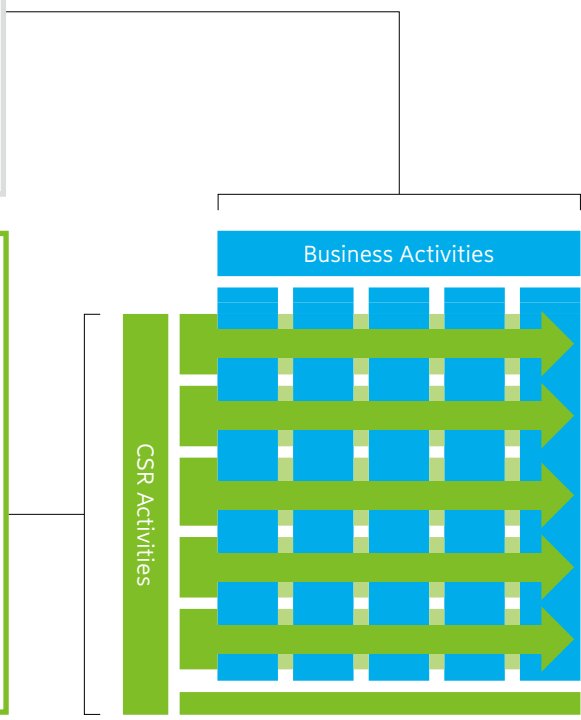




This section details the various business activities of the Group as well as the CSR activities incorporated into these business activities.

|   |    |
|---|----|
| Business Units                          |    |
| · Business Units (Japan).....           | 32 |
| · Business Units (Overseas).....        | 38 |
| Functional Units                        |    |
| · R&D Unit.....                         | 46 |
| · Pharmaceutical Technology Unit.....   | 52 |
| · Supply Chain Unit.....                | 54 |
| · Quality & Safety Management Unit..... | 56 |
| · Medical Affairs Division.....         | 58 |

|   |    |
|---|----|
| • CSR Management.....                                 | 60 |
| • Promoting Compliance Management.....                | 64 |
| • Mutual Growth of Employees and the Company.....     | 66 |
| • Enhancement of Communication with Stakeholders..... | 68 |
| • Promoting Environmental Management.....             | 70 |
| • Improving Access to Healthcare.....                 | 72 |
| • Social Contribution Activities.....                 | 74 |



Business Activities

CSR Activities

# CSR Management

We endeavor to conduct CSR activities that are integrated into our business activities and that are based on the Daiichi Sankyo Group Corporate Conduct Charter. In order to facilitate our commitment to social, environmental and other sustainability issues, we have identified and organized CSR issues into six domains on which CSR management will concentrate its resources. Actual activities are promoted through a system of committees with cross-organizational membership. We will also engage in active communication with our various stakeholders, taking their evaluations of the Group to heart and reflecting these evaluations in CSR activities.

## The Daiichi Sankyo Group's CSR Activities

### CSR Activities Based on the Daiichi Sankyo Group Corporate Conduct Charter

Based on the Daiichi Sankyo Group Corporate Conduct Charter (see page 28), we are conducting CSR activities as part of all our corporate activities. The Daiichi Sankyo Group Corporate Conduct Charter defines principles to be practiced in all of the Company's activities in order to fulfill its corporate mission. Taking each of these principles very seriously, and complying with legal regulations and rules, we act with the highest ethical standards and good social conscience appropriate for a company engaged in a business that affects human lives. Through this commitment, we strive to meet the diverse requirements and expectations of society to improve corporate value and thereby fulfill our Corporate Social Responsibility (CSR).

### CSR Activities for Addressing Diverse and Changing Sustainability Issues

We must respond to a diverse range of sustainability issues, including those related to human rights, gender equality, corruption prevention, environmental preservation and global health. In responding to sustainability needs, we have clarified the CSR issues that the Group will focus on based on their medium-to-long-term relationship with our business and arranged these into six domains for CSR activities (see steps 1 and 2 to the right).

### Step 1

#### Identify CSR Issues

We have identified 36 CSR issues that pharmaceutical companies generally need to address by referencing the inspection criteria of international CSR initiatives (Ten Principles of the United Nations Global Compact, ISO 26000, etc.) and socially responsible investment (SRI) indices (Dow Jones Sustainability Indices, FTSE4Good, Access to Medicine Index, etc.) as well as the policies and visions of pharmaceutical company organizations (International Federation of Pharmaceutical Manufacturers & Associations, Japan Pharmaceutical Manufacturers Association, etc.).

### Step 2

#### Arrange CSR Issues into Domains for CSR Activities

The 36 CSR issues related to CSR activities were further organized and arranged into six domains for activities:

1. promoting compliance management,
  2. mutual growth of employees and the Company,
  3. enhancement of communication with stakeholders,
  4. promoting environmental management,
  5. improving access to healthcare, and
  6. social contribution activities.
- (See "Issues to Be Addressed as Part of CSR Activities" on page 61.)

## Issues to Be Addressed as Part of Responsible Corporate Activities

### Promoting Compliance Management (12 Issues)

- Observe Group-wide codes of conduct
- Anti-corruption
- Ensure transparency of corporate activities
- Conduct clinical trials in accordance with ICH-GCP
- Ensure product quality and safety
- Ethical marketing practices
- Consider bioethics and genetic resources
- CSR procurement
- Report on critical recalls
- Report on breach of laws and legal cases
- Respect human rights in business activities
- Tax strategy

### Mutual Growth of Employees and the Company (8 Issues)

- Develop human resources
- Acquire and retain talented individuals
- Promote diversity
- Communication between labor and management
- Respect human rights in labor practices
- Pay equal wages to men and women
- Promote work-life balance
- Prevent occupational accidents

### Enhancement of Communication with Stakeholders (5 Issues)

- Identify, respond to, and disclose material CSR issues
- Improve customer satisfaction
- Respond to complaints
- Stakeholder engagement
- External verification for CSR reports

### Promoting Environmental Management (6 Issues)

- Address climate change
- Manage chemical substances
- Control water usage volumes
- Manage waste
- Preserve biodiversity
- Receive ISO 14001 and other environmental management system certification

### Improving Access to Healthcare (4 Issues)

- Address global health issues
- Measures to combat counterfeit medicines
- Addressing cost burden
- Health outcome contribution

### Social Contribution Activities (1 Issue)

- Conduct social contribution activities suited to a pharmaceutical company

Based on the above CSR issues, we have defined the following five areas of focus for CSR activity domains in the fourth mid-term business plan.

