



## Supply Chain Statement

This statement is published in accordance with the U.K. Modern Slavery Act 2015, California Transparency in Supply Chains Act, and the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act (collectively, the Acts). It sets out the steps that BioMarin Pharmaceutical Inc. and its subsidiaries have taken during the financial year ended December 31, 2024, to address the risk of forced labor, child labor, slavery, and human trafficking (collectively referred to herein as modern slavery) in its business and supply chain. All references to BioMarin in this statement are references to BioMarin Pharmaceutical Inc. and its subsidiaries. Not all of the entities in BioMarin's consolidated group are subject to the Acts. However, BioMarin has prepared this statement on a consolidated basis for BioMarin as BioMarin has common policies and compliance procedures relating to modern slavery across the business.

BioMarin has determined that it is not a Subject Entity under the requirements of the Australian Commonwealth Modern Slavery Act.

### About BioMarin

BioMarin is a multinational pharmaceutical company focused on creating therapies for rare and ultra-rare diseases. Founded in 1997, BioMarin is headquartered in San Rafael, California, and operates in over 70 countries with over 3,000 employees worldwide. In addition to its California headquarters, BioMarin has regional hubs and local offices in various locations globally. BioMarin runs research and design programs across its locations and manufactures the active pharmaceutical ingredients in certain of its products in production facilities located in Novato, California and Shanbally, Cork, Ireland.

BioMarin contracts with third parties to manufacture other products. Most of BioMarin's drug product manufacturing (which includes vials, syringes, tablets, and powder) is performed externally by contract manufacturers. Packaging operations are effectively split between installed capacity at BioMarin and several contract manufacturers.

BioMarin also utilizes third-party logistics companies to store and distribute products. Moreover, BioMarin uses third-party vendors, such as advertising agencies, market research firms, and suppliers of marketing and other sales support-related services, to assist with BioMarin's commercial activities.

BioMarin is committed to conducting its business in accordance with all legal and regulatory requirements and with the highest standards of ethical behaviour. For that reason, BioMarin maintains internal processes to follow laws, regulations, and industry codes of conduct that support good business practices.

### Policies and Controls

BioMarin's [Global Code of Conduct and Business Ethics](#) (Global Code of Conduct) establishes the principles and expectations of its employees and those acting on its behalf. Adherence to the Global Code of Conduct is a requirement for employment with BioMarin.

The clause on ethical business practices in BioMarin's Global Code of Conduct clearly states:

- BioMarin does not seek competitive advantages through illegal or unethical business practices. Each employee should endeavour to deal fairly with BioMarin's patients, customers, healthcare professionals, and employees, and other business associates. No employee should take unfair advantage of anyone through inappropriate manipulation, abuse of privileged information, misrepresentation of material facts, or any unfair dealing practice.

As stated in the Global Code of Conduct, BioMarin believes in the dignity of every human being and respects individual rights. The Global Code of Conduct also directly states that BioMarin is committed to complying with child labor laws and laws prohibiting any form of forced, bonded, or indentured labor or involuntary

prison labor. BioMarin requires its employees to report any policy or legal violations (the methods of which are discussed below).

BioMarin's Corporate Compliance department is responsible for monitoring, investigating, and enforcing the Global Code of Conduct. Corporate Compliance regularly reviews BioMarin's policies, including the Global Code of Conduct, and revises them to reflect BioMarin's position on ongoing issues. Corporate Compliance provides regular reports on compliance issues to the Chief Legal Officer, CEO, and Board of Directors. BioMarin also has an Environmental Social & Governance (ESG) working group, a cross-functional team that regularly tracks and reports on developments regarding ESG topics including modern slavery to an executive-level steering committee to ensure sufficient visibility into ESG issues such as human rights.

