



B:OMARIN[®]

IRELAND GENDER PAY GAP

REPORT 2023



INTRODUCTION

BioMarin is a global biotechnology company dedicated to transforming lives through genetic discovery. Founded in 1997, the company develops and commercialises targeted therapies that address the root cause of the genetic conditions that it seeks to treat, helping to create a better future for those living with rare genetic disease.

BioMarin discoveries have led to eight first or best-in-class commercial treatments and a pipeline of multiple product candidates applying the same science-driven, patient-forward approach to a broader group of genetic disorders. To enable us to succeed in tackling the toughest challenges in science and medicine, our goal is to achieve a diverse community of employees who feel empowered and safe to bring all perspectives and ideas to the table. To find solutions for the patients we serve, our workforce must represent diversity in all its forms.

This year, we are pleased to see that our overall gender pay gap range has narrowed when compared to 2022. This decrease reflects our continued commitment to reducing the gender pay gap in Ireland.

This gap is the result of an unequal distribution of men and women across different levels of the business. This success is being driven by our Diversity, Equity, and Inclusion commitments across Recruitment, Development and Talent and Workplace Experience.

We remain committed to building a diverse community, advancing equity through our organisation, and cultivating an inclusive environment where our teams can bring their best authentic selves to work. Reducing our Gender Pay Gap further will require continued focus and commitment, and this is something that we are intent on doing.

Our report shows the progress that we have made to influence that change and the Diversity, Equity, and Inclusion initiatives that we are focusing on to continue to make sustained progress.



Mary Leamy
VP Human Resources



OVERVIEW ON LEGISLATION

The Gender Pay Gap requirements in Ireland focus on the differences in average pay between men and women across the whole organisation. All companies with 250 or more Ireland-based employees are required to analyse and publish their gender pay gap annually. BioMarin has one legal entity with over 250 employees, and as such is subject to these requirements; this will be BioMarin's second year reporting.

Understanding the difference

It is important to understand the distinction between the gender pay gap and equal pay.

The Gender Pay Gap is a measure of the difference between the average hourly and bonus earnings of all men and women in the business. A gender pay gap should not be confused with unequal pay.

Equal Pay refers to men and women being paid equally for performing the same or similar work or work of equal value. Equal Pay is already required by the Employment Equality Act in Ireland.

We continue to partner with a third-party compensation consultancy to analyse our pay for employees doing the same work across Ireland and other locations. As a result of these analyses, and subsequent actions we have taken, we have secured full pay equity regardless of gender and are committed to ensuring this is sustained in the future.

Reporting requirements

The gender pay gap requirements in Ireland focus on the differences in average pay between men and women across the whole organisation. The results of this specific analysis are shown on the following pages in line with the legislative requirements but also, more importantly because we are committed to transparency on this subject and to demonstrate our total commitment to being an equal opportunities employer.

BIOMARIN 2023

All analysis is based on a 'snapshot' date of our pay on 30th June 2023. All Pay and Bonuses looked at for this analysis cover the full year leading up to the snapshot date (1st July 2022 – 30th June 2023).

Mean Pay

The mean is calculated by adding up the total pay of employees and dividing by the total number of employees. This calculation is completed separately for men and women with the difference expressed as a percentage of males' earnings.

Median Pay

The median is the middle number in a ranking of pay from lowest to highest. This calculation is completed separately for men and women with the difference expressed as a percentage of males' median earnings.

GENDER PAY GAP RESULTS

Our workforce in Ireland

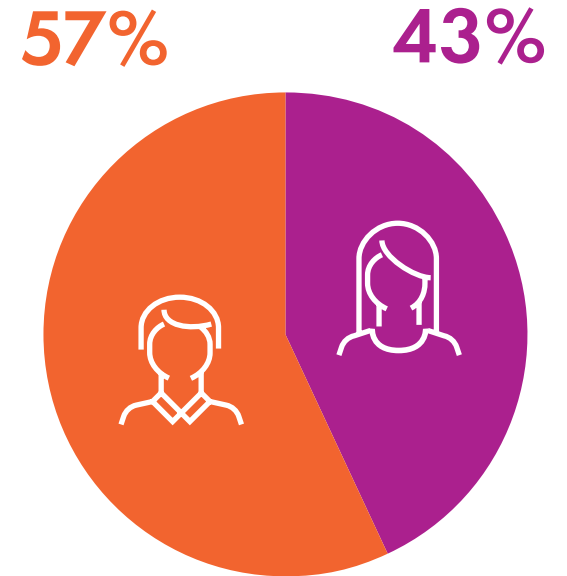
Today in Ireland, we have over 595 employees split across two locations: a manufacturing site in Cork and an office in Dublin.

