

For Immediate Release

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### **Daiichi Sankyo Joins “IkuBoss Alliance”**

**Tokyo, Japan (February 22, 2017)** – Daiichi Sankyo Company, Limited (hereafter, Daiichi Sankyo) today announced that the company has joined the business network, “IkuBoss Alliance,” operated by Fathering Japan (chief representative: Tetsuya Ando).

At Daiichi Sankyo, “Diversity & Inclusion (D&I)” is part of a strategy to increase the company’s competitive advantage with regard to people and organizational development. The company has been working to create an environment where its employees have a diverse mindset, and each employee is able to carry out their tasks and responsibilities to their full potential.

Daiichi Sankyo is taking the opportunity of joining “IkuBoss Alliance” to further increase D&I within the company, as well as support its advancement in Japan. Through improving managers’ mindsets about D&I and promoting behavioral changes, it will help managers better motivate employees with the intent to strengthen the organization and bring about the achievement of the 2025 Vision and 5-year Business Plan (2016-2020).

#### **Daiichi Sankyo IkuBoss Declaration**

Daiichi Sankyo believes that making the best use of the diversity of its employees is important in creating innovative pharmaceuticals. The company respects employees with various backgrounds, in terms of work styles, gender, mindsets, and lifestyles. And through the strength that generated by the diversity, Daiichi Sankyo is committed to increasing its organizational competitiveness and performance.

Managers are the key to further promoting D&I at Daiichi Sankyo. They need to continuously build good relationships with their employees with the D&I mindset so that their employees are motivated to work diligently for their managers and their organization.

Daiichi Sankyo is taking this opportunity to join the “IkuBoss Alliance” to further build a D&I-based culture within its organization through initiatives to foster the concept of “Ikuboss”.

#### **About IkuBoss**

An “IkuBoss” is someone who manages to achieve results alongside with having employees hold both work and their private life as important thus achieving work-life-balance. Furthermore, they themselves also enjoy both work and life. (Source: Fathering Japan)

#### **About IkuBoss Alliance**

The IkuBoss Alliance is a business network where both government and business leaders are actively committed to the development of managers’ mindsets. (Source: Fathering Japan)

## About Diversity and Inclusion

D&I is the idea to include and respect the diversity of employees with various backgrounds and realize the sustainable growth through the creativity and the strength that generated by the diversity.