## CSR Targets (5-Year Business Plan)

### Promoting Compliance Management

- Dissemination of global compliance policies, such as the Daiichi Sankyo Group Individual Conduct Principles

### Mutual Growth of Employees and the Company

- Human resources development to realize value creation and secure competitive advantage through our core values of innovation, integrity, accountability, and respect for diversity

### Enhancement of Communication with Stakeholders

- Effective disclosure and performance improvement of CSR & ESG

### Promoting Environmental Management

- Reducing environmental impacts and risks and addressing climate change (Fiscal 2020 CO<sub>2</sub> emissions target: 5.6% reduction from fiscal 2015)

### Improving Access to Healthcare

- Promoting R&D for intractable disease, orphan disease and global health
- Mobile healthcare field clinics, Healthcare professionals development, Health and hygiene training to the local in the regions face a lack of medical infrastructure

## Promotion of CSR Activities

Initiatives related to compliance management, environmental management and social contribution activities are promoted by specific committees set up for each area (Corporate Ethics Committee, Environmental Management Committee, and Social Contributions Committee). Relevant Company divisions serve as the secretariat for each of these committees, which are membered by individuals from across the organization. In addition, important matters related to CSR are reported to and discussed by the Management Executive Meeting.





|  |
|--|
| <p><b>Corporate Ethics Committee (Secretariat: Legal Affairs Department)</b><br/>                 The Corporate Ethics Committee promotes management that complies with domestic and international laws and regulations as well as corporate ethics and fulfills corporate social responsibility.<br/>                 Chairperson: Compliance officer (Head of General Affairs &amp; Human Resources Division)<br/>                 Members: The Committee consists of 11 members including 10 members internally assigned by the chairperson and an outside lawyer for ensuring transparency and confidence of the Committee</p> |
| <p><b>Environmental Management Committee (Secretariat: CSR Department)</b><br/>                 The Environmental Management Committee promotes environment-friendly and balanced management which contributes to sustainable society throughout its overall corporate activities.<br/>                 Chairperson: Chief executive officer of environmental management (Head of Corporate Management Division)<br/>                 Members: The Committee consists of 10 members including Environmental Management Officer (vice president of CSR Department)</p>  |
| <p><b>Social Contributions Committee (Secretariat: CSR Department)</b><br/>                 The Social Contributions Committee promotes social contribution activities from the perspective of fulfilling corporate social responsibilities as a good corporate citizen.<br/>                 Chairperson: Head of Corporate Management Division<br/>                 Members: 6 members appointed by the chairperson</p>  |

The CSR Department works to identify sustainability issues and, based on the global management structure (see page 29), collaborates with relevant divisions to support and promote the Group's CSR activities.

## External CSR and ESG Evaluations and CSR Communication

### Inclusion in SRI Indexes in Reflection of External CSR and ESG Evaluations

We pursue ongoing improvements in corporate value by integrating our CSR activities for addressing sustainability issues into our business activities. These efforts have been highly evaluated, resulting in the Company being included in four socially responsible investment (SRI) : Dow Jones Sustainability Indices (DJSI), RobecoSAM AG Sustainability Award Industry Mover, FTSE4Good Global Index, and Morningstar Socially Responsible Investment Index. Overviews of each index and the status of the Company's inclusion are as follows (as of September 30, 2016).

|   |  |
|---|--|
|  <p>The DJSI is managed cooperatively by S&amp;P Dow Jones Indices LLC, of the United States, and RobecoSAM AG, of Switzerland. This SRI index evaluates the sustainability of a company from the perspectives of economic, environmental, and social factors and provides important criterion for the selection of investment targets by investors. The Company has been included in DJSI Asia Pacific for seven consecutive years.</p>   |  <p>RobecoSAM AG, of Switzerland, published <i>RobecoSAM Sustainability Yearbook 2016</i>, in which it recognized companies that exhibited excellence in terms of initiatives and disclosure from the perspectives of economic, environmental, and social factors. In this report, the Company was selected as an Industry Mover because, among the 55 pharmaceutical companies worldwide, Daiichi Sankyo's score showed the greatest year-on-year improvement of all the companies in the top 15%.</p> |
|  <p>The FTSE4Good Index is created by FTSE Russell, a part of London Stock Exchange Group plc. The FTSE4Good index is designed to measure the performance of companies demonstrating strong Environmental, Social, and Governance (ESG) practices. The FTSE4Good indices are used by a wide variety of market participants to create and assess responsible investment funds and other products. The Company has been included in the FTSE4Good Index for eight consecutive years. <a href="http://www.ftse.com/products/indices/FTSE4Good">http://www.ftse.com/products/indices/FTSE4Good</a></p> |  <p>Morningstar Japan K.K. selects 150 companies each year for inclusion in the Morningstar Socially Responsible Investment Index. Chosen from among Japanese listed companies, this index includes those companies that have been assessed from the perspectives of governance, environmental, social and human resources development. The Company has been included in this index for eight consecutive years.</p>  |

## CSR Communication

We engage in active communication with the institutions supporting CSR initiatives, SRI investigation firms, institutional investors that emphasize CSR and ESG, and CSR experts. In addition to explaining the Group's CSR activities (see the "CSR Issues and Initiatives" table below), we use such communications as an opportunity to understand requests and expectations of our various stakeholders for the Group to keep them current and to reflect this understanding in CSR activities.

