



IRELAND

REPORT 2025



GENDER PAY GAP

INTRODUCTION

BioMarin is a leading, global rare disease biotechnology company focused on delivering medicines for people living with genetically defined conditions. Founded in 1997, the San Rafael, California-based company 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 seeks to unleash the full potential of genetic science by pursuing category-defining medicines that have a profound impact on patients.

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.

2025 marks our fourth consecutive year of reporting on the Gender Pay Gap, and we are pleased to note continued progress. Most gaps – including the mean gender pay gap and bonus gaps – have shown further positive reductions. For 2025, our mean gender pay gap stands at +7.3%, while the median gap is +3.2%. Since we began reporting in 2022, we have consistently made strong strides towards narrowing the pay gap between men and women who work here.

We remain deeply committed to advancing our progress and cultivating a diverse workforce within BioMarin. Regularly calculating and publishing our Gender Pay Gap is one of the key ways we hold ourselves accountable and maintain momentum on this important initiative.



Mary Leamy
VP Human Resources



OVERVIEW ON LEGISLATION

Ireland's Gender Pay Gap regulations centre on comparing the average pay of men and women throughout an entire organisation.

Recent legislative changes have expanded the scope of these rules: now, any company in Ireland with 50 or more employees (down from the previous threshold of 150) must review and publicly report their gender pay gap each year. BioMarin, with a single legal entity employing over 50 people in Ireland, falls under these requirements and is publishing its gender pay gap figures for the fourth consecutive year.

Understanding the Difference Between Equal Pay and Gender Pay

The Gender Pay Gap reflects the difference in average hourly and bonus earnings between men and women within an organisation.

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.

Looking ahead, new pay transparency legislation is set to take effect in Ireland next year. These changes will require organisations to provide even greater clarity around pay structures and practices, further supporting efforts to close pay gaps and promote fairness in the workplace.

BioMarin is already well positioned for the upcoming pay transparency legislation. We're committed to fair pay for all employees and continue to work with independent experts to regularly review compensation across our company. They analyse everything including base pay, bonuses and equity to ensure people are paid fairly based on merit. We also train our managers to recognise and prevent bias when making decisions about hiring, performance reviews and pay. We remain dedicated to maintaining this standard and ensuring fair compensation for all employees in the future.



BIOMARIN 2025

All analysis is based on a 'snapshot' date of 30th June 2025. All Pay and Bonuses looked at for this analysis cover the full year leading up to the snapshot date (1st July 2024 – 30th June 2025)

Mean Pay

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

GENDER PAY GAP RESULTS

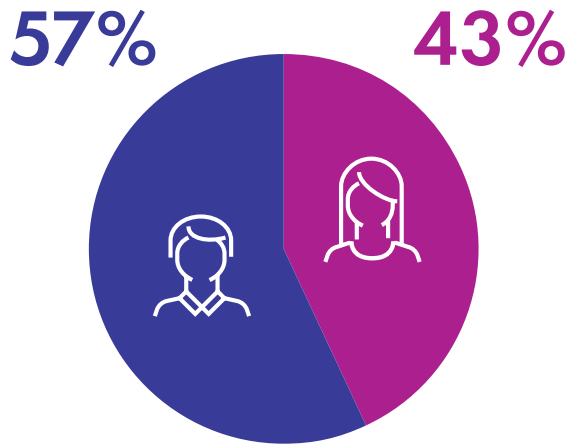
Our Workforce in Ireland

Today in Ireland we have over 600 employees split across two locations: a manufacturing site in Cork and our corporate offices in Dublin.



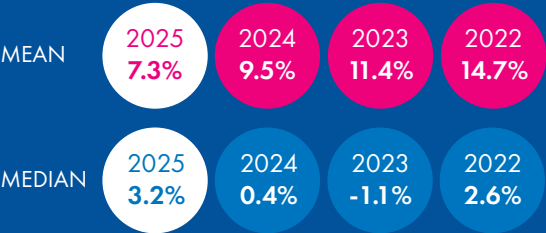
Our Gender Split

As of the date of our analysis, women comprised 43% of our workforce in Ireland, with men representing 57%. Women at the top leadership levels has remained consistent with last year's figures.

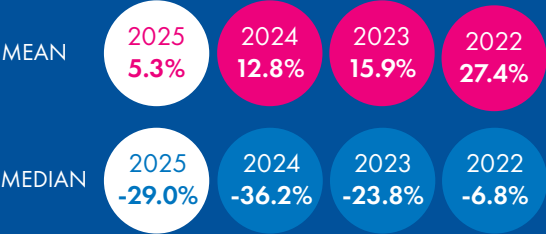


BIOMARIN 2025

HOURLY PAY GAP



BONUS PAY GAP



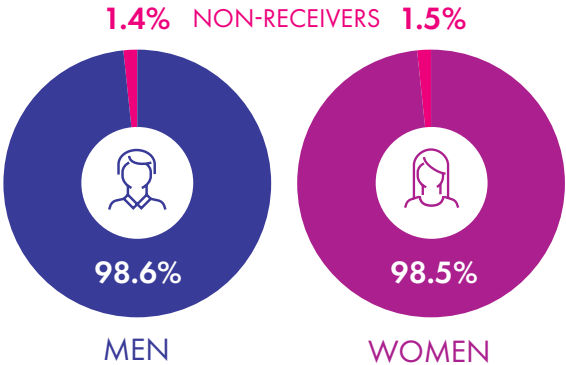
OUR ANALYSIS

Based on data as of 30th June 2025, our analysis reveals a mean gender pay gap of +7.3% and a median gap of +3.2% in hourly earnings. For bonus earnings, the mean gap stands at +5.3%, while the median gap is -29.0%. Positive percentages indicate higher average pay for men, whereas negative percentages reflect higher average pay for women. These figures show a varied picture across different pay and bonus calculations.

