



YOUR GUIDE TO  
**LGBTQ+** BENEFITS

BOMARIN<sup>®</sup>

**BE WELL**



## INCLUSIVE BENEFITS FOR ALL

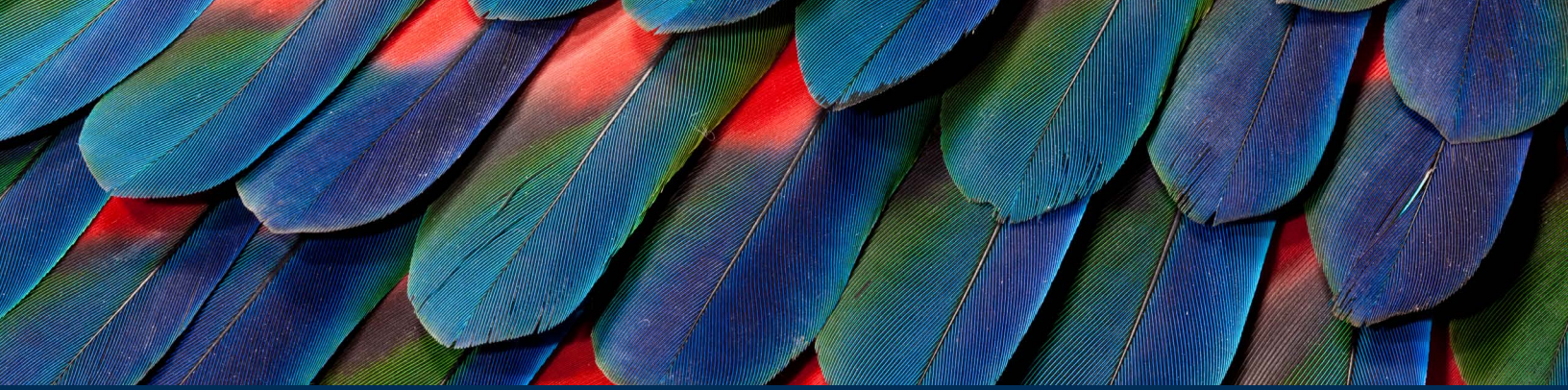
At BioMarin, we are committed to transforming lives through genetic discoveries and life-changing medicines. This commitment extends to our cultivation of an inclusive and diverse workplace where you can bring your unique ideas, experiences, and perspectives to the table.

A key part of our support comes through ensuring our health care offerings are all-encompassing so that you have access to tools and resources to live authentically.

This LGBTQ+ Benefits Guide represents our commitment to inclusion in health care and serves as a confidential resource to help you understand and access various health care options. It covers:

- Medical and pharmacy benefits
- Mental health resources
- Family planning support services
- Frequently asked questions
- Important contacts and quick links

Please note that this document is not a guarantee that all services listed in this guide will be rendered. Instead, this document captures the covered health care services and treatment options that are provided by the Company health plans as well as resources to clarify these offerings. Services rendered are subject to any applicable plan deductibles, co-payments, and co-insurances. Feel free to consult with the contacts listed on **page 6** regarding additional requirements and procedures for gaining access to covered services. Should there be discrepancies between this and the Summary Plan Document, the Summary Plan Document will prevail.



## MEDICAL AND PHARMACY BENEFITS

When you enroll in a BioMarin medical plan, you get access to coverage that supports your needs, choices, and identity. Our affirming health care benefits include resources for care and prescriptions.

### Your Health Care Benefits Include:

- Pharmaceutical coverage through the Collective Health and Kaiser Permanente health plans
- Diagnosis and treatment for gender-affirming care and cosmetic procedures, including,\* but not limited to breast augmentation, hair removal, hairplasty, vocal therapy, gender-affirming facial surgeries
- Travel coverage to navigate upcoming procedures:
  - Anthem Plans: Travel expenses for gender-affirming services are reimbursed to a maximum of \$10,000 per surgery or series of surgeries per member
  - Kaiser plans: Travel and lodging coverage available when referred to a facility outside your region
- Short-term medical leave. Contact [LOA@bmrn.com](mailto:LOA@bmrn.com) for more information.

