

REPORT 2022

# IRELAND GENDER PAY GAP

 BIOMARIN®



# INTRODUCTION

**BioMarin is a world leader in developing and commercialising best-in-class therapies for rare genetic diseases. We provide breakthrough treatments to patients around the world suffering from rare genetic diseases focusing on rare conditions where we believe we can make a meaningful impact.**

Our purpose is the patient, our passion is the science, and our goal is to achieve a diverse community of employees who feel empowered and safe to bring all perspectives and ideas to the table to enable us to succeed in tackling the toughest challenges in science and medicine.

At BioMarin, we are passionate about making a big impact on rare patient populations, and this takes the widest possible range of ideas. To find solutions for the patients we serve, our workforce must represent diversity in all its forms.

We are committed to intentionally building a diverse community, advancing equity through our global organisation, and cultivating an inclusive environment where our teams can bring their best authentic selves to work.

The enclosed analysis fulfils a new set of regulations for companies in Ireland. We have a gender pay gap that is comparable to the EU average, but this is not the same as unequal pay.

At BioMarin, we have always been committed to pay equity, championing fair and equitable compensation for our employees, and conducting frequent reviews of our compensation to monitor equity from a gender perspective. Beyond pay, we are focused on building talent development programs that help us expand our pipeline for talent, especially in areas where we might be underrepresented.



**Mary Leamy**  
VP Human Resources



# GENDER PAY GAP IN IRELAND

## Overview on legislation

In July 2021 the Irish Government signed into law a new set of regulations that require all organisations with at least 250 Ireland-based employees to analyse and publish their gender pay gap on an annual basis beginning in 2022. BioMarin has one legal entity in Ireland with over 250 employees, and as such is subject to these new requirements.

## Understanding the difference between Equal Pay and The Gender Pay Gap

It is important to understand the distinction between the gender pay gap and equal pay.

**The Gender Pay Gap** is a measure of the difference between the average hourly and bonus earnings of all males and females in the business. A gender pay gap should not be confused with unequal pay.

**Equal Pay** refers to males and females being paid equally for performing the same or similar work or work of equal value. Equal Pay is already required by the Employment Equality Act in Ireland.

For years, we have been partnering with a third party compensation consultancy to analyze our pay for

employees doing the same work across Ireland and other locations. As a result of these analyses and subsequent actions we have taken, we are proud that we have secured full pay equity regardless of gender and are committed to ensuring this continues.

**Tools are in place to evaluate internal equity**, such as job families/levelling and pay structures/grades, that are linked to reputable salary survey information and market comparators representing biotech/pharma companies.

**Compensation allocation process** twice a year which includes a review of all incumbent salaries in like jobs to identify and correct outliers.

## Reporting requirements

The gender pay gap requirements in Ireland focus on the differences in average pay between males and females across the whole organisation. The results of this specific analysis are shown below in line with the legislative requirements but also, more importantly because we are committed to transparency on this subject and to demonstrate our total commitment to being an equal opportunities employer.

# BIOMARIN 2022

All analysis is based on a 'snapshot' date of our pay on 30th June 2022. All Pay and Bonuses looked at for this analysis cover the full year leading up to the snapshot date (1st July 2021 – 30th June 2022).

## Mean Pay

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

## Median Pay

The median is the middle number in a ranking of pay from lowest to highest. This calculation is completed separately for males and females with the difference expressed as a percentage of males' median.