### CSR Issues and Initiatives

|   | CSR Issues  | Topics Covered in Value Report  | Page   | Topics Covered on Corporate Website   |  |
|---|---|---|--|---|--|
| Promoting Compliance Management             | Observe Group-wide codes of conduct                                       | Continued operation of the compliance system<br>Dissemination of the ICP<br>Approach to clinical research support   | 64<br>64<br>65   | Compliance training and educational activities<br>Information security  |  |
|   | Anti-corruption   | Initiatives for anti-corruption   | 65   |   |  |
|   | Ensure transparency of corporate activities                               | Measures for ensuring the transparency of corporate activities  | 65   |   |  |
|   | Conduct clinical trials in accordance with ICH-GCP                        |   |  | GCP training  |  |
|   | Ensure product quality and safety   |   |  | Product safety training   |  |
|   | Ethical marketing practices   | MR accreditation test results   | 32   | Ethical promotional activity  |  |
|   | Consider bioethics and genetic resources                                  |   |  | R&D ethics<br>Fair utilization of genetic resources   |  |
|   | CSR procurement   | Promotion of compliance in procurement  | 65   | CSR procurement<br>CSR Procurement Outline  |  |
|   | Report on critical recalls  |   |  | Product recall information  |  |
|   | Report on breach of laws and legal cases                                  | Business risks  | 25   |   |  |
| Respect human rights in business activities | Training related to the Ten Principles of the UN Global Compact           | 96  |  |   |  |
| Tax strategy                                |   |   | Our Approach to Tax                                      |   |  |
| Mutual Growth of Employees and the Company  | Develop human resources   | Cultivation of leaders<br>Development of entry- and mid-level employees<br>Cultivation of line managers (organization heads)  | 66<br>66<br>66   |   |  |
|   | Acquire and retain talented individuals                                   | Basic policy  | 66   | Daiichi Sankyo Human Resources Management Philosophy<br>Support for the career development and work styles of diverse employees   |  |
|   | Promote diversity   | Promotion of Diversity and Inclusion<br>Promotion of the employment of individuals with disabilities<br>Building of a dynamic corporate culture   | 66<br>67<br>67   | Support for the career development of female employees (Japan)<br>Employment of seniors (Japan)<br>Systems and measures to support diverse work styles (Japan)  |  |
|   | Communication between labor and management                                | Communication with labor unions   | 67   |   |  |
|   | Respect human rights in labor practices                                   | Initiatives promoting respect for human rights  | 67   | Policy for respecting human rights  |  |
|   | Pay equal wages to men and women  |   |  | Training related to the Ten Principles of the UN Global Compact   |  |
|   | Promote work-life balance   |   |  | Promotion of the "Work-Life Cycle" (Japan)  |  |
|   | Prevent occupational accidents  | Promotion of occupational health and safety   | 67   | Systems and initiatives for supporting occupational health and safety (Japan)   |  |
|   | Enhancement of Communication with Stakeholders                            | Identify, respond to, and disclose material CSR issues  | CSR management   | 60  |  |
|   |   | Improve customer satisfaction   | Communication with healthcare professionals and patients | 68  |  |
| Respond to complaints                       |   |   |  | Compliance reporting system<br>Provision of valuable information to healthcare professionals  |  |
| Stakeholder engagement                      |   | Communication with shareholders and investors<br>Communication with employees<br>Communication with SRI/ESG rating agencies   | 68<br>69<br>69   | Collection and communication of input from healthcare professionals<br>Operation of the Daiichi Sankyo Kusuri Museum  |  |
| External verification for CSR reports       |   |   |  | External verification of environmental reports  |  |
| Promoting Environmental Management          | Address climate change  | Climate change and global warming response measures<br>Energy saving measures   | 71<br>70   | CO <sub>2</sub> emissions reduction targets and performance<br>CO <sub>2</sub> emissions reduction initiatives  |  |
|   | Manage chemical substances  |   |  | Usage reduction and emission and transfer control of chemical substances  |  |
|   | Control water usage volumes   |   |  | Appropriate use of water resources  |  |
|   | Manage waste  | Environmental audits  | 70   | Waste reduction targets and performance<br>Promotion of waste compliance  |  |
|   | Preserve biodiversity   |   |  | Biodiversity initiatives  |  |
| Improving Access to Healthcare              | Receive ISO 14001 and other environmental management system certification |   |  | ISO 14001 certification acquisition   |  |
|   | Address global health issues  | Mobile healthcare field clinic services in India and Africa<br>Cultivation of healthcare workers in China<br>Participation in the GHIT Fund<br>Initiatives targeting rare diseases<br>Technical cooperation for MR vaccine production | 72<br>72<br>73<br>73<br>73                               |   |  |
|   | Measures to combat counterfeit medicines                                  |   |  | Measures to combat counterfeit medicines  |  |
|   | Addressing cost burden  |   |  | Patient Assistance Programs (United States)   |  |
|   | Health outcome contribution   |   |  | Expanding access to clinical trial data   |  |
| Social Contribution Activities              | Conduct social contribution activities suited to a pharmaceutical company |   | 74   | Advancement of medicine and pharmacology (scholarships, etc.)   |  |
|   |   |   | 75   | Social welfare (TABLE FOR TWO, etc.)  |  |
|   |   |   | 75   | Environmental preservation activities (cleanup activities around operating sites, etc.)   |  |
|   |   |   | 75   | Disaster relief (disaster relief support, etc.)<br>Youth development (science and pharmacology seminars for high school students, etc.)<br>Promotion of culture and the arts (sponsorship of a cherry blossom festival in Rome, etc.) |  |



# Promoting Compliance Management

No matter how successful or strongly performing a company may be, it will be unable to continue growing within society if it does not practice good compliance. As a global pharmaceutical company, the Daiichi Sankyo Group therefore practices management founded on compliance.

## Basic Policy

In conducting its global business operations, the Daiichi Sankyo Group is committed to practicing good corporate ethics and views compliance as the foundation for its corporate management. We remain compliant with all relevant laws and regulations and conduct compliance management with a strong focus on ensuring the highest level of ethics and social consciousness, which is essential for a life science-oriented company.

To guide us in these efforts, we have established the Daiichi Sankyo Group Corporate Conduct Charter and the Daiichi Sankyo Group Individual Conduct Principles (ICP), which are applied throughout our operations. Based on the essence of the Charter and the ICP, the Company and other Group companies have developed compliance conduct standards appropriate to their respective regions and social requirements. Awareness regarding these standards is being entrenched among all executive officers and employees.

### Directives for Initiatives

- Appropriate operation of the global compliance system
- Enhance compliance education and conduct effective monitoring at domestic Group companies
- Steadily implement measures for ensuring transparency of corporate activities

## Examples of Initiatives

### Continued Operation of the Compliance System

The vice president of the Legal Affairs Department of the Company plays a central role in promoting compliance throughout the Daiichi Sankyo Group.

At Daiichi Sankyo in Japan, the head of the General Affairs & Human Resources Division serves as the compliance officer, a position that entails managing our entire compliance program, which includes the Daiichi Sankyo Code of Conduct for Compliance and related rules and annual objectives. The compliance officer also serves as

the chairperson of the Company's Corporate Ethics Committee in Japan. This committee is a deliberation and decision-making body for compliance that meets twice per year, in principle, and is made up of 11 members, including the chairperson and nine other internal representatives, as well as an appointed external attorney, who ensures that the committee operates in transparent and reliable manner.

In addition, a compliance officer is appointed at each Group company in Japan to promote and oversee compliance programs at their respective company.

In April 2016, we established the Global Compliance Advisory Committee as an advisory organ to the Corporate Ethics Committee to further evolve its global compliance system. Full-time members of the new committee include compliance officers from subsidiaries in Europe and the United States, and the committee is responsible for examining global policies and annual targets for the Group.

### Dissemination of the ICP

Global companies have recently come to be expected to establish broad-ranging global policies regarding the requirements for the behavior of individuals across their organization. Moreover, this policy must be adhered to and disclosed outside of the company to demonstrate that its global business activities are being conducted with integrity. In light of this expectation, we developed the ICP, a shared, Group-wide policy regarding the behavior of individual executive officers and employees established as a supplement to the Daiichi Sankyo Group Corporate Conduct Charter. The ICP was put into effect at Group companies in Japan and overseas in April 2015.

To promote understanding of the ICP among all Group employees, the president of each Group company transmitted messages regarding the implementation of this policy. Other measures were used to promote understanding, including interactive training programs conducted at all Group companies and departments as well as training sessions in which members of the Legal Affairs Department are dispatched to provide direct support on-site for certain Group companies. (See "Voice" on page 65.)

### Initiatives for Anti-Corruption

For companies developing their operations on a global scale, the risks related to bribery of government officials are growing with each coming year.

One of the Individual Norms defined in the ICP states our commitment to preventing corruption and bribery. To uphold this commitment, we continue efforts to actively incorporate such topics into compliance training programs.

### Promotion of Compliance in Procurement

The Daiichi Sankyo Group has established a global procurement policy. Acting in accordance with this policy, we base our global procurement activities on good compliance. In addition, the Company and Group companies in Japan have positioned compliance among their procurement missions, declaring that strict compliance must be practiced regarding procurement-related laws enacted in Japan, such as the Antimonopoly Act, Act against Delay in Payment of Subcontract Proceeds, Etc., to Subcontractors, and others.

### Measures for Ensuring the Transparency of Corporate Activities


We work to ensure the transparency of our relationships with healthcare professionals, medical institutions and patient groups in Japan based on the Company's defined policies, and we disclose information on payments to such entities on the Company's corporate website. Overseas, we disclose information on payments to healthcare professionals and medical institutions by calendar year based on the applicable law, including for instance, Physician Payments Sunshine Act for payments in the United States and EFPIA HCP/HCO Disclosure Code for payments conducted in Europe. We also comply with applicable regulations and codes of each country.

