClinicalTrials.gov), a publicly available study registry.

We also have an established monitoring and review system, including appropriate use of independent data monitoring committees, both during and following our research initiatives. All BioMarin-sponsored clinical trials are prospectively reviewed by a qualified Institutional Review Board (IRB) or Independent Ethics Committee (IEC).





## OUR INDUSTRY

# Animal Rights

BioMarin accepts that it is our responsibility to conduct animal research in a humane and ethical manner and in compliance with all applicable local, national, or international laws and regulations, such as those put forth in the Animal Welfare Act, the Guide for the Care and Use of Laboratory Animals, and the Office of Laboratory Animal Welfare. We are committed to planning drug development programs that follow the principle of the “3Rs,” “reduce,” “replace,” and “refine,” while exploring alternative research paths. We conduct studies with a minimal number of animals used. We expect our vendors and research partners to adhere to applicable laws and regulations and to conduct research with the same high standards.

**We are committed to planning drug development programs that follow the principle of the “3Rs,” “reduce,” “replace,” and “refine,” while exploring alternative research paths.**

# Human Rights

BioMarin believes in the dignity of every human being and respects individual rights. These principles are reflected in our Company's mission and core values. Although governments have the primary responsibility to respect, protect, promote, and fulfill the human rights of their citizens, BioMarin recognizes that companies play a supporting role in promoting human rights within their spheres of influence.

We contribute to the fulfillment of human rights through compliance with laws and regulations wherever we have operations, as well as through our policies and programs.

Our guidelines include:

- Encouraging open communication between management and Employees;
- Complying with child labor laws and laws prohibiting any form of forced, bonded, or indentured labor or involuntary prison labor;
- Providing compensation and benefits that are competitive and comply with applicable laws for minimum wages, overtime hours, and mandated benefits;
- Providing a healthy and safe working environment;
- Promoting workforce diversity and not discriminating against any Employee for reasons such as race, color, religion or creed, gender, marital status, age, sexual orientation, pregnancy, medical condition, veteran status, disability, national origin or ancestry, genetic information, or other protected characteristics;
- Promoting supplier and vendor diversity by engaging in contracts with small businesses, including those owned by veterans, minorities, women, and others economically disadvantaged;
- Not tolerating harassment or harsh or inhumane treatment in the workplace; and
- Protecting individual privacy.



# Interactions With Patients

At BioMarin, patients are at the heart of everything we do, and we are dedicated to providing innovative treatments to patients around the world who are suffering from rare genetic diseases. In many of the countries in which BioMarin operates, interaction between BioMarin Employees and patients is prohibited by law. In those countries where patient interactions are permitted, each Employee and those who are authorized to act on behalf of BioMarin are expected to interact with each patient respectfully and based on BioMarin's Code and policies, industry standards, and applicable laws and regulatory requirements.

## Patient Events

In some of the countries in which we operate, BioMarin may conduct events to provide patients with disease or product educational information. Such patient events must focus on patient needs related to product/disease education and/or healthcare access. All patient events and any content, presentations, or discussions presented at patient events must comply with BioMarin's relevant regional policies and applicable laws and regulations. During all patient interactions, BioMarin Employees and those who are authorized to act on behalf of BioMarin, including all contracted speakers at BioMarin events, must identify themselves and their relationship to BioMarin and only discuss information that is appropriate and approved as per BioMarin's regional policies and applicable laws and regulations. For more details on patient event requirements in the US, please see BioMarin's Patient Events policy (GCE-CBP-013-US).

## Patient Meals & Gifts

In those countries where patient interactions are permitted, BioMarin allows for the occasional provision of reasonable meals and gifts of nominal value to patients and their caregivers in order to conduct legitimate business in accordance with regional policies, applicable laws and regulations, and industry codes of conduct. Meals and gifts must be modest, occasional, and avoid any actual or perceived improper purpose. BioMarin Employees and those who are authorized to act on behalf of BioMarin may not dispense clinical or medical advice and must make appropriate disclaimers that any discussions with patients do not constitute medical advice. Any treatment or disease related questions should be referred to and addressed by the patient's HCP. For more information on rules regarding patient meals and gifts in the US, please see BioMarin's Patient Interactions policy (GCE-CBP-012-US).

If you have any questions regarding interactions with patients, including whether they are permitted in your region, please contact Corporate Compliance.





# Patient Advocacy Groups

Patient advocacy groups provide patients with important support and information on how to live with their disease, represent patient views, and campaign for change on issues that affect patient lives. BioMarin believes an open dialog and transparent exchange of information with patient advocacy groups is vital to proper patient care, particularly in the orphan disease markets in which we operate.