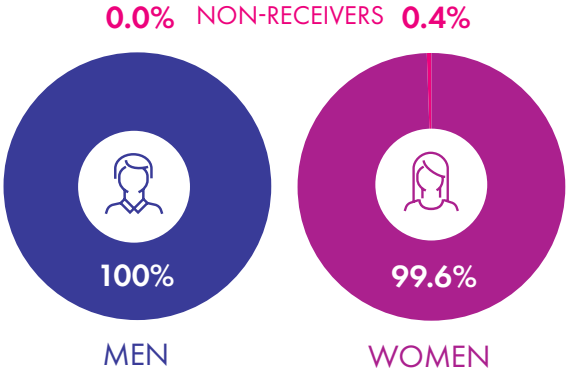
This year, we have continued to see a decrease in our gender pay gap figures across most areas, mirroring the positive trend from last year. The only exception is the median pay gap, which has seen a modest increase in favour of employees who are men.

As in previous years, we have opted not to report statistics for part-time employees due to data confidentiality concerns and the very small sample size at the snapshot date. To protect individual privacy, we adhere to standard guidelines by only reporting on employee groups with at least 10 members, including a minimum of 5 men and 5 women. Additionally, there were no temporary employees at the snapshot date, so no statistics are available for this group.

Percentage of Employees Receiving a Bonus



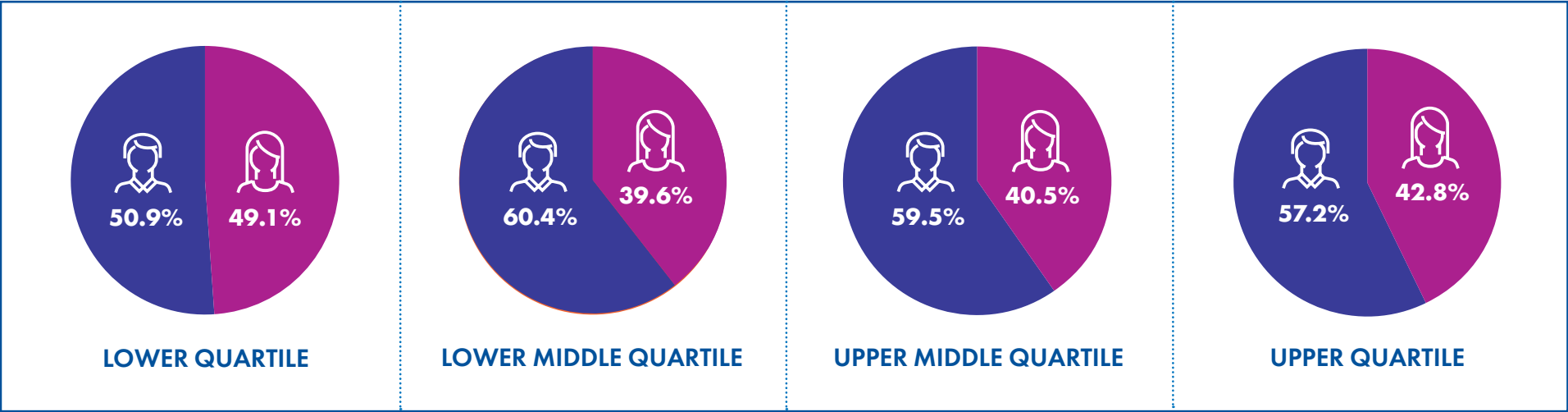
Percentage of Employees Receiving a Benefit in Kind



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 women represented in our upper pay quartile which reflects our ongoing efforts to increase women occupying roles at our most senior levels of the organisation.



UNDERSTANDING OUR RESULTS

We have identified these factors that influence our Gender Pay Gap:

Seniority

We have made meaningful progress this year and remain committed to further enhancing gender diversity, however a greater proportion of our most senior roles are still held by men, which continues to impact our mean pay gap. The gender composition of our upper two pay quartiles closely reflects that of the broader population. This year, we have observed a slight increase in the representation of men within the upper middle quartile, which has contributed to a modest rise in our median pay gap compared to last year. Nonetheless, the gap remains relatively low, as overall gender representation across quartiles is fairly balanced.

