

# Work with a Purpose

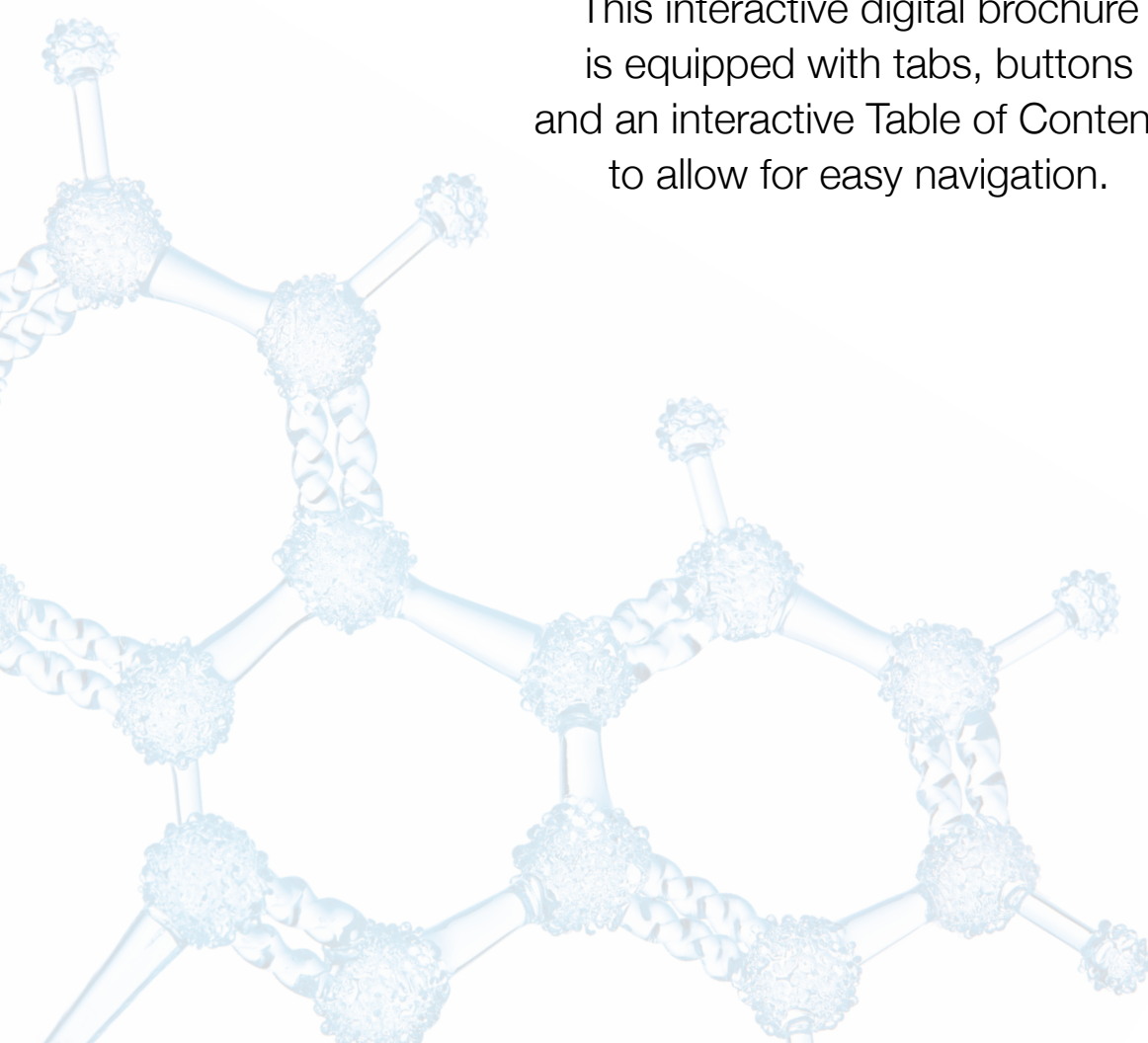




Careers.DaiichiSankyo.US



This interactive digital brochure is equipped with tabs, buttons and an interactive Table of Contents to allow for easy navigation.



