



YOUR GUIDE TO
2026 BENEFITS

BOMARIN[®]

BE WELL

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Sydney Levine Cortez — Manufacturing Operations & Kenzie Keyawa — Executive Office

Collective Health

Your time is precious — that's why you are empowered to simplify your benefits with Collective Health. With this team of professionals dedicated to BioMarin employees, you get concierge-level services, compassionate personal support, and convenient digital tools to make understanding, navigating, and paying for care easier.

If you (and/or your dependents) have Medicare or will become eligible for Medicare in the next 12 months, a federal law gives you more choices about your prescription drug coverage. Please see **page 38** for more details.

Please note: This guide is intended to provide a convenient summary of the BioMarin Pharmaceutical benefits plans. If there is any inconsistency between the information in this guide and the Plan Documents or contracts, the Plan Documents and contracts will prevail.



Dear U.S. Colleagues,

Every day I'm reminded that BioMarin's greatest strength isn't just our science — it's you. The way you show up for our patients, for each other, and for the mission we share is nothing short of extraordinary. Your drive, your heart, and your belief in what we do make all the difference.

As we look ahead to 2026, we remain deeply committed to supporting your wellbeing in every dimension, emotionally, physically, and financially. Our Benefits and Wellness program is designed to meet you where you are, offering a wide range of resources to help you care for yourself and those you love. Whether it's choosing the right health plan, exploring mental health support, or planning for your financial future, we want you to feel confident and cared for.

This guide is your starting point. Take time to explore it, ask questions, and select the benefits that best fit your life. Also, don't forget to lean into our wellness offerings throughout the year; they're here to help you thrive, not just survive.

We believe in the power of rest. Time away from work isn't a luxury, it's essential. So please, carve out space for vacation, for laughter, and for the people and places that restore you. To show how deeply I believe in time off, I'm sharing a couple of photos from my recent two-week hiking trip in the Sierras. It was a reminder of how rejuvenating a true break can be. Talk with your manager and get those dates on the calendar. You deserve it.

As always, we welcome your feedback.

Wishing you a vibrant, healthy, and fulfilling 2026.

Be well,

Amy Wireman
Chief People Officer

BE WELL

YOUR INCLUDED BENEFITS

PROGRAM	PROVIDER	OFFERING	SUPPORT	CONTACT
Emotional & Mental Health	Lyra Employee Assistance Program	Access digital mental health support and tools.	16 sessions available to you and your family.	biomarin.lyrahealth.com 844-926-0339
Mindfulness & Meditation Headspace	Headspace	Download the app for mindfulness moments on the go.	Unlimited access for you, your spouse/DP, and children 18+.	work.headspace.com/biomarin/member-enroll
Health Advocacy	Collective Health	Get assistance understanding and connecting to your health benefits.	Unlimited access for you, your spouse/DP, and children.	join.collectivehealth.com/biomarin 833-440-4375
Expert Second Opinions & Best Care Path	Included Health	Receive expertise and support to make critical decisions about medical care.	Unlimited access for you, your spouse/DP, children, and parents.	includedhealth.com/biomarin 800-929-0926
Family Planning Support	Maven	Access digital resources during every stage of family planning.	Support varies and is available for you and your spouse/DP.	mavenclinic.com/join/biomarin
Menopause Support	Maven	Get 24/7 clinical support with physical and emotional pre- and post-menopause symptoms.	Support varies and is available for you and your spouse/DP.	mavenclinic.com/join/biomarin
Family Support Benefits	Bright Horizons	Use family care and educational benefits to support you and your family.	Support varies and is available for employees only.	clients.brighthorizons.com/biomarin
Lifestyle Spending Account	WEX	Utilize your funds on wellness activities important to you.	\$50/month for employees only.	wexinc.com/login/benefitslogin 866-451-3399
Budgeting and Financial Advice	SmartDollar	Access tools to help you make the most of your money.	Unlimited access for employees only.	smartdollar.com 800-754-4220
Short- and Long-Term Disability	Matrix	Protect your income until you can return to work.	Support varies and is available for employees only.	matrixabsence.com 877-202-0055
Basic Life and AD&D Insurance	Reliance Matrix	Provide for your dependents in the event of an accident.	2X base salary (max \$600K each) for employees only	rsli.com 800-351-7500
Continuing Education	BioMarin	Continue your formal education and personal growth.	Up to \$5,250/year for employees only	Check the Benefits Page on BioWeb
Community Service/ Volunteering	Percent Pledge	Make a social impact at BioMarin-sponsored volunteer events or non-profits of your choosing.	Up to 8 hours paid time each calendar year for full-time employees	percentpledge.org/give/biomarin

BE WELL

BENEFITS ELIGIBILITY & ENROLLMENT

Whether you are enrolling for the first time or during Open Enrollment (OE), it is important to take time and review your coverage options so you can make the best choice for you and your family.

Employee Eligibility

Regular employees working a minimum of 20 hours per week are eligible to participate in the benefits program.

Covering Your Family Members

Eligible employees may also choose to enroll qualified family members, including a legal spouse/certified domestic partner (**same sex or opposite sex**) and/or **children**.

Children are considered eligible if they are:

- Your or your spouse's/domestic partner's biological children, stepchildren, adopted children, court-ordered dependents, or foster children up to age 26, regardless of student status
- Your or your spouse's/domestic partner's children of any age if they are incapable of self-support due to a physical or mental disability
- A certified birth certificate or court order is required for each child enrolled in coverage

Spouse Coverage

You are permitted to enroll your legal spouse (same sex or opposite sex) under most benefits plans. You must provide a marriage certificate, **plus** either a recent utility statement or your most recent tax return to the Benefits Team as proof of marriage once you have enrolled for spouse coverage.

Domestic Partner Coverage

You may enroll your certified domestic partner (same sex or opposite sex) under most benefits plans. You must provide domestic partner certification from the state.

The IRS regulates domestic partner contributions. The amount BioMarin contributes toward the cost of benefits for your domestic partner and domestic partner's dependent(s) is taxable income to you. For more information regarding domestic partner and dependent eligibility, affidavit filings, and special enrollment procedures, email benefits@bmrn.com.

When Coverage Begins

Open Enrollment is your once-a-year opportunity to enroll in or change your benefits coverage for the new plan year. **Your choices made during Open Enrollment will remain in effect through December 31, 2026, unless you have a Qualified Life Event (QLE) during the plan year.**

New hires are eligible for most benefits on their date of hire. If you are a new hire, you must make benefits elections within 30 days of your hire date, and those **elections will be in effect through December 31, 2026, unless you have a QLE.** If you miss the enrollment deadline, you may not enroll in the benefits program until the next Open Enrollment or unless you have a QLE during the plan year.

Electing Benefits

MyHRandBenefits can be accessed through the Company favorite links on BioWeb to make benefits elections.

Benefits elected by newly hired employees will be retroactive to their dates of hire, provided they make their elections within 30 days of their hire dates. Employees who do not make benefits elections within 30 days of their hire dates will not receive medical, dental, vision, or Flexible Spending Account (FSA) benefits for the current year, unless they have a QLE.

Elections made during annual OE will be effective on January 1. Instructions for completing your benefits in **MyHRandBenefits** can be found on the Benefits page of BioWeb.

Jiawei Bai – Global Clinical Sciences



BENEFITS NAVIGATION & SUPPORT

Commonly Asked Questions

When does coverage for my benefits begin?

Health benefits start on your first day as a new hire. 401(k) and Health Savings Account (HSA) eligibility begin the first of the month following your hire date. Elections made during annual Open Enrollment are effective January of the following year.

What if I get married/divorced or have a baby/adopt?

Email benefits@bmrn.com within 30 days of your marriage or divorce date or the baby's date of birth or adoption date.

How do I enroll in the 401(k) Plan?

You may enroll as early as the first of the month following your date of hire. Full details for enrollment are on [page 29](#).

How can I change my tax withholding?

On ADP Vantage. Please email payroll@bmrn.com for additional questions.

How can I get my W2?

On ADP Vantage. Please email payroll@bmrn.com for additional questions.

Who do I contact with ESPP questions?

Please email stockadmin@bmrn.com with any questions.

I have questions about my coverage, a claim, or getting my ID cards. Who do I contact?

Please contact Collective Health at [833-440-4375](tel:833-440-4375) or Kaiser at [800-464-4000](tel:800-464-4000).

Qualified Life Events (QLE)

Generally, you may add or remove dependents from your benefits, as well as add, drop, or change coverage if you submit your request along with proof of change within 30 days of a Qualified Life Event (QLE). Examples include:

- Marriage, divorce, or legal separation
- Birth or adoption of a child
- Death of a dependent
- Your or your spouse's/domestic partner's loss or gain of coverage through our organization or another employer¹
- Change in residence affecting eligibility or access

If you, your spouse/domestic partner, or child have COBRA coverage that is being paid for in whole or in part by another organization or employer, the end of that COBRA subsidy is not a QLE.

If your change during the year is a result of the loss of eligibility or enrollment in Medicaid, Medicare, or state health insurance programs, you must submit the request for change within 60 days.

Submit your life event in [MyHRandBenefits](#) within 30 days of the event, and email proof of the event to benefits@bmrn.com.

¹ COBRA exhausts after 18 months.

Sean Fisher — VERG



BENEFITS NAVIGATION & SUPPORT



Courtney Morrone — Enzyme Therapies

alex[®]



Plan Decision Support: Ask ALEX

Find the right plan for you and your family with ALEX! ALEX is an easy-to-use online tool that offers personalized guidance to help you make informed decisions about your benefits and maximize savings.

How it works:

1. Go to start.myalex.com/biomarin to get started.
2. ALEX will ask you a few questions about your health care needs. Your answers and any information you provide will be anonymous and confidential.
3. Based on your responses, ALEX will crunch some numbers and recommend a plan that best fits your personal needs.

It is that easy! The best part is, ALEX is easy to understand — no benefits-speak!

You can use this tool with your family members from any computer at any time. Even if you are happy with your current plan, it is a good idea to talk to ALEX and make sure you are not paying too much for medical insurance.

Health Advocacy: Collective Health

Collective Health (CH) connects you to your health benefits. Get a detailed breakdown of your coverage and costs, find providers, and access your ID cards at any time.

Contact a CH Member Advocate for help with:

- Finding the right medical, dental, or vision providers
- Obtaining services for your elderly parents and parents-in-law
- Scheduling appointments
- Facing serious illness or injury
- Securing second opinions
- Assisting with insurance claims and billing issues

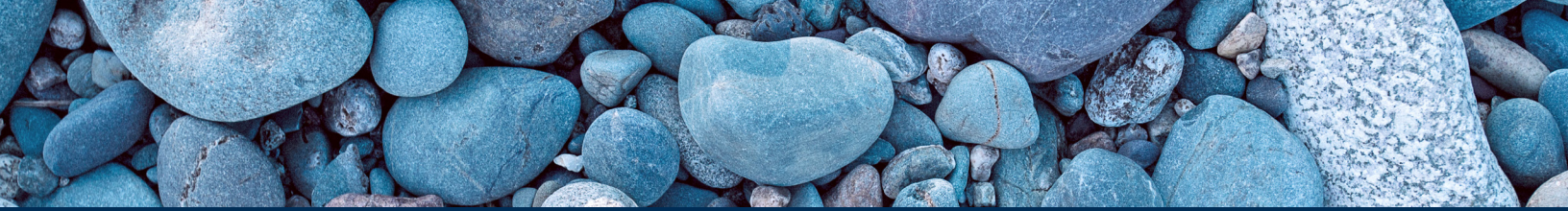
Go online or scan the QR code to learn more:

join.collectivehealth.com/biomarin. Call a Member Advocate at **833-440-4375**.

