



YOUR GUIDE TO  
**PARENTAL** BENEFITS

BOMARIN<sup>®</sup>

**BE WELL**



# WELCOME

At BioMarin, our commitment to improving lives includes yours at home. Your family means everything to you, so we are proud to offer programs and resources to help you grow your family, take time off, and support your changing needs.

This Parental Benefits Guide represents our commitment to supporting your family-building goals and serves as a valuable resource to help you understand and access various health care options and support programs. It covers:

- Maven family planning benefit
- Pregnancy Disability and Family leaves
- Compensation during leaves
- Benefits during leave and updating your benefits
- Return-to-work steps and resources
- Voluntary benefits to consider

## Stories of Support from Colleagues

“I am truly grateful for the exceptional parental leave benefit provided by BioMarin. I have had the privilege of going on leave twice, and the comprehensive support and generous time off allowed me to spend invaluable time with my newborns. This experience has shown me how much BioMarin values its employees’ wellbeing and work/life balance. As a working parent, I feel incredibly supported and appreciated. It is wonderful to work for an organization that genuinely cares about its employees during and after such significant life events.”

“I recently had the incredible experience of welcoming my baby, and I am so grateful for BioMarin’s generous parental leave policy. From the very beginning, everyone I worked with was incredibly supportive and helpful, making the entire process seamless. The leave allowed me to fully focus on bonding with my newborn and adjust to life as a new parent. I felt truly supported by the Company, and the transition back to work was also handled with care and understanding. The Benefits team’s guidance and assistance made a significant difference during a transformative time in my life. BioMarin’s commitment to supporting its employees through significant life events like this is truly commendable.”

Please note 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 provided by the Company’s 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 below respecting 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.

# GROW YOUR FAMILY

BioMarin provides Maven for support with family planning and building for all employees and their partners, even if you are not enrolled in a BioMarin medical plan. Maven’s digital health care platform can help you and your partner navigate pregnancy, fertility, adoption, surrogacy, and everything in between.

Maven benefits include:

- Unlimited access to over 30 specialties of women’s and family health providers through video chat and messaging
- Fertility treatment benefits, including IUI and IVF, and holistic support for clinic navigation, mental health, and prescription discounts
- \$10,000 lifetime benefit<sup>1</sup> 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.
- A dedicated Care Advocate who can help you find care and navigate your benefits.
- End-to-end support for your return-to-work journey



<sup>1</sup>Some services under the reimbursement benefit are taxable. Talk to Maven to learn more. For more information, visit BioMarin’s **Parental Resources** on the Benefits BioWeb page.



## Adding a New Child

Adding a new child to the family counts as a Qualifying Life Event (QLE), which allows you to make changes to your benefits within 30 days of the child’s birth or adoption placement.

## Pregnancy Disability and Parental Leaves

Total available protected leave time off varies based on employee eligibility per federal and state regulations. Email [LOA@bmrn.com](mailto:LOA@bmrn.com) at least 30 days prior to your anticipated leave for more information and next steps.

## Compensation During Leave

BioMarin provides comprehensive leave benefits for you to grow your family with our paid Pregnancy Disability and Parental Leave benefits. In order to receive these BioMarin paid leave benefits, you must complete at least one full year of service from your most recent FTE date of hire.

LEAVE TYPE	TIME	COMPENSATION
<b>BioMarin Pregnancy Disability Leave</b>	Step 1: up to first 8 weeks	If eligible, 100% pay alongside Disability Pay
	Step 2: remaining leave following Step 1	If eligible, can use available sick/vacation time alongside Disability Pay
<b>BioMarin Parental Leave</b>	Step 1: up to the first 6 weeks	If eligible, 100% base pay alongside any State Pay
	Step 2: remaining leave following Step 1	If eligible, can use available vacation time alongside any State Pay

# GROW YOUR FAMILY

## What Happens to My Benefits while on Leave?

All health benefits will continue during protected leave time. However, if you are enrolled in a Dependent Care FSA (DCFSA), your contributions will stop while on leave. When you return to work, you will have 30 days from your return-to-work date to enroll in or make changes to your DCFSA annual election amount. You cannot be reimbursed for DCFSA expenses incurred while on a leave of absence.

If you are eligible for an annual bonus, your bonus will be pro-rated for any absence beyond 49 consecutive calendar days. In addition, Employee Stock Purchase Plan (ESPP) is not deducted from any BioMarin income you receive while on leave and restricted stock units (RSUs) and/or Incentive Stock Options (ISOs) will suspend vesting for any leave time lasting longer than six months.

Email [LOA@bmrn.com](mailto:LOA@bmrn.com) at least 30 days prior to your anticipated leave for additional questions about your leave benefits

## Update Your Coverage

If you would like to enroll a child into your BioMarin health plan, you will need to update your coverage within 30 days of the birth or adoption placement. You will also need to submit a copy of the certified birth certificate or court order within 30 days of the birth or adoption placement via email to [LOA@bmrn.com](mailto:LOA@bmrn.com). If you are on leave of absence (LOA), you must complete enrollment forms and email to [LOA@bmrn.com](mailto:LOA@bmrn.com) for processing within the 30-day window. If you are not on LOA, you will be able to make these elections in **My HR and Benefits** yourself within the 30-day window.

## Returning to Work

Our leave administrator, Reliance Matrix, will contact you one week prior to your expected return-to-work date to confirm if you still plan to return at that time. Please promptly reply to confirm your return to work or to communicate any changes. Additionally, if you are receiving state benefits, contact your state with your return-to-work date to avoid overpayment.

