



BIOMARIN®

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Corporate Responsibility Report

2025

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## ABOUT THIS REPORT

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.

This report highlights BioMarin's corporate responsibility disclosures for the period of January 1, 2024 to December 18, 2025. We've prepared this report for employees, patients, advocacy partners, investors and other stakeholders engaged in our mission to develop medicines for people living with rare genetic conditions.

This report is intended for stakeholder use only and is not for promotional use. For information about BioMarin products referenced in the report, please visit [www.BioMarin.com](http://www.BioMarin.com). Any investigational products or uses discussed within this report are not approved by health authorities and their safety and efficacy have not been established.

### Forward-Looking Statements

This report outlines our progress related to our corporate social responsibility initiatives and strategy as of December 18, 2025. Statements in this 2025 Corporate Responsibility Report contain forward-looking statements about the plans and expectations of BioMarin Pharmaceutical Inc. (BioMarin), including, without limitation, statements about: BioMarin's plans and expectations regarding its corporate responsibility program, including with respect to ESG matters, activities relating to patient communities and sustainability; expectations regarding BioMarin's business strategy, execution and advancement of new medicines; plans and expectations regarding the development, commercialization and commercial prospects of BioMarin's product candidates and commercial products, including the prospects and timing of actions relating to clinical studies and trials and product approvals, such as study initiations, data readouts, submissions, filings, and approvals; and the expected benefits and availability of BioMarin's commercial products and product candidates. These forward-looking statements are predictions and involve risks and uncertainties such that actual results may differ materially from these statements. These risks and uncertainties include, among others: BioMarin's success in the commercialization of its commercial products;

impacts of macroeconomic and other external factors on BioMarin's operations; results and timing of current and planned preclinical studies and clinical trials and the release of data from those trials; BioMarin's ability to successfully manufacture its commercial products and product candidates; and those factors detailed in BioMarin's filings with the Securities and Exchange Commission, including, without limitation, the factors contained under the caption "Risk Factors" in BioMarin's Quarterly Report on Form 10-Q for the quarter ended September 30, 2025, as such factors may be updated by any subsequent reports. Stockholders are urged not to place undue reliance on forward-looking statements, which speak only as of the date hereof. BioMarin is under no obligation, and expressly disclaims any obligation to update or alter any forward-looking statement, whether as a result of new information, future events or otherwise.

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## A LETTER FROM OUR PRESIDENT AND CEO



Dear Stakeholders,

When I think about what drives us at BioMarin, I keep coming back to the first of our BioMarin 8 operating principles: *Patients are counting on us*. It's more than words on a page — it's the foundation of every decision we make, every challenge we take on and every breakthrough we celebrate. In the spirit of that commitment, I'm proud to share the first Corporate Responsibility Report for BioMarin.

This report reflects our focus on transparency across everything we do. As BioMarin grows and we push ourselves to set bigger goals, we're also challenging

ourselves to be more open about our progress, our priorities and the path ahead.

The past few years have been filled with tremendous growth and evolution for BioMarin. We are demonstrating the successful execution of our strategy, which was put in place late last year as we continue to reach more patients around the world. Our Skeletal Conditions and Enzyme Therapies business units remain the foundation of our growth strategy and are central to our future outlook, alongside exciting business development opportunities and advancing our internal pipeline.

Already, we're seeing results. VOXZOGO® (vosoritide), approved for use in children with achondroplasia, continues its global expansion and is now available in more than 50 countries. We're advancing PALYNZIQ® (pegvaliase-pqpz), an enzyme substitution therapy for adults with phenylketonuria (PKU), toward potential expanded approval for adolescents in the U.S. and Europe next year. And with our acquisition of Inozyme Pharma earlier this year, we expanded our focus on enzyme therapies to include a late-stage treatment for ectonucleotide pyrophosphatase/phosphodiesterase 1 (ENPP1) deficiency, a rare, serious and progressive genetic condition that affects blood vessels, soft tissues and bone. Additionally, we have exciting programs in clinical and preclinical development to treat a range of serious medical conditions.

BioMarin's more than 3,000 employees are the force behind this important work, and our progress would not be possible without their continued commitment to the patients we serve.

We have a tremendous opportunity to continue delivering innovation for people living with rare conditions. We'll keep pushing boundaries, embracing our competitive spirit and showing up for patients with the same dedication that's defined BioMarin for nearly 30 years.

Thank you for coming on this journey with us. We look forward to delivering on our opportunities in 2026.

**Alexander Hardy**

President and Chief Executive Officer

## OUR APPROACH TO CORPORATE RESPONSIBILITY

At BioMarin, we embrace our responsibility to engage in global business practices that support the well-being of patients, employees, communities and the environment.

We've refocused our efforts over the past few years with an emphasis on greater transparency and completed several additional actions, including:

- Incorporated our Corporate Responsibility Committee into a cross-functional Environmental, Social and Governance (ESG) team of BioMarin leaders, which has refined our focus on advancing corporate responsibility and ESG initiatives, strengthened our commitment to transparency in reporting, and created a platform to respond to and address stakeholder feedback on all ESG issues.
- Hired an independent consulting firm with expertise in ESG risk management and disclosure to provide technical advice to the cross-functional team.
- Shared additional ESG information on BioMarin.com.
- Completed a MSCI gap analysis.
- Advanced our ESG strategy by completing a series of foundational assessments and disclosures designed to align with evolving global standards, including:

**Materiality Assessments:** Completed a limited materiality assessment to identify ESG topics most relevant to our business and stakeholders, and a double materiality assessment aligned with the European Union's Corporate Sustainability Reporting Directive (CSRD).

**Climate and Emissions Data:** Laid the groundwork for future disclosures by finalizing multiyear data collection and calculation of Scope 1 and 2 greenhouse gas (GHG) emissions for global operations, and conducted a formal Scope 3 case study based on Reporting Year 2022 data and screening process based on Reporting Year 2023 data. We are currently conducting a Scope 3 inventory based on Reporting Year 2024 data to support compliance with California's SB 253 and SB 261, as well as CSRD requirements.

**Climate Risk Analysis:** Launched a climate scenario analysis to evaluate the resilience of our business strategy under multiple future climate conditions, in preparation for climate-related financial risk report disclosures under California SB 261 and compliance with the CSRD.

- Compiled and analyzed information deemed financially material by the Biotechnology & Pharmaceuticals, Sustainability Accounting Standard, Version 2018-10, of the Sustainability Accounting Standards Board (SASB) and published SASB indices on BioMarin.com with hyperlinks to more detailed corporate responsibility narratives included throughout our website.
- Designed and promoted community outreach and team-building initiatives across the globe that reflect our commitment to social impact and employee engagement. Highlights include:

**Hospice Center Beautification:** Volunteers painted corridors to create a more welcoming and comforting environment for patients and families in Cork, Ireland.

**Supporting Education:** Partnered with community organizations in Marin County, California focused on supporting education at all levels — from early education (Community Action Marin, North Bay Children's Center, Marin City Health & Wellness) through high school (San Rafael's High School and Science Engineering Program as well as Schools Rule Marin and Novato School Fuel). Sponsored Biotech Partners (BP) San Marin High School chapter for the last four years. BP is an award-winning nonprofit organization dedicated to connecting youth who are significantly underrepresented in the sciences to biotechnology. BP has educated more than 3,915 youth and made more than 1,564 placements into paid training positions, with student earnings totaling more than \$3.4 million.