# GENDER PAY GAP RESULTS

## Our workforce in Ireland

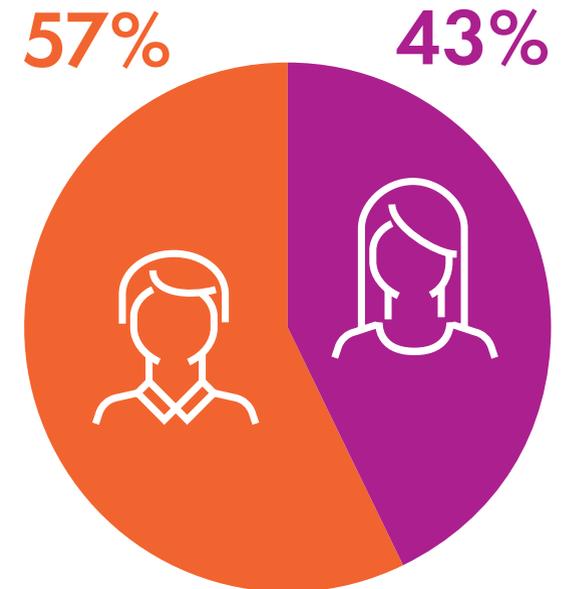
Today in Ireland, we have over 530 employees split across two locations: Our Manufacturing site in Cork and office in Dublin.

**537**  
employees



## Our gender split

On the date of the analysis BioMarin employed 537 employees in Ireland, of which the gender split was 43% females and 57% males.



# BIOMARIN 2022



## OUR ANALYSIS

Our analysis shows that the overall difference between female and male hourly pay earnings is 14.7% (mean) and 2.6% (median) and the difference between bonus earnings is 27.4% (mean) and -6.8% (median) meaning that the median female receives a higher bonus than the median male. This is based on information as of 30th June 2022.

BioMarin is unable to report on part-time employees as we do not have part-time male comparators to present and we do not directly employ any temporary workers as of 30th June 2022.