BioMarin endeavors to operate with the highest ethical and environmentally sustainable principles. BioMarin expects its suppliers to share the same principles and uses its [Supplier Code of Conduct](#) to, among other things, highlight to suppliers BioMarin's expectations that suppliers enforce safe working conditions, treat their workers with respect and dignity, and utilize sound and environmentally sustainable business practices. Specifically, the Supplier Code of Conduct sets the following expectations for BioMarin's suppliers related to modern slavery:

- BioMarin expects that suppliers will not use child labor. The employment of young workers will be consistent with the International Labour Organization's core labor standards and the United Nations' Global Compact principles, which generally set minimum age requirements. The employment of young workers below the age of 18 will only occur in non-hazardous work and when young workers are above a country's legal age for employment or the age established for completing compulsory education.
- Suppliers will not utilize any form of forced labor, including prison labor, indentured labor, bonded labor, military labor, and slave labor, and any form of human trafficking. Suppliers must ensure that all work is voluntary, conducted only through freely agreed upon and documented employment terms, and paid for in accordance with all applicable laws and regulations. BioMarin expects that suppliers' workers have the right to freely terminate employment in accordance with applicable laws and regulations without fear of physical, psychological, sexual, or verbal abuse. Workers should not be required to lodge deposits of identity papers, including passports or work permits. Recruitment fees should not be charged to workers or potential workers.

### **Risks of Modern Slavery Practices in BioMarin's Operations and Supply Chain**

BioMarin believes there is a very low risk of modern slavery in its operations due to the highly skilled and professional nature of BioMarin's workforce and the personnel policies, procedures and training pertaining to, among other things, hiring practices, working hours and workplace conduct.

BioMarin also believes there is a low risk of modern slavery in its supply chain due to the specialized and complex nature of producing BioMarin's products. To the best of its knowledge, BioMarin does not source materials associated with forced labor or child labor as listed in the U.S. Department of Labor's List of Goods Produced by Child Labor or Forced Labor. BioMarin does not pursue a strategy of low-cost country sourcing and is foremost focused on quality and risk avoidance. Suppliers also are monitored for many aspects of the production process including the caliber and training of the personnel employed. However, we recognize that modern slavery could occur without BioMarin's knowledge in violation of BioMarin's policies and principles. While we believe that BioMarin's existing policies and procedures are effective in mitigating against this risk at BioMarin's direct suppliers, modern slavery could take place in upper tiers of the supply chain from which we may in some cases be several levels removed.

## **Actions Taken to Assess and Address Modern Slavery Risks**

BioMarin is committed to ensuring its supply chain and operations remain free from any form of modern slavery. To this end, BioMarin includes guidance on avoiding forced/child labor in its Global Code of Conduct and provides employees with access to the EthicsPoint hotline to report all instances of non-compliance.

### Business Partner Assessments

BioMarin understands that there is potential exposure to modern slavery when purchasing goods and services from third parties. All BioMarin facilities and those of third-party manufacturers are subject to periodic inspections confirming compliance with applicable regulation(s). All BioMarin facilities and those of third-party manufacturers must pass inspection before they can manufacture BioMarin products for commercial sale.

BioMarin conducts regular compliance audits of its materials and service providers as part of its overall commitment to the quality of the products we produce. BioMarin employs its own staff or contractors for these audits, and they are scheduled in advance. The scope of these supplier evaluations includes documenting instances of deviations from applicable regulation(s).

Any business partners responsible for distribution or marketing on behalf of BioMarin must undergo a background check for due diligence purposes before being engaged.

Any identified instances of forced/child labor would be investigated and remediated.

BioMarin has not identified any instances of modern slavery in its operations or in its supply chains. Hence, no measures have been taken to remediate modern slavery or the loss of income in BioMarin's activities and supply chains.

### Contractual Commitments

BioMarin contracts with its materials and service providers and specifies within those contracts that compliance with all applicable laws is integral to performance under those contracts.

### Reporting Mechanisms

All BioMarin employees are required to report actual or suspected violations of law and BioMarin policy. Employees who need to report a violation, have questions, or are just seeking guidance, are encouraged to speak to any member of management, Corporate Compliance, or report to the Compliance and Ethics hotline through EthicsPoint (<http://biomarin.ethicspoint.com> or by telephone at 1-866-513-7198 (USA) or 0808-234-9171 (UK) or 1800719873 (Ireland)). Reports through the EthicsPoint hotline may be made anonymously unless prohibited by law. BioMarin has an open-door policy with zero tolerance for retaliation.

BioMarin also encourages suppliers to report any departures from the expectations of the Supplier Code of Conduct to BioMarin, anonymously if so desired, by using the EthicsPoint hotline.