**School Enhancement:** Teams improved outdoor spaces through planting and general spruce-up activities at a local school in Shanbally, Ireland, specializing in physical and mental disabilities.

**STEM Education Support:** Employees organized classroom visits to local schools to inspire and advance STEM learning among students.

**Retirement Community Celebration:** Hosted our annual Tea Dance, fostering intergenerational connection and joy for senior residents.

## OUR APPROACH TO CORPORATE RESPONSIBILITY

### Supporting Our Vulnerable Populations

**in Our Local Communities** by partnering with and volunteering for organizations that deliver essential services to vulnerable populations in the communities connected to BioMarin's work:

- **San Rafael, California:** We've partnered with California Downtown Streets Team, which provides homeless or at-risk individuals with resources to rebuild their lives in exchange for volunteering in community beautification projects; Canal Alliance, which supports low-income immigrant families through education, workforce development, and legal services; Homeward Bound of Marin, a nonprofit focused on helping individuals and families transition out of homelessness through housing and supportive services; North Marin Community Services, which provides food assistance, social services, and community-based support to those in need; Ritter Center, whose mission is to prevent and resolve homelessness; and ExtraFood, a Bay Area organization working to end hunger and reduce food waste.
- **Dublin, Ireland:** We've partnered with Aoibhneass, a refuge for women and children experiencing domestic violence; Dublin Simon Community, a charity supporting the homeless; Work Equal, which provides professional clothing to women from disadvantaged backgrounds for workplace interviews; and the United Nations Refugee Agency.
- **Shanbally, Ireland:** We've partnered with Barnardos, a charity that provides Christmas gifts to disadvantaged children.

- **Tokyo, Japan:** Every year, employees support Rare Disease Day events with other pharma companies in order to raise awareness of Rare Diseases — through such activities as distributing flyers at Tokyo Station and attending speaker series to better understand their initiatives.
- **São Paulo, Brazil:** We partner with organizations that provide critical support to vulnerable populations, including Organização SP Invisível, a nongovernmental organization (NGO) that supports the homeless population in São Paulo by providing blankets during winter and food throughout the year; Associação Espaço Curumim, an NGO offering education and care for vulnerable children in a specific neighborhood of São Paulo ("Curumim" means "child" in an indigenous Brazilian language); and Direct Relief, a global humanitarian organization providing essential medical resources and emergency aid to communities in need.
- **London, England:** Partnering with Dress for Success and Suited and Booted, charities that help people return to the workforce; Food for All; Wrap Up London; and Single Homeless Project.

**Environmental Stewardship:** Led beach cleanup events in Ireland and California to promote sustainability and protect local ecosystems, as well as tree planting events in Istanbul, Turkey.

**Disaster Relief:** Employees led fundraising efforts to support earthquake response efforts in Turkey and Syria, including a book donation event for Kasımpaşa Oya Kayacık Children's home, and fundraising to help provide medical assistance to 165,000 people displaced in the Rio Grande du Sol floods in Brazil, as well as supporting relief efforts for fires in California.

BioMarin has several teams organized to promote sustainability and a healthy workplace, including an ESG team, a Global Environmental Sustainability Committee, local green teams on each of our campuses and a Green Team Employee Resource Group (ERG). We are committed to establishing strong leadership that underscores the vital role of environmental and sustainability issues in ensuring the company's long-term success.

Our ESG efforts are guided by an Executive Steering Committee of senior leaders, with additional oversight from the Board's Corporate Governance and Nominating Committee.

### KEY RECOGNITIONS:



# DELIVERING WITH UNMATCHED EXPERTISE, COMPETITIVE SPIRIT AND COMPASSION

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BioMarin is a leading global rare disease biotechnology company focused on delivering medicines for people living with rare, genetically defined conditions.

Since our founding in 1997, we have a proven track record of innovation with eight commercial therapies and a strong clinical and preclinical pipeline.



## AT BIOMARIN, WE BELIEVE THERE IS MORE TO EVERY STORY

For nearly 30 years, we have applied our scientific expertise to understand and target the underlying causes of genetic conditions.

Using a distinctive approach to drug discovery and development, BioMarin unleashes the full potential of genetic science by developing transformative medicines that have a profound impact on patients.



### Pushing the Boundaries of Living With PKU: Karlye's Story

Karlye Vonderwell often thinks of a moment several years ago that crystallized her appreciation for the tremendous progress the phenylketonuria community has seen during her lifetime.

[LEARN MORE ABOUT KARLYE'S STORY](#)

#### OUR IMPACT BY THE NUMBERS:

**25+**  
year legacy  
of innovation

**~14K**  
patients benefitting  
from our therapies

**~80**  
countries

**8**  
commercialized  
medicines

**6**  
first-in-disease  
medicines

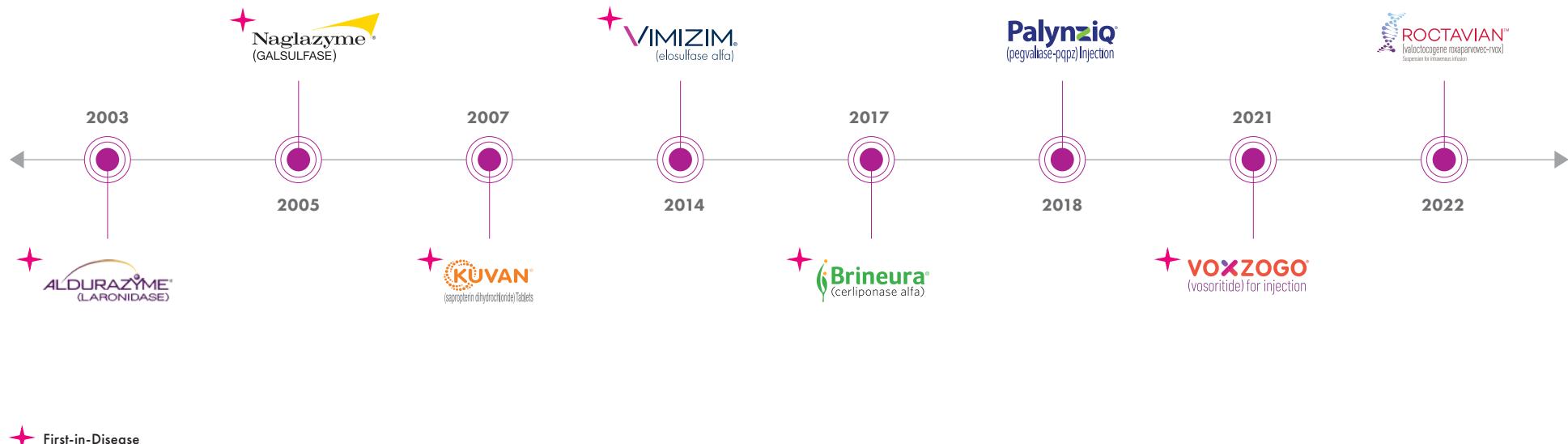
**200+**  
advocacy group  
partnerships

## MEETING PATIENTS NEEDS

Since day one, BioMarin has pursued the goal of transforming the lives of people living with rare genetic conditions.