# Contents

## Who We Are

Our Global Vision.....	3
Our Novel therapies.....	4
Our 120-year History .....	4
Global Presence .....	5
Company at a Glance.....	6

## Life at Daiichi Sankyo in the U.S. Today

Together, We Innovate .....	7
Together, We Thrive .....	7
Our People Strategy .....	7
Driving Performance through Core Values & Core Behaviors.....	8
Our Commitment to Inclusion & Diversity.....	9
Making a Difference in Our Communities .....	10

## Our World Class Science

Patients First .....	11
Research & Development.....	12

## Our People Today and in the Future

What We Look For.....	13
Expand and Apply Your Own Craft .....	13
WeTHRIVE .....	14
Total Well-Being.....	15
Student & Early Career Programs .....	16
What is Unique About Joining Daiichi Sankyo .....	17
Ready to Help Us Build a Better Tomorrow? .....	17
Our Commitment to Equal Opportunity .....	18

# Who We Are

Our global vision is to be an innovative global healthcare company contributing to the sustainable development of society.

At Daiichi Sankyo, we create essential medicine for longer, better lives. Every day, we strive to put our skills at the service of those in need. We unite cutting-edge science and technology with unwavering dedication and care to develop life-changing solutions for our patients.

We rely on reason, ingenuity, perseverance, and empathy to make bold strides in oncology and will continually rise to the challenges ahead.

We owe our success to the collaboration between our people, scientists, healthcare

providers and advocates. Thanks to their passionate expertise, they are all essential partners on our journey. Building on our 120-year-old heritage and a culture of innovation and inclusion, our 17,000 employees are forging better futures through medicine for people everywhere.

Together, we are creating new standards of care—our contribution to the enrichment of quality of life around the world.

Please visit [daiichisankyo.us](https://daiichisankyo.us) for U.S.-specific information, or [daiichisankyo.com](https://daiichisankyo.com) for a global view.





# Our Novel Therapies



Daiichi Sankyo is focused on developing novel therapies for people with cancer and other diseases with high unmet medical needs. Our robust global portfolio continues to grow each year.

See the full line up at:  
[daiichisankyo.us/products](https://daiichisankyo.us/products)

Medicines approved in the U.S. and supported by our U.S. business unit include:

- Cutting-edge therapies for metastatic breast, lung and gastric cancer, and tenosynovial giant cell tumor
- Intravenous Iron therapy for the treatment of iron deficiency anemia



To learn more about our U.S. products, visit:  
[daiichisankyo.com/rd/pipeline/](https://daiichisankyo.com/rd/pipeline/)



## Our 120-year History

### Recognized Leader in Medicine for Over a Century

Our heritage of scientific discovery spans 120 years – from the discovery of epinephrine (adrenaline) and the development of the statin class of lipid-lowering agents to the development of the first glitazone that revolutionized long-term control of type 2 diabetes.

Our parent company, Daiichi Sankyo Co., Ltd., was established in 2005 with the merger of two leading century-old pharmaceutical companies, Daiichi Pharmaceutical Co., Ltd. and Sankyo Co., Ltd. Headquartered in Tokyo, the company is dedicated to the creation and supply of innovative pharmaceutical products that address the unmet medical needs of patients in mature and emerging markets. Today, our products help patients in over 20 countries/regions around the world, including North America, Japan, Asia, Latin America and Europe.

### Our Legacy in the U.S.

The thousands of cherry trees that line the tidal basin in West Potomac Park in Washington, D.C. aren't a natural phenomenon. They represent a cross-cultural partnership between the United States and Japan that was forged over 100 years ago.

