



IRELAND

REPORT 2024



GENDER PAY GAP



INTRODUCTION

BioMarin is a global biotechnology company dedicated to translating the promise of genetic discovery into medicines that make a profound impact on the life of each patient.

The San Rafael, California-based company, founded in 1997, has a proven track record of innovation with eight commercial therapies and a strong clinical and preclinical pipeline. Using a distinctive approach to drug discovery and development, BioMarin pursues treatments that offer new possibilities for patients and families around the world navigating rare or difficult-to-treat genetic conditions.

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. Ensuring our workforce represents diversity in all its forms enables us to find the best solutions for the patients we serve.

We are proud to share this year's Gender Pay Gap Report, which highlights meaningful progress on our journey to narrow our Gender Pay Gap. For 2024, our mean gap is 9.5% and our median gap is 0.4%, this reflects the positive impact of our initiatives and continued focus on fostering a diverse and inclusive workplace.

We are committed to building on our progress, continuing to foster a diverse workforce and inclusive workplace. Addressing our Gender Pay Gap is just one of the ways we continue to prioritize Diversity, Equity and Inclusion (DEI) across BioMarin.

This report shows the progress that we have made and outlines the DEI initiatives.



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.

Updates were made to the legislation this year whereby now companies with 150 or more (previously 250 or more) Ireland-based employees are required to analyse and publish their Gender Pay Gap annually. BioMarin has one legal entity within scope with over 150 employees, and as such is subject to these requirements; this will be BioMarin's third year of reporting.

Understanding the Difference Between Equal Pay and Gender Pay

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 have always been committed to pay equity, upholding equal pay principles championing fair and equitable compensation for our employees. This means that while employees are compensated fairly, individual salaries may vary based on objective factors such as experience, skills, and performance.

We partner with a third-party compensation consultancy to analyse our pay and as a result of these analyses, and subsequent actions we have taken, we have secured pay equity regardless of gender and are committed to ensuring this continues in the future.

BIOMARIN 2024

All analysis is based on a 'snapshot' date of our pay on 30th June 2024. All Pay and Bonuses looked at for this analysis cover the full year leading up to the snapshot date (1st July 2023 – 30th June 2024).

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 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 earnings.

GENDER PAY GAP RESULTS

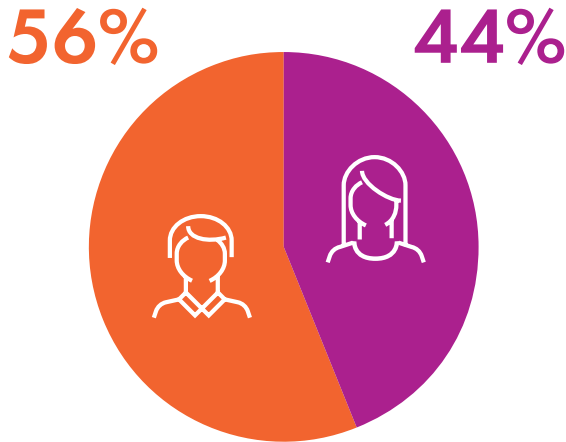
Our Workforce in Ireland

Today in Ireland, we have over 640 employees split across two locations: a manufacturing site in Cork and our corporate offices in Dublin.



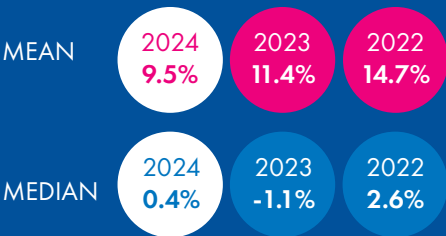
Our Gender Split

Due to continuing efforts in our diverse hiring process, our gender representation within the organisation is moving closer to 50:50 year-on-year. On the date of the analysis, 44% of our workforce in Ireland were women and 56% were men, and there has been an increase in the representation of women at senior leadership levels within our organisation.

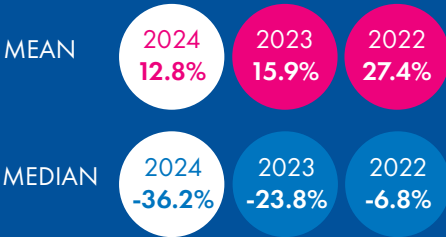


BIOMARIN 2024

HOURLY PAY GAP



BONUS PAY GAP



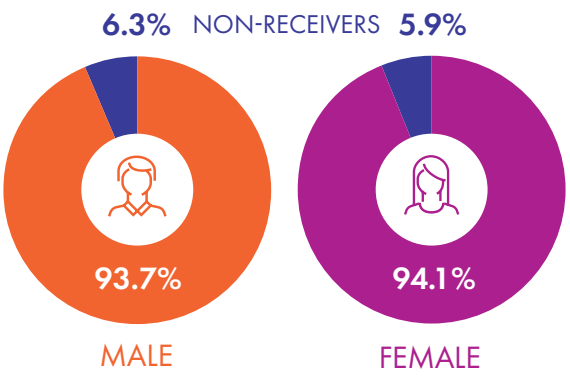
OUR ANALYSIS

Our analysis shows that the overall difference between the hourly pay earnings of women and men is 9.5% (mean) and 0.4% (median) and the difference between bonus earnings is 12.8% (mean) and -36.2% (median). Positive values indicate that average pay for men is higher while negative values indicate that average pay for women is higher, therefore the results are mixed across the different calculations.