We are guided by a deep understanding of the biology that underlies the conditions we seek to treat, which has resulted in eight commercialized medicines, including six first-in-condition medicines. Each represents not just a scientific achievement, but a step forward for those who have long had limited options.

### OUR PORTFOLIO:



for people living with rare conditions. Together, these results demonstrate how we are delivering on our goal to reach four times as many patients in the next 10 years.

## THE CONDITIONS OUR THERAPIES TREAT

### ENZYME THERAPIES



#### **Mucopolysaccharidosis (MPS) types I, IVA and VI**

Group of diseases where mucopolysaccharides (long chains of sugar molecules) build up in body tissues, which can affect multiple organ systems and reduce life expectancy.

#### **Phenylketonuria (PKU)**

Lifelong metabolic condition limiting the body's ability to break down phenylalanine, an amino acid found in protein-containing foods, which can damage brain development and function.

#### **Neuronal ceroid lipofuscinosis type 2 (CLN2) Batten disease**

Rapidly progressing childhood neuro-degenerative disease that causes language delay, seizures, loss of motor function, dementia, blindness and early death.

### SKELETAL CONDITIONS



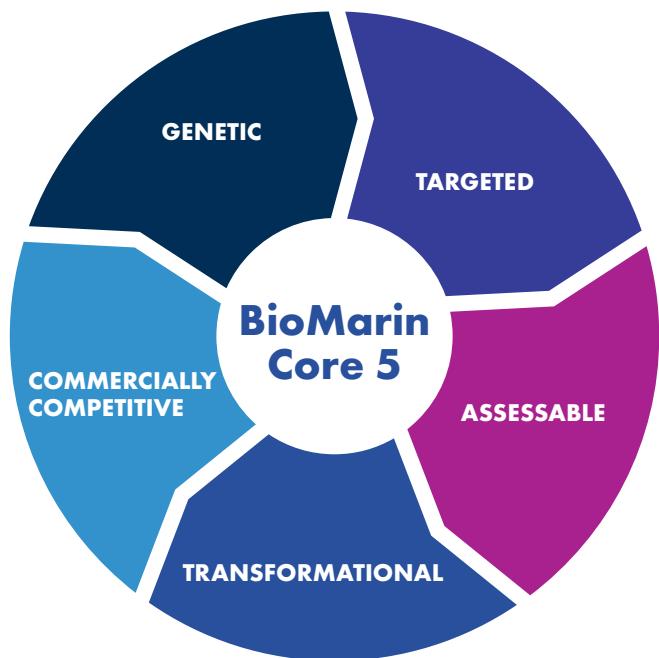
#### **Achondroplasia**

A rare genetic condition caused by gain-of-function variation to a gene that plays a key role in developing and maintaining bones, which results in reduced endochondral bone growth and short stature.

## OUR SCIENCE

Guided by the pillars of the BioMarin Core 5, our teams leverage diverse expertise to pursue breakthrough science. This distinctive approach has led to our unmatched track record of introducing transformational medicines for rare genetic diseases.

By remaining steadfast in our focus on rare genetically defined conditions, we retain optionality around other aspects of drug development, including therapeutic area and modality. We continue to prioritize programs in our pipeline that have the greatest potential to make a meaningful impact for patients today and in the future.



### GENETIC

Deep understanding of underlying biology

### TARGETED

Intervention at the root cause of the condition

### ASSESSABLE

Rapid readouts likely to predict clinical benefit

### TRANSFORMATIONAL

Differentiated impacts on people's lives

### COMMERCIALLY COMPETITIVE

Compelling end-to-end profile



**"Our Core 5 framework guides us to develop medicines that will truly impact lives. All five principles work together in synergy, and no single attribute alone is enough to ensure the success of a candidate."**

### GREG FRIBERG

Executive Vice President and  
Chief Research & Development Officer

# OUR SCIENCE

## Our Research Focus and Pipeline

We continue to advance meaningful research to address unmet patient needs in skeletal conditions, enzyme therapies and other areas of our pipeline, including Duchenne muscular dystrophy (DMD), alpha-1 antitrypsin deficiency and ENPP1 deficiency.

Our CANOPY clinical program refers to all clinical programs evaluating VOXZOGO in growth-related skeletal conditions beyond achondroplasia, including hypochondroplasia, idiopathic short stature, Noonan syndrome, Turner syndrome and SHOX deficiency. We continue to generate real-world evidence further reinforcing the safety and efficacy of VOXZOGO in children with achondroplasia and its health benefits beyond height. We expect topline results of the Phase 3 study in children with hypochondroplasia in the first half of 2026.

BMN 333, our long-acting C-type natriuretic peptide being studied in achondroplasia, is on track to enter pivotal trials in 2026, while Phase 1/2 for BMN 351 will offer deeper insight into its therapeutic potential in DMD. In addition, BMN 401 for ENPP1 deficiency is advancing, with pivotal data in children ages 1-12 expected in the first half of 2026.

[Learn more about our pipeline, which includes a number of clinical-stage and preclinical programs.](#)

## Advancing Research Through Clinical Trials

Thoughtfully designed clinical studies are critical to the development of a life-changing medicine. We are committed to maintaining the highest standards of ethics and equipoise in our clinical studies and balance confidentiality with transparency, sharing our findings with patient, medical and scientific communities where appropriate. We recognize the importance of diversity in enrollment and strive to include participants of different backgrounds to ensure comprehensive and inclusive research that represents the communities we aim to treat.

We have active clinical trials enrolling patients with multiple conditions, including:

- Achondroplasia
- Alpha-1 antitrypsin deficiency
- Duchenne muscular dystrophy
- Hypochondroplasia
- Idiopathic short stature
- Noonan syndrome
- Phenylketonuria
- SHOX deficiency
- Turner syndrome
- ENPP1 deficiency

We prioritize the safety and rights of all participants in our clinical trials, adhering to the highest ethical and scientific standards. All BioMarin-sponsored studies comply with local regulations and international guidelines, including International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use E6 Good Clinical Practice. Our rigorous procedures include proactive risk management, active safety monitoring and oversight by independent ethics committees. Safety evaluation continues beyond approval through ongoing studies, patient and healthcare provider reports, registries and scientific literature.

[Learn more about our clinical trials in the U.S.](#)

## Experts in Manufacturing Multiple Treatment Modalities

We take pride in manufacturing complex therapies for the people who rely on us. Our end-to-end manufacturing model ensures the highest quality standards while enabling efficient production and delivery of cutting-edge medicines. From production to quality control, our experts drive rapid clinical development and commercialization, redefining what's possible in manufacturing while keeping patients at the center.

Through our extensive supply chain partnerships, we ensure business continuity so we can meet clinical and commercial needs for patients around the world.

### MAKING A PROFOUND IMPACT ON THE COMMUNITIES WE SERVE

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We know that improving the lives of those with rare genetically defined conditions requires both scientific innovation and authentic collaboration with impacted communities.

Working together, we integrate the experiences and unique needs of those living with rare genetic conditions into every step of our journey.