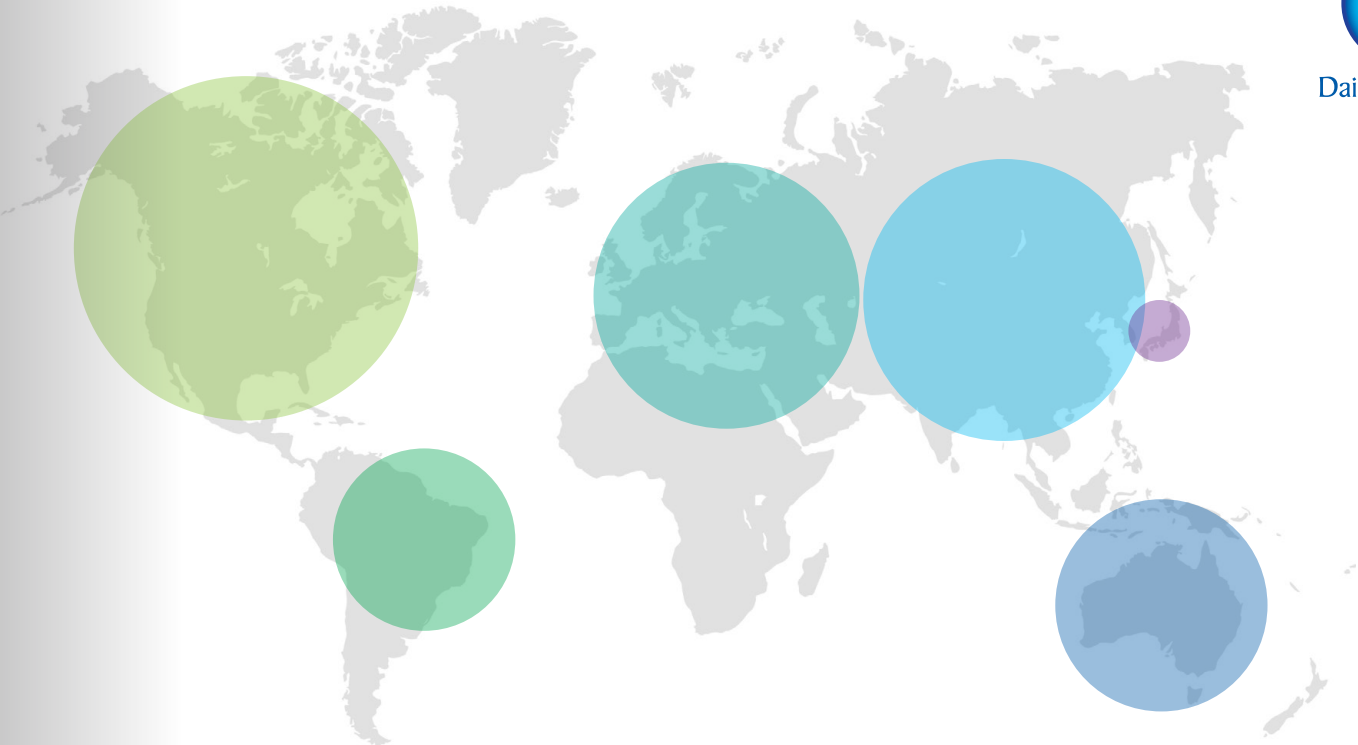
In 1912, world-famous chemist and our company's first president, Dr. Jokichi Takamine gifted 3,000 cherry trees from Mayor Yukio Ozaki of Tokyo to the city of Washington, D.C. as a symbol of harmony between our two nations.

U.S. subsidiary Daiichi Sankyo, Inc., began operating in the U.S. in 2006 as a member of the Daiichi Sankyo Group. Not only is the gift an important symbol of global collaboration, but it is an important part of our history and Dr. Takamine's legacy, whose collaborative role continues to inspire our company today.





U.S. HEADQUARTERS, BASKING RIDGE, NJ



GLOBAL PRESENCE

NORTH AMERICA

Canada United States

SOUTH AMERICA

Brazil

EUROPE

Austria	Ireland	Spain
Belgium	Italy	Sweden
Denmark	Luxembourg	Switzerland
Finland	The Netherlands	Turkey
France	Norway	United Kingdom
Germany	Portugal	

ASIA

China	South Korea	Thailand
Hong Kong	Singapore	Vietnam
Japan	Taiwan	

OCEANIA

Australia

JAPAN HEADQUARTERS

Daiichi Sankyo Co, Ltd  
Other Japan Group Companies

HEADQUARTER LOCATIONS

U.S. HEADQUARTERS

Daiichi Sankyo, Inc.  
211 Mt. Airy Road  
Basking Ridge, NJ 07920-2311  
P. +1 908 992 6400  
[DaiichiSankyo.us](http://DaiichiSankyo.us)

PARENT COMPANY

Daiichi Sankyo Co., LTD  
(TSE 4568)  
3-5-1, Nihonbashi-honcho,  
Chuo-ku, Tokyo,  
103-8426, Japan  
P. +81 3 6225 1111  
[DaiichiSankyo.com](http://DaiichiSankyo.com)

EUROPEAN HEADQUARTERS

Daiichi Sankyo Europe, GbH  
Zielstattstrasse 48  
81379 Munich, Germany  
P. +49 89 7808 0  
[DaiichiSankyo.eu](http://DaiichiSankyo.eu)



COMPANY  
AT A GLANCE

125

Years of heritage and  
scientific expertise

18.5K<sup>+</sup>

Global  
Employees

1,800<sup>+</sup>

U.S.  
Employees

51

Group Companies

30

Country and  
Area Presence

¥1,601.7B

FY23 Consolidated  
Global Revenue

13

Production &  
Manufacturing sites

20

R&D Locations



U.S. HEADQUARTERS  
COLLABORATIVE WORKSPACES

WHO WE ARE

LIFE AT DAICHI SANKYO

OUR WORLD CLASS SCIENCE

OUR PEOPLE



# Life at Daiichi Sankyo in the U.S. Today

The harmony between our individual contributions enables us to pursue better tomorrows for patients.