### Approach to Clinical Research Support

In supporting clinical research, Daiichi Sankyo adheres to the Japan Pharmaceutical Manufacturers Association's Guidelines for Supporting Clinical Research Projects headed by External Researchers with Pharmaceuticals. We support research only after identifying any possible conflicts of interest among researchers and examining issues with an eye to the potential implementation of a clinical research law currently in the drafting phase.

Daiichi Sankyo also provides scholarship donations. To improve transparency with regard to these scholarships, we introduced the Daiichi Sankyo Scholarship Program in April 2016. In this program, universities and other research institutions submit applications for scholarships directly through the Company's corporate website, and these applications are investigated and approved by an organization that is independent from the Sales & Marketing Division.

### Other Initiatives

 The Company updates its corporate website with information on the following initiatives.  
[http://www.daiichisankyo.com/about\\_us/responsibility/csr/business/fair/index.html](http://www.daiichisankyo.com/about_us/responsibility/csr/business/fair/index.html)

- R&D ethics
- Information security
- CSR procurement

### Voice

#### Promotion of Compliance as a Team

One of the duties of the Compliance Group of the Legal Affairs Department is to advance initiatives for promoting compliance on a Group-wide basis. I am personally responsible for conducting training spearheaded by the Legal Affairs Department at domestic Group companies and formulating global policies related to compliance for the Group. We form teams to work in for each activity. I would like to contribute to my teams by calling on the knowledge and experience I gained as a lawyer.

For example, the content of materials and the methods used in conducting compliance training are decided in a collaborative process. We include case studies of compliance violations and incorporate interactive training activities. In formulating global policies for the Daiichi Sankyo Group, the teams collect information on overseas legal systems and trends in activities of overseas regulatory authorities and conduct exhaustive discussion with compliance representatives from overseas Group companies. Through this process, we always take into account the future direction of the companies within the Group.

We continue to advance activities targeting even higher levels of compliance management by combining the skills of all team members.

#### Kasumi Fujii

Compliance Group  
Legal Affairs Department  
General Affairs & Human  
Resources Division  
Daiichi Sankyo Co., Ltd.



# Mutual Growth of Employees and the Company

The Daiichi Sankyo Group considers its people to be its most important asset, and pursues long-term growth by practicing innovation, integrity and accountability as described in our Core Values.

## Basic Policy

At Daiichi Sankyo, we believe that employees, through their embodiment of the Daiichi Sankyo Group's Core Values and their diligent daily efforts to carry out our Commitments in and outside the Company, will be a strong driving force behind realizing our vision and fulfilling our mission.

The Daiichi Sankyo Human Resources Management Philosophy was designed to support the development, empowerment and fair treatment of employees that, irrespective of their location in the world, share in the principles of innovation, integrity and accountability. At the same time, we expect employees to uphold the ethics and standards we have defined and work toward the realization of our corporate vision.

To improve the speed and quality of the Daiichi Sankyo Group's global operations, it is essential that businesses in different regions coordinate and collaborate closely with one another. We are further expanding our global business by providing rotational opportunities for our employees among our locations in different countries and regions, thus enabling employees to experience different cultures and ways of thinking and creating an environment in which diversity is respected.

### Directives for Initiatives

- Cultivate employees with highly competitive skills based on workforce strategies
- Promote diversity and inclusion (D&I) to foster creativity within the organization and increase success
- Develop a corporate culture and organizational atmosphere based on our Core Values

## Examples of Initiatives

### Develop Human Resources

#### • Cultivation of Leaders

It is our fundamental practice to help our employees develop through their work and to cultivate all employees

with the professional mind-set of doing what is best for the Company as a whole. We develop leaders on an individual basis through a combination of rotational work assignments, on-the-job training and evaluations, while linking these activities to dedicated self-study and training. At the same time, we select executive management candidates from mid-level and management employees to receive development opportunities, such as internal and external training and chances to take on new challenges.

#### • Development of Entry- and Mid-level Employees

For entry-level employees in Japan, we provide training, usually in their third year of employment and upon promotion to a manager-level position, aimed at developing individuals that can take ownership of their own growth and personal development. In addition to providing opportunities for personal development, we seek to place mid-level employees in positions based on their abilities to help them acquire the practical knowledge and experience essential to progress as a leader in the organization.

#### • Cultivation of Line Managers (Organization Heads)

We cultivate line managers by increasing the range of opportunities through which they can engage in an ongoing cycle of exercising and improving their skills. The aim of these efforts is "to create a workplace that develops individuals capable of consistently providing results, while independently adapting to a changing environment."

### Promotion of Diversity and Inclusion (D&I)

The Daiichi Sankyo Group believes that the most important factor behind its ability to develop its global business and foster innovation is the diversity of its employees. The Group must employ a diverse population of individuals in terms of nationality, gender, age, ways of thinking and lifestyles. All employees must be accepted and able to fully exercise their talents. For this reason, we continue to cultivate environments at all sites in which employees understand D&I and respect one another.

(See "Voice" on page 67.)

#### • Promotion of the Employment of Individuals with Disabilities

In Japan, through Group companies including Daiichi Sankyo Happiness Co., Ltd.—a special subsidiary company that meets the terms of the Act on the Promotion of the Employment of Disabled Persons—we promote the employment of individuals with disabilities. In fiscal 2015, these activities were recognized by the Ministry of Health, Labour and Welfare when the Company received an award as a superior workplace for promoting the employment of individuals with disabilities.

### Fostering of Our Corporate Culture

#### • Initiatives promoting Respect for Human Rights

In Japan, we conduct ongoing training for all employee groups—from newly hired employees to management—relating to human rights, and we promote an environment in which a diverse range of employees can readily and respectfully work with one another. Besides striving to raise awareness about harassment in the workplace on a daily basis, we have implemented training that uses case studies and is designed to improve the counseling skills of the Harassment Call Center staff. This staff is stationed at the Japan head office, at each work location within Japan, and at the labor union. Each and every alleged violation is treated seriously; we emphasize appropriate behavior and seek the opinions of external individuals, including legal counsel. We then report the matter to the Corporate Ethics Committee, and put necessary preventative measures in place to avoid a recurrence. In addition, as a measure to support individuals seeking assistance, individual Group companies have hotlines available as venues for consultation and reports on human rights and labor issues. These hotlines can be accessed 24 hours a day and are available to individuals both inside and outside of the various member companies of the Daiichi Sankyo Group. We have also created tools to help facilitate understanding with regard to the Ten Principles of the United Nations Global Compact, and these tools are deployed at domestic and overseas Group companies.

#### • Communication with Labor Unions

In Japan, we value trusting relationships with labor unions, and we protect the rights of our employees by engaging in dialogue between labor and management, through which we constructively discuss resolutions to problems and disclose information in a highly transparent manner. We have established the Labor Management Committee to handle matters related to occupational health and safety and work-hour management in Japan, and we are faithfully implementing labor management practices based on a plan-do-check-act (PDCA) cycle.


#### • Building of a Dynamic Corporate Culture

Based on the results of an Employee Engagement Survey that took place in fiscal 2014, we are taking steps to build a dynamic corporate culture in Japan. To this end, we have line managers convey to their team members, in their own words, their organization's vision as well as communicate their intent and align everyone in the same direction. In addition, we are implementing training programs to improve relationships among employees in the workplace in Japan.