## BUILDING LASTING RELATIONSHIPS WITH PATIENT COMMUNITIES

Rooted in our patient advocacy guiding principles, we cultivate deep and genuine relationships with patient communities and advocates to ensure BioMarin understands their needs and perspectives at every stage of our work, including preclinical research, clinical development, commercialization and beyond.

Our guiding principles:

**Patients First.** We put patients' needs and perspectives at the center of everything we do. Their collective voice is our guiding star.

**Our Relationships Fuel Us.** We cultivate deep and genuine relationships with patient communities, advocates and colleagues built on trust and respect.

**We're in This Together.** We work collaboratively across BioMarin and partner with patient communities, recognizing that diverse perspectives and expertise lead to the best outcomes for patients and the business.

**Anticipate and Adapt.** We are constantly evolving our understanding of community needs to inform business priorities. We are agile, responsive and always ready to adapt our approach to best serve patients and support BioMarin's business objectives.

**Impact Is Everything.** We measure our success by the positive impact we have on the patient community and the value we create for the business.

### Patient Support Programs and Initiatives

We're dedicated to meeting patients and families where they are by listening, learning and building solutions that address the real challenges of living with rare genetic conditions.

Our approach begins with understanding. By engaging directly with patient communities, we identify their most pressing needs and create opportunities to collaborate on meaningful improvements to the care experience.

This commitment extends to our clinical trial programs, in which participants receive support through long-term studies that monitor safety and efficacy, ensuring ongoing learning and patient care throughout the treatment experience.



# BUILDING LASTING RELATIONSHIPS WITH PATIENT COMMUNITIES

## Supporting Access and Personalized Navigation

Rare conditions often come with uncommon challenges. BioMarin RareConnections® was created to help families navigate the complexities of managing serious and rare genetic conditions through comprehensive product support services.

Our dedicated RareConnections team provides personalized guidance to help patients access BioMarin medicines by:

- Helping families understand insurance coverage and financial assistance options
- Providing ongoing support throughout treatment with BioMarin medicines
- Coordinating with specialty pharmacies to deliver medicine when and where it's most convenient

Our field-based clinical coordinators in the U.S. also deliver industry-leading support, guiding patients, caregivers and healthcare providers through insurance approvals, treatment initiations, transitions to home infusion and ongoing care adjustments.

## Expanded Access

We support Expanded Access requests for investigational products, or for an unapproved indication for an approved product, when there is substantial scientific evidence to support both the safety and efficacy for an indication.

With our 2025 acquisition of Inozyme Pharma, Inc., we also work to provide access to BMN 401 for infants, expanding our commitment to supporting patients with serious medical conditions from the earliest stages of life.



## Supporting Families Living With Skeletal Conditions

For more than a decade, we've supported families navigating achondroplasia around the world. We understand the caregiver journey begins early, often with a prenatal diagnosis and critical decisions that shape a child's future.

To better understand the impact of VOXZOGO on children with achondroplasia, we've committed to studying children through puberty to full adult height in several of our clinical trials. Our robust support services ensure a seamless treatment experience, led by Clinical Coordinators who have conducted more than 700 trainings for families with achondroplasia since VOXZOGO's approval.

We provide resources to support families navigating skeletal conditions, including:

- A caregiver mentorship program that connects parents of newly diagnosed children with experienced caregivers
- A U.S. doctor directory that helps families and healthcare providers identify clinicians experienced in achondroplasia care
- A U.S. copay assistance program that has supported more than 600 families since 2022

## PARTNERING WITH THE COMMUNITY TO DRIVE MEANINGFUL IMPACT

BioMarin partners with patient advocacy groups (PAGs) worldwide through every step of the rare disease journey, supporting their mission across four key strategic areas:

- **Research and Development:** Engaging patient communities in clinical research design and ensuring patient perspectives inform drug development programs
- **Access and Advocacy:** Supporting PAGs' efforts to improve patient access to diagnosis, care and treatments through collaborative initiatives and resources
- **Health Policy:** Working alongside patient organizations to inform policy decisions that impact rare disease communities
- **Health Literacy (Education and Awareness):** Co-creating educational resources and awareness materials that equip patients and caregivers with trustworthy, accessible information

This partnership approach is brought to life in a number of ways, including Patient Councils, collaborative bodies where BioMarin and patient advocacy organizations work together on initiatives and materials that directly support PAGs' work.

From the start, BioMarin has built deep, lasting connections with the communities we serve — partnering with more than 200 advocacy groups worldwide to improve care, advance research and create inclusive, supportive spaces for people living with rare genetic conditions. Examples include:

### **The Little Legs Big Heart Foundation (LLBH):**

BioMarin partners year-round with LLBH to support and celebrate the community of people living with skeletal dysplasia. This includes our work on programs from Camp Ellellbee — an adaptive camp created in 2025 and held across six U.S. locations to foster connection and open conversation — to the annual LLBH Conference, where families, advocates and experts come together to share experiences and build community.

**GACI Global:** GACI Global is a patient advocacy organization supporting families affected by Generalized Arterial Calcification of Infancy (GACI) and Autosomal Recessive Hypophosphatemic Rickets Type 2 (ARHR2). They connect patients and families with each other and with medical providers, provide educational resources and collaborate on research initiatives. Building on a long standing partnership with Inozyme Pharma, Inc., the organization continues to work alongside BioMarin to address community needs. GACI Global joined a BioMarin advisory board regarding a potential study in adult populations, offered feedback for protocol development and, in October, BioMarin supported the GACI Global Worldwide Walk.

**flok:** We're proud to be the presenting sponsor of *flok* Family Camps — annual gatherings that bring together children and families affected by rare metabolic conditions such as PKU. By making camp free for participants with metabolic conditions, BioMarin helps ensure that every family can share in this supportive community experience, building connections with others who understand their journey.

**The National PKU Alliance (NPKUA):** We partner with NPKUA to advance understanding and improve care for people living with PKU. Through initiatives like the TruePKU meeting, which gave the community a platform to share their lived experiences directly with U.S. Food and Drug Administration staff, researchers and healthcare professionals, and events like "Move Your Pheet," a 2.7-mile walk uniting more than 100 BioMarin community members for U.S. PKU Awareness Month, BioMarin stands alongside NPKUA in amplifying patient voices and driving progress for the PKU community.

**Rare by Design:** We proudly support *Rare by Design*'s annual Style Show, a joyful runway event, led by founder Kendra Gottsleben, that brings together models of all abilities and backgrounds to celebrate inclusion and representation in fashion. Through this event and other community initiatives, *Rare by Design* continues to create spaces that highlight the beauty and strength of people living with rare conditions and disabilities.

## PARTNERING WITH THE COMMUNITY TO DRIVE MEANINGFUL IMPACT

**The National MPS Society:** For decades, BioMarin has partnered with the National MPS Society to support families affected by MPS and mucolipidosis — from advocating for newborn screening and treatment access to amplifying patient stories through initiatives like *Faces of MPS*. We've supported the Pathways program, co-created with the MPS community, to help families navigate their first year after diagnosis with education, connection and compassionate support.