Building and sustaining relationships with patient advocacy groups is an effective way to gain valuable insights into BioMarin's work across therapeutic areas – from drug development to regulatory approval and reimbursement to product launch and marketing. We are increasingly partnering with patient advocacy groups on projects ranging from disease awareness campaigns to clinical trial design. BioMarin works with a wide range of patient advocacy groups in a variety of disease areas.

Different stakeholders (e.g., governments, the public, and the media) call for integrity and transparency in terms of how the pharmaceutical industry interacts with patient advocacy groups and request the disclosure of financial and in-kind support provided by industry. BioMarin understands and fully supports the request for integrity and the need for public transparency, and consistently applies high standards of conduct in its interactions with patient advocacy groups.

If you have any specific questions regarding BioMarin's interactions with patient advocacy groups, please contact Corporate Compliance.

# Our Community and the Public



# Corporate Funding and Support

BioMarin has automated its Corporate Funding and Support efforts (including charitable donations, sponsorships, grants, scholarships, and independent research support) via an online portal available at [www.biomarin.com](http://www.biomarin.com).

## Charitable Donations, Sponsorships, and Grants

BioMarin supports a select number of charitable organizations whose mission is consistent with BioMarin's commitment to healthcare, medical science, patient support, and our community. BioMarin may provide corporate sponsorship funds in various instances. We also provide grants to fund purposes that are aligned with our mission.

Grants are given for a specific purpose without expectation or receipt of substantial tangible value in return. Upon review, evaluation, and approval by a grant review committee, BioMarin provides grants for research (e.g., animal models or lab work) or educational purposes (e.g., continuing medical education (CME) programs provided by accredited providers, other educational programs for HCPs, and patient or community educational programs).

Charitable donations, sponsorships, and grants must not be made by BioMarin or its Employees to influence or recommend the future prescription or purchase of BioMarin products or reward past prescriptions or purchases. Similarly, BioMarin Employees must never imply in any way that the purpose of a donation, sponsorship, or grant is to motivate increased use of BioMarin's products.

If contacted about a donation, sponsorship, or grant, BioMarin Employees should simply direct the potential applicant to BioMarin's applications portal. Employees must not promise or suggest that an application will be successful. The relevant committee will determine whether to approve and fund each application in accordance with BioMarin policy.

BioMarin complies with all applicable spend transparency reporting and disclosure laws, regulations, and industry codes. Accordingly, payments provided to healthcare professionals and organizations will be reported as required.

For further information on charitable donations, sponsorships, and grants, please see BioMarin's relevant regional policies.

All questions concerning Corporate Funding and Support should be directed to Corporate Compliance at [eGrants@bmrn.com](mailto:eGrants@bmrn.com) (U.S./Canada), [egrantsEMEA@bmrn.com](mailto:egrantsEMEA@bmrn.com) (EMEA), [egrantsLATAM@bmrn.com](mailto:egrantsLATAM@bmrn.com) (LATAM), or [egrantsAPAC@bmrn.com](mailto:egrantsAPAC@bmrn.com) (APAC).

## Scholarships

BioMarin has an annual scholarship program for students living with rare diseases, which aims to recognize students who have demonstrated leadership and participation in school and community activities and empower them through education. The program is administered by Scholarship America®, the nation's largest designer

and manager of scholarships, tuition assistance, and other education support programs for corporations, foundations, associations, and individuals. Please see BioMarin's website, <https://www.biomarin.com>, to learn more about the scholarship program and eligibility requirements.

### Independent Research Support

In alignment with BioMarin's commitment to scientific innovation and areas of unmet medical need, BioMarin may provide material and funding support for independent, investigator-initiated research in areas of interest for BioMarin programs.

The Independent Research Program covers independent clinical research, whether a drug product or candidate is involved or not. Animal model studies and pre-clinical research are outside the scope of the Independent Research Program (please direct questions and applications in those areas as described in the Charitable Donations, Sponsorships, and Grants section above).

The following types of requests would be considered for support under the Independent Research Program:

- Disease-specific clinical research, where the focus is on learning more about a disease or genetic disorder; and
- Clinical trial research, where the focus is on learning more about a drug product related to a specific disease or genetic disorder.

All questions concerning independent research should be directed to the local Medical Director, MSL, or the Global Medical Affairs Independent Research team at [IndependentResearch@bmrn.com](mailto:IndependentResearch@bmrn.com).



# External Communications

BioMarin is committed to delivering accurate and reliable information to the media, financial analysts, investors, and members of the public. All public disclosures, including forecasts, press releases, speeches, and other communications, must be honest, accurate, timely, and representative of the facts. Employees are not authorized to answer questions from the media, financial analysts, investors, or the public; only official corporate spokespeople are authorized to speak to these groups and/or act as public representatives of BioMarin.