“The Collective Health app is one of the easiest and most straightforward apps I have ever used! It provides information on my medical and dental expenditures, where I am against my out-of-pocket amounts for the year, and medical cards, all at my fingertips! It’s helped me better track my medical expenses and understand where to find in-network doctors. 10 out of 10!”

 **Collective Health**[®]





EMOTIONAL & MENTAL HEALTH

You have access to mental health resources at no cost to you to support your and your family’s emotional wellbeing.

Lyra

Whether you are feeling stressed, anxious, or depressed, Lyra’s top therapists and coaches can get you back on your feet. Lyra provides in-person and virtual counseling options, mental health coaching, and digital self-care lessons. It also offers one-on-one consultations for managers with direct supports. You can get up to 16 sessions for you and your dependents. There are no co-pays (High-Deductible Health Plan (HDHP) members have a \$5 co-pay) or paperwork.

“I was hesitant to get into therapy through my doctor’s office, so I decided to give the Lyra platform a chance. The virtual talk therapy through Lyra has helped me put things into a new perspective and given me a better outlook on life. It has allowed me to focus more at work and prioritize my health. I wish I had started sooner!”

Get Started with Lyra

By Phone: **844-926-0339**

Online: **biomarin.lyrahealth.com**

Email: **care@lyrahealth.com**



Headspace

Headspace also offers hundreds of meditations, sleepcasts and sleep music, guided workouts, and focus music to help you feel happier and healthier every day.

“I started using Headspace as soon as I was hired on as a full-time employee. Meditating has really helped my mental and emotional wellbeing. I feel less anxious with more focus on positive outcomes. I’ve also become more creative as a result.”

Get Started with Headspace

Download the Headspace app, select “Get started” then “How do I know if I have a code?” Enter your BioMarin email and a code will be emailed to you. Your immediate family members who are at least 18 years old can use the same code to access the app, too. If you cannot locate your Headspace registration code, you can log in by selecting “My Organization” and verifying your name, DOB, ZIP code, and BMRN email.

Visit **work.headspace.com/biomarin/member-enroll** to create or access your account. Send your questions to **teamsupport@headspace.com**.



BE WELL

Explore the **Wellbeing Guide** to learn about additional resources and how to make the most of these tools.

COLLECTIVE HEALTH SUBSCRIBERS

LiveHealth Online Psychology

If you are having a tough time, you can talk to a licensed psychologist or therapist through video using Anthem's LiveHealth Online Psychology. It is private and easy to use, and in most cases, you can see a therapist within four days. Sign up at livehealthonline.com or download the app to get started. The cost is similar to what you would pay for an office therapy visit.

Make your first appointment — when it is easy for you!

- Log in through the app or at livehealthonline.com. Select LiveHealth Online Psychology and choose the therapist you would like to see.
- Or, call **LiveHealth Online** at **844-784-8409** from 7 a.m. to 11 p.m. PT.
- You will get an email confirming your appointment.

KAISER MEMBERS



Kaiser Permanente: Mental Health Care

Kaiser Permanente provides assessment, treatment, and support for a wide range of issues, including:

- Attention deficit hyperactivity disorder (ADHD)
- Anxiety and stress
- Autism spectrum disorders
- Bipolar disorder
- Depression
- Eating disorders
- Obsessive-compulsive disorder
- Sleep problems

Services Include:

- Adult mental health
- Child and adolescent mental health
- Substance use disorder treatment
- Autism assessment centers
- Clinical evaluation
- Counseling and therapy — individual and group
- Medication management
- Crisis intervention
- Health education classes

Self-Care Wellness Resources

Your care extends beyond therapy, medication, and treatment. Take advantage of things you can do to support your own wellness and help keep a healthy balance of mind, body, and spirit:

- My Doctor Online to search for health topics
- Wellness coaching for stress
- Health education classes and support groups
- Personalized healthy lifestyle programs
- Thriving Families blog
- Online self-assessment tools and resources

Self-Care Apps for Adults

These apps can help you take meaningful steps toward becoming healthier and happier. Download them at kp.org/selfcareapps.

- **Calm** offers guided meditations and mindfulness exercises to help lower stress, reduce anxiety, and improve sleep quality.
- **myStrength** offers personalized programs with interactive activities, daily health trackers, in-the-moment coping tools, and more.

Concerns about mental health or substance use services? Call **Kaiser** at **800-390-3503** Monday through Friday, from 8 a.m. to 5 p.m. PT.

Active election required for medical plans. Premiums listed on page 15 and cost of care on pages 11 and 12.

MEDICAL

Your Medical Plan Options

We offer three types of medical plan options. The Collective Health plans are powered by Anthem and Capital Rx, providing access to a broad network of health care providers and prescription drug coverage. Kaiser plans offer the same support and utilize the Kaiser Permanente network exclusively.

- **High-Deductible Health Plan (HDHP) with Health Savings Account (HSA)** through Collective Health and Kaiser (Kaiser is for California residents only)
- **Preferred Provider Organization (PPO)** through Collective Health
- **Health Maintenance Organization (HMO)** through Kaiser (California residents only)

For a complete listing of covered services for each plan, please refer to the Summary Plan Descriptions located on the Benefits page of BioWeb. For your reference, an illustration of rates is listed in the Cost of Coverage section of this guide. You can also talk to ALEX at start.myalex.com/biomarin.

Find In-Network Providers Using Collective Health

The Collective Health PPO and HDHP with HSA plans use the same nationwide network. To check if your provider is in-network, please visit join.collectivehealth.com/biomarin. If you are able to find your provider in this portal, they will likely be in-network.

- Please always ask your medical provider if they are in-network with the **Anthem Blue Cross network**, or their local Blue Cross Blue Shield if they are outside of California.
- If you are searching for dental providers, please ask if they are in-network with **Delta Dental**.
- If you are searching for vision providers, please ask if they are in-network with **VSP**.
- If you are searching for pharmacies, please ask if they are in-network with **Capital Rx**.

IN-NETWORK CO-PAYS/CO-INSURANCE				
PLAN ADMIN PLAN HIGHLIGHTS	COLLECTIVE HEALTH		KAISER	
	PPO	HDHP WITH HSA	KAISER HDHP WITH HSA	KAISER HMO
Annual Deductible	\$625 individual \$1,250 family	\$1,800 individual \$3,600 family (\$3,600 per family member)	\$1,700 individual \$3,400 family (\$3,400 per family member)	\$150 individual \$300 family
Co-pay (See Pages 11-12 for Amounts)	Applies to doctor's office visit and prescription drugs	Applies to most prescription drugs after you meet the deductible	Applies to most prescription drugs after you meet the deductible	Applies to most services received through HMO providers
Co-insurance	Applies to many services, such as inpatient hospital care, outpatient surgery, X-rays, and lab work — you typically pay 10% after you meet the deductible	Applies to most medical services — you typically pay 10% after you meet the deductible	Applies to most medical services — you typically pay 10% after you meet the deductible	Applies to some services, such as inpatient hospital care
Out-of-Pocket Maximum	\$2,500 individual \$5,000 family	\$3,600 individual \$7,200 (\$3,600 per family member)	\$3,400 individual \$6,800 family (\$3,400 per family member)	\$1,500 individual \$3,000 family

PLAN ADMIN PLAN HIGHLIGHTS	COLLECTIVE HEALTH PLANS			
	HDHP WITH HSA		PPO	
	IN-NETWORK	OUT-OF-NETWORK	IN-NETWORK	OUT-OF-NETWORK
Annual Deductible (Individual/Family)	\$1,800/\$3,600	\$3,600/\$7,200	\$625/\$1,250	\$1,250/\$2,500
Out-of-pocket Maximum (Individual/Family)	\$3,600/\$7,200	\$10,800/\$21,600	\$2,500/\$5,000	\$7,500/\$15,000
Lifetime Maximum	Unlimited	Unlimited	Unlimited	Unlimited
Professional Services				
Primary Care Physician (PCP)	10% ¹	30% ¹	\$25 co-pay	30% ¹
Specialist	10% ¹	30% ¹	\$50 co-pay	30% ¹
Preventive & Well-baby Care	No charge	30% ¹	No charge	30% ¹
Diagnostic X-ray & Lab	10% ¹	30% ¹	10% ¹	30% ¹
Chiropractic ²	10% ¹	30% ¹	\$30 co-pay	30% ¹
Acupuncture ³	10% ¹	30% ¹	\$30 co-pay	30% ¹
Fertility ⁴	10% ¹	30% ¹	10% ¹	30% ¹
Maternity Care				
Physician Services (prenatal or postnatal)	Preventive visits covered at 100%; all other care is based on site of service		Preventive visits covered at 100%; all other care is based on site of service	
Hospital Services				
Inpatient Services and Outpatient Surgery	10% ¹	30% ¹	10% ¹	30% ¹ May require prior authorization
Emergency Room	10% ¹	10% ¹	\$250 co-pay (waived if admitted) + 10% ¹	\$250 co-pay (waived if admitted) + 10% ¹
Urgent Care	10% ¹	30% ¹	\$30 co-pay	30% ¹
Mental Health & Substance Abuse				
Inpatient	10% ¹	30% ¹	10% ¹	30% ¹
Outpatient	10% ¹	30% ¹	\$25 co-pay	30% ¹
Retail Prescription Drugs (30-day supply)⁵				
Generic	\$15 co-pay ¹	You'll owe the full cost of this medication until you've met your deductible. After that, you pay 30% of the cost (up to \$250); the plan pays the rest	\$15 co-pay	You pay 50% of the cost (up to \$250); the plan pays the rest
Formulary Brand	\$30 co-pay ¹		\$30 co-pay	
Non-formulary Brand	\$50 co-pay ¹		\$50 co-pay	
Specialty	\$50 co-pay ¹		\$50 co-pay	
Retail Prescription Drugs (90-day supply)⁵				
Generic	\$30 co-pay ¹	Not covered	\$30 co-pay	Not covered
Formulary Brand	\$60 co-pay ¹	Not covered	\$60 co-pay	Not covered
Non-formulary Brand	\$100 co-pay ¹	Not covered	\$100 co-pay	Not covered
Specialty	\$100 co-pay ¹	Not covered	\$100 co-pay	Not covered
Gender-Affirming Benefits	Covered with preauthorization. Coverage includes, but is not limited to, medically necessary services related to gender transition such as surgery, hormone therapy, psychotherapy, and vocal training.			

¹ After deductible.

² Chiropractic benefits are limited to 60 visits per calendar year.

³ Acupuncture services are limited to 30 visits per calendar year and can be performed by a certified acupuncturist (C.A.), a doctor of medicine (M.D.), a doctor of osteopathy (D.O.), a podiatrist (D.P.M.), or a dentist (D.D.S.).