### Promotion of Occupational Health and Safety

In Japan, while collaborating with occupational physicians, we advance occupational health and safety programs that are focused on preventing occupational accidents and ensuring employees are in good physical and mental health. In addition, we coordinate with the Daiichi Sankyo Group Health Insurance Association and an external Employee Assistance Program (EAP) to provide health management and counseling systems for employees of the company in Japan and their families.

### Other Initiatives

 The Company updates its corporate website with information on the following initiatives.  
[http://www.daiichisankyo.com/about\\_us/responsibility/csr/business/human/index.html](http://www.daiichisankyo.com/about_us/responsibility/csr/business/human/index.html)

- Promotion of the "Work-Life Cycle" (Japan)
- Support for the Career Development of Female Employees (Japan)
- Systems and initiatives for Supporting Occupational Health and Safety (Japan)

## Voice

### Transitioning from Empowering Female Employees to Promoting D&I

In 2010, Daiichi Sankyo took its first step in promoting D&I in Japan by pursuing coordination among domestic Group companies to implement a wide range of measures for empowering female employees. These measures included holding various training sessions and enhancing work-life balance support systems.

Our second step is to implement measures that promote D&I in Japan and are aimed enabling all employees to realize their full potential, bolstering organizational strength, and thereby maximizing the value created by the Company. These measures are based on three approaches: (1) eliminating bias, (2) facilitating inclusion to help all employees express their individuality and fully exercise their talents, and (3) encouraging healthy conflict to create new value.

The goal of these measures is to change how all employees think and act in order to entrench a corporate culture that makes use of the value of diversity.



(From left)  
**Christi Rowley,**  
**Mika Yoshida,**  
**Kiyoshi Kaneko**  
 People and Organization Development Group  
 Human Resources Department  
 General Affairs & Human Resources Division  
 Daiichi Sankyo Co., Ltd.



## Enhancement of Communication with Stakeholders

Responding to the social demands and expectations for Daiichi Sankyo Group is crucial to the sustainability of corporate activities. We therefore communicate with our various stakeholders to foster mutual understanding, while pursuing cooperation.

### Basic Policy

We believe that sustainable growth and the medium-to-long-term growth of corporate value are made possible by the resources and support we obtain from various stakeholders such as patients, healthcare professionals, shareholders, investors, employees, business partners, and communities. By communicating with these various stakeholders, we are able to learn about their demands and expectations for us. Moreover, by explaining the Group's initiatives, we will foster mutual understanding and facilitate cooperation for realizing a sustainable society.

### Directives for Initiatives

- Become a trusted medical partner
- Step up investor relations activities based on interactive communication with market players
- Promote changes to employee attitudes and behaviors based on the key message of "Transformation"
- Understand requirements from ESG rating agencies and improve evaluations

### Examples of Initiatives


#### Communication with Healthcare Professionals and Patients

The activities of our medical representatives (MRs) in Japan were ranked No. 1 among pharmaceutical companies by all surveyed physicians (in a survey conducted by ANTERIO Inc.) on their proposal of treatment options based on the perspectives of healthcare professionals and patients.

Our Medical Information Center strives to serve patients and healthcare professionals respectfully and empathetically by delivering accurate information in response to their inquiries. The Center puts into practice its four commitments: providing highly specialized information, making consistent and great quality responses, addressing customers cordially and utilizing customer feedback.

Daiichi Sankyo's Medical Information Center was ranked No. 1 among several pharmaceutical companies in terms of overall customer satisfaction based on a questionnaire survey\*1 of Japan pharmacies conducted in fiscal 2015.

We actively analyze, examine and share customer feedback in-house with relevant sections or departments of the Company. This activity has resulted in the implementation of improvements in drug formulations and packaging. In fiscal 2015, we began placing information about some examples of these improvements on the section "Minasama-no-Koe wo Katachi ni" (Turning Our Customers' Voice into reality) of our corporate website (in Japanese).

 Please visit the following site for the section "Minasama-no-Koe wo Katachi ni" (Turning Our Customers' Voice into reality): <http://www.daiichisankyo.co.jp/healthy/customer/index.html>

#### Communication with Shareholders and Investors

The Company engages in timely and proactive disclosure of information for shareholders, investors, and other market players based on the principles of transparency, impartiality, and continuity and in compliance with disclosure regulations.

In fiscal 2015, our investor relations activities included the General Meeting of Shareholders, quarterly financial results presentations and conference calls by the CEO, R&D Day, and an explanatory forum on the 5-year business plan. In addition, we participated in conferences held by securities companies, visited and held teleconferences with institutional investors. These activities were conducted on approximately 300 occasions both in and outside of Japan.

In addition, we issued an investor relations e-mail magazine containing recent topics related to the Group to investors twice per month, and a video message from the CEO was distributed twice during the year. Thirteen briefings for private investors were held at locations across Japan, with roughly 600 in total participants.

#### Communication with Employees

Daiichi Sankyo takes steps to ensure active internal communication with the aims of promoting an understanding and awareness of management insights and fostering a corporate culture in which the organization and its employees act as one to pursue the Company's objectives.

Specifically, we issue internal newsletters for Group companies in Japan and for Group companies overseas four times per year. In addition, a variety of information is posted on Daiichi Sankyo's intranet, including articles submitted from various divisions, videos messages from management, and other content detailing employee achievements inside and outside of the Company and explaining the passion our employees devote to their work.

The *PATIO* (our internal newsletter) was presented with the overall excellence award for annual company newsletters for fiscal 2015 for three consecutive years by KEIDANREN Business Services in Japan. The reasons for *PATIO*'s receipt of this award included the strong sense of management's commitment exuding from the pages and the editorial approach of tackling in a forward-looking manner what external experts pointed out to us. (See "Voice" to the right.)

#### Communication with ESG Rating Agencies

We actively communicate with agencies addressing socially responsible investment (SRI) and environmental, social, and governance (ESG) indices, such as the Dow Jones Sustainability Indices and FTSE4Good, as well as organizations related to the United Nations Global Compact and other stakeholders. We thereby seek to develop an understanding of social issues and expectations of the Company.

For example, when representatives from the Access to Medicine Foundation visited Japan in January 2016, we arranged a meeting with Daiichi Sankyo President Nakayama. The Access to Medicine Foundation is a global non-profit organization (NPO) based in the Netherlands. This organization ranks efforts to improve global access to medicine of 20 research-based major global pharmaceutical companies. During the meeting, we explained our initiatives on this front and shared information on issues regarding access to medicine faced around the world.




Meeting with the Access to Medicine Foundation

#### Daiichi Sankyo's Value Report 2015 Receives UCDA Award

Daiichi Sankyo's *Value Report 2015* (Japanese edition) received the first prize in the newly established CSR Report category (which includes integrated reports) of the Universal Communication Design Association's UCDA Award 2015. The major reasons for the Company's receipt of this award was due to the ability to explain our pharmaceutical company's business model in simple and clear terms to the general public and the consistency of the design throughout the booklet.