Because BioMarin is a publicly listed company, information about the Company may be very valuable to outside organizations or individuals. Unauthorized release of material, non-public information by BioMarin Employees, whether deliberate or inadvertent, can have a serious impact on the Company's reputation, stock price, business plans, competitive position, and other interests. In addition, disclosure of material, non-public information can lead to a variety of unintended consequences, including potential litigation and additional disclosures by BioMarin, as required by law, to rectify the "leak" of information.

## Financial Inquiries

Disclosure of material, non-public information, sometimes referred to as "insider information," is a violation of securities laws and can result in criminal sanctions. If you receive a request for corporate financial information from an external source (whether formal or informal), you must not provide any such information; instead, you should

immediately report the request to the Investor Relations and Corporate Communications departments. Of particular concern are requests for information from investors, security analysts, Expert Networks, competitive intelligence agencies, and the media.

Employees must also avoid discussing sensitive BioMarin information with friends or relatives (including spouses) because in doing so you might inadvertently disclose material, non-public information. As a general rule, do not discuss Company insider information, even with people you trust.

## Media/General Public Inquiries

BioMarin distributes press releases to announce new financial, clinical, regulatory, and/or promotional information. To identify what news and programs have been made public, please take note of current press releases and Company information posted on [www.biomarin.com](http://www.biomarin.com). Following a press release, Employees should continue to maintain caution when discussing related topics with outsiders.

If Employees receive any media inquiries (whether face to face or via telephone, e-mail, or social media), you must not respond individually; instead, you should refer the requestor to the Corporate Communications department.





### **Social Media Participation**

BioMarin recognizes that ever-evolving technologies (e.g., Facebook, Twitter, YouTube, LinkedIn) introduce new and interactive ways in which Employees can access and share information internally and with a global external audience. BioMarin respects the free speech rights of all Employees but cautions you to remember that patients, customers, and shareholders may have access to the content you post. Discussing and/or posting confidential or material, non-public information about the Company or its business activities is prohibited, including in social media channels. In addition, and as in traditional media settings, unless you have been designated by executive management as an authorized BioMarin spokesperson, Employees are prohibited from speaking on behalf of the Company via any social media channel. See BioMarin’s Social Media policy for more details.



# Insider Trading

Applicable law and BioMarin's Insider Trading policy prohibits Employees from buying or selling any security (e.g., stock, bond, or option) of BioMarin while in possession of material information that is not available to the general public. This policy also prohibits purchases or sales made by another person, on the basis of such information, for the benefit of or at the request of the Employee. It is also illegal and against BioMarin practice to disclose (or "tip") material, non-public information known to the Employee while conducting BioMarin business to another person who subsequently uses that information to their profit. These restrictions apply until the information has been publicly disclosed and adequately disseminated over a sufficient period of time that the market has had a chance to react. Examples of effective disclosure include public filings with securities regulatory authorities, issuance of press releases, and meetings with members of the press and the public.

Whether information is "material" depends upon whether it would be important to a reasonable investor in determining whether to trade in the security. Information that may be considered material includes, but is not limited to, financial results, earnings and financial projections, changes in dividends, significant acquisitions, divestitures, joint ventures and other purchases and sales of or investments in companies, obtaining or losing important contracts, information concerning significant scientific discoveries, important product developments, major litigation developments, and major changes in business direction. Other information, depending upon the circumstances, may be material too. When in doubt, presume any information obtained in your role may be considered material and not public.



To ensure compliance with this policy, an Employee who wishes to trade in a security in BioMarin or any company because of any information the Employee has learned in the course of BioMarin business should not buy or sell that security unless the Employee is able to verify with the Legal department that such information is either not material or is available to the general public. Any purchases, sales, or tips by an Employee in violation of this practice will result in disciplinary action up to and including termination of employment and referral to law enforcement.

For more information on BioMarin's Insider Trading policy, please speak to any attorney in the Legal department.

# Public Affairs and Political Activity

BioMarin may from time to time engage in political activities, such as lobbying and providing input on administrative rulemaking, in order to advance the interests of the Company or the patients we serve. The rules governing participation in the political process differ greatly from state to state and country to country. The rules are complex and often carry significant penalties for violations. In general, all such activity should be conducted through the Government Affairs group of the Legal department.



## Lobbying

Wherever you are located, you are required to consult first with Government Affairs on all efforts to lobby government officials in order to influence decisions on any issue in which BioMarin has an interest.