⁴ Collective Health fertility services have a lifetime limit of \$10,000 for medical and \$5,000 for pharmacy in and out of network.

⁵ Certain prescription drugs are covered at 100% without deductible.

The above information is a summary only. Please refer to your Evidence of Coverage for complete details of plan benefits, limitations, and exclusions.

PLAN ADMIN PLAN HIGHLIGHTS	KAISER (CALIFORNIA RESIDENTS ONLY)	
	HMO	HDHP WITH HSA
	IN-NETWORK	IN-NETWORK
Annual Calendar Year Deductible		
Individual	\$150	\$1,700
Family	\$300	\$3,400
Annual Calendar Year Out-of-Pocket Maximum		
Individual	\$1,500	\$3,400
Family	\$3,000	\$6,800
Lifetime Maximum (Individual)	Unlimited	Unlimited
Professional Services		
Eye Exam	No charge	10% ¹
Primary Care Physician (PCP)/Specialist	\$20 co-pay/\$30 co-pay	10% ¹
Preventive Care Exam and Well-Baby Care	No charge	No charge
Diagnostic X-ray and Lab	\$10 co-pay	10% ¹
Chiropractic Care ²	\$10 co-pay	\$15 ¹
Acupuncture ²	\$10 co-pay	\$15 co-pay per visit ¹
Fertility ³	Cost share based on site of care	Cost share based on site of care
Maternity Care		
Physician Services (Prenatal or Postnatal)	Preventive visits covered at 100%; all other care is based on site of service	Preventive visits covered at 100%; all other care is based on site of service
Hospital Services		
Inpatient	10% ¹	10% ¹
Outpatient Surgery	10% ¹	10% ¹
Emergency Room	\$250 co-pay (waived if admitted)	10% ¹
Urgent Care	\$20 co-pay	10% ¹
Mental Health & Substance Abuse		
Inpatient	10% ¹	10% ¹
Outpatient	\$20 co-pay	10% ¹
Retail Prescription Drugs (30-day supply)^{4, 5}		
Generic	\$15 co-pay	\$15 co-pay ¹
Formulary Brand	\$25 co-pay	\$25 co-pay ¹
Non-Formulary Brand	\$25 co-pay	\$25 co-pay ¹
Specialty	\$30 co-pay	\$30 co-pay ¹
Mail Order Prescription Drugs (100-day supply)⁴		
Generic	\$15 co-pay	\$30 co-pay ¹
Formulary Brand	\$25 co-pay	\$50 co-pay ¹
Non-Formulary Brand	\$25 co-pay	\$50 co-pay ¹
Specialty	Not covered	Not covered
Gender-Affirming Benefits	Gender-Affirming Services will be covered under the Kaiser Plan in accordance with the Claims Administrator's policy. All services must be pre-authorized. Coverage includes, but is not limited to, medically necessary services related to gender transition such as surgery, hormone therapy, psychotherapy, and vocal training. Coverage is provided for specific services according to plan benefits that generally apply to that type of service. Please contact your Kaiser provider for coverage details.	

¹ After deductible.

² Chiropractic and acupuncture benefits are limited to a combined 30 visits per calendar year.

³ Coverage includes up to 3 completed egg retrievals per member per lifetime (includes coverage for GIFT/ZIFT/IUI/IVF and fertility drugs).

⁴ Certain prescription drugs are covered at 100% without co-pay or deductible.

⁵ The HMO plan also offers 100-day supply through retail.

The above information is a summary only. Please refer to your Evidence of Coverage for complete details of plan benefits, limitations, and exclusions.

When can I make changes to my benefits? Generally, you can only change your benefits choices during Open Enrollment. However, you can make changes if you have a Qualified Life Event (QLE) such as marriage, divorce, a spouse gaining or losing coverage, or the birth/adoption of a child. If you have a QLE, you must notify HR within 30 days of the event. You will need to provide proof of the change (for example, a marriage license or birth certificate). If you do not notify HR within 30 days, you will have to wait until the next Open Enrollment period to make benefits changes, unless you have another QLE.

DENTAL

Your Dental Plan Option

You and your eligible dependents have the opportunity to enroll in a Dental Preferred Provider Organization (PPO) Plan administered by Collective Health, using the Delta Dental network.

Using the Program

The Dental PPO Plan is designed to give you the freedom to receive dental care from any licensed dentist of your choice. Keep in mind, you will receive the highest level of benefits from the plan if you select an in-network PPO dentist.

To review the plan summary, visit the [Benefits page of BioWeb](#).

Helpful Dental Hints

Do not forget about your tri-annual dental cleanings! Review your plan information to learn more about what's covered under the plan.



To find an in-network dentist, go to join.collectivehealth.com/biomarin or by phone at **833-440-4375**.



PLAN HIGHLIGHTS	DELTA DENTAL PPO	
	IN-NETWORK	OUT-OF-NETWORK
Calendar Year Deductible	\$0	\$50/\$150 (surgical extraction only)
Annual Benefit Maximum	\$2,000	\$2,000
Diagnostic & Preventive Oral examinations, routine cleanings (up to 3), X-rays, fluoride treatment, space maintainers, specialist consultations	100%	100%
Basic Services Fillings, root canals, periodontics (gum treatments), tissue removal (biopsy), oral surgery (extractions), sealants, posterior composite fillings, anesthesia for pediatric fillings and extractions, TMJ/night guard	80%	80%
Major Services Crowns, inlays, onlays, cast restoration	50%	50%
Prosthodontics Bridges, partial dentures, full dentures, implants	50%	50%
Orthodontia Services Lifetime maximum (no age limit)	60% \$2,000	50% \$2,000

The above information is a summary only. Please refer to your Evidence of Coverage for complete details of Plan benefits, limitations, and exclusions.

Bowen Liu — Legal



Onsite Dental Services

To help you stay on top of your oral health, in 2026 we will offer routine in-network dental cleanings onsite at both the SRC and Novato campuses. These clinics will be held periodically, making preventive care more convenient than ever.

Keep an eye out for communications with dates and details about when the onsite dental clinics will be available.

Your Vision Plan Options

Vision coverage is administered by Collective Health using the VSP Signature network. You have two plan options: the Core Plan and the Platinum Plan. Both are Preferred Provider Organization (PPO) plans.

Using the Program

You may take advantage of the highest benefit level by receiving services from in-network vision providers and doctors. Employees who want a higher level of coverage can elect the VSP Platinum Plan option. This plan works just like the Core Plan, but offers a higher benefit for a higher premium. Both plans provide computer glasses in addition to the regular frame and lens benefit.

Any questions pertaining to your vision coverage can be directed to Collective Health by calling **833-440-4375** or visiting your website at join.collectivehealth.com/biomarin. For more information on plan programs and enhancements, visit vsp.com or call **800-877-7195**.

To review the plan summary, visit the [Benefits page of BioWeb](#).

Cost-Saving Vision Programs

Premier Edge — Available on all plans. Visit certain locations and practices for exclusive perks like free frame replacement for accidental damage, an extra eye exam if your prescription changes, and a satisfaction guarantee on select frames.

EasyOptions — Available under the Premium Plan. Add a benefit of your choosing at no additional cost for a customized and cost-effective plan enhancement.

- Covered progressive lens upgrade from standard lined bifocals
- Covered photochromic lenses that change when going into sunlight
- Covered anti-reflective coating treatment that reduces glare on your lenses
- Increased frame allowance to \$375
- Increased contact lens allowance to \$325



PLAN HIGHLIGHTS OFFERED EVERY PLAN YEAR	VSP CORE PLAN		VSP PLATINUM PLAN	
	IN-NETWORK	OUT-OF-NETWORK	IN-NETWORK	OUT-OF-NETWORK
Exam Every calendar year	\$20 co-pay	Up to \$50 coverage	Covered in full	Up to \$50 coverage
Lenses Every calendar year				
Single		Up to \$50 coverage		Up to \$50 coverage
Bifocal	Covered in full after exam co-pay	Up to \$75 coverage	Covered in full	Up to \$75 coverage
Trifocal		Up to \$100 coverage		Up to \$100 coverage
Lenticular		Up to \$125 coverage		Up to \$125 coverage
Progressive Lenses	Standard: Covered in full Premium: \$80-\$90 Custom: \$120-\$160	Up to \$75	Standard: covered in full Premium: \$80-\$90 Custom: \$120-\$160 Covered under EasyOptions ¹	Up to \$75
Anti-Reflective Lens Coating	\$37-\$75	Not covered	\$37-\$75 Covered under EasyOptions ¹	Not covered
Light Reactive Lenses	\$70	Not covered	\$70 Covered under EasyOptions ¹	Not covered
Frames Every calendar year	\$200 allowance + 20% off balance \$220 allowance for Featured Frame brands \$110 allowance for Walmart/Sam's Club/Costco frames	Up to \$70 coverage	\$300 allowance + 20% off balance \$320 allowance for Featured Frame brands \$165 allowance for Walmart/Sam's Club/Costco frames Additional \$75 allowance covered under EasyOptions ¹	Up to \$70 coverage
Computer VisionCare Every calendar year	Provides additional frame and lenses based on your needs related to computer use Frames: 20% off after \$90 frame allowance (\$110 Featured Frame brands) Lenses: Single vision, lined bifocal, lined trifocal, and occupational lenses, plus anti-glare coating included			
	\$20 co-pay		\$0 co-pay	
Contacts Elective every calendar year, in lieu of lenses & frames	\$60 contact lens fitting and evaluation \$200 contact allowance	Up to \$105 coverage	\$60 contact lens fitting and evaluation \$250 contact allowance Additional \$75 allowance covered under EasyOptions ¹	Up to \$105 coverage
Medically Necessary Contacts	Covered in full after exam co-pay	Up to \$210 in coverage	Covered in full	Up to \$210 coverage

¹ EasyOptions – Choice of one enhancement option per member from above, covered in full.

The above information is a summary only. Please refer to your Evidence of Coverage for complete details of plan benefits, limitations, and exclusions.

MEDICAL, DENTAL & VISION PREMIUMS

The Cost of Coverage

The rates below are effective January 1, 2026 to December 31, 2026.