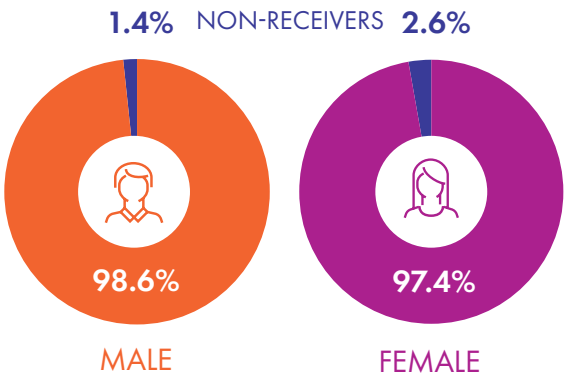
This is based on information as of 30th June 2024.

Due to data confidentiality and having a very small sample of part-time employees at the snapshot date, we have chosen not to report statistics in relation to this employee group. To ensure the confidentiality of data, we have followed standard procedure and only reported on a minimum group size of 10 employees, containing at least 5 men and 5 women. As with previous years, 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



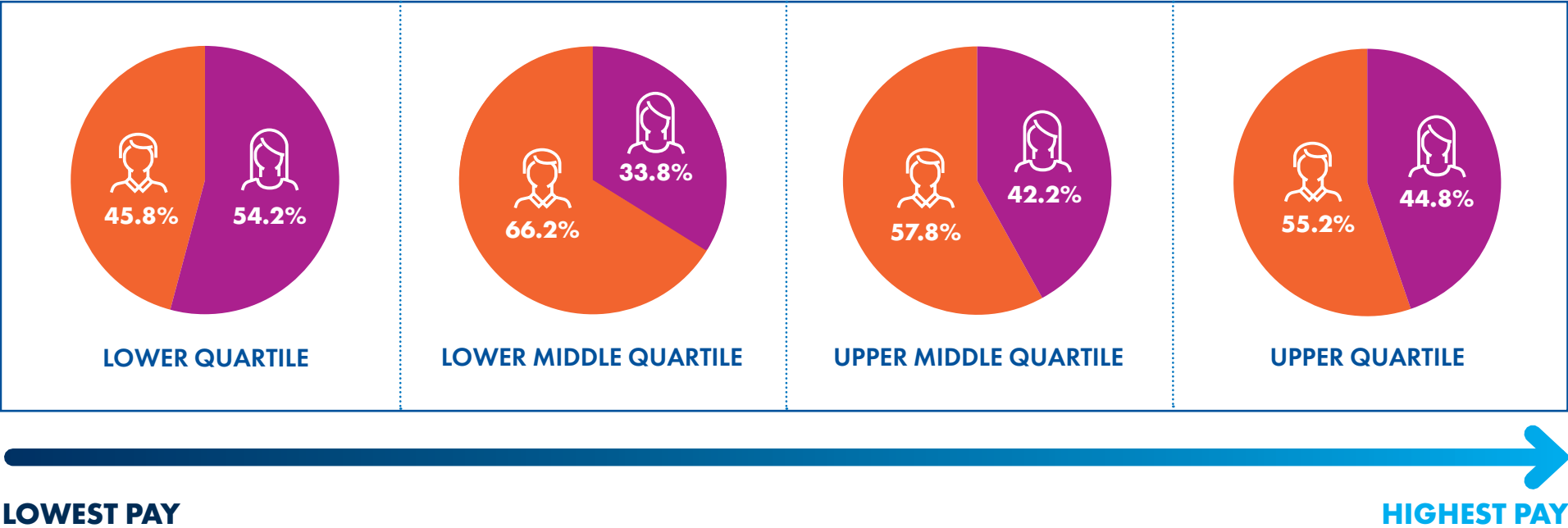
Percentage of Employees Receiving a Benefit in Kind



PAY QUARTILES

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 groups is then analysed.

In comparison to the previous reporting year, we have seen an increase in the representation of women in our upper pay quartile which reflects our ongoing efforts to increase representation of women at our most senior levels of the organisation.