## Together, We Innovate

At Daiichi Sankyo, we count on each associate's unique perspectives. We care about each other and work hard to ensure everyone is empowered to contribute to their fullest ability.

We have experts in every discipline who transcend boundaries to help others hone their skills, amplifying our collective impact. Together, we innovate through the unknown to ensure progress for everyone we serve.



## Together, We Thrive

At Daiichi Sankyo, we encourage employees to cultivate their own well-being and energy in order to thrive.

We empower employees to set and communicate **healthy boundaries**, utilize **"No Meeting Times," De-Stressor Weeks, Focus Fridays** and **Summer Fridays**, and to take advantage of **flexible work options** like "No Core Hours" and decide how many days to work from the office (with employees working **1-4 days a week in the office**, on average). Through our **Thrive Global partnership**, we offer microsteps, challenges and self-care resources right within your workflow. We also demonstrate and actively promote ways of working that encourage employees to prioritize their personal and work commitments. This holistic approach helps each member of our team not just succeed but truly thrive.

# Our People Strategy

We develop our people, culture, and organization with the goal of becoming a leader in oncology, globally. Our people are our most important asset, and we enable them to bring their best selves to work through a three-tiered people strategy:

**Join:** We attract talented individuals and set them up for success

**Grow:** We invest in people so they can grow personally and professionally

**Thrive:** We foster a community where our people can be their best





# Driving Performance

## THROUGH CORE VALUES AND BEHAVIORS

We develop, motivate and retain top talent to help us deliver on our commitments. Our performance process and timeline ensure that our employees:

- Understand our business goals and expectations
- Know exactly where they stand through ongoing coaching
- Know how they can improve their performance through individual development planning and feedback

True leadership is critical if we want to bring our best selves to work. By investing in the professional development and the support of our managers, we ensure all of our employees have a manager who really knows them and supports each person to grow.

**We drive performance through a growth mindset, with clear objectives, accountability, and an environment where we seek to improve every day. Our core values and behaviors guide our decision-making and drive how we work towards our goals.**

## Core Values



### Innovation

The introduction of new ideas, methods, or inventions



### Integrity

The quality of being honest and of always having high moral principles



### Accountability

Being responsible for the effects of your actions and being willing to explain or be criticized for them

## Core Behaviors



### Be Inclusive & Embrace Diversity

We value people for who they are as individuals and welcome diverse perspectives in our work



### Collaborate & Trust

We treat each other with respect and build trust through transparency and willingness to listen



### Develop & Grow

We learn, experiment, and take initiative, & promote initiatives for a sustainable environment, society & corporate management



# Our Commitment to Inclusion & Diversity

Promoting I&D enables us to better serve the communities in which we operate and live.

It is the sum of our perspectives, experiences, and skills that drives our collective capacity. We commit to a culture of inclusion & belonging that fosters exceptional value for our patients and business. As part of our commitment to promoting I&D, we seek to ensure that our clinical trials reflect the diversity of those we serve.

We define “inclusion” as creating an environment where everyone feels welcomed, valued, safe and respected. We define “diversity” as understanding and embracing the different dimensions of humanity, such as our gender identification, race, religion, geographical location, cultural experiences, sexual orientation, age, disability, and mindset. These must go hand-in-hand – only a diverse workforce in a truly inclusive environment where all of us feel safe and comfortable expressing ourselves will support long-term well-being and business innovation.

As part of this philosophy, Daiichi Sankyo sponsors a growing number of Business and Employee Resource Groups (BERGs) to provide networking, leadership development and programming opportunities for all Daiichi Sankyo, Inc. employees.

Our **Women’s Forum** and **Black Employees Leading Inclusion, Excellence, Vision & Empowerment (BELIEVE)** Business and Employee Resource Groups (BERGs) support Daiichi Sankyo, Inc. employees in programming, mentorship, and leadership development efforts. The Women’s Forum empowers women to achieve their goals through personal and professional development. BELIEVE creates an inclusive environment for Black/African American employees through collaboration, networking, and relationship building.

We also proudly honor the following appreciation and heritage months with recognition, events, and corporate giving activities:

- Black History month
- Women’s History month
- Asian American and Pacific Islander month
- Veteran’s Appreciation
- PRIDE month
- Hispanic Heritage month
- Disability Employment Awareness month

“At Daiichi Sankyo, we intentionally put “Inclusion” before “Diversity” because without inclusion in the front seat, this work fails.”

**Fay Marie Dunbar**  
Director of Inclusion & Diversity





# Making a Difference in Our Communities

Our business extends beyond the discovery and development of therapies for unmet medical needs. It's also our mission to make a positive difference in the communities we serve not because others expect it of us, but because we expect it of ourselves.