#### Other Initiatives

 The Company updates its corporate website with information on the following initiatives. [http://www.daiichisankyo.com/about\\_us/responsibility/csr/business/communication/index.html](http://www.daiichisankyo.com/about_us/responsibility/csr/business/communication/index.html)

- Provision of valuable information to healthcare professionals
- Operation of the Daiichi Sankyo Kusuri Museum

#### Voice

##### Active Communication Stimulated the *PATIO* Internal Newsletter

As a patio is a place where visitors gather to engage in free conversation, we chose this word as the name for our newsletter with the aim of providing a similar opportunity for communication. Each edition of *PATIO* features articles on a wide variety of subjects, ranging from information on management and Daiichi Sankyo's global activities to close-to-home topics such as the employees working at various operating sites. The contents of *PATIO* are not limited to the articles included in the pages of its published version; we also try to provide more direct messages through early posting of articles on the intranet and distribution of videos. We will continue our efforts to present the words of the people we interview to all employees in a very real manner to provide opportunities for simulating even livelier communication within the Company.

Takashi Osanai (left)

Akiko Ito (right)

Public Relations Group  
Corporate Communications  
Department,  
Corporate Management  
Division  
Daiichi Sankyo Co., Ltd.



\*1. A survey we conducted through an outside private research company

# Promoting Environmental Management

As the impact of various environmental factors increases, we will need to realize a sustainable society if we are to continue our corporate activities. Accordingly, we are promoting environmental management in order to reduce our environmental impact, manage environment risks and address climate change issues across the entirety of our business operations.

## Basic Policy

Environmental issues such as global warming and extreme weather could be seen as very closely related to our lifestyles and work. We are practicing environmental management on a global scale in accordance with the Daiichi Sankyo Group Corporate Conduct Charter and the Basic Environment Management Policy, which sets forth rules for these management practices. We thereby aim to address such environmental issues through responsible corporate activities.

### Basic Environment Management Policy

Safeguarding the environment is the foundation of all Group operational management. We pursue environmental management that contributes to a sustainable society and enhances our good corporate citizenship.

## Directives for Initiatives

- Reduce energy and resource usage, greenhouse gas and waste emissions
- Ensure stringent environmental compliance and continue improving environmental management systems
- Manage external risks that have the potential to force us to make changes to business operations, such as climate change and water risks
- Preserve biodiversity and practice sustainable use of ecosystem services
- Improve reliability of environmental information disclosure and enhance environmental communication

## Examples of Initiatives

### Environmental Management Promotion System

The head of the Corporate Management Division of Daiichi Sankyo serves as the chief executive officer of environmental management and oversees environmental management on a Group basis, while the vice president of the CSR Department promotes environmental

management. As for the Group's environmental management promotion system, we have set up environmental management units based on the corporations and internal companies that manage businesses. Each environmental management unit defines environmental management sites as necessary out of consideration for their region and function.

In addition, we have established an Environmental Management Committee chaired by the chief executive officer of environmental management as part of our corporate governance structure (see page 77). This committee discusses the formulation of environmental management policies and other important matters.

### Energy Saving Measures

We have instituted energy saving measures, including the installation of high-efficiency equipment, with the aim of doing our part to prevent climate change and global warming.



Training session on global warming countermeasures

### Environmental Audits

To enhance environmental compliance, during fiscal 2015, environmental audits were conducted at four production sites in Japan and one site outside of Japan as part of an ongoing series of audits.



Environmental audit being conducted at a U.S. production site

## Climate Change and Global Warming Response Measures

The Fourth Medium-Term Environmental Management Policy states that we should "Lower the environmental impact of all operations by conserving energy and resources, or reducing greenhouse gas emissions and waste." Acting in accordance with this policy statement, we are working to use resources and energy more efficiently.

To facilitate responsible corporate activities that address climate change, we have set a CO<sub>2</sub> emission target for fiscal 2020, the final year of 5-year business plan, of pursuing a 5.6% reduction from fiscal 2015 based on our long-term CO<sub>2</sub> emission target for fiscal 2030 and the approach of the Science Based Targets initiative.\*1 (See "External Voice" to the right.)

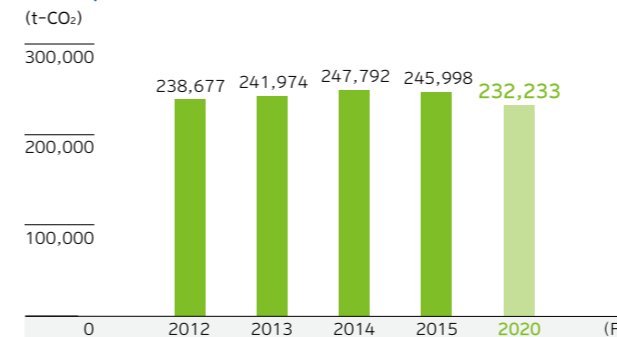
## Environmental Communication

With the aim of fostering environmental awareness, we hold an annual contest for artwork, which helps our employees express their views on the environment, and conducted environmental e-learning programs. Winning submissions in the art contest have been used to construct posters, which are displayed at Group companies and operating sites.



A poster for raising environmental awareness

## CO<sub>2</sub> Emission Volumes,\*2 Transition\*3 and Target (Group-wide)



\*1. Science-Based Targets: An international initiative that encourages companies to set CO<sub>2</sub> reduction targets based on scientific evidence in order to help accomplish the goal of the Paris Agreement of keeping the average increase in global temperature below 2° C

\*2. Adjusted emissions coefficients from each fiscal year were used for calculating CO<sub>2</sub> emissions from electricity consumption.

\*3. CO<sub>2</sub> emissions data collected only from operating sites applicable under the fiscal 2020 target

## Other Initiatives

**WEB** The Company updates its corporate website with information on the following initiatives.  
[http://www.daiichisankyo.com/about\\_us/responsibility/csr/business/environment/index.html](http://www.daiichisankyo.com/about_us/responsibility/csr/business/environment/index.html)

- Third-party verification of CO<sub>2</sub> emissions
- Appropriate disposal of waste containing polychlorinated biphenyls
- Management of wastewater through whole effluent toxicity tests
- Environmental evaluations based on ecological footprint

## External Voice

### Science-Based Targets Initiative for Contributing to Paris Agreement Goal

In making investment decisions, institutional investors have recently been increasingly considering ESG data and companies' efforts to respond to requirements and expectations with regard to social and environmental issues, such as those related to the Sustainable Development Goals.

In 2015, the Paris Agreement, a new international framework targeting greenhouse gas emission reductions after 2020, was adopted and keeping the average increase in global temperature below 2° C was set as a target. At CDP,\*1 we collaborated with the United Nations Global Compact and other organizations to establish the Science Based Targets initiative, which encourages companies to set CO<sub>2</sub> emission reduction targets based on science\*2, in order to facilitate efforts to work toward this goal.

I think Daiichi Sankyo deserves praise for its pioneering efforts in endorsing the approach of Science Based Targets and setting CO<sub>2</sub> emission reduction targets using globally recognized methodology.

In the future, I would like Daiichi Sankyo to encourage suppliers across its value chain to set CO<sub>2</sub> emission reduction targets. In addition, I hope that the efforts of Science Based Targets will spread throughout the pharmaceutical industry.