595
employees



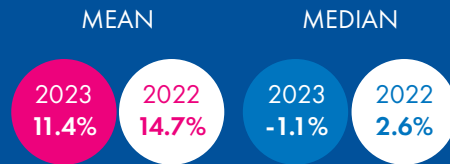
Our gender split

On the date of the analysis, BioMarin employed 576 employees in Ireland, of which the gender split was 43% women and 57% men.

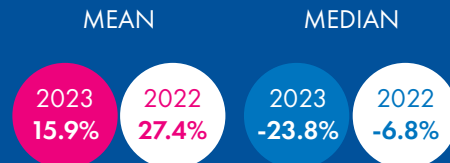


BIOMARIN 2023

HOURLY PAY GAP



BONUS PAY GAP



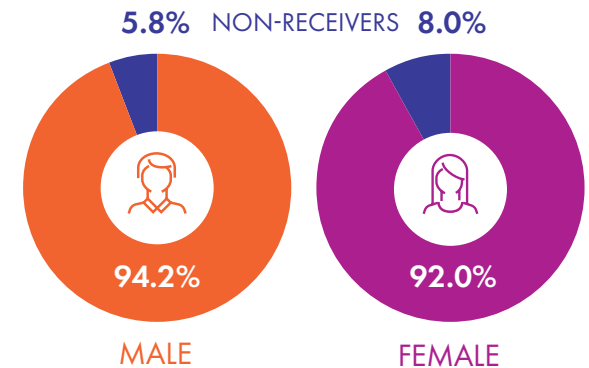
OUR ANALYSIS

Our analysis shows that the overall difference between women and men's hourly pay earnings is 11.4% (mean) and -1.1% (median) and the difference between bonus earnings is 15.9% (mean) and -23.8% (median). Positive values indicate that average men's pay is higher whilst negative values indicate that women's pay is higher, therefore the results are mixed across the different calculations. This is based on information as of 30th June 2023.

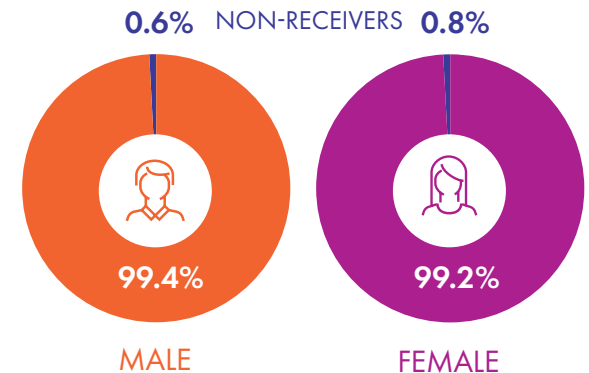
Overall, we have observed a reduction in our gender pay gap figures this year, with the exception of the median bonus gap which has increased further in favour of women.

Due to data confidentiality and having just one part time male employee at the snapshot date, we have chosen not to report statistics in relation to this employee group. To ensure confidentiality of data, we have followed standard market practice and only reported on a minimum group size of 10 employees, containing at least 3 men and 3 women. At the snapshot date, we did not have any temporary employees and so cannot report any statistics in relation to that employee group.