### How Personal Experience Has Shaped the National MPS Society's Groundbreaking Programs for Families

When her daughter Jennifer was diagnosed with mucolipidosis at age 7, Terri Klein says her family felt like they were in a "black box." Everything changed when another parent reached out.

"That conversation changed everything," Terri recalls. "I realized that support networks were critical."

Today, as President and CEO of the National MPS Society, Terri draws on that experience to shape programs like Pathways and Crossing Paths, ensuring families have compassionate, hands-on support from the moment of diagnosis.

LEARN MORE ABOUT  
TERRI'S STORY

## CHAMPIONING POLICY CHANGE

We believe systemic barriers shouldn't stand between patients and the care they need. That's why BioMarin actively supports policy initiatives that address real-world challenges facing people with rare conditions:

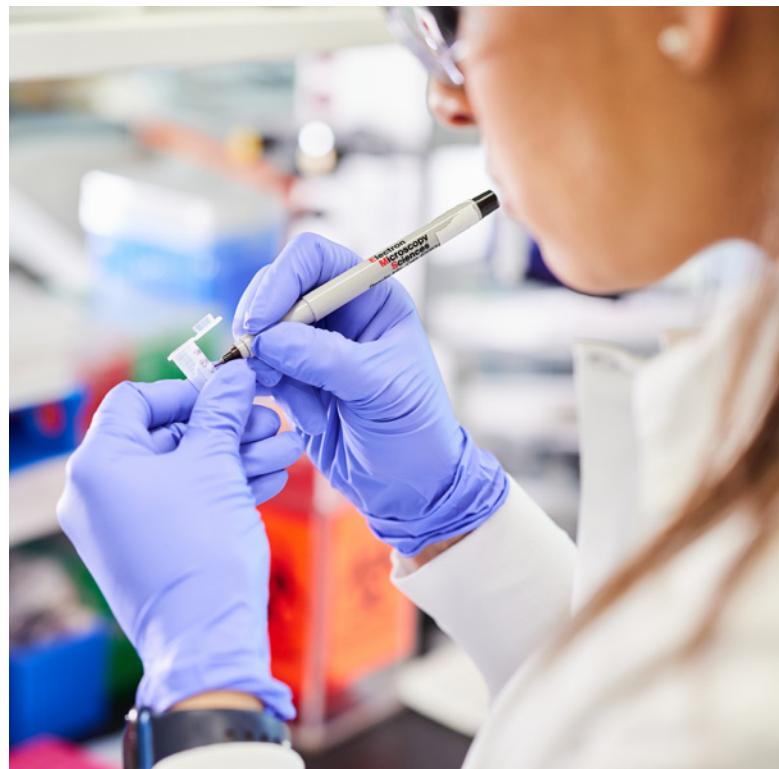
- We're a founding member of Rare & Ready, a coalition that champions access, equity and policy reform across the rare disease ecosystem. Together, we're working to expand newborn screening and ensure that families impacted by rare genetic conditions have access to the care and support they need from the very beginning.
- Through the Skeletal Conditions Advocacy Coalition, we champion legislation that addresses disability-related challenges and improves quality of life, meeting with legislators across the U.S. to advocate for greater support and services for people living with disabilities.
- We support the Ensuring Parity through Individualized Care for Rare Disorders initiative, which advocates for Medicaid coverage parity, ensuring patients can access specialists, innovative therapies and essential services like durable medical equipment and home healthcare.
- BioMarin supports the Skeletal Dysplasia Alliance, established in 2020 and made up of eight patient associations. As the only alliance in Europe focused on skeletal dysplasia, it aims to promote collaboration among people with skeletal dysplasia, enhance understanding and advocate for improved policies related to skeletal dysplasia by engaging with policymakers and society.

These coalitions work to dismantle discriminatory policies that prevent patients from accessing medically necessary interventions, particularly within systems where prior authorization barriers disproportionately affect vulnerable populations.

## INCLUSIVE RESEARCH AND DEVELOPMENT

Patients, advocates and caregivers are uniquely positioned to characterize the current state of care, unmet needs, treatment priorities and preferences for their condition.

We take a deliberate, systematic approach to help ensure patients' perspectives are captured and meaningfully incorporated into the development and evaluation of our therapies — from the time of the earliest ideas for a medicine and for as long as that medicine is available. Listening to patients as experts in their conditions is essential to our success and helps us have more meaningful, well-informed interactions with health authorities, payers and other stakeholders.



## OUR GIVING

We understand the importance of expanding our impact beyond the innovative medicines we provide. That's why we support philanthropic initiatives across four priority areas, grounding our efforts in the areas where they have the greatest impact.

- *Empower Patients:* We give to programs that amplify patient voices and support the communities we serve.
- *Increase Disease Awareness:* We support advocacy groups working to make more people aware of the conditions we seek to address.
- *Enhance STEM Education:* We provide funding to initiatives that augment educational programming to help create the STEM professionals of tomorrow.
- *Support Our Communities:* We donate to nonprofits helping address community needs where we live and work.

We provide funding across these four areas through local grants to nonprofit organizations and chamber of commerce support. Recently, BioMarin donated to organizations such as Marin Community Clinics, Homeward Bound, Ritter Center, SF-Marin Food Bank and the Marin Center for Independent Living.

We also contribute to the community through initiatives like our BioMarin Gives Back program. This yearly event promotes healthy, sustainable lifestyles in support of various charitable causes and encourages employees to get involved in our local communities.

## RARE SCHOLARS PROGRAM

Our annual RARE Scholars program provides financial support to U.S. college students living with one of several rare genetic conditions: achondroplasia, CLN2, hemophilia A, MPS or PKU. Since its inception in 2018, the program has awarded more than \$200,000 to 27 students who have demonstrated exceptional leadership and engagement in school and community activities.

We're proud to play a small role in helping these individuals through college and graduate school as they pursue their passions and begin their careers.



**"I am so grateful for the positive impact healthcare has had on me, but I've also found that I've often had to be my own advocate. As a future pharmacist, I want to be an advocate for my patients and help them pursue all their healthcare goals."**

**ALEXA BRESKE**

University of Minnesota Duluth College of Pharmacy

# BUILDING A CULTURE WHERE EVERYONE FEELS SEEN, HEARD AND VALUED

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We are committed to ensuring that our people have every opportunity to achieve their full potential, and in the spirit of Operating Principle No. 4, have fun along the way.

We engage the BioMarin community to help employees prioritize what matters most, for the benefit of patients, people and business. At the same time, we continue to build on a comprehensive set of benefits that help attract and retain top talent in the industry.



## WE ARE GUIDED BY THE BIOMARIN 8

We believe trust is built by anchoring everything we do in a shared purpose: delivering for patients. In our mission-driven industry, employees want to know their work matters. That's why we are guided by the BioMarin 8: operating principles that shape how we work, lead and innovate to fulfill our purpose.

The BioMarin 8 define our culture, help us stay focused on our mission and empower employees to speak up and take smart risks. Our operating principles challenge us to be better — because patients are counting on us.