PLAN NAME COVERAGE TIER	30+ HOURS/WEEK (EACH PAYCHECK)	20 – 29 HOURS/WEEK (EACH PAYCHECK)	COBRA COSTS (MONTHLY)
	Employee	Employee	
Collective Health PPO			
Employee Only	\$120.13	\$240.27	\$1,517.14
Employee + Spouse	\$262.12	\$524.23	\$3,310.14
Employee + Child(ren)	\$214.56	\$429.12	\$2,709.57
Employee + Spouse + Child(ren)	\$369.45	\$738.90	\$4,665.65
Collective Health HDHP with HSA			
Employee Only	\$38.85	\$77.70	\$1,144.75
Employee + Spouse	\$85.47	\$170.94	\$2,518.43
Employee + Child(ren)	\$69.98	\$139.97	\$2,062.18
Employee + Spouse + Child(ren)	\$121.10	\$242.21	\$3,568.43
Kaiser HMO			
Employee Only	\$58.06	\$100.16	\$854.97
Employee + Spouse	\$127.72	\$220.36	\$1,880.95
Employee + Child(ren)	\$116.10	\$200.32	\$1,709.95
Employee + Spouse + Child(ren)	\$174.16	\$300.48	\$2,564.92
Kaiser HDHP with HSA			
Employee Only	\$22.66	\$45.32	\$667.47
Employee + Spouse	\$49.85	\$99.69	\$1,468.43
Employee + Child(ren)	\$45.32	\$90.64	\$1,334.94
Employee + Spouse + Child(ren)	\$67.98	\$135.96	\$2,002.40
Delta Dental PPO			
Employee Only	\$4.56	\$9.12	\$67.20
Employee + Spouse	\$9.97	\$19.94	\$146.95
Employee + Child(ren)	\$8.39	\$16.78	\$123.60
Employee + Spouse + Child(ren)	\$14.69	\$29.38	\$216.40
VSP Core Vision Plan			
Employee Only	\$3.31	\$5.41	\$13.28
Employee + Spouse	\$5.67	\$9.27	\$22.77
Employee + Child(ren)	\$5.78	\$9.46	\$23.23
Employee + Spouse + Child(ren)	\$9.33	\$15.26	\$37.48
VSP Platinum Vision Plan			
Employee Only	\$6.23	\$9.77	\$22.73
Employee + Spouse	\$10.68	\$16.75	\$38.97
Employee + Child(ren)	\$10.90	\$17.10	\$39.79
Employee + Spouse + Child(ren)	\$17.57	\$27.58	\$64.15

The rates quoted for these benefits may be subject to change based on final enrollment and/or final underwriting requirements. This material is for informational purposes only and is neither an offer of coverage nor medical advice. It contains only a partial, general description of the plan or program benefits and does not constitute a contract. Consult your plan documents (Schedule of Benefits, Certificate of Coverage, Group Agreement, Group Insurance Certificate, Booklet, Booklet-certificate, Group Policy) to determine governing contractual provisions, including procedures, exclusions, and limitations relating to your plan. All the terms and conditions of your plan or program are subject to applicable laws, regulations, and policies. In case of a conflict between your Plan Document and this information, the Plan Documents will always govern.

ADDED SUPPORT FOR YOUR HEALTH CARE

Hinge Health



If you are enrolled in a medical plan through Collective Health, you and your enrolled dependents over the age of 18 can receive free virtual care for back and joint pain from the comfort of your home and on your schedule.

For just 15 minutes per day, Hinge Health can help you:

- Overcome pain or limited movement in your back, knee, hip, neck and shoulder, and improve pelvic floor issues
- Recover from a recent or past injury
- Keep your joints healthy and pain-free

To improve your results, your treatment plan can include:

- A personal care team, including a physical therapist and health coach
- Unlimited personal physical therapy sessions
- Wearable sensors that give live feedback on your form in the app

Please note: Kaiser members are not eligible for Hinge Health.

Expert Second Opinions: Included Health



Included Health (formerly Grand Rounds) supports you and your family with the expertise you need to make life's most critical decisions about medical care.

Here is how they can help:

- Office visits: Find in-network providers, schedule appointments, and prepare questions for your visit.
- Expert second opinions: Connect virtually with physicians and experts to review your records.
- Decision-making support: Schedule a consult with licensed clinicians and physicians to discuss your treatment path.

Included Health is available to all benefits-eligible BioMarin employees and their families (e.g. spouses, children, parents-in-law, siblings/siblings-in-law, and grandparents). This benefit is free for eligible participants and 100% paid for by BioMarin. To learn more about Included Health, go to includedhealth.com/biomarin or call **800-929-0926**.

Scan the QR code or go to hinge.health/resources to get started.



Care Navigation: Collective Health

If enrolled in a medical plan through Collective Health, you and your dependents have access to Care Navigation. You can connect with pharmacists, social workers, dietitians, nurses, and care coordinators through Collective Health, at no additional cost to you. Care Navigation can support your health goals, create customized care plans and support your health care journey by helping to manage your care and costs. For more information visit **BioWeb**.

"I used Included Health a few years ago to obtain an expert opinion regarding a health condition my son has. Although the process was lengthy, we did receive the second opinion we were seeking, and it proved to be very helpful. My son followed those recommendations, and he's benefited greatly from them. I think this is a good health benefit, and I am grateful it is available to us."

Fabiola Storz — Enzyme Therapies





SPENDING ACCOUNTS

You have access to valuable tools like a Lifestyle Spending Account, Health Savings Account (HSA), Commuter Spending Account, or Flexible Spending Accounts (FSA). Each offers unique ways to manage everyday expenses and plan for the future.

Lifestyle Spending Account

A Lifestyle Spending Account, or LSA, is a Flexible Spending Account (FSA) funded by BioMarin that supports the wellness activities that are important to you.

- Designed and funded by BioMarin — see note
- Funds for a positive lifestyle
- Can be paired with other benefits plans

How do I use my LSA?

- For 2026, BioMarin will contribute \$50 per month for up to \$600 per year. Eligible new hires will begin contributions the first of the month following their hire date.
- **Covered expenses.** Eligible expenses are related to physical, financial, and emotional wellbeing. Fitness equipment, housing closing costs, and personal development classes are examples of reimbursable expenses. See the Benefits page on BioWeb for a full list of eligible expenses.

- **Accessing LSA funds.** The WEX mobile app provides you with easy access to your online account. Check your account balance at any time or submit a claim by simply snapping a photo of your receipt.
 - If you are already enrolled in a BioMarin FSA, the LSA will be loaded to your profile.
 - New to WEX? Go to: wexinc.com/login
- **Use it or lose it.** If there are any funds left over at the end of the year, they cannot be cashed out. Claims must be submitted to WEX no later than your last day of employment, or December 31, 2026, whichever is earlier.

A note about taxes. The LSA is funded by BioMarin, which means distributions from your LSA will be treated as taxable income to you.

Transit and Parking Spending Account

If you use public transportation or a registered vanpool to get to and from the office, you could save money with the pre-tax Commuter Spending Account.

The **Commuter Spending Account** allows you to set aside money from your paycheck on a pre-tax basis for reimbursement of qualified out-of-pocket expenses associated with parking, transit passes, and/or registered vanpool costs to commute to/from work. Contributions are deducted from only the first paycheck of each month on a pre-tax basis and reimbursed when eligible expenses are incurred. Enrollment and changes can be made at any time

in **MyHRandBenefits** and are effective the first of the month following the submission. Transit expenses incurred by your spouse/ domestic partner do not qualify for reimbursement; **only your work-related expenses qualify**. Employees must use their FSA debit card to pay for commuter expenses. Account participants cannot be reimbursed for their expenses. Northern California-based employees can visit the following websites for more information:

- SMART at sonomamarintrain.org
- Golden Gate Transit at goldengate.org

Monthly Maximum:

Transit = \$340 | Parking = \$340



Health Savings Account (HSA)

By enrolling in a High-Deductible Health Plan (HDHP), you will have access to a Health Savings Account (HSA). BioMarin contributes money that you can use to pay for qualified health expenses. When you contribute to your HSA, you get TAX ADVANTAGES!

How Does an HSA Work?

- **Build tax-free savings for health care.** You can make pre-tax deductions from your paycheck into your HSA, allowing you to use tax-free dollars to pay for eligible medical, prescription, dental, and vision expenses. **The following limits for 2026 include any Company contributions you receive from BioMarin:**
 - Up to \$4,400 for employee-only coverage
 - Up to \$8,750 if you cover dependents
 - Add \$1,000 to these limits if you are age 55 or older in 2026
- **Receive Company contributions.** For 2026, BioMarin will contribute up to:
 - **30+ hours/week**
 - \$1,125 for employee-only coverage
 - \$2,250 if you cover dependents
 - **20 – 29 hours/week**
 - \$562.50 for employee-only coverage
 - \$1,125 if you cover dependents

Company contributions are deposited to HSAs on a prorated basis on the first pay date of each quarter.

- **Keep your money.** Unlike a Flexible Spending Account (FSA), the money in your HSA is always yours to keep and can be rolled over from year to year. You can take your unused balance with you when you leave BioMarin or retire.
- **Use it like a bank account.** Pay for health care expenses for yourself and your family by swiping your HSA debit card, or reimburse yourself for payments you have made (up to the available balance in your account). Keep in mind that you may only access money that is actually in your HSA when making a purchase or withdrawal. There is no need to turn in receipts (but keep them for your records).



Using the HDHP

While HDHPs have larger deductibles than traditional health plans, they also have generally lower payroll deductions. You can use your HSA funds to help cover your out-of-pocket costs. BioMarin makes quarterly HSA contributions to enrolled participants. When you choose an HDHP, make sure you are making smart health care spending choices to maximize your HSA dollars.

- **Earn interest and invest for the future.** Once your interest-bearing HSA reaches a balance of \$1,000, you can start an investment account, which offers a variety of no-load mutual funds similar to 401(k) investments. You can learn more at netbenefits.com or call **800-544-3716**.
- **Never pay taxes.** Contributions are made on a pre-tax basis, and your withdrawals will never be taxed when used for eligible expenses. Any interest or earnings on your HSA balance build tax-free, too.¹

¹ Money in an HSA grows tax-free and can be withdrawn tax-free if it is used to pay for qualified health care expenses (for a list of eligible expenses, see IRS Publication 502, available at irs.gov). If money is used for ineligible expenses, you pay ordinary income tax on the amount withdrawn, plus a 20% penalty tax if you withdraw the money before age 65. After age 65, withdrawals for ineligible expenses are only subject to ordinary income tax. Currently, for residents of **California and New Jersey**, HSA contributions are not excluded from state income tax. For more information, please consult your tax advisor.

HSA Eligibility

In order to establish and contribute to an HSA, you:

- Must be enrolled in one of the HDHPs (Collective Health or Kaiser) through BioMarin
- Cannot be covered by any other medical plan that is not an HDHP. This includes a spouse's medical coverage unless it is an HDHP
- Cannot be enrolled in an HSA and a Health Care FSA in the same calendar year
- Cannot be enrolled in Medicare, including Part A
- Cannot be claimed as a dependent on another person's tax return

Rachel Nichols – Global Clinical Sciences





Lexa Boosey — Regulatory

Estimate Carefully

Keep in mind, FSAs are “use-it-or-lose-it” accounts. You will forfeit any amount left in the account at the end of the plan year. To learn more, see IRS Publication 502 at [irs.gov](https://www.irs.gov).

Flexible Spending Accounts (FSAs)

If you do not enroll in a High-Deductible Health Plan (HDHP), you can still take advantage of tax savings on eligible expenses with a Flexible Spending Account (FSA). You can use the money in your FSA to pay for eligible out-of-pocket health and dependent care expenses. Every year you determine how much money you want to set aside pre-tax and this amount is divided by paychecks throughout the year via payroll contributions.

BioMarin offers you the following FSAs:

Health Care FSA

Can be used to pay for eligible health care expenses such as plan deductibles, co-pays, and co-insurance. Contribute up to \$3,400 in 2026.