Individual and collective contributions to our communities are an integral part of our organization. Daiichi Sankyo corporate giving and support initiatives are varied and include charitable contributions, product donations, grants, and sponsorships.

Our mission is to support organizations that further STEM (science, technology, engineering, and math) education, community growth and recovery after natural disasters, patient and caregiver support, and access to healthcare.

We don't just provide financial support; we also show up through employee volunteer days called "Days of Caring" where we give back through events such as packaging meals for the hungry or creating care packages for patients in need. Our employees embrace these opportunities readily and bond through the act of paying it forward together.





# Patients First

We're continuously seeking solutions to meet patients' greatest medical needs, but we can't do it without our advocacy partners or without the patients themselves.

Their empathy and insight involve the patient voice in our day to day so our investment in cancer treatment research can make the biggest possible difference. We rely on their creativity, intuition, and skill as we seek to increase access to our therapies.





# Research & Development

Our world-class science wins awards, but it's not recognition that fuels us. Our determination to help patients drives us to take bold and courageous strides through science and technology.

Our dynamic and sustainable R&D hubs in the U.S., Japan and France help advance our understanding of cancer. Our oncology portfolio is powered by a team of leading scientists that push beyond traditional thinking to create transformative medicines for people with cancer.

Our goal is to become a top leader in oncology with three anti-body drug conjugates across a dozen indications, 30 countries, and 50,000 beneficiaries by 2025.

Learn more at: [daiichisankyo.com/rd/pipeline](https://daiichisankyo.com/rd/pipeline)



## Our World-Class Science Earns:



Science and industry awards



Breakthrough therapy designations



Priority regulatory review



Accelerated assessments



Practice-changing approvals



# Our People

TODAY AND IN THE FUTURE

We're looking for compassionate, driven and creative thinkers to contribute their unique skills.

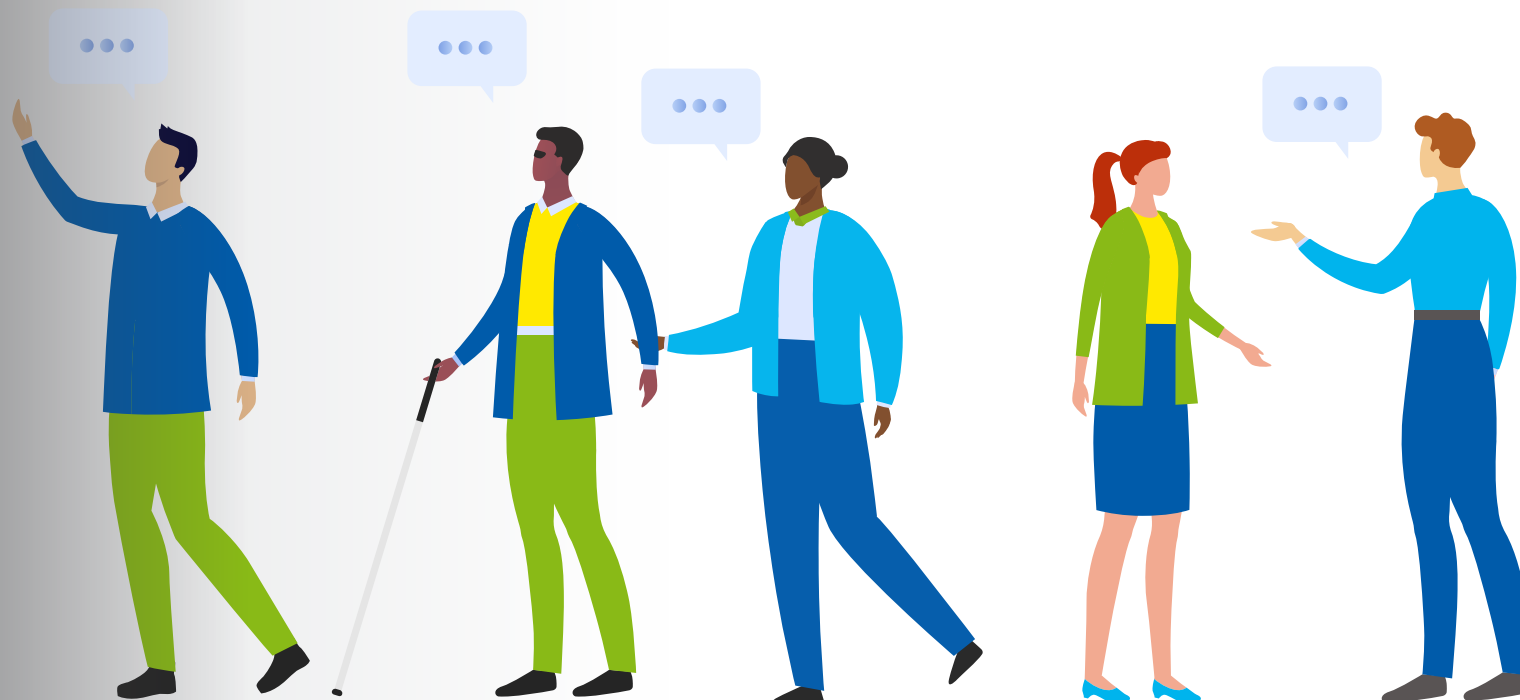
No matter what they contribute, their best work plays a key part in making a difference in the lives of our patients.