LEARN MORE ABOUT HOW  
OUR EMPLOYEES LIVE THE  
BIOMARIN 8 EVERY DAY

- 1.**  
**Patients are counting on us.**  
Act with urgency and focus.
- 2.**  
**Follow the science.**  
It's both our compass and map.
- 3.**  
**Be excellent.**  
Falling short of an ambitious goal is more valuable than clearing a low bar.
- 4.**  
**Have fun.**  
Make this the place everyone wants to work.
- 5.**  
**We hold ourselves accountable.**  
To the work, each other and our business.
- 6.**  
**Be real.**  
We speak our minds—especially when it isn't easy.
- 7.**  
**We're all here for a reason.**  
Everyone deserves to feel seen, heard and valued.
- 8.**  
This is a competition.  
**Our wins change lives.**

### RARE DISEASE DAY

Each year, employees across the globe come together, joining the community around the world, to honor Rare Disease Day. Through employee events, patient panels and engagements with advocates and healthcare providers, we seek to deepen our relationships with the rare disease community. This day serves as a powerful reminder of the communities we serve and inspires us to continue delivering life-changing medicines for those who need them most.



# EMPOWERING EMPLOYEES TO GROW AND THRIVE

## Community Connection

In the spirit of BioMarin Operating Principle No. 4, "Have fun. Make this the place everyone wants to work," we host afternoon coolers, community lunches and leadership roundtables across some of our larger sites.

## Mentorship and Growth

We foster a culture of continuous growth and mentorship, with programs to help employees expand their expertise and stretch their roles, including access to ongoing learning and development tools, life coaching and reimbursement for further education.

Every employee also participates in ongoing coaching conversations and quarterly check-ins, with a focus on both the approach and execution of their work as well as their career development.

## Your Voice Survey

Feedback is critical in making BioMarin a place where employees can do their best work. Through our "Your Voice" survey, employees are able to share frequent feedback that enables ongoing dialogue between managers and teams. This survey is a vital tool in hearing from employees on what's working and what's not and helps us focus our programming on what matters most to them.

## Health and Service

We continue to host ongoing corporate and fitness challenges, monthly culture and belonging workshops and dedicated community service months in April and September.



**"Building an inclusive and authentic culture takes all of us working toward a shared purpose. I'm incredibly proud of the culture we've built at BioMarin — one where we bring our best selves to work to make a profound impact on the patients who are counting on us."**

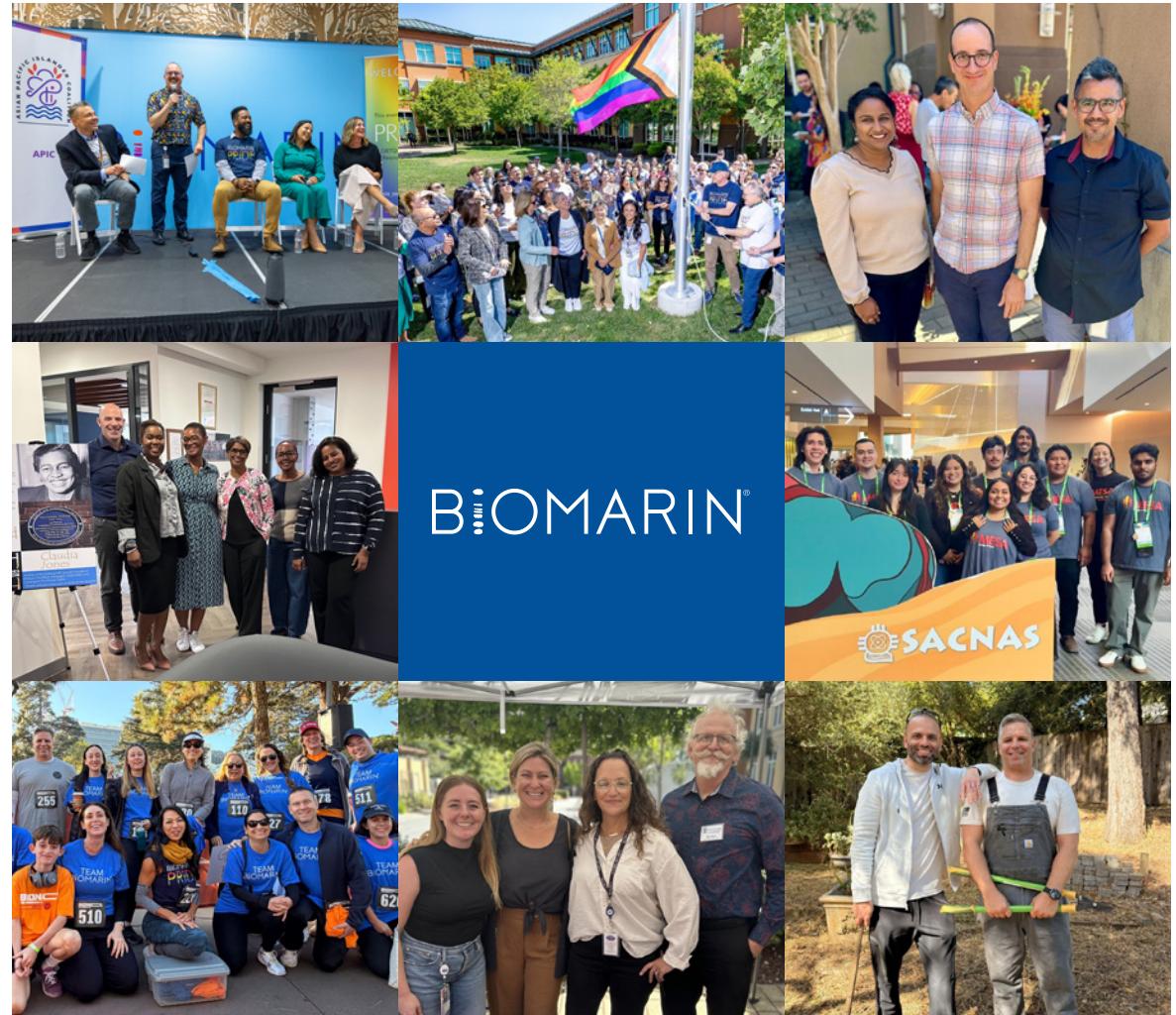
**AMY WIREMAN**

Chief People Officer

## FOSTERING INCLUSION THROUGH OUR EMPLOYEE RESOURCE GROUPS

ERGs are a vital part of our culture. Our nine ERGs are woven into the fabric of who we are at BioMarin.

Each is employee-led, and every employee around the world has the option to join. The ERGs foster a strong sense of culture and community, promote allyship and professional development, and drive meaningful business impact. In 2024, our ERGs hosted 68 events across the globe, including six service events where we collectively logged 220 volunteer hours in local communities.



## SUPPORTING FINANCIAL AND PERSONAL WELL-BEING

We're committed to helping every employee prioritize what matters most — with an emphasis on engagement, community and belonging.

### Pay Equity

We're committed to fair pay for all employees. To make sure we get it right, we bring in independent experts to regularly review compensation across our company. They analyze everything, including base pay, bonuses and equity, to ensure people's compensation is fairly based on merit. We also train our managers to recognize and prevent bias when making decisions about hiring, performance reviews and pay.

### Be Well (U.S.)

We know that responsibilities don't end when the workday does, and we offer a comprehensive set of benefits to support personal and family well-being. This includes core benefits and supplemental resources to promote employees' physical, mental and financial health.