Percentage of employees receiving a bonus



Percentage of employees receiving a benefit in kind

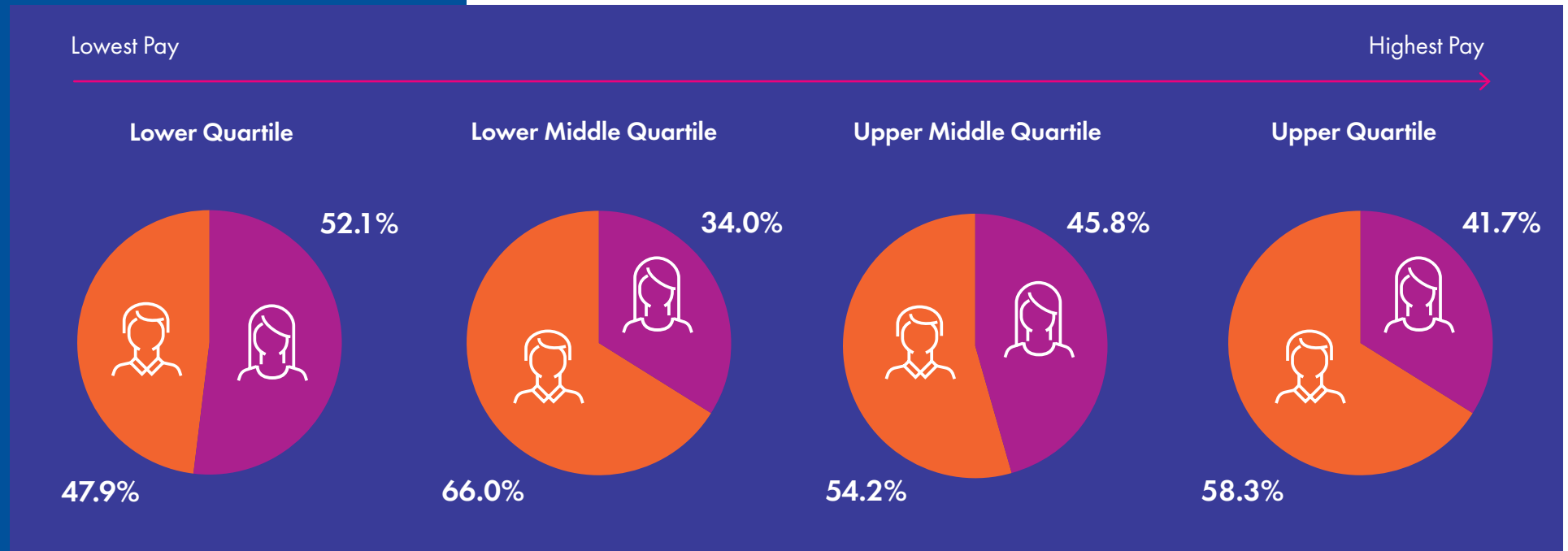


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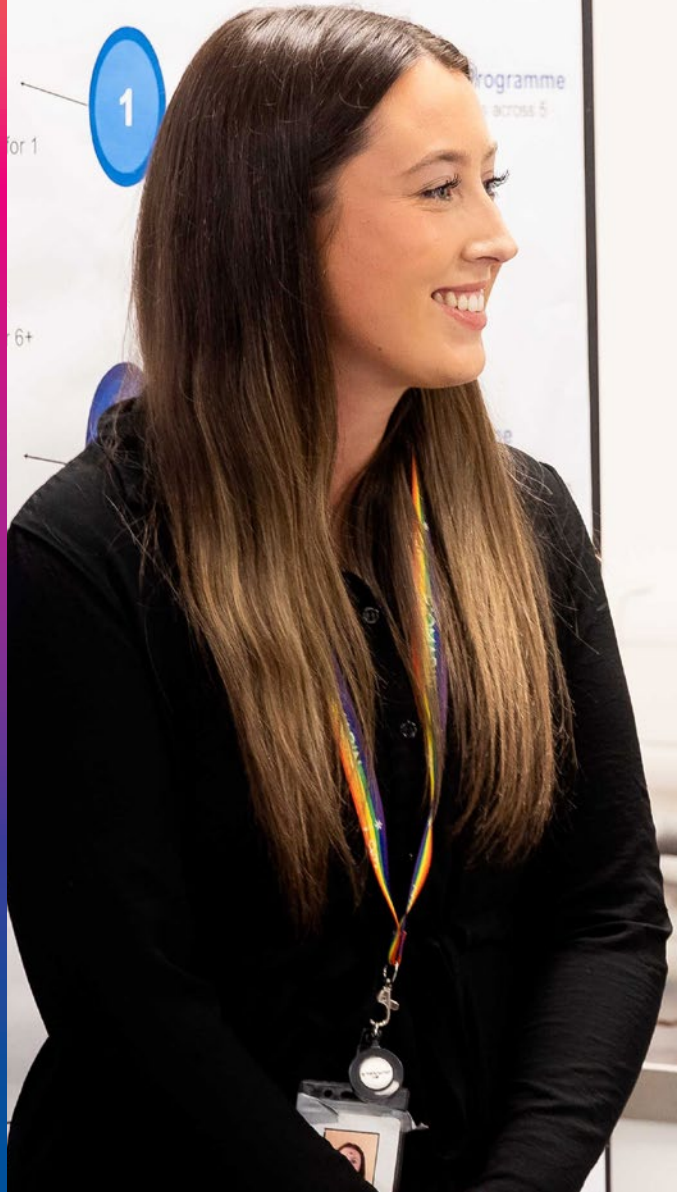
GENDER REPRESENTATION BY PAY QUARTILE

-  Female employees
-  Male employees

To calculate the quartiles, all hourly pay rates are listed from low to high and the list is then divided into four groups with an equal number of employees in each. The gender division in the resulting four groups is then analysed.