Limited Purpose FSA

Note: If you enroll in one of the BioMarin-offered HDHPs, you are not eligible to open a Health Care FSA, but you can open a Limited Purpose FSA. Use it to pay for dental and vision expenses. Contribute up to \$3,400 in 2026.

Dependent Care FSA

Can be used to pay for eligible dependent care expenses, such as daycare for a child, so you and/or your spouse can work, look for work, or attend school full time. Contribute up to \$7,500 in 2026, or \$3,750 if you are married and filing separately.

Health Savings Account (HSA) vs. Health Care FSA: What is the difference?

	HSA	HEALTH CARE FSA
	HDHP	PPO Plan
Eligible for Company contributions	Yes	No
Change your contribution amount any time	Yes	No
Access your entire annual contribution amount from the beginning of the plan year	No	Yes
Access only funds that have been deposited	Yes	No
“Use it or lose it” at year-end	No	Yes
Money is always yours to keep	Yes	No

CRITICAL ILLNESS & ACCIDENT INSURANCE

You can take advantage of additional employee-paid insurance options that provide added layers of financial protection if you or your family has an accident, face a critical illness, or are hospitalized due to injury or illness.

Reliance Matrix plans provide you with a lump-sum payment for covered accidents, illnesses, and hospital stays. The payments are made directly to you so you can use the money in any way — for example, to help pay your medical plan deductible, cover the cost of transportation to or from hospitals, pay for caregivers, reimburse yourself for childcare while you are being treated, and even cover your monthly mortgage or rent payments. Also, since Reliance Matrix also provides BioMarin’s disability coverage, filing claims is integrated with the disability process.

Critical Illness Insurance

Critical Illness insurance pays a benefit if you are diagnosed with a covered illness such as cancer, stroke, heart attack, Alzheimer’s disease, paralysis, or kidney failure.

You can cover yourself only or yourself and your dependents in the following increments:

- \$10,000, \$20,000, or \$30,000 for you
- \$10,000, \$20,000, or \$30,000 for your enrolled spouse/ domestic partner (must elect employee coverage; cannot exceed employee benefit)
- Eligible children can be enrolled at 50% of the employee elected amount. The cost for child(ren) is \$0.73 per \$1,000 of coverage

EMPLOYEE AND SPOUSE/ DOMESTIC PARTNER AGE	PER MONTH CONTRIBUTION (RATE PER \$1,000)
29 and under	\$0.29
30 – 34	\$0.50
35 – 39	\$0.60
40 – 44	\$0.73
45 – 49	\$1.17
50 – 54	\$1.64
55 – 59	\$2.24
60 – 64	\$3.11
65 – 69	\$4.51
70 – 74	\$6.83
75 – 79	\$11.06
80 – 84	\$14.17
85+	\$21.46

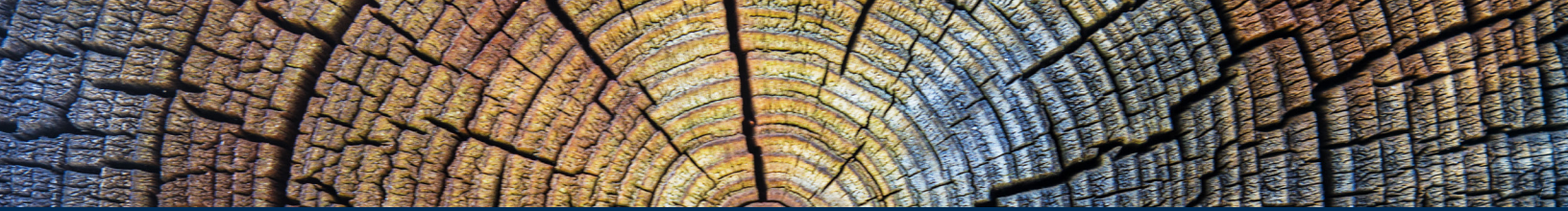
Accident Insurance

Accident insurance provides you with added income protection for medical and everyday living expenses if you are unable to work due to a covered accident that occurs off the job.

COVERAGE TYPE	PER PAYCHECK CONTRIBUTION
Employee Only	\$4.62
Employee + Spouse	\$6.92
Employee + Child(ren)	\$8.08
Employee + Family	\$10.82

Liliane Cromer — People





HOSPITAL INDEMNITY INSURANCE



Andre Mandap, Tracy Kretz, Michael Gillette, and Kevin Abuda — Manufacturing Operations

Hospital Indemnity Insurance

The plan pays lump-sum benefits if you are admitted to a covered hospital, including room and board costs. These benefits are paid directly to you following a covered hospital stay (resulting from illness, injury, surgery, or even maternity). The benefit payment amount varies, depending on the circumstance. For example:

- \$1,500 payment per covered hospital admission
- \$100 payment for each day you are in the hospital (up to 365 days)
- An additional \$100 payment each day you are in intensive care (up to 30 days)

COVERAGE TYPE	PER PAYCHECK CONTRIBUTION
Employee Only	\$5.31
Employee + Spouse	\$10.27
Employee + Child(ren)	\$7.81
Employee + Family	\$12.67

To learn more call Reliance Matrix at **877-202-0055**.

Individual Benefit Guides for all Reliance Matrix plans can be found on the [Benefits page of BioWeb](#).

BE WELL



Christie Fisher — Finance, IM and IR



Kim Higa — Manufacturing Ops

INCOME PROTECTION

Should you experience a non-work-related illness or injury that prevents you from working, disability coverage acts as income replacement to protect important assets until you can return to work.

Short-Term Disability (STD)

Administered by Reliance Matrix, STD coverage provides a benefit equal to 66.67% of your base earnings, up to \$3,500 per week (combined with any state disability benefits), for up to 26 weeks. The plan begins paying these benefits after you have been absent from work for seven consecutive days due to a serious health condition. An employee who needs to take a leave of absence should email benefits@bmrn.com.

State Disability Insurance

The state in which you reside may provide a partial wage-replacement disability insurance plan. For more information regarding statutory disability programs, contact Reliance Matrix.

Long-Term Disability (LTD)

If your disability extends beyond 180 days, LTD coverage can replace 66.67% of your base salary plus bonus or incentive pay, up to a maximum of \$20,000 per month, combined with any state disability benefits. Your benefits may continue to be paid until you reach normal retirement age as long as you meet the definition of disability.

Taxation of Disability Coverage

Because disability coverage is an employer-paid benefit and is available at no cost to employees, any disability payments made to you will be taxable.

Please note: Consult your tax advisor for additional taxation information or advice.



Defining Disability Coverage

- **Benefit Period:** Maximum amount of time you may receive proceeds for a continuous disability.
- **Commencement Date:** The first day your disability is covered, which immediately follows the completion of the waiting period.
- **Elimination or Waiting Period:** Period beginning when you become eligible to receive payments and ending when payments start to be paid.



Andrew Ambrose — Finance, IM and IR

LIFE INSURANCE

In the event of your death, life insurance provides your family members or other beneficiaries with financial protection and security.

Employer-Paid Basic Life and Accidental Death & Disability (AD&D)

Paid for in full by BioMarin, the benefits outlined below are provided by Reliance Matrix:

- **Basic Life Insurance** of 2x your annual base salary (maximum \$600,000 benefit)
- **Basic AD&D Insurance** of 2x your annual base salary (maximum \$600,000 benefit)

IRS Regulation: Employees can be covered by employer-paid life insurance up to \$50,000 on a tax-free basis and do not have to report the premium payment as income. However, coverage in excess of \$50,000 will trigger taxable income for the “economic value” of the coverage provided to you. This is reflected on your paycheck as imputed income.

Select Your Beneficiary

- Beneficiaries are individuals or entities that you select to receive benefits from your policy.
- You can change your beneficiary designation at any time.
- You may designate a sole beneficiary or multiple beneficiaries to receive payment in the amount you specify.
- To select or change your beneficiary, log in to **MyHRandBenefits**.

Voluntary Employee/Spouse/DP/Child(ren) Life Insurance

If you would like to supplement your employer-paid insurance, additional life coverage for you and/or your dependents may be available for purchase through Reliance Matrix.

- **For employees:** Increments of \$10,000, up to \$500,000
- **For your spouse/domestic partner:** Increments of \$10,000, up to \$500,000
- **For your child(ren):** From seven months old to age 26, \$2,500 increments, up to \$10,000 (children 14 days to six months are limited to a reduced benefit of \$1,000)

If you do not elect optional life insurance when you are first eligible, you will be required to submit an application to Reliance Matrix, also known as a Statement of Health (SOH). An SOH will also be required if you wish to become insured for an amount greater than \$200,000, or if you wish to insure a spouse for any amount greater than \$30,000 after your initial enrollment period. Additional coverage can be applied for at any time.



COST OF VOLUNTARY COVERAGE			
AGE OF INSURED	MONTHLY RATE PER \$10,000	AGE OF INSURED	MONTHLY RATE PER \$10,000
Less than 25	\$0.36	50 – 54	\$2.97
25 – 29	\$0.36	55 – 59	\$4.86
30 – 34	\$0.45	60 – 64	\$5.04
35 – 39	\$0.63	65 – 69	\$8.91
40 – 44	\$0.99	70+	\$20.16
45 – 49	\$1.62	Dependent Child(ren)	\$1.50 per \$10,000 \$0.375 per unit of \$2,500

LEGAL COUNSEL & IDENTITY PROTECTION

ARAG UltimateAdvisor

With ARAG legal insurance, you can get the support you need whenever legal issues arise in your life. You have two options:

- **UltimateAdvisor** — Services include online resources, telephone advice, in-office services, and reduced-fee benefits for legal matters not fully covered.
- **UltimateAdvisor Plus** — Provides the UltimateAdvisor level, plus extra coverage for family law, taxes, and more. The additional covered services include:
 - Alimony
 - Irrevocable trust
 - Revocable trust
 - Child custody and child support
 - Credit record corrections
 - State and local tax audit and collection defense
 - Criminal misdemeanor



Legal Insurance

Call ARAG at **800-247-4184** for more information. Visit **ARAGlegal.com/future** or scan the QR code.



COVERAGE TYPE	PER PAYCHECK CONTRIBUTION
UltimateAdvisor	\$8.42
UltimateAdvisor Plus	\$10.15

“I had a great experience with ARAG legal insurance and found it to be of significant value for the price. My spouse and I were able to create a will and living trust (which we had put off for years), and also deal with an ongoing landlord issue. This would have cost us thousands of dollars without ARAG! I’m really appreciative that BioMarin offers this service and hope it continues.”

Identity Theft Protection from Allstate

Allstate Identity Protection delivers comprehensive identity monitoring to help you protect yourself against the impact of identity theft.

You have two options for identity theft protection:

- **Allstate Identity Protection Pro** — Services include credit monitoring, a monthly credit score, and an annual credit report.
- **Allstate Identity Protection Pro+** — Provides the same services as the Pro Plan, plus additional benefits:
 - Tri-bureau credit monitoring: A credit report and score from all three credit bureaus.
 - Expanded data sources and more proactive alerts on financial account transactions.



COVERAGE TYPE	PER PAYCHECK CONTRIBUTION
Pro Employee Only	\$3.67
Pro Employee + Family	\$6.44
Pro Plus Employee Only	\$4.59
Pro Plus Employee + Family	\$8.28

Call Allstate at **800-789-2720** or scan the QR code for information.