## Political Contributions

Wherever you are located, you are required to consult and coordinate with Government Affairs before you make a monetary contribution on BioMarin's behalf to a political campaign, political party, or to any event or entity at the direction of a government official. Neither the Company nor any Employee may make any illegal political contributions. U.S. federal law prohibits BioMarin from making political contributions to federal candidates, and states and some countries have specific rules in place concerning political fundraising. Corporations such as BioMarin may contribute to political campaigns through a separate, segregated fund called a political action committee (PAC).

## Gifts to Government Offices/Officials

Wherever you are located, BioMarin's policy on providing Company-sponsored gifts to government officials is restrictive. You are required to comply with all pertinent local, regional, and federal laws regarding gifts to public officials. Be sure to follow BioMarin's regional policies regarding gifts and entertainment, as well as the global Anti-Bribery and Anti-Corruption (ABAC) policy (GCE-CBP-005-Global). Please direct all ABAC questions to Corporate Compliance.

## Personal Political Activity

Although BioMarin encourages Employees to participate in electoral politics, such activity must occur strictly in an individual and private capacity and not on behalf of the Company.

Employees may not conduct personal political activity on Company time or use Company funds, property, or equipment for this purpose.



# Interaction with Government Entities

## Interaction with Government Entities

Only certain BioMarin Employees are authorized to communicate with government entities on the Company's behalf. Employees should not communicate with any government entity regarding matters related to BioMarin's business unless doing so in the ordinary course of their job function or as authorized to do so by executive management.

## Honesty with Public Disclosure, Regulators, and other Government Officials

It is BioMarin's policy that all public communications made to or filed with any government agency or official, including the FDA, the Securities and Exchange Commission (SEC), other relevant federal agencies, and similar foreign government organizations, be complete, accurate, timely, and understandable.

Employees involved with disclosures to government officials are required to maintain familiarity with disclosure requirements applicable to BioMarin's business and are prohibited from knowingly misrepresenting, omitting, or causing others to misrepresent or omit, material facts about the Company to others, whether within or outside the Company, including BioMarin's independent auditors.

## Government Information Requests or Inspections

BioMarin shall cooperate with legitimate information requests or inspections in connection with government investigations. Depending on the nature of the inquiry or inspection, certain department heads will represent BioMarin and will determine the appropriate information to supply to the investigators. If you are contacted by a government agency, notify your supervisor, the Legal department, or GCE immediately, so they can determine which department is responsible for representing BioMarin regarding the matter.

The General Counsel and the Chief Compliance Officer must be notified of all government requests for information or facility visits that involve potential violations of applicable law or Company policy or have the potential to expose BioMarin or its Employees to criminal, civil, or administrative penalties. All searches and raids by government officials should be reported to the General Counsel and the Chief Compliance Officer immediately. For more details, please see BioMarin's Dawn Raid policy.

# List of Acronyms

---

AE	Adverse Event
BPV	BioMarin Pharmacovigilance
CBP	Corporate Business Policy
CEO	Chief Executive Officer
CIOMS	Council for International Organizations of Medical Sciences
EAP	Employee Assistance Program
EHS&S	Environmental Health, Safety & Sustainability
EMA	European Medicines Authority
EU	European Union
FCPA	Foreign Corrupt Practices Act
FDA	Food & Drug Administration
GCE	Global Compliance & Ethics
GCP	Good Clinical Practice
GDP	Good Distribution Practice
GLP	Good Laboratory Practice
GMP	Good Manufacturing Practice
GVP	Good Pharmacovigilance Practice
GxP	Good Operating Practice
HCP	Healthcare Professional
ICH	International Conference on Harmonisation
IEC	Independent Ethics Committee
IRB	Institutional Review Board
IM	Information Management
IT	Information Technology
MCC	Materials and Congresses Committee
MHRA	Medicines & Healthcare Products Regulatory Agency
MMRC	Medical Materials Review Committee
MPRC	Manuscript Publication Review Committee
OIG	Office of Inspector General
PRB	Promotional Review Board
SEC	Securities and Exchange Commission
SOP	Standard Operating Procedure
SSE	Special Situation Event
US	United States

### More

The Code is BioMarin's guide to certain global policies that govern how we conduct business. The Code does not describe all applicable laws or Company policies or give full details on any individual law or policy. BioMarin reserves the right to modify, revise, or alter any policy, procedure, or condition related to employment at its sole discretion and at any time without notice and without revision of the Code.

The contents of the Code do not constitute the terms of a contract of employment, and nothing contained herein should be construed as a guarantee of continued employment. If an Employee's region has an Employee Handbook in effect, in the event of a conflict between that Handbook and this Code, the Handbook controls.

The information herein supersedes any previously published Code and the Standards of Business Ethics. The online version of the Code, accessible through the Global Compliance & Ethics page on BioWeb, supersedes all printed versions.