UNDERSTANDING OUR RESULTS

We have identified these areas where gender distribution is impacting our Gender Pay Gap:

Seniority

The composition of our upper two pay quartiles generally mirrors the gender distribution of the wider population. We have made good progress in our efforts to increase the representation of women in our leadership roles and we continue to actively build on this progress with our initiatives planned for 2025 and beyond.

Shift Work and STEM

Shift work plays a notable role in influencing our mean pay gap. Men occupy a significant percentage of our operations roles, which include shift pay. When shift allowances are excluded from our analysis, our mean pay gap drops to 6.1%. In Ireland, women remain underrepresented in STEM (Science, Technology, Engineering and Mathematics) fields, both in education and the workforce. 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

Our results on bonus and benefit in kind analysis do not reflect any difference in eligibility or pay-out between men and women at BioMarin, where equality can be observed across the organisation. 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%.





OUR CONTINUED COMMITMENT TO DEI

How do we intend to close the gaps?

Our 2024 Gender Pay Gap data shows that since reporting began in 2022, we have continued to make improvements and create positive change in our commitment to Diversity, Equity and Inclusion (DEI).

We are aware that we still have work to do and have areas where we need to go further to ensure we maintain the momentum.

We remain focused on the actions we need to take to continue the drive toward creating a diverse and equitable workforce.

Diversifying our Talent Pools

Ensuring we can attract and recruit a diverse workforce is foundational for increasing and developing DEI within the organisation. There are several ways in which BioMarin is ensuring we can do this:

Candidate Pools – We aim to recruit from the widest possible talent pool and are committed to ensuring significant representation of women in candidate pools for all positions across the organisation, including leadership positions.

Interview Panels – Increase diversity in interview panels and include Diversity, Equity and Inclusion concepts and behaviours in training for interview panellists.

Early Engagement – We are committed to diversifying our talent pipeline through early engagement initiatives. Our expanded apprenticeship programmes in key areas such as Quality Control, Automation, Engineering provide hands on experience to a broad range of individuals. Our successful internship and graduate programmes offer diverse talent the opportunity to thrive and grow their career at BioMarin. Our robust Transition Year Programme further supports students by introducing them to various career paths equipping them to make informed decisions about their future.

OUR CONTINUED COMMITMENT TO DEI

Developing our Talent

To develop our talent through the organisation, we provide professional development and coaching opportunities to colleagues, creating a talent pipeline to increase the presence of underrepresented groups at more senior levels in the organisation. For example:

Foundational DEI Training – Our Foundational DEI Training is required for all BioMarin employees around the world. Sessions integrate real-world learning scenarios, informational video segments, and dialogue focused on a variety of Diversity, Equity and Inclusion related areas.

Leading Inclusively Programme – This is a training programme for both managers and employees that focuses on building awareness around DEI and promoting BioMarin's DEI journey, and subsequently developing employee's skills to make improvements.

STEM – Since 2011, we have focussed on attracting and retaining a diverse pipeline of talent. This has continued throughout this year to support the recruitment

of a diverse group of employees through our Early Engagement programmes.

Women in Leadership Programme – We are now into our fifth cohort of colleagues participating in this programme and have seen positive change as a result. In addition to our global Women's Alliance resource group, we now have a local chapter in place that works closely with our leadership team in Ireland.

Building an Inclusive Workplace for All Employees

Once we have attracted and recruited our diverse, talented workforce, we want to ensure that BioMarin is a place where employees feel a sense of belonging as they grow their careers. Initiatives currently in place to support this are:

Company Culture – We are focusing on cultivating an inclusive environment for all our employees, partners, and the patients we serve by building one community across BioMarin. Through our biannual Your Voice

employee survey and DEI dialogue circles, we continue to focus on the areas that matter to our colleagues to continuously evolve our plans.

Cross Functional Teams (CFTs) and Employee Resource Groups (ERGs) – Together, our cross functional teams and employee resource groups are instrumental in evolving our inclusive workplace, they create a powerful synergy that fosters collaboration and innovation in the workplace ensuring that diverse ideas are heard and integrated into decision making fostering a sense of belonging that ensures organisational success.

Flexible Working – Our policies support a wide range of opportunities including flexible workstyles, career breaks, job sharing, and family leave policies.

Wellbeing – Our commitment to wellbeing across all areas of health and wellness continues to be a top priority for us.



CLOSING THOUGHTS

In summary, our Gender Pay Gap continues to reduce since we started reporting in 2022, which is a result of BioMarin's continued focus and commitment to diversity and inclusion initiatives.

There is still progress to be made; however, with our holistic and dedicated approach, we have detailed plans and work to be done to continue moving the needle toward becoming an even more diverse, equitable and inclusive company.

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