ADDITIONAL BENEFITS

Education Reimbursement

BioMarin recognizes its employees as vital resources, whose talents are critical to the success of the Company. The Education Reimbursement Program provides support for employees who, through their own interest and initiative, pursue formal education that supports BioMarin's operations and continued growth.

Educational assistance is available to all full-time employees after six months of employment. The annually allotted reimbursement will be counted toward the year in which the reimbursement amount is issued and not the year the course(s) are completed. **The e-form needs to be submitted and approved by the employee's manager and VP before the course start date.**

See the policy on the [Benefits page on BioWeb](#) for more information.

PerkSpot Employee Discount Program

When you shop through PerkSpot, you will get discounts on gym memberships, electronics, cell phone plans, entertainment, travel, and more! You also will have access to offers and special discounts that are not available to the public. To start shopping, visit biomarin.perkspot.com.

Pet Insurance

Embrace Pet Insurance offers BioMarin employees a discount on pet insurance. Call Embrace to receive a discount: **855-540-0591**. Provide discount referral code: 80243102.

EMPLOYEE ASSISTANCE PROGRAM (EAP)



Jesse Homchand — Manufacturing Facilities

Reliance Matrix/ACI Specialty: EAP and Work/Life Services

Your mind and body are connected. Your thoughts and feelings affect your overall wellbeing. BioMarin is committed to helping you be emotionally, physically, and financially healthy.

From the stress of everyday life to relationship issues or even work-related concerns, the EAP can help with any issue affecting overall health, wellbeing, and life management.

- Child, elder, and pet care referrals
- Legal consultation for unlimited number of issues per year
- Financial consultation for unlimited number of issues per year
- Education referrals and resources
- Referrals for personal services

Start here at rsli.acieap.com or call **855-775-4357**.



MENOPAUSE & MIDLIFE SUPPORT

Menopause and Midlife Health with Maven

Midlife health is often overlooked. Maven is designed for professional women facing physical and emotional exhaustion pre- and post-menopause. Maven not only provides women with access to physicians, but also assists in setting long-term goals for their care and their careers. Maven's clinician-led resources are a unique and valuable benefit to offer you the help you need.

Menopause can greatly affect your productivity, performance, and personal health. That's why at BioMarin we want to offer you help during this critical time. Menopause support through Maven offers assistance for all employees affected by the physical and emotional symptoms of menopause.

- Almost all Maven members report menopause symptoms
- 81% need support for physical symptoms
- 87% need support for their mental health

Around-the-Clock Care

Maven offers 24/7 access to clinical guidance, emotional support, and career coaching. The Maven app connects you to a diverse team of more than 80 specialists including doctors, nutritionists, career coaches, and more. Maven offers:

- Urologists, OB-GYNs, physical therapists, and more
- Mental health professionals
- Specialized and need-based care
- Gender-inclusive care, educational resources, and prescription assistance
- Support groups and community

Get started today: Visit mavenclinic.com/join/biomarin or download the Maven Clinic app. For help contact support@mavenclinic.com.



Anna Chiang — Pipeline and Portfolio Strategy

 MAVEN



FAMILY PLANNING & LEAVE BENEFITS

Family Planning Support

Maven's digital health care platform helps navigate preconception, pregnancy, and postpartum; fertility treatments, including IUI and IVF; adoption; surrogacy; and returning to work after parental leave. Benefits include:

- Unlimited access to over 30 specialties of women's and family health providers through video chat and messaging
- Your own Care Advocate who can help you find care, navigate your benefits, and understand your health bills
- Holistic fertility support including clinic navigation, mental health, and prescription discounts
- Trustworthy resources including virtual classes, clinically backed articles, and community forums
- Return-to-work support
- Breastmilk shipping while traveling on business
- \$10,000 lifetime benefit that may be used for expenses related to adoption, surrogacy, or fertility treatments after benefits under your health plan are exhausted. This benefit can also be used for egg freezing (with a prescribed infertility diagnosis) and to reimburse you for the cost of failed and stepchild adoptions. Some services under the reimbursement benefit are taxable. Talk to Maven to learn more.

Get started today: Visit mavenclinic.com/join/biomarin or download the Maven Clinic app. For help contact support@mavenclinic.com.

Enhanced Reimbursement Benefit

Beginning in 2026, reimbursement for failed adoptions and stepchild adoptions will be included as eligible expenses!

 MAVEN



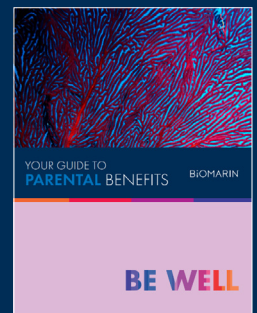
"It has been great to have quick access to so many providers with various specialties. Setting up quick video chat appointments has been very convenient, especially when caring for multiple children at home."



Kerui Gong — Neuroscience

Pregnancy and Parental Leave Benefits

To learn more about Pregnancy Disability Leave and Parental Leave benefits, please refer to our **Parental Guide**. The guide also provides expansive information on all benefits that support employees as their families grow and needs change.



Be sure to email LOA@bmrn.com at least 30 days prior to anticipated leave and to learn about eligibility requirements for leave.

FAMILY SUPPORT BENEFITS

Bright Horizons offers family and educational benefits to help support you and your family. When you have work, family, and personal responsibilities competing for your time, there is no need to stress.

Back-Up Child-, Adult-, and Eldercare

Don't stress when your regular care plans fall through. Whether it's an unexpected daycare or school closure, regular caregiver is unavailable, bad weather, or an elder loved one recovering from surgery, Bright Horizons back-up care is here for those unplanned moments when you need temporary support.

Out-of-Network Care

If Bright Horizons is unable to find back-up care for you, you have the option to secure care from within your own personal network (a neighbor, friend, or babysitter) and receive a reimbursement of \$100 per day to use toward the cost of care.

Enhanced Family Support

Jump ahead on the waitlist at Bright Horizons centers or take advantage of tuition discounts at our partner centers. Explore Sittercity's database of sitters and virtual sitting, pet care, and more. Access a discounted local placement service to find trained, screened nannies. Take advantage of exclusive discounts on tutoring, test prep, and enrichment courses.

Virtual Tutoring

Use your back-up care benefit to reserve an experienced tutor. Get support in 3,000+ subjects for learners of all ages, and take advantage of targeted help in math and reading. You will receive four hours of virtual tutoring for each back-up care use.

Virtual Camp

Available through your back-up care benefit, this virtual offering provides a wide variety of fun and interactive activities for children ages 3–12. Choose from crafts, Roblox, fitness, Minecraft, digital art, space exploration, mathletes, acting games, and more — all led by engaging instructors.

These services are taxable to employees when utilized and will reflect on the employee's paycheck as imputed income.

Visit clients.brighthouse.com/biomarin for more details. Scan the QR code to learn how to access the Bright Horizons website.

Edwin Chavez Cintora — Pipeline and Portfolio Strategy





401(k) RETIREMENT

Whether you are just a few years away from retirement or in the early planning stages for your future, BioMarin offers choices to help you live comfortably at your desired retirement age.

Your 401(k) Plan Option

Administered by Charles Schwab, the 401(k) Plan allows you to plan for your future by saving a portion of each paycheck today. You can make pre-tax, Roth post-tax, and additional post-tax contributions. Eligible employees can participate in the plan on the first day of the month following their date of hire. Once you receive your first paycheck, you may elect to have a percentage of your paycheck withheld and invested in your 401(k) account, subject to federal law and plan guidelines. Your deduction will be effective within one to two paychecks. Employees who do not enroll within 60 days of their hire dates will be automatically enrolled at 6% (pre-tax) contribution.

Refer to the Plan Document on BioWeb for more information about eligibility.

Bobby Chantavong — Manufacturing Operations



Enrollment & Account Access

- To enroll or opt out of the 401(k) Plan, please visit workplace.schwab.com.
- Your aggregate 401(k) contribution election with Charles Schwab may not exceed 60% (pre-tax/post-tax/catch-up).
- Check your 401(k) account balance, view your contributions, change your investments, and manage your account by visiting workplace.schwab.com. For login or password assistance, please contact Charles Schwab at **800-724-7526**.

Additional 401(k) Information

Contribution Limits: For 2026, the IRS annual contribution limit is \$24,500 for total pre-tax and Roth contributions. (For employees age 50 or over in 2026, an additional \$8,000 can be contributed by separately electing catch-up contributions through Charles Schwab. For employees age 60–63 in 2026, instead of \$8,000, an additional \$11,500 can be contributed to catch-up contributions.) If you have multiple employers during the year, these limits are combined for all plans that you contribute to during the year. Additional post-tax contributions are allowed to a maximum of \$72,000 (for all contribution types, including the employer match, but excluding catch-up contribution.)

Contribution Changes: You may change or stop your contribution at any time. Requests to change or stop your contributions must be made through the Charles Schwab website and may take one to two pay periods to become effective.

Employer Contributions: A discretionary match is offered to all eligible participants, dollar-for-dollar, up to 6% of your eligible compensation. The match is contributed each pay period, subject to Company approval each year and may change in the future, and 100% vested immediately. You must have an active positive election amount with Charles Schwab and must contribute to the Company's 401(k) Plan each pay period to receive the employer match. Pre-tax and Roth contributions are eligible for the employer match to a maximum of 6% combined. Catch-up and additional post-tax contributions are not eligible for the employer match.

Important Update: Catch-Up Contributions Changing in 2026

If you're age 50 or older, you're eligible to make extra "catch-up" contributions to your 401 (k) or 403(b) retirement plan. These contributions help boost your savings as you approach retirement.

What's Changing in 2026: Starting January 1, 2026, if your FICA wages were \$150,000 or more in the prior year (2025), your catch-up contributions must go into a Roth account. That means:

- You'll pay taxes on the contributions now
- Withdrawals in retirement will be tax-free
- No more pre-tax catch-up contributions for employees above the income threshold.

What You Need to Do: If your FICA wages (check your W2) were below \$150,000 in 2025, you can still choose pre-tax or Roth for catch-up contributions.

If your 2025 FICA wages were above \$150,000, plan for Roth catch-up contributions starting in 2026.



Ford Miligan — Finance, IM and IR

Post-Tax 401 (k) Contributions

- Post-tax contributions differ from pre-tax or Roth salary deferral contributions because they are not subject to the maximum contribution limitations under 402(g) (this limit is \$24,500 in 2026). As the name implies, post-tax contributions don't reduce your current taxable income. Earnings on post-tax contributions are taxable upon distribution. Most participants will find it advantageous to make post-tax contributions only after maxing out pre-tax and/or Roth contributions.
- Post-tax contributions are eligible for the in-plan Roth conversion, too.
- 401 (k) plans have an overall contribution limitation that cannot be exceeded when taking into account both employee and employer contributions (but excluding catch-up contributions). In 2026, this overall limit is \$72,000.
- Plan participants have the option of converting existing pre-tax retirement savings to Roth by electing in-plan Roth conversion. Please contact Charles Schwab for more information about this feature and how to elect a conversion.

Which is Better for You?