### Training

All new hires and employees at BioMarin are required to certify and annually re-certify that they have read, understand, and will comply with the Global Code of Conduct, which includes guidance on awareness and understanding of the issue of forced and child labor. Employees are also trained to raise any non-compliance issues directly to management or via the EthicsPoint hotline in an effort to improve the ability to verify the absence of forced and child labor from BioMarin's supply chain.

### **Assessing the Effectiveness of BioMarin's Actions**

BioMarin regularly reviews and updates its policies, procedures, and guidelines, which includes efforts to raise awareness of modern slavery. BioMarin is dedicated to maintaining appropriate safeguards to protect human rights in its supply chain and business.

BioMarin assesses the effectiveness of the actions being taken to assess and address modern slavery risks through the number and type of complaints received through BioMarin's reporting mechanisms, including the EthicsPoint hotline.

## Approvals

This statement was reviewed and approved by the ESG Executive Steering Committee in May 2025.

### U.K. Modern Slavery Act 2015

BioMarin (U.K.) Limited is the only BioMarin entity subject to the U.K. Modern Slavery Act. BioMarin (U.K.) Limited comes within BioMarin's global compliance program, which is discussed throughout this statement. BioMarin (U.K.) Limited is a subsidiary of BioMarin Pharmaceutical Inc.

BioMarin (U.K.) Limited is a company incorporated in England with a registered address of 10 Bloomsbury Way, London, WC1A 2SL. The activities of BioMarin (U.K.) Limited consist of the distribution of certain BioMarin group pharmaceutical products to the UK Market. BioMarin (U.K.) Limited supports the BioMarin group's research and development and regulatory activities. BioMarin (U.K.) Limited also is engaged in the provision of marketing and oversight services for the distribution of BioMarin group products in the United Kingdom. As of December 31, 2024, BioMarin (U.K.) Limited had 121 full-time employees.

BioMarin's, including BioMarin (U.K.) Limited's, supply chain is discussed earlier in this statement. The risks of modern slavery of BioMarin (U.K.) Limited mirror those of BioMarin and are discussed earlier in this statement. The policies and steps described earlier in this statement that BioMarin has taken to assess and address the risk of modern slavery are applicable to BioMarin (U.K.) Limited.

Solely for purposes of compliance with the U.K. Modern Slavery Act, this statement was approved by the Board of Directors of BioMarin (U.K.) Limited on 29 May 2025 and signed by two directors of that entity on 29 May 2025.

Signed by:  
  
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Chay Morgan  
Director  
VP, Regulatory Affairs, EU  
BioMarin (U.K.) Limited

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Richard Morris  
Director  
GVP, Deputy General Counsel,  
International  
BioMarin (U.K.) Limited

## Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act

BioMarin International Limited is required to submit a statement pursuant to the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the Act). Solely for purposes of compliance with the Act, this statement was approved pursuant to subparagraph 11(4)(b)(i) of the Act by the Board of Directors of BioMarin International Limited. BioMarin International Limited is a subsidiary of BioMarin Pharmaceutical Inc. No other entity for the 2024 reporting period is subject to the Canadian Forced and Child Labor Act.

BioMarin International Limited is an Irish company that sells into Canada. BioMarin International Limited is a private company limited by shares incorporated under the laws of Ireland with a registered address of 6<sup>th</sup> floor, 2 Grand Canal Square, Dublin 2, Ireland. BioMarin International Limited is engaged in the manufacture of certain BioMarin products at its Shanbally site in Ireland and the distribution of certain BioMarin products. As of December 31, 2024, BioMarin International Limited had 641 full-time employees.

BioMarin's, including BioMarin International Limited's, supply chain is discussed earlier in this statement. The risks of forced and child labor of BioMarin International Limited mirror those of BioMarin and are discussed earlier in this statement. The policies and steps described earlier in this statement that BioMarin has taken to assess, mitigate and manage the risk of forced and child labor are applicable to BioMarin International Limited.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in this statement for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this statement is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

Jean-Yves Chatelan  
Director  
BioMarin International Limited

I have the authority to bind BioMarin International Limited.

Signed by:  
  
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29 May 2025