**HOURLY  
PAY GAP**

**14.7%  
MEAN**

**2.6%  
MEDIAN**

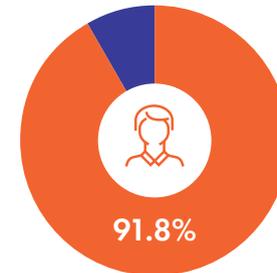
**BONUS  
PAY GAP**

**27.4%  
MEAN**

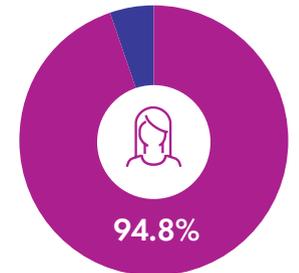
**-6.8%  
MEDIAN**

### Percentage of employees receiving a bonus

**8.2% NON-RECEIVERS 5.2%**



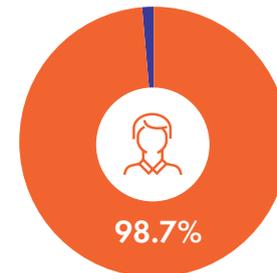
**MALE**



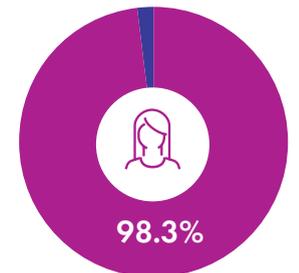
**FEMALE**

### Percentage of employees receiving a benefit in kind

**1.3% NON-RECEIVERS 1.7%**



**MALE**



**FEMALE**

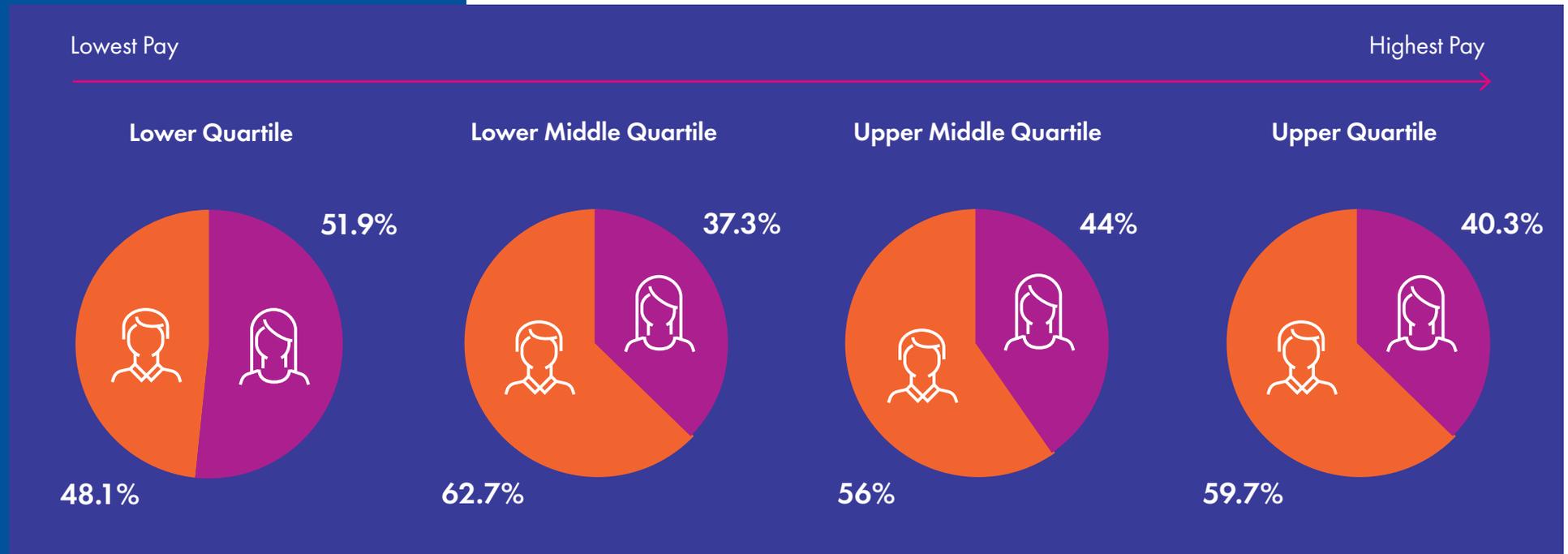


Female employees



Male employees

To calculate the quartiles, all hourly pay rates are listed from low to high and the list is then divided into four groups with an equal number of employees in each. The gender division in the resulting four groups is then analysed.





## UNDERSTANDING OUR RESULTS

**We have identified the areas that we believe contribute to our Gender Pay Gap:**

### **Seniority**

A higher proportion of our most senior positions are currently occupied by males in the upper quartile. This is one of the main reasons for our reported gender pay and bonus pay gap in our Irish business. In Ireland, we have a higher proportion of female employees in less senior roles, and we are committed to build a workforce which reflects a more equal number of women and men across all levels.

### **Recruitment within STEM sector**

Like others in our sector, we continue to have difficulty in recruiting and engaging females into employment across some of our technical areas. Nationally there is a significant gender gap in STEM at both college and workforce level. We continue to partner with local schools, colleges, and recruitment partners to build and educate all on STEM subjects and the rewarding career opportunities available.

### **Shift work**

A higher percentage of men occupy our direct operational roles that are eligible for shift pay; therefore, contributing to our gender pay gap.

### **Bonus and benefit in kind**

When considering the results of the bonus receivers' calculations, the timing of the calculations was the key driver behind this result. All employees at BioMarin are currently eligible to receive a bonus, and additional analysis has found that all employees who did not receive a bonus in this analysis were new joiners to the organisation and therefore missed the bonus and/or one-off payment cut-off date due to their start dates. Therefore, these results do not reflect any difference in eligibility or bonus pay-out between males and females at BioMarin, where equality can be observed across the organisation. Similarly, all our employees are eligible to receive a benefit in kind. However, some employees choose not to take up the benefits offered for personal reasons which have resulted in less than 100% of employees receiving in this analysis. However, this again does not reflect any difference in eligibility between males and females at BioMarin.

## OUR COMMITMENT TO DEI

### How we intend to close the gaps

With our holistic approach at the core, we have developed detailed plans to continue moving the needle toward an even more diverse, equitable, and inclusive biotech community, inside of our company and throughout the industry at large. Our plans include comprehensive, multi-year DEI objectives, as well as the focus areas outlined below.