You should regain laptop and badge access by 8 a.m. PT on the date of your return to work. Please allow two business days for ADP and Compliance Wire to be reinstated. If you experience access issues, please email [LOA@bmrn.com](mailto:LOA@bmrn.com) and open a help desk ticket by calling **877-320-8267**. You will be responsible for completing your own time cards after your return. If you are an hourly/non-exempt employee, you can email time card punches to [payroll@bmrn.com](mailto:payroll@bmrn.com) while you wait for access to be restored. Alternatively, you may enter time card punches into ADP after access has been restored.

Please see resources on the next page for continued support after your return to work.



# SUPPORT FOR YOUR CHANGING NEEDS

When you find yourself in a new season of life, BioMarin is here for you. Our resources like Maven, Bright Horizons, and work/life services can help meet your and your family's needs.

## **Maven**

Maven provides support after you welcome a little one, too! As you transition back, take advantage of the return-to-work support. Visit [mavenclinic.com/join/biomarin](https://mavenclinic.com/join/biomarin), download the app, or email [support@mavenclinic.com](mailto:support@mavenclinic.com) to sign up and receive more information.

**Maven Milk** helps new parents navigate their child's nutritional needs by providing convenient, customized, domestic, and international travel kits. You can access overnight shipping, storing education, and more with the support of a Care Advocate.

**Postpartum Support** services are available to help parents find a new normal after birth. With the hormonal changes, sleep deprivation, physical recovery, and the hurdles a baby can bring to your routine, Maven offers a range of tools to help manage "the baby blues" or more serious concerns such as postpartum anxiety, depression, and obsessive-compulsive disorder.

**Maven Career Coach Return-to-Work Support** can help you shift from infant-care mode back into work mode as you transition into being a working parent.

## **Workplace Resources**

Support includes onsite wellness rooms to help those who continue their breastfeeding journey. If you need use of a wellness room, please book the room in Outlook to ensure availability. Reach out to Benefits with questions or for more information.

## **Lyra Health**

Through the Lyra Employee Assistance Program, we cover up to 16 therapy/mental health coaching sessions, per calendar year, for all eligible members (including employees, spouse/domestic partners, and dependents up to the age of 26) as long as the employee remains benefits-eligible through BioMarin. Additionally, Lyra offers parenting resources that are free for all eligible members such as parent coaching, blog articles, guides, and tool kits. Visit the Parental Resources on the [Benefits BioWeb page](#) for more information.

## **Bright Horizons**

Bright Horizons offers a number family benefits and resources to help fill in gaps for care, support, and education.

**Back-Up Care** helps reserve high-quality childcare in a center, or in-home care for your child, adult, or elder relatives when you need it most.

**Out-of-Network Care** is available if Bright Horizons cannot step in, in which case you can be reimbursed for finding care within your own personal network (a neighbor, friend, or babysitter).

**Enhanced Family Support** offers access to tuition discounts, tutors and test prep, locally trained and screened nannies, pet care, and more.

**Virtual Tutoring** through your back-up care benefit allows you to reserve an experienced tutor for math and reading. You will receive four hours of virtual tutoring for each back-up care use.

**Virtual Camp** helps find a wide variety of fun and interactive activities for children ages 3-12, all led by engaging instructors. Activities include digital art, space exploration, mathletes, acting games, and more.

Visit [clients.brighthorizons.com/biomarin](https://clients.brighthorizons.com/biomarin) for more details. Scan the QR code to learn how to access the Bright Horizons website. These services are taxable to employees when utilized and will reflect on the employee's paycheck as imputed income.



# PROGRAMS TO CONSIDER FOR YOUR GROWING FAMILY

## Voluntary Programs

These programs offer an extra layer of security for you and your loved ones. For more information on these benefits, please visit the [Benefits BioWeb page](#).

**ARAG Legal Services** is a voluntary benefit that provides easy access to connect with a professional to navigate family law needs, adoptions, trusts, wills, and more.

**Identity Theft Protection** from Allstate is a voluntary benefit that provides an annual credit report, monthly credit scores, and continuous identity monitoring to detect potential fraud.

**Supplemental Life Insurance** offers an additional level of protection for you, your spouse, and children outside of your employer-paid Basic Life and AD&D benefits.

## Spending Accounts

Your QLE allows you to make the updates to your eligible health and dependent care spending accounts.

- **Dependent Care Flexible Spending Accounts (FSA)** can assist with childcare expenses with tax-free money, up to \$5,000. No medical enrollment is required.
- **Medical Flexible Spending Account** contributions can be increased or added to cover eligible expenses like co-pays and prescriptions. You can only update contributions when you experience a QLE. Keep in mind, FSAs are “use-it-or-lose-it” accounts.
- **Health Savings Account** contributions, under one of the High-Deductible Health Plans (HDHP) can also be increased or added for covering new dependent health care expenses. You can update your contributions at any time, and your funds roll over year to year.

## Contacts

### BioMarin

**Pregnancy and Parental Leave of Absence Benefits**

[LOA@bmrn.com](mailto:LOA@bmrn.com)

**General Benefits Questions**

[benefits@bmrn.com](mailto:benefits@bmrn.com)

### Childcare and Support

**Bright Horizons**

[clients.brighthorizons.com/biomarin](https://clients.brighthorizons.com/biomarin)

**Benefits BioWeb**

### Family Planning and Support

**Maven**

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

**Benefits BioWeb**