Talent Attraction



UNDERSTANDING OUR RESULTS

Similar to last year, there are areas that we believe contribute to our Gender Pay Gap:

Seniority

A higher proportion of our most senior positions continue to be occupied by men in the upper quartile which contributes to our mean pay gap, and we are committed to improving gender diversity at this level. However, the composition of our upper two pay quartiles generally mirrors the gender distribution of the wider population whilst the composition of the lower two quartiles, when combined, also mirrors the composition of the wider workforce. This is a key factor impacting our median pay gap, which is very small.

Women in STEM

As well as having a higher proportion of men in our most senior positions, we also have a higher proportion of men in our direct operational roles that are eligible for shift pay which accentuates our mean pay gap. When shift allowances are excluded from our analysis, our mean pay gap drops to 7.7% and our median pay gap moves to -8.9% in favour of women. As a result, we

are committed to improving diversity across the different areas of our business. One factor which continues to impact the diversity across our departments is the gender gap in STEM at both college and workforce level which makes recruiting and engaging women into some of our technical areas difficult. We continue to partner with local schools, colleges, and recruitment partners to build and educate all on STEM subjects and the rewarding career opportunities available.

Bonus and benefit in kind

Consistent with last year, all employees at BioMarin are currently eligible to receive a bonus and benefit in kind (BIK). All employees who did not receive a bonus in the reporting period were new joiners to the organisation and therefore missed the bonus and/or one-off payment cut-off date due to their start dates, whilst for BIKs, some employees choose not to take the benefits offered for personal reasons and therefore the result is less than 100%. Therefore, these results do not reflect any difference in eligibility or pay-out between men and women at BioMarin, where equality can be observed across the organisation.



OUR COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION

Our 2023 Gender Pay Gap data shows an improvement from 2022, overall.

This is a step in the right direction, but we know we have further to go. We are committed to going further on our progress so far and to continue to foster a diverse workforce. There are several actions that we have taken, continue to take, and we will remain focused on them to help improve the diversity of our workforce and reduce our gender pay gap.

Recruitment

We increased our female hires at a leadership level by 10%, increased the diversity of our interview panels and rolled out training for all interview panellists.

We continue to focus on increasing our female hires at leadership level through talent pooling and internal development and at entry level partnering with schools, colleges, and recruitment partners to continue to build a pipeline and create awareness of the careers available to all in our industry.

Talent Development

Over 30 women have been through a **Women in Leadership Program**, which is a unique program specifically designed to uncover and dismantle obstacles to greater women participation at leadership level in our industry. The program run by an external partner has been and continues to be a great success.

We launched our **BioMentoring Program** launched early in 2023 to develop and nurture our employees to enhance the learning opportunities for our employees, ultimately leading to increased diversity of candidates for internal roles.

We became a **member of the Irish Chapter of the 30% Club in Ireland**. Partnering with the 30% club is an important step in our commitment to equitable development of our talent in Ireland.

Our intention is to build further on these successful programs in the year ahead.

OUR COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION

Workplace Experience

We continue to cultivate an inclusive environment for all our employees, partners, and our patients we serve by building one community across BioMarin. Our biannual employee survey and DEI dialogue circles we continue to focus on the areas that matter most to our teams to continuously evolve our plans.

Several cross Functional teams and employee resource groups (ERGs) are in place and sponsored by leadership. Our most recent groups – DEI and Communications and Engagement formed in 2023 and ensure that employees feel valued, informed and connected across our workplace locations.





FINAL THOUGHTS

Overall, our gender pay gap has reduced in the last year which we believe reflects BioMarin's ongoing commitment towards diversity and inclusion and the initiatives we have been working on over the course of the last year.

However, we recognise that there is still progress to be made and we remain focused on our action plan presented in this report to address the underlying causes of our gender pay gap and ensure we are a great place to work and that everyone can bring their best authentic selves to work.

I confirm that the data and information presented in this report are accurate and meet the requirements of the Employment Equality Act 1998 (Gender Pay Gap Information) Regulations 2023.

Mary Leamy



Mary Leamy
VP Human Resources