The decision to make a post-tax contribution and/or convert all or a portion of your 401 (k) Plan balance to Roth is a complex one, and the benefits vary by individual. Please consult a qualified tax advisor to determine if these 401 (k) Plan features are appropriate for you.¹

¹ BioMarin does not serve as advisor, broker-dealer, or registered investment advisor for this plan. All of the terms and conditions of your plan are subject to applicable laws, regulations, and policies. In case of a conflict between your Plan Document and this information, the Plan Documents will always govern.

charles
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STOCK PLANS

Stock Grants

Under BioMarin's Long-Term Equity Compensation Plan, the Board of Directors has authorized new-hire and annual grants of stock options and/or restricted stock units (RSUs) for eligible employees. Eligible employees under the plan may receive a new-hire stock option and/or RSU grant within 30 days of the start of employment with BioMarin. In addition, BioMarin evaluates the issuance of broad-based stock grants and/or RSUs to eligible employees on an annual basis, typically issued on the date of the annual shareholder meeting. Employees must review and accept their grants and complete a W-9 before they can transact. Stock options expire 10 years from the grant date.

Upon termination for any reason, an employee's vested stock options will expire 90 days after their separation date if not exercised within that time. Unvested stock options and/or RSUs expire upon separation date.

Plan design questions: stockadmin@bmrn.com

Tax questions: payroll@bmrn.com

Accessing your account: **800-544-9354**

or netbenefits.com



Javier Lopez — Technical Development & Services

Employee Stock Purchase Plan

Through the **Employee Stock Purchase Plan (ESPP)**, eligible employees may contribute 1% to 10% of their base salary on a post-tax basis to purchase BioMarin stock at a discount. Eligibility to enroll is based on full-time equivalent hire date. Once enrolled in the ESPP, you can make changes to your contribution amount at any time. Changes will be effective based on the Plan Document. Refer to the Plan Document for eligibility and additional plan information.

FINANCIAL MANAGEMENT



Denise Garbinski — Value Access and Strategic Pricing



"Smart Dollar is an easy-to-follow guide to getting financial clarity! I am pretty good at taking care of my finances, but wanted insight into what patterns I'm in and what patterns I may want to consider to help set up for retirement. I like the simplicity of their program and their speakers. I especially liked having the ability to jump to different topics as I wanted."

SmartDollar Tools for Your Money Goals

SmartDollar helps you get out of debt, save for retirement, and make the most of your money. With SmartDollar, you can access:

- Budgeting tools to transform your budget and set realistic goals
- Expert financial advice and motivational content
- Step-by-step plans that help you focus on achieving your goals

This benefit is free for you and 100% paid for by BioMarin.

Make Your Money Work for You

Whether this is your first job or you are well on your way to retirement, SmartDollar's tools and advice will help you define and achieve your financial goals. Get started by creating your FREE SmartDollar account at smardollar.com/enroll/bmrn8818.

VOLUNTEER/COMMUNITY SERVICE

As part of our commitment to improve community, belonging, and the employee experience, we offer a Volunteer Program. Full-time employees have up to eight hours of time off each calendar year to volunteer their time and make a social impact in their community.

What Activities Qualify for Volunteer Hours:

- Volunteer Time should be spent working at a non-profit company or event.
- Employees may use their paid Volunteer Time to volunteer in their child's classroom or school when the employee's time is volunteering in nature (i.e., educational in nature), teaching/assisting an art lesson, working the book fair or another fundraiser, etc. If you are needing time off from work for school enrollment, a school emergency, sales or sign-up events, or parent-teacher conferences, to name a few, these are not eligible for volunteer hours. Please see the School Attendance policy in the U.S. Employee Handbook. Non-U.S. employees should consult with your local People Team for guidance.

Percent Pledge Volunteer Platform

- Sign up for BioMarin-sponsored volunteer opportunities either in-person on campus or virtually. Employees are not required to use their allotted volunteer hours for these events, but you must sign up for the event(s) in the portal. Similarly, employees are also not required to use their eight volunteer hours for Team Building volunteer events within their department, but should still log the time within Percent Pledge.
- Percent Pledge allows BioMarin to post Company events so employees can sign up for them (instead of using Microsoft Forms to track sign-ups, for example).
- Employees can locate and sign up for volunteer opportunities outside of BioMarin (in their local community or virtually) using the VolunteerMatch feature on Percent Pledge's site. These hours must also be entered into ADP Timekeeping.

Click here for more information on the BioMarin Volunteering Program.

How to Get Started:

Log in to the BioMarin Volunteer Platform by visiting percentpledge.org/give/biomarin. Single sign-on is enabled. Click "Volunteer" to:

- View any upcoming Company volunteer opportunities.
- Search for opportunities in your local community with VolunteerMatch, a database of 100,000+ in-person and virtual volunteer opportunities.

Sign up for volunteer opportunities!

- Log volunteer hours for time given outside of Company planned events.
- Track your volunteer activity on your Personalized Dashboard.

Questions?

Visit help@percentpledge.org



Nicole Wright — People Team

HOLIDAY SCHEDULE

Holidays

BioMarin provides eligible employees with a significant amount of time off through our vacation and holiday offerings. Studies show taking time off can help you reset yourself mentally, feel more productive when you return to work, gain a better work/life balance, and help you rekindle relationships. Below is our holiday schedule for 2026.



New Year's Day	Thursday, January 1
Martin Luther King Jr. Day	Monday, January 19
Presidents' Day	Monday, February 16
Memorial Day	Friday, May 22 Monday, May 25
Juneteenth	Friday, June 19
Independence Day	Friday, July 3 Monday, July 6
Labor Day	Friday, September 4 Monday, September 7
Veterans Day	Wednesday, November 11
Thanksgiving	Wednesday, November 25 Thursday, November 26 Friday, November 27
Winter Break	Thursday, December 24 Friday, December 25 Monday, December 28 Tuesday, December 29 Wednesday, December 30 Thursday, December 31
Extra Holiday Day	To Be Determined Per Policy

Jenna Rodewald — Skeletal Conditions

Extra Holiday Day

We are aware that some employees celebrate holidays not recognized on our Company holiday schedule. Therefore, employees who are hired before July 1 of the current year may take off one extra holiday day each year to commemorate any of the following that is not already on our Holiday Schedule:

- A federally recognized holiday;
- A recognized religious holiday; or
- The employee's birthday (must be taken within four calendar days of actual birthday).

The Extra Holiday Day does not roll over from year to year and expires at the end of the last pay period of each year. Employees on a leave of absence are ineligible for the Extra Holiday Day.

Vacation Time

The Company wants to make sure you have plenty of time to rest and recharge, so we offer a generous amount of Vacation Time for eligible employees — up to three weeks on day one! Make sure you take advantage of this time every year to disconnect from work, spend time with family and friends, and do the things you love. You will accrue your Vacation Time on a bi-weekly basis, so that your full annual accrual will be available at the end of the year. You may not go negative in your Vacation Time. Please work with your manager and schedule your Vacation Time as far in advance as possible.

Accrual:

- One to four years of continuous employment = The equivalent of three work weeks annually. Maximum 210 hours
- Four or more years of continuous employment = The equivalent of four work weeks annually. Maximum 280 hours

Sick Time

Sick Time accrues bi-weekly, such that the full annual accrual for a particular employee will not fully vest until the employee has worked the entire year. If an employee does not become employed until after the first of the year, he or she will accrue a pro rata amount of Sick Time for that year, based on the amount of time worked. Employees on an unpaid leave of absence or other periods of inactive service do not accrue Sick Time. Accrued Sick Time is reflected on all employee paychecks.

Accrual:

- Regular full-time employees, post-docs, and interns accrue two work weeks of paid Sick Time per year, up to a maximum of 480 hours.
- Regular part-time employees, post-docs, and interns who work less than 40 hours per week accrue Sick Time on a pro rata basis, based on his/her part-time hours. The maximum Sick Time accrual will also be on a pro rata basis, based on his/her part-time hours.

Once the maximum accrual amount has been reached, no additional Sick Time will be earned until previously accrued Sick Time is used. Employees will not be given retroactive credit for any period of time in which he/she does not accrue Sick Time because he/she was at the accrual cap.

Bereavement Leave

In the unfortunate event of a death in an employee's immediate family, a regular employee may be granted up to the equivalent of one work week off with pay. Immediate family is defined as a current fiancé/spouse/domestic partner, parent, stepparent, parent-in-law, parent of the employee's domestic partner, child, stepchild, child of the employee's fiancé/domestic partner, sibling, grandparent, and grandchild. Bereavement leave does not have to be taken all at once, but you must complete the leave within the three months after the death of the individual for whom you are taking leave.

Bereavement leave may also be granted for up to two paid workdays because of the death of any other individual who does not fall under the immediate family category (friends or other relatives not listed including, but not limited to, cousins, aunt/uncle, and niece/nephew). Employees must obtain prior approval from their supervisor before taking a bereavement leave.

Jury and Witness Duty

All employees may attend jury and witness duty in accordance with his/her legal obligations to do so. Regular employees will receive full pay for normally scheduled work days, while serving up to 20 work days or 160 hours of jury or witness duty. Exempt employees will not incur any reduction in pay for a partial week of absence due to jury or witness duty.

Employees must notify his/her supervisor of his/her need for time off as soon as he/she receives a notice, summons, or subpoena. Employees must turn over any jury duty or witness duty payment he/she receives to the Company, so that he/she does not receive more than 100% of his/her regular pay. The Company may ask employees to provide written verification from the court clerk of having served. If work time remains after any day of jury or witness duty, employees should return to work for the remainder of his/her work schedule. Any time off beyond 20 work days or 160 hours of jury or witness duty will be unpaid, although employees may use accrued, but unused Vacation Time during any period of unpaid jury or witness duty.

Jorden Tahquechi — Translational Sciences



DIRECTORY & RESOURCES

Below, please find important contact information and resources for BioMarin.

