

# **Bioverativ**

**“Not your normal upstart”: Building a people strategy for a brand new Biotech**

**July 26<sup>th</sup>, 2017**

# A Unique and Compelling Investment Opportunity



On February 1<sup>st</sup>, 2017  
Bioverativ successfully launched  
as an independent, global  
biotechnology company

For shareholders, we've created a unique investment opportunity that includes several key attributes:

- ✓ A strong hemophilia franchise
- ✓ An innovative pipeline
- ✓ Well capitalized with potential to create value
- ✓ Integrated capabilities and a talented team

## *Our Vision:*

*To become the leading hematology rare disease company committed to creating significant progress for patients*





# 2017 Business Priorities



**Maximize Potential of  
ELOCTATE & ALPROLIX**

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**Advance Our Pipeline**

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**Strategic Business  
Development**







# Organizational & People Priorities

Build on our heritage - retain employees

Flexibility in Org Model

Collaboration – focus of office blueprint

Focused Culture





# Ensure flexibility, free flow of ideas, and speed of decision-making in a brand new company

## Flexibility in organizational model

- ✓ Allow fluid organizational structure
- ✓ Avoid siloed functional hierarchy
- ✓ Minimal Committees
- ✓ People expected to know the business

## Key belief that co-location is critical to collaboration and decision-making

- ✓ Open space – Huddle Rooms
- ✓ Everyone in same building
- ✓ Open staircase to allow for “bumping” into people
- ✓ Different snacks/events on different floors

# Aligning compensation and culture to get people working towards on a long term perspective

Belief that every employee should be a shareholder

- ✓ Alignment of Long Term Incentives at all levels
- ✓ All new hires receive LTI
- ✓ Utilize stock options
- ✓ Team based reward structure (not completed)

Culture

- ✓ Act Now - Act Courageously - Act Together
- ✓ Development – focus on strengths
- ✓ Performance Management – no labels and not an annual event – manager’s role is to coach on demand
- ✓ Talent Review – focused on key leadership successor roles

**Q&A**