#### Financial Compensation

- Retirement savings with matching contributions available in many countries based on local market regulations and practices.
- Employee Stock Purchase Plan in which eligible BioMarin employees can contribute up to 10% of their base salary on a post-tax basis to purchase BioMarin stock at a discount.
- Up to \$5,250/year support for education expenses through our global tuition reimbursement program for U.S. employees.

#### Health and Well-Being

- Paid family and parental time off as well as paid vacation days and holidays, including a winter break for employees in the U.S.
- Competitive and comprehensive medical and well-being benefits.



### Employee Health and Well-Being Program Highlights:

**Lyra** provides in-person and virtual counseling options, mental health coaching and digital self-care lessons.

**Headspace** offers meditations, sleepcasts and sleep music along with guided exercises to help you feel happier and healthier.

**Maven**, a digital healthcare platform, helps navigate pre-conception, pregnancy and postpartum; fertility treatments, including intrauterine insemination and in vitro fertilization; adoption; surrogacy; and returning to work after parental leave.

**Included Health** supports our employees by providing expertise on life's most critical decisions about medical care, helping to find in-network providers, schedule appointments and source second opinions.

# RECRUITING, DEVELOPING AND RETAINING TOP TALENT

We believe scientific breakthroughs happen when different perspectives come together to solve complex problems. Our commitment to innovation ensures that we are harnessing the full range of diverse perspectives, backgrounds and experiences in our talent pool.

We partner with community organizations that share our commitment to fostering the next generation of biomedical leaders not only to expand our pipeline of talent, but to make a positive impact on the industry more broadly.

## **Undergraduate Programs**

The Robinson Life Science, Business and Entrepreneurship Program and Project Onramp offer paid summer internships at BioMarin to undergraduates from diverse backgrounds, experiences and perspectives. These initiatives aim to remove barriers to the biotech field while providing students with essential skills to address complex research problems and establish a robust network in the life sciences sector.

## **Internship Program**

Our internship program gives students hands-on experience performing meaningful work alongside biotech experts across BioMarin. In 2025, we hosted more than 185 interns across 50+ departments around the globe. These internships span functions throughout our organization, providing students with unparalleled learning opportunities and the chance to build valuable networks in the industry. Interns contribute to real projects that advance our mission while gaining the skills and experience needed to launch successful careers in biotech.

## **Postdoctoral Fellowship Programs**

Our two fellowship programs — Regulatory Affairs and Research & Early Development — offer early-career scientists the opportunity to grow their careers at BioMarin, while gaining a deeper understanding of the biopharmaceutical industry.

The fellowship programs also enable BioMarin's scientific team to work with talented and diverse researchers to help advance our goal of bringing forward new medicines for people with rare genetic conditions. These opportunities bring the brightest minds from the next generation of scientists to our campuses, allowing us to learn from one another.

## **BioMentoring Program**

This program is a key part of our commitment to employee growth, fostering a culture where learning, development and career advancement thrive. BioMarin colleagues serve as development partners, providing coaching, guidance and support to help junior employees navigate their careers with confidence. By investing in mentorship, we strengthen our talent pipeline, create a more inclusive workplace and empower all employees to reach their full potential.

## HEAR FROM OUR EMPLOYEES WHAT SETS BIOMARIN APART



"The breadth of connections I've made here has been a key driver of my career growth. It has created many opportunities for me to learn from various subject matter experts and hone my strategic thinking."

**SEE HOW SABRINA SUN  
EMBRACES THE COMPETITIVE SPIRIT TO  
MAKE A DIFFERENCE FOR PATIENTS**



"My greatest desire is for our work to translate to hope by bringing new options to children with skeletal conditions and to continuously raise the bar in terms of health outcomes for these children. This reflects my personal interpretation of BioMarin's first Operating Principle: Patients are counting on us."

**LEARN MORE ABOUT  
SHOLA FAFUNSO'S  
CAREER JOURNEY**



"It is the people I work with and the lives we touch that make my career at BioMarin so fulfilling and meaningful. These relationships and experiences constantly renew my sense of purpose and gratitude."

**SEE HOW PURPOSE DEFINES  
CAROLINA COELHO'S  
EXPERIENCE AT BIOMARIN**

### PROTECTING THE HEALTH OF OUR ENVIRONMENT

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As a global corporate citizen, BioMarin strives to operate in ways that protect the environment and contribute to the health of our employees and communities.

We work to minimize our environmental footprint through comprehensive initiatives, including improving energy efficiencies, managing greenhouse gas emissions amid production growth, implementing conservation programs and initiatives and making other key commitments across our business.



## THE HEALTH OF PEOPLE AND OUR PLANET ARE DEEPLY INTERCONNECTED

As we pursue our mission to develop transformative medicines, we remain mindful that a healthy environment is essential to a healthy life.

We are dedicated to advancing sustainability through responsible, forward-looking corporate practices with a focus on the following areas:

- *Cultivating a Culture of Sustainability:* Empowering employees to champion environmental initiatives
- *Creating Healthy and Sustainable Workspaces:* Building and operating facilities that minimize environmental impact
- *Optimizing Energy Efficiency:* Reducing greenhouse gas emissions through smart energy management
- *Reducing, Reusing and Rethinking Waste:* Prioritizing circularity and diversion from landfills
- *Preserving Water Resources:* Managing water use responsibly, especially in drought-prone regions

The BioMarin Leadership Team recently endorsed the establishment of global sustainability targets to enhance the efficiency and resilience of our operations while meeting regulatory requirements.

Our Environmental Health and Safety team, our Sustainability Director and our internal, cross-functional ESG Committee collectively drive the implementation of practices in each of our key areas to realize our ambitions.



## CULTIVATING A CULTURE OF SUSTAINABILITY

Sustainability is woven into our daily operations through dedicated teams and employee-led programs.

### **Global Environmental Sustainability Committee**

Our Global Environmental Sustainability Committee is a cross-functional team that sets environmental and sustainability directives. The committee establishes and reviews goals, manages environmental risks and opportunities, and engages with stakeholders both inside and outside the company.

### **The BioMarin Green Team ERG**

Established in early 2025, our Green Team ERG creates an environment where green ideas can be shared and brought to life. Open to any BioMarin employee interested in sustainability, the Green Team organizes local volunteer cleanup events, green projects and community gatherings that connect employees around a shared commitment to the environment.

Across our sites, these teams serve as dedicated sustainability advocates — promoting environmental awareness, driving measurable progress and championing sustainability efforts both within the organization and in their personal lives.

### **The BioMarin Global Sustainability Champion**

Our Global Sustainability Champion program recognizes and celebrates employee excellence in advancing our environmental sustainability journey, with monthly winners acknowledged through internal communication channels and digital monitors.

### **Annual Earth Day**

Each year, we host events in honor of Earth Day to bring together employee teams and local nonprofit organizations to showcase conservation and sustainability work in our communities. In our most recent events at our San Rafael and Novato, California campuses, more than 1,100 employees attended, and we featured tables from our My Green Labs teams as well as partners like Sustainable San Rafael, Cool the Earth, Marin Sanitary, Marin Clean Energy and Polycarbon.



