

COMMITMENT

We are committed to strive for success, to show resilience and discipline, and to focus on people



STRIVE FOR SUCCESS

We create customer lifetime value for the company through long-term-oriented decision making

As leaders, we aim to maximize market share while delivering sustainable growth

Customers' interests prevail over our own in all decisions we make

As a company, we aim to improve patient treatment

RESILIENCE AND DISCIPLINE

We go the extra mile and deliver on our promises

We don't give up in the face of uncertainty

We show discipline and adhere to our decisions and processes once they are agreed upon

FOCUS ON PEOPLE

We invest significant amounts of time and resources in developing our people by living an active feedback culture across all hierarchy levels

Based on our feedback culture, we prioritize the development of our top talent from a forward-looking perspective

As leaders, we have respect and dignity for our people and retain an acceptable level of balance for our employees

COLLABORATION

We collaborate and therefore proactively share, put the team first, and trust each other



READINESS TO SHARE

We present one face to the customer, created by everyone actively seeking opportunities to share learnings, time, and resources across functions

We achieve our targets only if we proactively share best practices and business challenges

TEAM-FIRST MINDSET

We consistently strive to achieve team goals above and beyond our own individual objectives

TRUST

We have a clear personal point of view that we can fairly defend

We value independent entrepreneurship over centralized control and we therefore don't micromanage

We act in the company's best interests and not for self-serving reasons with a hidden agenda in mind

COURAGE

We have the courage to improve ourselves, to challenge, to think and act differently, and to take the customer perspective



PURSUE CONTINUOUS IMPROVEMENT

We routinely seek opportunities to refine and improve ourselves and also the team around us

We embrace change, even if it means having to leave our comfort zone

We invest to improve ourselves to be successful in the long term, even if it requires making potential trade-offs-regarding-short-term results

We admit mistakes and performance inefficiency, and learn from it with a forward-oriented mindset

CONSTRUCTIVELY CHALLENGE, THINK AND ACT DIFFERENTLY

It is our obligation to question and constructively challenge the status quo

We always value receiving feedback from colleagues and customers across all hierarchical levels, even if it doesn't reflect our own perspective

We listen carefully and speak up if we don't agree

We value and celebrate unorthodox and innovative ideas in order to drive change

THINK FROM THE CUSTOMER PERSPECTIVE

We always start from the customer perspective to better understand their needs, even when we are not directly face-to-face with them

We change established structures and processes if our customers' needs require it

INTEGRITY

We adhere to our values and follow ethical standards to build our reputation



ADHERENCE TO OUR VALUES

We make a commitment to ourselves and each other to live and respect the values of Daiichi Sankyo

We speak up when we observe a violation of our values

FOLLOWING ETHICAL STANDARDS

We uphold the highest ethical and moral standards

We value these standards above any other internal or external interests

REPUTATION

We don't do anything to damage our reputation as Daiichi Sankyo

We share a common goal in building our reputation as Daiichi Sankyo

THIS
Daiichi-Sankyo
IS US.