



the new workplace tool



WANT

attract
improve collaboration
campus feeling
green

MUST

maintain high office ratio (40%)
simplify workplace standards
allow *flexible* workplace
allocation and location



They thought it meant...

sadly:

- driving to meetings
- more noise / less privacy
- loss of current culture
- delay in drug approvals

and hopefully:

- new neighbors (adjacencies)
- new neighborhood (location)
- less waste (atrium)
- less crowded (growth)

h+k + BIOMARIN



l+k + BIOMARIN



LOK + BIOMARIN





 + BIOMARIN



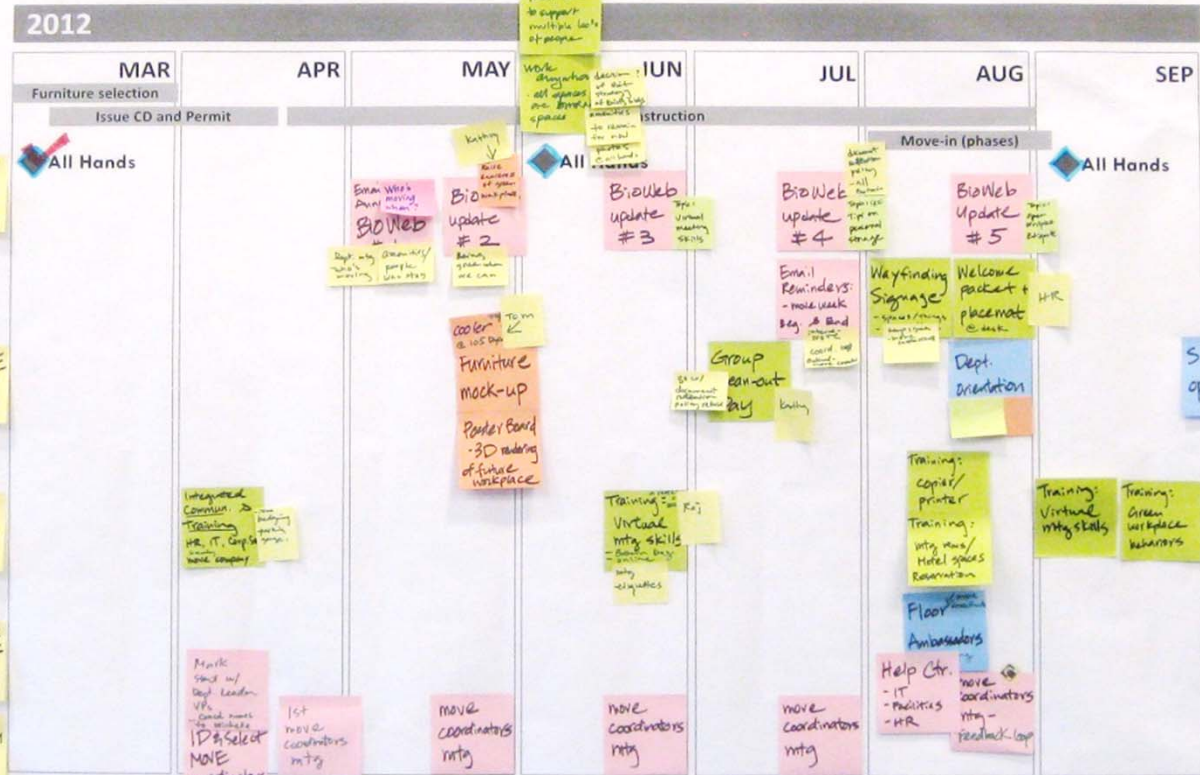
IQ + BIOMARIN



 + BIOMARIN



Timeline



AGENDA

- BIOMARIN UPDATES
- REVIEW TIMELINE & ACTIVITIES
- MEASUREMENT OF SUCCESS
- NEXT STEPS



But it really meant...

offices to concentrate in,
collaboration in the open,
more transparency,
new technology tools,
visible culture,
rapid results,

not meet
not secretive
not distraction
not all F2F mtgs
not a loss
not impeded processes