When employees join Daiichi Sankyo, they join an organization of experts who excel at their craft and are eager to help others advance theirs. As such, employees become part of a team making breakthroughs and unlocking possibilities for the world and each other.

Every person at Daiichi Sankyo has a unique set of skills, experiences and insights that enable us to create life-saving medicines. We rely on each employee to share their voice and contribute their talents. We support them to ensure they can make a real impact. No matter someone's role, their work helps us develop new standards of care that make a difference for patients all over the world. Together, we're advancing medicine while caring for each other and finding ways to work better.

Explore open career opportunities at:  
[careers@daiichisankyo.us](mailto:careers@daiichisankyo.us)

Join Daiichi Sankyo's talent network at:  
[careers.daiichisankyo.us/en-US/join](https://careers.daiichisankyo.us/en-US/join)



## EXPAND AND APPLY YOUR OWN CRAFT

Daiichi Sankyo is globalizing. Our teams span different continents to ensure we build the best teams regardless of location. Given the breadth of talent in the U.S., many of our global teams are managed by U.S. employees. Opportunities in the U.S. range from entry-level to experienced talent.

ASSET & PORTFOLIO MANAGEMENT	BIOSTATISTICS AND DATA MANAGEMENT	BUSINESS OPERATIONS	CLINICAL DEVELOPMENT & OPERATIONS	CORPORATE FUNCTIONS
MARKETING	MARKET ACCESS	MEDICAL AFFAIRS	PRECISION MEDICINE	QUALITY ASSURANCE
	REGULATORY AFFAIRS	SALES	SUPPLY CHAIN	



# Our People

WE BELIEVE IN THE POWER OF WELL-BEING

WeTHRIVE evolves our ways of working, improves work-life harmony and has become a key element of our culture.

## Why WeTHRIVE?

WeTHRIVE began companywide in 2021 and is one reflection of leadership's commitment to the well-being of employees. Being our best for patients starts with taking care of our own well-being. While there's no magic approach to doing this, there are small steps we can all take together that can make a big impact.

## Empowering Employees to Thrive

WeTHRIVE is a fundamental part of our culture at where employees are accountable for actively engaging in their well-being, fostering work-life harmony, and utilizing provided resources to create a supportive environment where everyone's well-being is valued and prioritized.



# WE»THRIVE



\*Does not apply to field employees; field employees have July 4 De-Stressor Week



# Total Well-Being

We invest in total well-being through programs that support physical, emotional, social, and financial health.

These include a flexible work model that allows employees to leverage a mix of enhanced technology, new ways of working and in-person collaboration to accomplish their goals and enjoy a work-life balance.

Along with our Flex + Connect work model, our benefits package is highly competitive within the pharmaceutical industry.

## Benefits & Programs

- Medical/Rx/Dental/Vision Coverage
- Expert Medical Opinion Benefit
- Health & Dependent Care FSA
- Wellness Benefits
- Health Management Services
- Healthy Rewards Programs
- Healthy Pregnancy Program
- 24-Hour Health Information Line
- Financial Wellness Education
- Part-time Family Care Work Arrangement
- Basic Life/AD&D Insurance
- Supplemental Life/AD&D Options
- Short-Term & Long-Term Disability
- Group Legal Benefits
- Home and Auto Insurance Discounts
- Identity Theft Protection
- Pet Insurance Discounts
- College Coach Program
- College Savings Plan (Section 529)
- Adoption Reimbursement
- Child Care Discounts
- Employee Assistance Program
- Matching Gift Donation Program
- Volunteer Commitment Program
- Educational Assistance Program
- Worldwide Travel Assistance
- Employee Referral Bonus Program
- Employee Discounts – Cell Phone, Car purchases, Vacations, Shows
- Recognition Awards & Arigato Recognition Program (Rewards)