Michiyo Morisawa  
CDP Japan Director

\*1. CDP: An international NPO that provides global systems for use by companies and cities in measuring, disclosing, managing, and sharing important environmental data

\*2. Targets based on science: to limit global warming to less than 2° C compared to pre-industrial temperatures.

**WEB** Detailed environmental data can be found in Daiichi Sankyo's *Environmental Data Book*, which is available on the following website.  
[http://www.daiichisankyo.com/about\\_us/responsibility/csr/business/environment/databook/index.html](http://www.daiichisankyo.com/about_us/responsibility/csr/business/environment/databook/index.html)



# Improving Access to Healthcare

Improving access to healthcare is an important mission as a pharmaceutical company. We are effectively utilizing Daiichi Sankyo's resources to contribute to the resolution of social issues related to health and medicine, such as global health issues in developing countries and limited access to medicine for difficult to treat and rare diseases in developed countries.

## Basic Policy

The member states of the United Nations have adopted 17 Sustainable Development Goals to be accomplished by 2030 in relation to the issues needing to be addressed on a global scale. Of these, "Goal 3: Ensure healthy lives and promote well-being for all at all ages," is particularly applicable to the healthcare field. (See table below.)



Global health issues faced in developing countries include lacking measures to address neglected tropical diseases and limited access to basic medical services as well as the presence of people and entire regions suffering from health problems due to insufficient health and hygiene knowledge. In addition, developed countries still require appropriate access to medicine for difficult to treat and rare diseases. The Daiichi Sankyo Group continues its endeavor to create new pharmaceuticals and improve access to healthcare in developing countries to contribute to the achievement of Goal 3 of the Sustainable Development Goals.

### Directives for Initiatives

- Provide mobile healthcare field clinic services, cultivate healthcare workers, and educate local residents about healthcare and hygiene in regions lacking sufficient medical infrastructure
- Promote R&D activities for addressing difficult-to-treat diseases, rare diseases and global health issues

## Examples of Initiatives

**Mobile Healthcare Field Clinic Services in India and Africa**  
In India, Cameroon, and Tanzania, we have been operating mobile healthcare field clinics in cooperation with international non-governmental organizations (NGOs), local governments, and local communities in order to contribute to regions where medical infrastructure, doctors and transportation to hospitals are all in insufficient supply.

Activities such as vaccinations and antenatal physical examinations started in fiscal 2011 to contribute to "Goal 4: Reduce child mortality" and "Goal 5: Improve maternal health" of the Millennium Development Goals. The status of activities in fiscal 2015 is as follows. In Cameroon, a significantly large number of children received vaccinations, and prenatal checkups were conducted in collaboration with Maternal Health Week conducted by the Regional Delegation of Public Health, which is operated under Cameroon's Ministry of Public Health. To aid in these activities, Daiichi Sankyo is focusing on the fostering of community healthcare workers that are capable of supporting healthcare activities.

| Fiscal 2015 Achievements                                       |       |           |          |
|--|-------|-----------|----------|
|  | India | Cameroon  | Tanzania |
| Number of mobile healthcare field clinics (times)              | 503   | 1,758     | 408      |
| Number of infants receiving preventative vaccinations (people) | 6,726 | 1,070,787 | 3,240    |
| Number of prenatal checkups (people)                           | 563   | 47,682    | 535      |

Details on the initiatives conducted since the start of these activities can be found on the following website.  
[http://www.daiichisankyo.com/about\\_us/responsibility/csr/business/medical/index.html](http://www.daiichisankyo.com/about_us/responsibility/csr/business/medical/index.html)

### Cultivation of Healthcare Workers in China

In July 2015, the Company embarked on a project targeting approximately 60,000 households in six townships in Guangnan County, in the Yunnan province of China. This project is conducted together with the NGO Plan International Japan, a member of Plan International, and through collaboration with government health authorities and mother-child healthcare institutions from the

target area. This area has a particularly high number of children suffering from developmental disorders, and, through this project, we hope to contribute to better health for these children as well as their mothers. Daiichi Sankyo is supporting activities in the aforementioned regions for cultivating healthcare workers capable of contributing to better healthcare for children and mothers and for providing healthcare education to local residents. The Company is focusing on improving the health and nutrition among children aged five and under in this impoverished area through the improvement of the healthcare system. To accomplish this goal, we are working to develop medical professionals in community healthcare through a series of Integrated Management of Childhood Illness strategy training sessions and by offering education to improve the capability of local pediatric care through the establishment of a community center.

The opening ceremony for a community center established in Guangnan County was held in November 2015. This ceremony was attended by approximately 230 individuals, including representatives from health and hygiene bureaus, healthcare professionals (village doctors), the mayor of the village in which the center was built, and other local residents. We will continue to hold Integrated Management of Childhood Illness strategy training sessions to foster healthcare workers.

### Participation in the Global Health Innovative Technology (GHIT) Fund

The Daiichi Sankyo Group is participating in the GHIT Fund, a public-private partnership originating in Japan supported by the government of Japan, six Japanese pharmaceutical companies, and the Bill & Melinda Gates Foundation. The GHIT Fund was established in April 2013, founded on the belief that public-private partnership is necessary to promote the development of drugs for combating infectious diseases in developing countries.

Daiichi Sankyo is participating in the Fund by utilizing its compound library (consisting of small molecules and natural substances) in a screening program through this fund for exploring candidate compounds to treat tuberculosis, malaria, and neglected tropical diseases (leishmaniasis, Chagas disease). We are also engaged in the joint development of lead compounds for tuberculosis and malaria based on promising compounds discovered through this program.

### Initiatives Targeting Rare Diseases

Developed countries face issues with regard to preventive medicine and the treatment of rare diseases. To address some of these issues, in 2015, Daiichi Sankyo commenced a joint clinical trial with the Orphan Disease Treatment Institute\*1 for *DS-5141*, a nucleic acid treatment drug for Duchenne muscular dystrophy. We also commercially provide *Biopten*,\*2 *Methylene Blue Injection*,\*3 *Gabalon Intrathecal Injection*,\*4 and other orphan drugs.

**Technical Cooperation for MR Vaccine Production**  
Kitasato Daiichi Sankyo Vaccine Co., Ltd. (KDSV), provided technical cooperation for strengthening the capacity for measles vaccine production to POLYVAC,\*5 in Hanoi, Vietnam, from March 2006 to March 2010 as part of international cooperation between the Japanese and Vietnamese governments. Following this effort, KDSV has been providing technical cooperation utilizing the production technology for the measles-rubella combined vaccine (MR vaccine) under a five-year contract starting in May 2013. We will contribute to the establishment of MR vaccine production in Vietnam and support a decrease in the infection rate of measles and rubella. (See "Voice" below.)

## Other Initiatives

- The Company updates its corporate website with information on the following initiatives.  
[http://www.daiichisankyo.com/about\\_us/responsibility/csr/business/medical/index.html](http://www.daiichisankyo.com/about_us/responsibility/csr/business/medical/index.html)
- Daiichi Sankyo Open Care Program (United States)
- Disclosure of clinical data to researchers

## Voice

### Contribution to Healthcare in Vietnam through Stable Manufacturing of High-Quality MR Vaccine

Technical cooperation with Vietnam began after a 1987 request from the World Health Organization to transfer technologies to this country. After this request, we began technical cooperation with regard to the measles vaccine and then later the MR vaccine, and these efforts continue today.