Shift Work

A higher proportion of men continue to occupy direct operational roles that qualify for shift pay, which

contributes to our overall mean pay gap. Notably, when shift allowances are excluded from our analysis, the mean pay gap decreases to 4.1%. The gender gap in STEM fields in Ireland, both in education and the workplace presents ongoing challenges in attracting and recruiting women to certain technical roles. At BioMarin we continue to collaborate with local schools, colleges, and recruitment partners to promote STEM education and raise awareness of the exciting career opportunities available to all.

Bonus and Benefit in Kind

Our analysis of Bonus and Benefit in Kind shows no disparity in eligibility or payout between men and women employed at BioMarin, reflecting a consistent standard of equity throughout the organisation. All employees are eligible to receive both a bonus and Benefit in Kind (BIK). Those who did not receive a bonus during the reporting period were recent hires whose start dates fell after the cutoff for bonus or one-off payments. For BIKs, participation rates are below 100% in some cases because some employees opt out of the available benefits for personal reasons.



OUR CONTINUED COMMITMENT TO DEI

How do we intend to close the gaps?

Our 2025 Gender Pay Gap data highlights ongoing progress in diversity, equity, and inclusion since we began reporting in 2022. With a strong foundation in place, we remain proactive in addressing challenges to sustain improvements and continue building momentum.

Our focus remains firmly on meaningful action to foster an increasingly diverse and equitable workforce, including specific actions to support, recruitment, retention, and progression of women which contributes directly to closing the gender pay gap.

Diverse Recruitment

Ensuring we can attract and recruit a diverse workforce is crucial for increasing and developing DEI within the organisation. As part of this, we are prioritising efforts to strengthen representation of women in our pipeline, particularly in areas that are underrepresented. There are several ways in which BioMarin is ensuring we can do this:

Candidate Pools

We continue to focus our recruitment efforts on the widest possible talent pool to ensure representation from all backgrounds, experiences and perspectives in candidate pools for all positions across the organisation, including leadership positions. This includes increasing outreach and engagement to attract more women candidates for senior and technical roles.

Interview Panels

We are committed to increasing diversity in interview panels, and include concepts, awareness and behaviours in training for interview panellists.

Developing our Talent Pool

To develop our talent, 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. This includes enhancing access to development opportunities for women to support their progression into higher-level roles. For example:

Foundational DEI Training

Our Foundational DEI Training is available for all BioMarin employees around the world.

Leading Inclusively Programme

This training program for both managers and employees focuses on building awareness around DEI and promoting BioMarin's DEI journey and subsequently developing employees' skills to improve inclusion and belonging within the organisation.

STEM

Since 2011 we have focused on attracting and retaining a diverse pipeline of talent. This has continued throughout this year to support the recruitment of a diverse group of talent. In 2025, we hired interns across 14 functional areas to grow our talent pool, and we have 15 apprentices across Operations, Engineering and Quality, among others. These initiatives provide us with a strong and diverse early career talent pipeline that strengthens and diversifies our future workforce. Our STEM and Early Engagement cross functional teams play a key role in attracting early career talent by building strong partnerships with schools, universities and industry programmes – creating pathways for the next generation.

OUR CONTINUED COMMITMENT TO DEI

Women in Leadership

This programme empowers women to build confidence, embrace their leadership style and advance their career, and has seen over 95 participants to date. We continue to see the positive impact through increased self-assurance, stronger networks and growing representation of women in leadership roles. Complementing this, our BioMarin Women's Alliance group (BWA) plays a pivotal role in creating opportunities for connection, mentorship and advocacy. Through events, networking forums and leadership discussions, BWA partners with the business to drive awareness and strengthen support for all.



Listening to and supporting our employees at BioMarin

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 and grow their careers. Initiatives currently in place to support this include:

Company Culture

We are focused on strengthening our culture through active listening and open dialogue. Our biannual employee survey and leadership roundtables provide us with valuable feedback that informs how we enhance engagement and collaboration across the business. Our people manager forums serve as a platform for sharing best practices, supporting leadership development and aligning on ways to further support and empower teams

Employee Resource Groups and Cross Functional teams

These teams are critical to shaping our culture at BioMarin. They serve as powerful catalysts for connection,

collaboration and community engagement. Through their ongoing initiatives and partnerships, these groups strengthen our culture of belonging and foster professional growth.

Flexible Working

Our policies support a wide range of opportunities including flexible workstyles, career breaks, job sharing as well and family leave policies. We continue to evolve our family-friendly policies to support women and men in Ireland.

Wellbeing

Our commitment to wellbeing across all areas of health and wellness continues to be a top priority for us through our dedicated health and wellness team and a suite of purposeful benefits and programmes available to our employees.


CLOSING THOUGHTS

In summary, BioMarin’s ongoing commitment to diversity and inclusion has helped drive a consistent decrease in our gender pay gap since we began reporting in 2022.

While there is still progress to be made, our comprehensive and dedicated approach – supported by detailed plans and ongoing initiatives – positions us to continue advancing toward an even more diverse, equitable, and inclusive workplace.

I confirm that the data and information presented in this report are accurate and fully comply with the requirements of the Employment Equality Act 1998 (Gender Pay Gap Information) Regulations 2022.

Mary Leamy

 Mary Leamy
VP Human Resources