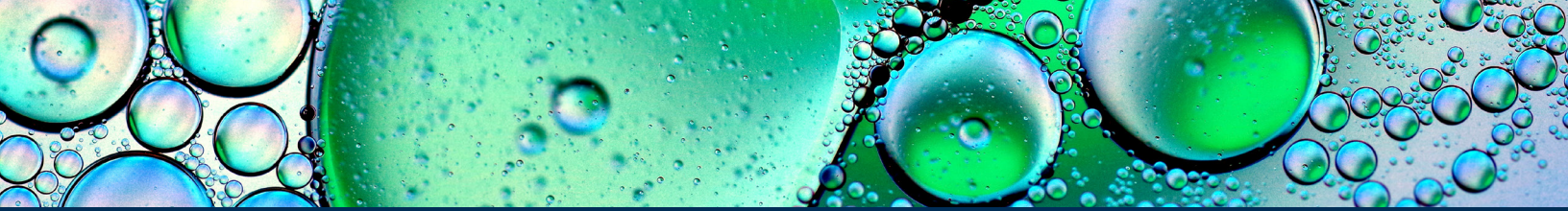
QUESTIONS REGARDING	PROVIDER & GROUP/POLICY #	PHONE	EMAIL/WEBSITE
Medical Coverage <ul style="list-style-type: none"> • Verify eligibility of a procedure • Check the status of a claim • Request an ID card • Change primary care physician • Confirm eligibility or coverage 	CH HDHP with HSA (CA) – Employee-Only Coverage: L00973M001	833-440-4375	my.collectivehealth.com
	CH HDHP with HSA (Outside CA) – Employee Only Coverage: L00973M002	833-440-4375	my.collectivehealth.com
	CH HDHP with HSA (CA) – Family Coverage: L00973M003	833-440-4375	my.collectivehealth.com
	CH HDHP with HSA (Outside CA) – Family Coverage: L00973M004	833-440-4375	my.collectivehealth.com
	CH PPO (CA): L00973M006	833-440-4375	my.collectivehealth.com
	CH PPO (Outside CA): L00973M007	833-440-4375	my.collectivehealth.com
	Kaiser HMO: 65626 Kaiser HDHP with HSA: 65626	800-464-4000	kp.org
Collective Health Pharmacy Coverage	Rx Policy # BIOMRX1	833-440-4375	my.collectivehealth.com
Dental Coverage <ul style="list-style-type: none"> • How do I find a provider? • Verify coverage • Check status of a claim 	Delta Dental #02851	833-440-4375	my.collectivehealth.com
Vision Coverage <ul style="list-style-type: none"> • How do I find a provider? • How do I use the plan? • What is covered? 	VSP Core #12276323-0001 VSP Platinum #12276323-0003	833-440-4375	my.collectivehealth.com
Life/AD&D and Disability <ul style="list-style-type: none"> • Group Life/AD&D, Supplemental Life 	Reliance Matrix	800-351-7500	rsli.com
	<ul style="list-style-type: none"> • How do I report Short-Term Disability? 	Matrix	877-202-0055
Flexible Spending Account (FSA) <ul style="list-style-type: none"> • What is eligible for reimbursement? • Claim status • Account balance • Flex System Claim Card 	WEX	866-451-3399	wexinc.com/login/benefits-login
Health Savings Account (HSA)	Fidelity	800-544-3716	netbenefits.com
Health Advocacy through CH <ul style="list-style-type: none"> • Information and assistance 	Collective Health	833-440-4375	my.collectivehealth.com
Hinge Health <ul style="list-style-type: none"> • Virtual physical therapy 	Hinge Health	855-902-2777	hinge.health/resources
GymPass (now Wellhub)	Gympass		gympass.com
Included Health <ul style="list-style-type: none"> • Guidance for your medical needs 	Included Health	800-929-0926	includedhealth.com/biomarin
401(k) Retirement Plan <ul style="list-style-type: none"> • Investment options • Contributions • Loans 	Charles Schwab	800-724-7526	workplace.schwab.com
Employee Stock Purchase Plan <ul style="list-style-type: none"> • Purchase BioMarin stock at a discount 	BioMarin		stockadmin@bmrn.com

Below, please find important contact information and resources for BioMarin.

QUESTIONS REGARDING	PROVIDER & GROUP/POLICY #	PHONE	EMAIL/WEBSITE
PerkSpot <ul style="list-style-type: none"> Employee Discount Program 	PerkSpot	866-606-6057	biomarin.perkspot.com
Stock Grants <ul style="list-style-type: none"> Plan design questions Tax questions Accessing your account 	BioMarin	800-544-9354	stockadmin@bmrn.com netbenefits.com
SmartDollar <ul style="list-style-type: none"> Tools for your money goals 	Smart Dollar	Technical support: 800-754-4220	smardollar.com
Lyra – Emotional and Mental Health Benefit <ul style="list-style-type: none"> 24-hour crisis hotline Get referrals face-to-face Counseling sessions 	Lyra	844-926-0339	biomarin.lyrahealth.com
EAP Work/Life Services	Reliance Matrix/ACI Specialty	855-775-4357	rsl.acieap.com
Headspace <ul style="list-style-type: none"> Meditation app 	Headspace		headspace.com
UltimateAdvisor <ul style="list-style-type: none"> Legal services 	ARAG	ARAG Customer Care Center: 800-247-4184	ARAGLegalCenter.com Access Code: 18036bio
Reliance Matrix Voluntary Insurance <ul style="list-style-type: none"> Accident Insurance Critical Illness Insurance Hospital Indemnity Insurance 	Reliance Matrix VAI859877 VCI859870 VHI859878	800-351-7500	reliancestandard.com
Privacy Armor <ul style="list-style-type: none"> Identity theft protection 	Allstate Identity Protection	800-789-2720	myaip.com
Pet Insurance <ul style="list-style-type: none"> Discounted pet insurance 	Embrace Pet Insurance	855-540-0591	embracepetinsurance.com Referral Code: 80243102 for discount
Employee Referral Bonus	BioMarin		BioMarin Referral Bonus Policy for Full-Time Employees
Pregnancy/Baby Bonding	BioMarin		benefits@bmrn.com
Back-Up Child-, Adult-, and Eldercare	Bright Horizons	866-854-1958	clients.brighthorizons.com/biomarin
Family Planning and Menopause Support	Maven		mavenclinic.com

Rebecca Millward — Value Access & Strategic Pricing





MEDICAL PLAN GUIDELINES

Plan Guidelines and Evidence of Coverage

The benefits summaries listed on the previous pages are brief summaries only. They do not fully describe the benefits coverage for your health and welfare plans. For details about the benefits coverage, please refer to the plan's Evidence of Coverage. The Evidence of Coverage or Summary Plan Description is the binding document between the elected health plan and the member.

A health plan physician must determine that the services and supplies are medically necessary to prevent, diagnose, or treat the member's medical condition. These services and supplies must be provided, prescribed, authorized, or directed by the health plan's network physician. The exception is if the member enrolls in the Collective Health PPO or HDHP with HSA Plan, where the member can use a non-network physician.

The HMO member must receive the services and supplies at a health plan facility or skilled nursing facility inside the service area except where specifically noted to the contrary in the Evidence of Coverage.

For details about the benefit and claims review and adjudication procedures for each plan, please refer to the plan's Evidence of Coverage. If there are any discrepancies between benefits included in this summary and the Evidence of Coverage or Summary Plan Description, the Evidence of Coverage or Summary Plan Description will prevail.

For a complete listing of covered services for each plan, please refer to the Summary Plan Descriptions located on the HR page of BioWeb.

Free Preventive Health Care

The Federal Health Care Reform law now requires insurance companies to cover preventive care services in full, saving you money and helping you maintain your health. Such preventive services include:

- Routine doctor visits
- Annual check-ups
- Well-baby and child visits
- Several types of immunizations
- Preventive screenings (such as mammograms)

To confirm that your preventive care services are covered, refer to your plan documentation.



Michael Sierant — Research and Development

MEDICARE PART D NOTICE

IMPORTANT NOTICE TO EMPLOYEES FROM BIOMARIN PHARMACEUTICAL INC.

ABOUT CREDITABLE PRESCRIPTION DRUG COVERAGE AND MEDICARE

The purpose of this notice is to advise you that the prescription drug coverage listed below under the BioMarin Pharmaceutical Inc. medical plan is expected to pay out on average, at least as much as the standard Medicare prescription drug coverage will pay in 2026. This is known as “creditable coverage.”

Why this is important. If you or your covered dependent(s) are enrolled in any prescription drug coverage during 2026 listed in this notice and are or become covered by Medicare, you may decide to enroll in a Medicare prescription drug plan later and not be subject to a late enrollment penalty – as long as you had creditable coverage within 63 days of your Medicare prescription drug plan enrollment. You should keep this notice with your important records.

If you or your family members aren't currently covered by Medicare and won't become covered by Medicare in the next 12 months, this notice doesn't apply to you.

Please read the notice below carefully. It has information about prescription drug coverage with BioMarin Pharmaceutical Inc. and prescription drug coverage available for people with Medicare. It also tells you where to find more information to help you make decisions about your prescription drug coverage.

NOTICE OF CREDITABLE COVERAGE

You may have heard about Medicare's prescription drug coverage (called Part D), and wondered how it would affect you. Prescription drug coverage is available to everyone with Medicare through Medicare prescription drug plans. All Medicare prescription drug plans provide at least a standard level of coverage set by Medicare. Some plans also offer more coverage for a higher monthly premium.

Individuals can enroll in a Medicare prescription drug plan when they first become eligible, and each year from October 15 through December 7. Individuals leaving employer/union coverage may be eligible for a Medicare Special Enrollment Period.

If you are covered by one of the BioMarin Pharmaceutical Inc. prescription drug plans, you'll be interested to know that the prescription drug coverage under the plans is, on average, at least as good as standard Medicare prescription drug coverage for 2026. This is called creditable coverage. Coverage under one of these plans will help you avoid a late Part D enrollment penalty if you are or become eligible for Medicare and later decide to enroll in a Medicare prescription drug plan.

If you decide to enroll in a Medicare prescription drug plan and you are an active employee or family member of an active employee, you may also continue your employer coverage. In this case, the BioMarin Pharmaceutical Inc. plan will continue to pay primary or secondary as it had before you enrolled in a Medicare prescription drug plan. If you waive or drop BioMarin Pharmaceutical Inc. coverage, Medicare will be your only payer. You can re-enroll in the employer plan at annual enrollment or if you have a special enrollment event for the BioMarin Pharmaceutical Inc. plan, assuming you remain eligible.

You should know that if you waive or leave coverage with BioMarin Pharmaceutical Inc. and you go 63 days or longer without creditable prescription drug coverage (once your applicable Medicare enrollment period ends), your monthly Part D premium will go up at least 1% per month for every month that you did not have creditable coverage. For example, if you go 19 months without coverage, your

Medicare prescription drug plan premium will always be at least 19% higher than what most other people pay. You'll have to pay this higher premium as long as you have Medicare prescription drug coverage. In addition, you may have to wait until the following October to enroll in Part D. You may receive this notice at other times in the future – such as before the next period you can enroll in Medicare prescription drug coverage, if this BioMarin Pharmaceutical Inc. coverage changes, or upon your request.

FOR MORE INFORMATION ABOUT YOUR OPTIONS UNDER MEDICARE PRESCRIPTION DRUG COVERAGE

More detailed information about Medicare plans that offer prescription drug coverage is in the Medicare & You handbook. Medicare participants will get a copy of the handbook in the mail every year from Medicare. You may also be contacted directly by Medicare prescription drug plans. Here's how to get more information about Medicare prescription drug plans:

- Visit www.medicare.gov for personalized help.
- Call your State Health Insurance Assistance Program (see a copy of the Medicare & You handbook for the telephone number).
- Call 1-800-MEDICARE (1-800-633-4227). TTY users should call 1-877-486-2048.

For people with limited income and resources, extra help paying for a Medicare prescription drug plan is available. Information about this extra help is available from the Social Security Administration (SSA). For more information about this extra help, visit SSA online at www.socialsecurity.gov or call 1-800-772-1213 (TTY 1-800-325-0778).

For more information about this notice or your prescription drug coverage, contact:

Contact: People Benefits Team

Address: BioMarin Pharmaceutical Inc., 105 Digital Drive, Novato, CA 94949.



Lindsay Boyce — Global Clinical Sciences

BE WELL

B:OMARIN®