We are committed to building on our progress so far and to continue to foster a diverse workforce. There are several actions we have been taking as a business and we will continue to focus on them to help improve the diversity of our workforce which will impact factors such as our gender pay gap.

From our recruitment initiatives for diverse new employees, to DEI learning and development for current colleagues, to partnering with schools and colleges, these plans are helping to ensure that the biotech workforce offers a broad spectrum of life-changing ideas – today and tomorrow.

### Recruitment

Ensuring we can attract and recruit a diverse workforce is foundational for increasing and developing DEI within the organisation. There are several ways in which BioMarin is ensuring we can do this:

#### Candidate pools

We aim to recruit from the widest possible talent pool and are committed to ensuring significant female representation in candidate pools for all positions across the organization, including leadership positions.

#### Interview panels

Increase diversity in interview panels and include DEI concepts and behaviours in training for interview panellists.



## OUR COMMITMENT TO DEI

### Development and Talent

To develop our talent through the organisation, we provide professional development and coaching opportunities to colleagues, creating a talent pipeline to increase the presence of underrepresented groups at more senior levels in the organisation. For example:

### Foundational DEI Training

Our Foundational DEI Training is required for all BioMarin employees around the world. Sessions integrate real-world learning scenarios, informational video segments, and Q&A focused on a variety of DEI-related areas – such as overcoming unconscious bias and identifying microaggressions. In 2022, over 95% of our workforce were trained on the foundations of DEI.

### Leading Inclusively program

This is a training program for both managers and employees that focuses on building awareness around DEI and promoting BioMarin's DEI journey, and subsequently developing employee's skills to increase DEI within the organisation.

### Mentoring Programs

In 2022 we piloted internal and external mentoring programs to partner talented individuals with development partners to provide them with additional coaching and advice and therefore support their development through the organisation. We had five females participate in a peer-to-peer mentoring program partnering global organisation. In 2023 these opportunities will roll out to the organisation.

### STEM

Since 2011 we have focused on attracting and retaining a diverse pipeline of talent. In 2018 we formed our STEM team who play a key role in building awareness and education in school and colleges throughout Ireland on careers in science and engineering. This will continue to be a key focus for us in 2023 and beyond.

### Women in Leadership

In 2023 we will launch our first Women in Leadership Development Program, a custom designed program for emerging and existing women in leadership.



## OUR COMMITMENT TO DEI

### Workplace Experience

Once we have attracted and recruited our diverse, talented workforce, we want to ensure that BioMarin is a place where employees feel a sense of belonging as they grow their careers. Initiatives currently in place to support this are:

### Company culture

We are focusing on cultivating an inclusive environment for all our employees, partners, and the patients we serve by building one community across BioMarin. Through our biannual employee survey and DEI dialogue circles we continue to focus on the areas that matter to our colleagues to continuously evolve our plans.

### Flexible Working

Our policies support a wide range of opportunities including flexible workstyles, career breaks, job sharing as well as family leave policies. Since the pandemic we have also moved to a flexible work model globally. We continue to evolve our family friendly policies to support women and men in Ireland.



### Wellbeing

Our commitment to wellbeing across all areas of health and wellness continues to be a top priority for us. In 2022 we received the IBEC KeepWell Award (Large Company) which recognised our exceptional success in developing, implementing, and embedding best in class wellbeing initiatives .

# BIOMARIN 2022



## FINAL THOUGHTS

**The new gender pay gap regulations in Ireland require organisations to report the results of their gender pay gap on an annual basis, and this is something that BioMarin is committed to and fully supportive of.**

The underlying causes of our gender pay gap cannot be resolved overnight and the impact of any changes that we make today will take some time to filter through.

However, we believe that we have a strong action plan in place and a solid foundation to build on to ensure we are a great place to work and that people can bring their best authentic selves to work.

I confirm that the data and information presented in this report are accurate and meet the requirements of the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022.

*Mary Leamy*



**Mary Leamy**  
VP Human Resources



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