## Compensation, Incentives & Savings

- Competitive compensation
- Bonus: Annual Incentive Program
- Company matching 401k – up to 6% of eligible compensation, immediate vesting
- Annual Retirement Account Contribution based on age and years of service up to 5.5% of eligible compensation

### For Field Sales Employees only:

- Targeted Incentive Contests designed to reward top performers
- Fleet Vehicle (Standard/Full Size type) and vehicle insurance

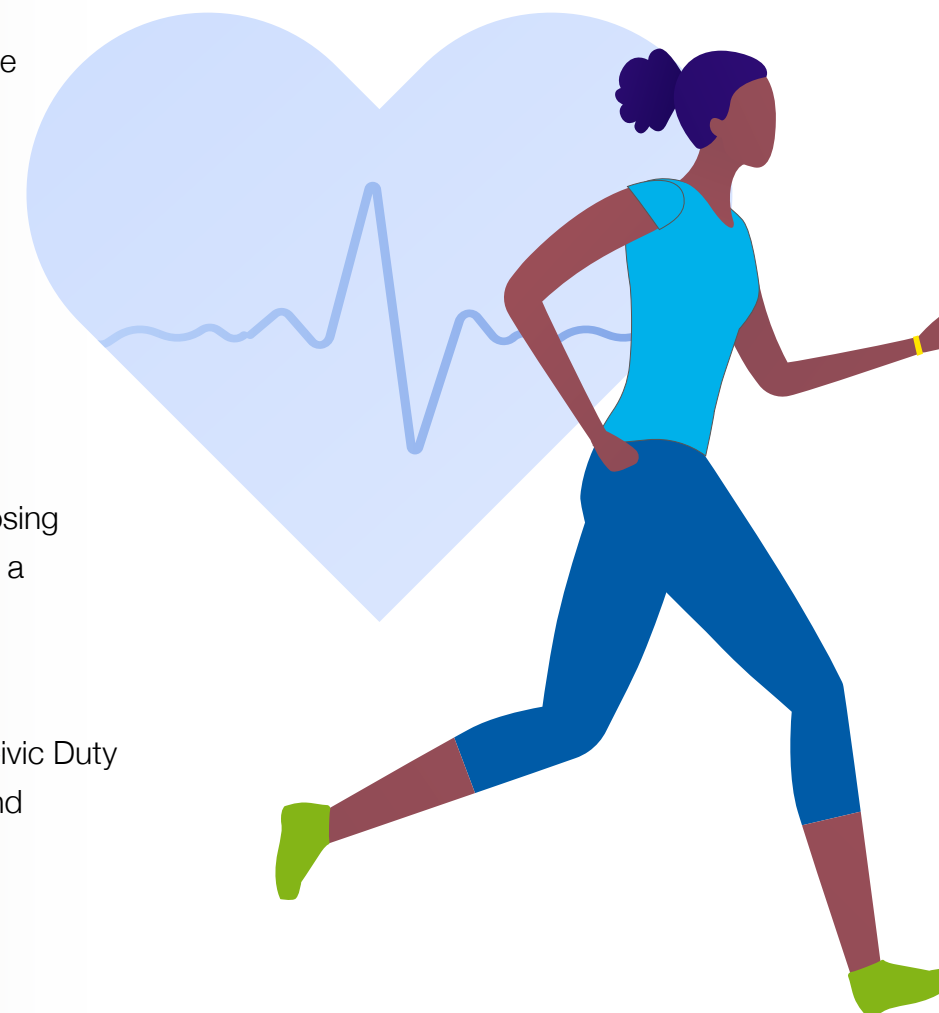
## Paid Time Off

- Vacation (accrual based on level and years of service)
- 6 personal days per year
- 7 company paid holidays
- 5.5 days of paid sick leave
- One week holiday year-end closing
- An extra day off to volunteer at a center of your choice
- Paid parental leave
- Paid caregiver leave
- Paid bereavement/Jury Duty/Civic Duty
- Focus Fridays (no meetings) and Summer Hours

## Career / Professional Development

Employees learn and grow on their terms with professional development curricula to support them as they innovate and explore:

- Learning opportunities for all employees
- Leadership development
- Mentorship programs
- Individual development plans
- Access to external learning programs
- Instructor-led and self-directed opportunities (i.e.: LinkedIn Learning)





# Student and Early Career Talent Programs

To help jump start careers in health sciences, we offer multiple programs that allow students and recent graduates to make a positive impact on patients from day one.



From R&D to product commercialization, there are plenty of opportunities to learn and contribute throughout the organization. All of them offer close interactions with senior leaders and/or rotations through various functions in a flexible and supportive work environment.

