



BioMarin Pharmaceutical Inc.





BMRN NASDAQ

Pharmaceuticals - Diversified

Market Capitalization USD:

\$3,563.94 mm

CONCERN LEVEL: AVERAGE

- 1 The CEO's total remuneration is within the typical market range for the relevant industry and market cap.
- 2 The ratio between the CEO's pay and the median pay of the other named executive officers is 3X or less.
- 3 The CEO's annual cash incentives rose or fell in line with annual performance. 
- 4 The CEO received no more than one annual cash bonus this fiscal year.
- 5 The CEO's equity remuneration reflected the company's share price movement over the last five years.
- 6 The company only pays long-term incentives to the CEO for above median performance against a peer group.
- 7 The company's dilution from equity incentives is 10 percent or less. 
- 8 Unvested equity lapses when the CEO's employment is terminated. 
- 9 The CEO's potential cash severance payment is capped at two times annual cash remuneration. 
- 10 The accrued benefits of the CEO's post-retirement income are within the typical market range for the relevant market cap bracket.

CEO: Jean-Jacques Bienaime

Age: 58

CEO Since: 2005

	2009	2010	2011
Base Salary	\$739,482	\$746,041	\$781,953
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$794,962	\$721,536	\$749,721
Benefits and Perquisites	\$29,985	\$24,689	\$25,541
TOTAL ANNUAL COMPENSATION	\$1,564,429	\$1,492,266	\$1,557,215
Increase in Post-Retirement Benefits	\$0	\$0	\$0
Stock Option Awards	\$1,821,600	\$3,144,400	\$3,628,880
Stock Awards	\$460,480	\$774,360	\$13,997,640
TOTAL COMPENSATION	\$3,846,509	\$5,411,026	\$19,183,735
Median of Other Named Executive Officers Total Compensation	\$1,322,531	\$1,608,114	\$4,724,164
Value Realized on Exercise of Stock Option	\$0	\$356,662	\$309,114
Value Realized on Vesting of Stock	\$67,650	\$406,830	\$783,905
TOTAL REALIZED EQUITY COMPENSATION	\$67,650	\$763,492	\$1,093,019

Proxy Date: 23 Mar 2012

Annual Meeting Date: 8 May 2012

Equity Reserves: 33.82%

Stock Option Run Rate: 3.35%

BioMarin Pharmaceutical Inc.

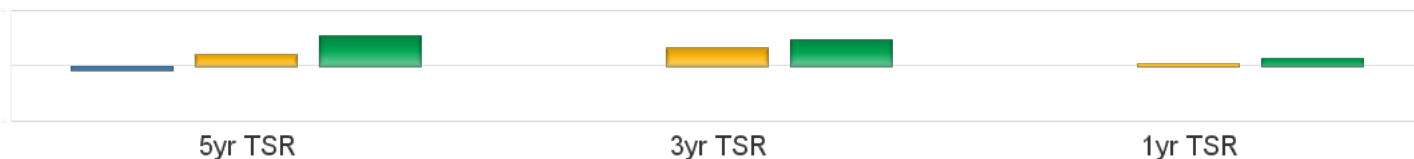
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Performance Comparison

■ S&P500 ■ Industry ■ BMRN



Peer Comparisons (TRBC) =Pharmaceuticals - Diversified

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
BMRN	BioMarin Pharmaceutical Inc.	\$3,846,509	\$5,411,026	\$19,183,735	\$3,563,935,732
WPI	Watson Pharmaceuticals, Inc.	\$4,277,180	\$5,617,342		\$9,154,309,846
MYL	Mylan Inc.	\$16,481,387	\$22,935,936	\$21,337,770	\$7,242,204,343
ENDP	Endo Pharmaceuticals Holdings Inc.	\$5,684,367	\$6,602,458		\$3,263,293,473
CBST	Cubist Pharmaceuticals, Inc.	\$2,321,405	\$2,873,491		\$2,158,172,123
THRX	Theravance, Inc.	\$2,300,609	\$1,946,398		\$1,707,207,118
AMLN	Amylin Pharmaceuticals, Inc.	\$3,710,755	\$4,756,844		\$1,346,595,842

To insure consistency, peer comparisons are based on a combination of TRBC Industry and Sector classifications and company market caps. Missing peer pay figures for 2011 are due to differences in company filing schedules.

Pay Peer Group

Alexion Pharmaceuticals; Alkermes, Inc.; Amylin Pharmaceuticals, Inc.; Auxilium Pharmaceuticals; Cubist Pharmaceuticals; Dendreon Corporation; Endo Pharmaceuticals; Human Genome Sciences; Intermune, Inc.; Medicis Pharmaceutical Corporation; Nektar Therapeutics; Onyx Pharmaceuticals; Regeneron Pharmaceuticals; Talecris BioTherapeutics; United Therapeutics; Valeant Pharmaceuticals International, Inc.; Vertex Pharmaceuticals; and ViroPharma. In addition to the peer group, the Compensation Committee also reviews the compensation packages of Celgene Corporation, Cephalon, Exelixis, Inc., Incyte Corporation and Shire PLC, as we regularly compete with these companies, particularly for senior positions.

Performance Peer Group

NA

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Alan Lewis	Chairman	64	Male	7	Outside
Elaine J. Heron	Member	64	Female	10	Outside Related
Michael Grev	Member	59	Male	7	Outside
V. Bryan Lawlis	Member	60	Male	5	Outside