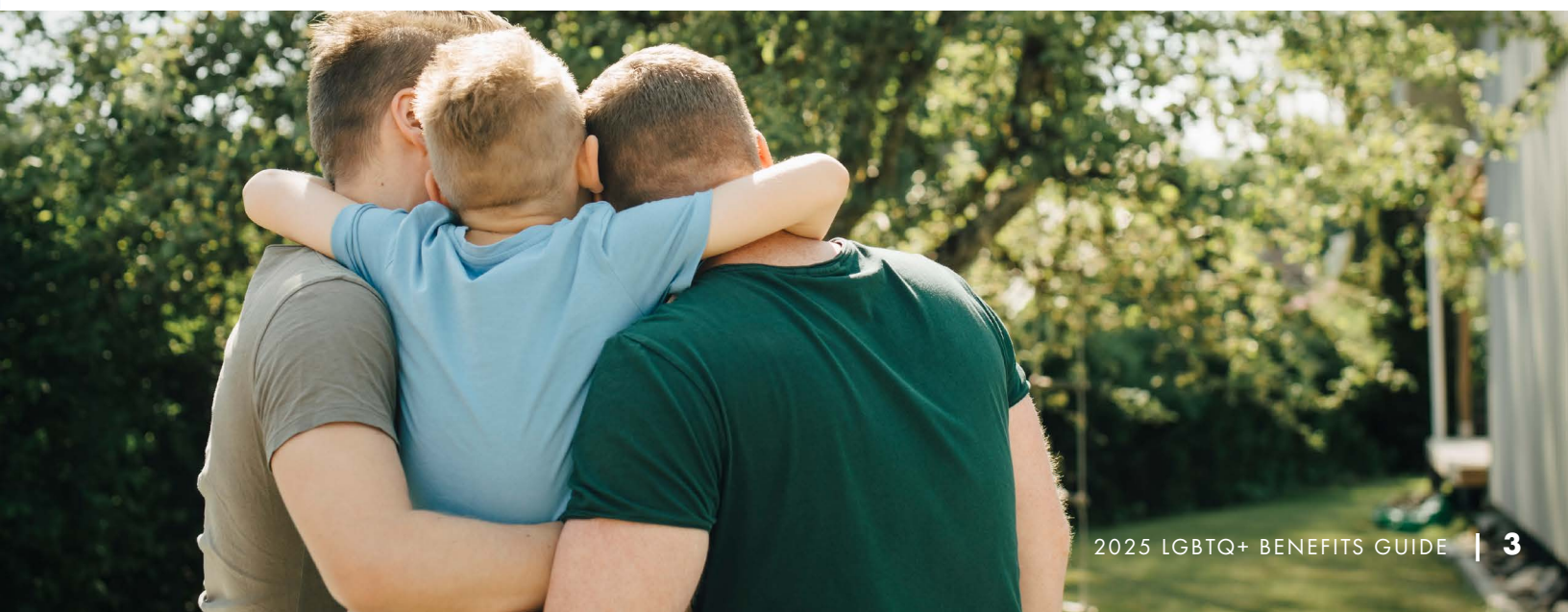
\*Additional benefits and procedures may be covered under the plans when deemed medically necessary.

### HIV Services and Treatment

BioMarin coverages are designed to cover HIV Pre-Exposure Prophylaxis (PrEP), prescription medications, and medical management services. Health care treatment options through the medical plans include:

- HIV testing, monitoring, and lab services
- Pre-exposure prophylaxis (PrEP) medications and prescription drugs
- Post-exposure prophylaxis (PEP) treatments that are covered when medically necessary and prescribed by a plan provider

For more information about your medical and pharmacy benefits, visit [my.collectivehealth.com](https://my.collectivehealth.com) or [kp.org](https://kp.org).



# FAMILY FORMATION

## Maven Family Planning Services and Support

Maven offers digital support for navigating fertility, pregnancy, and postpartum. These family planning benefits include:

- Up to \$10,000 lifetime benefits to cover expenses related to adoption, surrogacy, egg freezing, fertility treatments, and more
- Holistic support, including clinic navigation, mental health, and prescription discounts
- A Care Advocate to help you find care and learn more about your benefits and coverages
- Care matching to help you find a provider in more than 30 specialties of women's and family health
- Expert resources and educational tools like clinical and dedicated programs

Visit [mavenclinic.com/join/biomarin](https://mavenclinic.com/join/biomarin) for more details on fertility, pregnancy, or postpartum resources and programs.

## Pregnancy and Parental Leave

Starting your family takes time; that is why we offer leave options to support the next stage.

- Pregnancy Disability Leave — 10 to 12 weeks of protected time off, depending on eligibility
- Parental Leave — 12 weeks of protected time off, depending on eligibility

Review the **Parental Resource Guide** for complete details and pay information.



# MENTAL HEALTH RESOURCES

Your mental health matters, whether you're navigating life-changing surgery or level-setting with your loved ones. These resources are available to you and your family to help with everyone's unique journey.