During the 2014 measles outbreak in Vietnam, both POLYVAC and the World Health Organization spread word of the importance of being vaccinated by POLYVAC measles vaccines, which were both safe and effective as they were manufactured using superior Japanese technologies. The endorsement of these two organizations enabled various citizens to have peace of mind in receiving vaccinations. In November 2015, Vietnam's Ministry of Health presented KDSV with the "For the People's Health" award to recognize the role KDSV played in helping Vietnam begin manufacturing measles vaccines and in containing the measles outbreak. When presenting the award, the vice minister stated that they were "greatly appreciative for KDSV's enduring contributions to the medical systems and the citizens of Vietnam."

The project for transferring MR vaccine manufacturing technologies currently underway is now in the clinical trial phase. As a member of this project, I am committed to helping realize the manufacturing of this vaccine in Vietnam as soon as possible in order to contribute to further improvements in healthcare and open more possibilities for the future of Vietnamese children.



\*1. Company established through joint investment by Innovation Network Corporation of Japan, a fund operated by Mitsubishi UFJ Capital Co., Ltd., and Daiichi Sankyo  
\*2. Naturally derived tetrahydrobiopterin formulation  
\*3. Treatment for toxic methemoglobinemia  
\*4. Drug used in intrathecal baclofen therapy, a therapeutic method for easing spasms by directly injecting baclofen into areas surrounding the spinal cord, the site of action  
\*5. Center for Research and Production of Vaccines and Biologicals in Vietnam



# Social Contribution Activities

We will not only contribute to society through our business but also voluntarily seek to help resolve the various issues that we recognize as being faced in ensuring the sound development of society.

## Basic Policy

The Daiichi Sankyo Group has established the Basic Policies on Group Social Contribution Activities, which guide various initiatives for contributing to other organizations and society as a whole. These initiatives aid in the advancement of medicine and pharmacology. We consider our activities to promote social contributions as our responsibility to society as well as for the support it provides to our business. We continue to identify the areas on which we should focus from among relevant social issues and challenges. To advance initiatives, we emphasize collaborating with a wide range of stakeholders, such as NPOs, NGOs, local volunteer groups, government organizations, and public sector institutions.

Furthermore, we view employees' participation in volunteer activities as a chance for them to step away from their day-to-day work and experience a completely new perspective, with the goal of supporting a concern for society. We believe that this broadening of one's horizons helps link the healthy development of society with the sound development of the Company. We therefore are working to foster an environment and provide opportunities that support employees' participation in volunteer activities.

### Basic Group Social Contribution Policy

- We will help create a sustainable society engaging in activities to contribute to society.
- We will particularly prioritize progress in medicine and pharmacology, social welfare, and environmental conservation. We will assist with disaster restoration, youth education, and promote culture and arts.
- We will foster healthy social development by participating in and supporting voluntary activities.
- We will engage with and prosper with communities.

## Directives for Initiatives

- Advance activities based on global and regional needs
- Provide support for post-Great East Japan Earthquake reconstruction

## Examples of Initiatives

### Daiichi Sankyo Presents Family Tie Theater

Daiichi Sankyo has been holding the "Daiichi Sankyo Presents Family Tie Theater" program in cooperation with the Shiki Theatre Company and the NPO Cancer Support Community Japan every year since fiscal 2010. Through this program, we invite cancer patients and their family members to enjoy musicals by the Shiki Theatre Company.

In fiscal 2015, 20 employees volunteered from the Group to carry out this event. Some of the comments received from patients were "I feel like this event has deepened my connection with my family," and "Please make new medicine for us." These sentiments help all of us at Daiichi Sankyo remember why we are in the business of drug discovery.



Employee volunteers guiding visitors to the event site

### Health Camps (Visiting Free Health Examination Program) in India

In cooperation with the NGO Plan International, Daiichi Sankyo India Pharma Private Ltd. is holding health camps in areas of South Delhi that lack sufficient medical infrastructure. In these health camps, physicians offer free checkup, and we also provide vaccinations for infants to improve the maternal and child health and conduct programs to provide mothers with knowledge about child healthcare.

In fiscal 2015, approximately 12,000 people participated in these health camps.



Checkup by physician at a Health Camp

### Activity to Consider the Healthcare of Elderly People in an Aging Society in Taiwan

Daiichi Sankyo Taiwan Ltd. promotes health improvement among elderly people to help contribute to the aging society.

In 2015, approximately 120 employees visited nursing homes for elderly people, at which pharmacists led lectures called "Medication Guide" on the subject of health. After the lectures, they moved on to the entertainment portion of the event, which included simple exercises offered in time to relaxing music and dances performed by employees. These activities provided a valuable opportunity for the employees to reaffirm the importance of health.



Daiichi Sankyo Taiwan employees exercising with elderly people

### Reconstruction Support Following the Great East Japan Earthquake

Daiichi Sankyo supports the ideals of the Coastal Forest Restoration Project, a long-term post-Great East Japan Earthquake reconstruction support program conducted by Natori City, in Miyagi Prefecture, and has been supporting this initiative since 2012.

In October 2015, 15 employee volunteers assisted in planting and caring for these trees. Among the tasks they performed were weeding and digging holes in which to plant broadleaf trees around the Japanese black pine (*Pinus thunbergii*) trees grown through this project. Employee volunteers participating in this project have stated that seeing the condition of the coastal forests made it apparent that the post-earthquake reconstruction effort was not yet finished. Others pointed out how the experience made them realize the necessity of offering continuous aid into the future. Going forward, we will continue to provide ongoing support in the form of employee volunteers to respond to the project's need for human assistance over the long term. (See "Voice" below.)

## Other Initiatives

The Company updates its corporate website with information on the following initiatives.  
[http://www.daiichisankyo.com/about\\_us/responsibility/philanthropy/index.html](http://www.daiichisankyo.com/about_us/responsibility/philanthropy/index.html)

- Advancement of medicine and pharmacology (scholarships, etc.)
- Environmental preservation activities (cleanup activities around operating sites, etc.)
- Developmental Support for Youth (science and pharmacology seminars for high school students, etc.)

## Voice

### Ongoing Vigilance in Contributing to the Growth of Coastal Forests

The coastal forests of the Sendai plain were apparently formed 400 years ago. After the surrounding hinterlands were converted to farmland, these coastal forests are said to have protected people from the strong ocean winds and high tides. It was learning of this history of the coastal forests that made the goal of the Coastal Forest Restoration Project, namely reviving forests that had been damaged by flooding due to tsunamis following the Great East Japan Earthquake in 2011, resonated with me, inspiring me to volunteer to participate.

Visiting the site of the project, I was able to get a clear picture of the damage incurred as a result of the earthquake, even though five years had passed. After finishing cultivation and weeding activities along a two kilometer strip of coastline, I watched the sunset from the shore. It was then that I realized how much persistence would be necessary to recover the once-beautiful scenery at this site. I hope to continue participating in these volunteer activities, helping in my limited capacity through ongoing vigilance to contribute to the growth of the coastal forests.



**Tomiyo Kamata**  
 Business Planning Department  
 ASCA Company  
 Daiichi Sankyo Co., Ltd.