## Pharm.D. Fellowships

These are two-year post graduate PharmD fellowships in partnership with the Ernest Mario School of Pharmacy at Rutgers, The State University of New Jersey. Each fellow is paired with a preceptor at Daiichi Sankyo and is given robust hands-on training in specialized clinical and scientific areas of the pharmaceutical industry.

[Click here to learn more](#)

## Commercial Career Development

These are three-year rotational programs targeted at recent graduates. They provide exposure to various disciplines that contribute to the successful commercialization of our products and foster professional development through exposure to career building opportunities, mentorship, and involvement in strategic business initiatives. Rotational functions include but are not limited to Brand Marketing, Market Research, Supply Chain and Technical Operations, Commercial Operations, and Contract Analytics.

## Internship Program

A career-based learning opportunity designed for current undergraduate and graduate students with an accredited university that provides an opportunity to explore specific departments within the business for various lengths of time (three months to a year based on the business need).

For all programs, assignments are based at our U.S Corporate Headquarters in Basking Ridge, NJ where we offer a hybrid working model.



# Why is joining Daiichi Sankyo unique?

While it's exciting to begin a new chapter in our careers, we know that navigating the interview and onboarding process can be difficult or daunting. That's why we have evolved a few of the more difficult steps along the way.

## In-House Recruiter Support

Our recruiters prepare each candidate prior to their interview by providing them with information on the competencies we look for in our employees.

During the interview, our objective is to have a meaningful dialogue so that we can truly explore the skills and experience each person brings. We genuinely seek to empower each person to share examples that demonstrate their experiences and insights and how it could enable them to bring their best to serve patients as part of the DSI team.

## Meeting Your Potential New Teammates

Our interview process is streamlined, but flexible enough to suit the needs of each role and team.

Chemistry is important. Candidates will meet with leaders and team members who will work with and support them on their journey at Daiichi Sankyo. As such, they will likely meet with the hiring manager early in the process because we know immediate supervisors can make a huge difference in our employees' success and engagement.

## New Hire Navigator

Our 12-month new-hire program elevates the onboarding experience. It is a high-touch, high-impact program that helps every new colleague at Daiichi Sankyo, Inc. feel connected to the organization throughout their first year, providing a comprehensive 12-month experience.

With anticipated growth, we strive to ensure every new colleague feels supported and guided every step of the way to be successful at Daiichi Sankyo, Inc.

# Ready to Help Us Build a Better Tomorrow?

1  
  
APPLY FOR  
A NEW  
OPPORTUNITY

2  
  
COMPLETE  
AN ONLINE  
APPLICATION

3  
  
COMPLETE AN  
INITIAL  
INTERVIEW WITH  
A RECRUITER  
AND A HIRING  
MANAGER

4  
  
ATTEND A  
VIRTUAL OR  
IN PERSON  
COMPETENCY-  
BASED PANEL  
INTERVIEW WITH  
APPROXIMATELY  
FOUR OR MORE  
TEAM MEMBERS

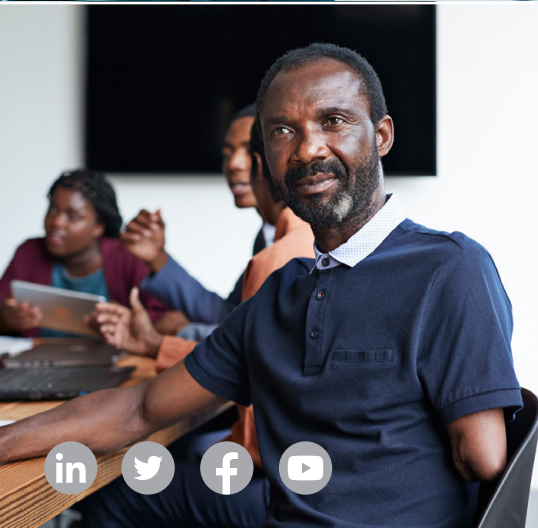
5  
  
MOVE TO OFFER  
IF SELECTED  
FOR A POSITION



Careers.DaiichiSankyo.US







Daiichi-Sankyo

## Our Commitment to Equal Opportunitites

Daiichi Sankyo, Inc. is an equal opportunity/affirmative action employer. Qualified applicants will receive consideration for employment without regard to sex, gender identity, sexual orientation, race, color, religion, national origin, disability, protected veteran status, age, or any other characteristic protected by law.



WHO WE ARE

LIFE AT DAIICHI SANKYO

OUR WORLD CLASS SCIENCE

OUR PEOPLE



Careers.DaiichiSankyo.US