- **Employee Assistance Program through Reliance Matrix (EAP)** — Get help and referrals for a variety of issues, including managing your wellbeing, finances, legal needs, and even juggling care schedules. To get started, visit [rsli.acieap.com](https://rsli.acieap.com).
- **Lyra Health** — Connect to in-person and virtual counseling options, mental health coaching, and digital self-care lessons. Get up to 16 sessions per calendar year for you and your dependents, plus low-to-no co-pays. For more information, visit [biomarin.lyrahealth.com](https://biomarin.lyrahealth.com).
- **Headspace** — Access hundreds of meditations, sleepcasts and sleep music, guided workouts, and focus music to help you create a better routine. Visit [work.headspace.com/biomarin/member-enroll](https://work.headspace.com/biomarin/member-enroll) to create or access your account.
- **LiveHealth Online Psychology through Anthem** — Talk with licensed psychologists or therapists online with coverages through your Collective Health medical plan. Log in to [livehealthonline.com](https://livehealthonline.com) to make an appointment.
- **Mental Health Care through Kaiser** — Schedule an individual or family appointment or connect to a digital resource like the Calm app or myStrength, provided through your Kaiser Permanente medical plan. Visit [kp.org](https://kp.org) to find a provider or learn more about the self-care apps.

## Make Connections — Join the PRIDE ERG Today!

Check out our Employee Resource Groups (ERG), where you and your co-workers can come together to support and connect with one another. Our ERGs create safe spaces to enhance your development, promote cultural awareness, and support our commitment to diversity and inclusion in the communities where we live and work! Find more info about the ERGs on **BioWeb**.

# BENEFITS ELIGIBILITY & FREQUENTLY ASKED QUESTIONS

## Spouse or Domestic Partner Coverage

### Spouse Coverage

You are permitted to enroll your legal spouse (same sex or opposite sex) under most benefits plans. You must provide a copy of your marriage certificate, plus one joint statement addressed to both parties and dated within the last 90 days. Examples of a joint statement include a utility bill, mortgage statement, or home lease agreement. Send these documents to Benefits Team ([benefits@bmrn.com](mailto:benefits@bmrn.com)) 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 in which you reside, plus one joint statement addressed to both parties and dated within the last 90 days. Examples of a joint statement include a utility bill, mortgage statement, or home lease agreement. Send these documents to Benefits Team ([benefits@bmrn.com](mailto:benefits@bmrn.com)) as proof of domestic partnership once you have enrolled for domestic partner coverage. If the state in which you reside does not certify domestic partnerships, please email the Benefits Team immediately for additional instructions. See the 2025 U.S. Benefits Information Guide for details about IRS regulations for domestic partner contributions.

## What if my claim for service has been paid at a lower rate or denied?

Contact the Collective Health Member Advocate Team at **833-440-4375** to gather information about how the determination was made. If needed, the Member Advocate can help gather needed information to submit an appeal.

## What is the Prior Authorization process?

Your provider is required to receive prior authorization for certain services. This means the provider must get clearance from the plan in advance, before providing treatment to you. Collective Health Anthem members should contact the Collective Health Member Advocate Team at **833-440-4375** for assistance. Kaiser members should contact Kaiser's gender-affirming support services at **510-752-7149**.

## What if my Prior Authorization is denied?

If your pre-authorization is denied as a member of the Collective Health Anthem plan, you should contact the Collective Health Member Advocate Team at **833-440-4375** to have questions about your denial clarified. From there, they can advise on next steps to file your appeal directly with Anthem if your treating physician has not already done so on your behalf. Kaiser members should contact Kaiser's gender-affirming support services at **510-752-7149**.

## Can I take time off to bond with my child?

Yes! Please review the **Parental Resource Guide**. Contact [LOA@bmrn.com](mailto:LOA@bmrn.com) with any questions.



# IMPORTANT CONTACTS

## Collective Health Anthem

Member Advocate Team: **833-440-4375**  
[my.collectivehealth.com](https://my.collectivehealth.com)

## Kaiser Members

Kaiser's Northern CA Gender-Affirming  
Support Services: **510-752-7149**  
[kp.org](https://kp.org)

## EAP Work-Life Services

**855-775-4357**  
[rsli.acieap.com](https://rsli.acieap.com)

## Lyra Health

**844-926-0339**  
[biomarin.lyrahealth.com](https://biomarin.lyrahealth.com)  
[care@lyrahealth.com](mailto:care@lyrahealth.com)

## Headspace

[work.headspace.com/biomarin/member-enroll](https://work.headspace.com/biomarin/member-enroll)  
[teamsupport@headspace.com](mailto:teamsupport@headspace.com)

## Maven Clinic

[mavenclinic.com/join/biomarin](https://mavenclinic.com/join/biomarin)  
[support@mavenclinic.com](mailto:support@mavenclinic.com)

## Quick Links

- [U.S. Benefits Information Guide](#)
- [Anthem PPO Summary Plan Description](#)
- [Anthem HDHP with HSA Summary Plan Description](#)
- [Kaiser Transgender Resource Guide](#)
- [Inclusive Member Support at Collective Health](#)
- [Maven Overview](#)
- [Maven Adoption Support](#)
- [Maven Surrogacy Support](#)