## CREATING HEALTHY AND SUSTAINABLE WORKSPACES

We design our facilities with sustainability at the forefront, embracing renewable energy, sustainable transportation options and green building practices.

### Maintaining Rigorous Standards

We hold International Organization for Standardization (ISO) 14001 and 45001 certifications for our Novato and Shanbally campuses, as well as ISO 50001 certification for our Shanbally energy management system. These certifications ensure we maintain safe, healthy workplaces while improving environmental performance.

### Harnessing Solar Power

We've installed solar panel systems at multiple locations:

- On our San Rafael campus, 434 solar panels on our parking structure roof produce approximately 151 MWh/year – enough to supply our 113 electric vehicle (EV) charging stations and other parking structure systems.
- In Petaluma, California, 180 solar panels produce approximately 95 MWh per year.
- At our Shanbally location, 80 solar panels produce approximately 28 MWh per year, while a solar heat array in our admin building generates an average of 6,225 MWh of hot water annually, significantly reducing gas demand.

### Supporting Sustainable Transportation

We've made it easier for employees to choose environmentally friendly commuting options, with:

- 161 EV charging stations across U.S. campuses, including 113 at our San Rafael campus
- 18 EV charging stations at our Shanbally campus
- Comprehensive Employee Commuter Programs in Northern California and Shanbally offering flexible work hours, rideshare options, carpooling incentives and public transportation support

### Building to Green Standards

We build and remodel facilities with energy efficiency in mind, and our projects aim for Leadership in Energy and Environmental Design Gold or CALGreen standards.

### Advancing Lab Sustainability

Through our partnership with My Green Labs – recognized as the gold standard for laboratory sustainability – several of our labs in Novato, San Rafael and Shanbally have achieved certification, with most earning the highest Green certification level.



### Sustainability in Action

Through the 2024 Freezer Challenge, an international initiative to reduce the environmental impact of laboratory cold storage, we improved 257 cold storage units across our labs, saving an estimated 677 kWh per day. This effort placed BioMarin in the top 20% of participating companies.

In 2025, BioMarin was recognized by the San Rafael Chamber of Commerce with the San Rafael Green Business of the Year award.

# OPTIMIZING ENERGY EFFICIENCY

We strive to understand and reduce our energy footprint and GHG emissions through data-driven strategies and operational improvements.

## Understanding Our Emissions

Over the past several years, we've developed a comprehensive approach to tracking our GHG emissions aligned with the Principles for Effective Disclosure section of the Recommendations of the Task Force on Climate-Related Financial Disclosures and the GHG Protocol. We publish our Scope 1 and 2 GHG emissions on BioMarin.com to ensure transparency regarding our environmental impact. Additionally, we have completed a Scope 3 case study and screening process, and are currently preparing a formal Scope 3 inventory using reporting year 2024 data as we work toward establishing a comprehensive baseline.

## Taking Action to Reduce Emissions

Our commitment to reducing emissions includes completing decarbonization studies at both our San Rafael and Shanbally campuses as well as our focus on:

- *Renewable electricity in California:* We purchase the majority of our Marin County campuses' electricity from Marin Clean Energy, with 69% generated from renewable sources like wind and solar.
- *Energy reduction in Ireland:* Our Shanbally facility developed a comprehensive decarbonization plan. Since 2015, our Shanbally campus energy savings projects have saved over 8,373,980 Kw hours of energy — enough energy to power more than 2,000 Irish homes on an annual basis.
- *Further reduction:* BioMarin is currently assessing the most impactful and cost-efficient mitigation strategies to minimize the remainder of our carbon footprint.

## Making Smart Operational Choices

We believe day-to-day decisions make a difference. That's why we're:

- Monitoring and adjusting heating, ventilation and air conditioning (HVAC) systems based on occupancy
- Shutting down HVAC systems, boilers and exhaust fans overnight in office buildings
- Installing high-efficiency condensing boilers where possible
- Standardizing energy-saving lighting with multilevel dimming and occupancy sensors
- Implementing chiller system optimization for large equipment

# REDUCING, REUSING AND RETHINKING WASTE

We've focused on reducing the impacts of our waste management practices, including implementing comprehensive programs to minimize waste and embracing circular economy principles across our operations.

## Strengthening Recycling and Diversion

We've expanded partnerships to divert more materials from landfills, including:

- Participating in a lab plastics recycling program with Polycarbon – in 2024 in our U.S. labs alone, we diverted 1.8 tons of plastic from landfills and incinerators
- Moving from passive to active shipping eliminated shippers, cold packs and temperature monitors in Spain, which reduced waste by 44 tons

## Going Paperless

Digital solutions are reducing our paper footprint. In Ireland, introducing paperless training and digital signing systems reduced paper usage by 36%.

## Rethinking Transportation and Disposal

In Ireland, re-routing solid-waste streams from treatment abroad to treatment within the country resulted in 40% less CO<sub>2</sub> emissions and 25 fewer trucks traveling abroad.

## Educating and Engaging Employees

We've installed waste receptacles and custom signage in kitchens and break areas, partnered with Marin Sanitary Services for employee education in California and created visual aid posters at all waste stream points at our Shanbally campus to promote proper disposal practices.

## Supporting Pharmaceutical Take-Back

Through our partnership with the Pharmaceutical Product Stewardship Work Group, we provide patients with educational materials, infrastructure and guidance on proper pharmaceutical and sharps disposal.

Additional waste reduction and chemical management initiatives include:

- Donating surplus laboratory equipment to local schools and colleges
- Transitioning disposable uniforms to laundered versions, replacing 128,160 items annually in our gene therapy facility that would otherwise go to landfills
- Partnering with vendors and purchasing Environmentally Preferable Products to lower carbon footprint
- Consolidating lab materials through central stocking areas, reducing overstock and shipping-related air and CO<sub>2</sub> emissions



## Going Beyond Compliance

BioMarin was recognized in the Irish Environmental Protection Agency's (EPA) State of the Environment Report 2024 as a company that goes beyond environmental compliance. After vetting our environmental programs, the Irish EPA found that our waste and pollution reduction initiatives exceeded regulatory requirements, demonstrating true environmental stewardship.

## PRESERVING WATER RESOURCES

We take proactive steps to manage and reduce water use, with particular focus on regions experiencing water stress or frequent drought.

### **Innovative Water Management**

We've improved water efficiency through the use of:

- Water flow sensors that enable precise control of the cooling tower blowdown process, reducing the amount of makeup water required
- Smart water sensors and automatic isolation valves
- Low-flow toilets and sinks in common-area restrooms

### **Drought-Conscious Landscaping**

At our Northern California campuses, we've installed bioswales that facilitate groundwater recharge, and we've incorporated local, drought-resistant plantings throughout our properties that require less water from irrigation.

### **Water Stewardship Certification**

At our Shanbally campus, key energy and sustainability personnel are certified as Water Stewards, helping identify conservation opportunities and promote water-saving measures across the site.

At BioMarin, environmental stewardship isn't separate from our mission — it's fundamental to it. A healthier planet means healthier communities and better outcomes for the patients counting on us.

To see our full Reporting Index, please visit our [Sustainability Accounting Standards Board Index](#).



B:OMARIN®