

sustainability
through INNOVATION



“In this report, you’ll see examples of how we have broadened the definition of our mission and the measures of our success in achieving it.

And you’ll see how — through
FOCUS, INNOVATION AND COMPASSION,
in the work of our Foundation and in our environment,
health and safety programs — we’re seeking
to make a real difference for the people we serve,
for the communities in which we live and work
and for the world at large.”

—PETER R. DOLAN, CHIEF EXECUTIVE OFFICER,
BRISTOL-MYERS SQUIBB COMPANY

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sustainability

How can we make sure that what we do today as a company will have positive social, economic and environmental results for generations to come?



To be successful — to fulfill our role and obligation to be a socially responsible corporate citizen, day in and day out, year in and year out — we have to rely on our ability to act and think differently. We need to view the world from a variety of perspectives, to gain input from a diversity of opinions and experiences, and ultimately to find better ways to be innovative in everything that we do.

Bristol-Myers Squibb prides itself on implementing its mission to extend and enhance human life in several important ways: through the new medicines and other health care products we develop and distribute, by expanding access to those therapies as much as possible, and by creating sustainable programs for those in greatest need around the globe. Our aim: to operate in a manner that protects people and the environment.

Perspectives on Sustainability

Peter Dolan



For example, in January I visited several of our *SECURE THE FUTURE* projects in Botswana, Swaziland and South Africa, where we have applied innovative approaches in the fight against HIV/AIDS. I witnessed firsthand how this pioneering effort was able to build sustainable capacity and create new models for care and support that allowed those affected by this pandemic to rebuild their lives and look to the future. I saw how innovation, coupled with vibrant and robust collaborations and partnerships, and a willingness to learn as much as to share — can turn people’s lives around and can transform despair into hope and promise.

—Peter R. Dolan,
Chief Executive Officer,
Bristol-Myers Squibb Company

Our strategy for growth and leadership as a company is rooted in our ability to address unmet medical needs across specific disease areas. For each area, our emphasis is on differentiating ourselves and what we can accomplish through innovation. Our discovery and development efforts are focused on novel drugs, on best-in-class or first-in-class compounds, on in-house discoveries supplemented by external development and collaborative agreements, and on partnerships with patients, physicians, researchers and others. We apply much of that same approach in our continuing focus on our corporate social responsibility efforts — an emphasis on sustainability, on innovation, on differentiating our efforts and on seeking partnerships across a wide range of possibilities. We look for approaches that work in resource-limited settings and that can be replicated across the developing world. Our goal is to ensure that the gains we make in fighting disease, in protecting the environment and in building stronger communities are sustained and built upon.

The Bristol-Myers Squibb Foundation model of corporate philanthropy — and social responsibility — focuses on a new kind of philanthropic effort. At its core, it’s not about “bandage aid” — though we are there when disasters strike — but about sustainable development solutions. We do this through the creation and support of evolutionary models of aid based on partnerships of all kinds. We review needs and then determine what role we can best play to meet those needs in novel and innovative ways. Ultimately, what often distinguishes what we do is how we think about each new program or grant. We start not at the beginning, so much as by looking at the endgame. That’s why we plan from the outset to establish a legacy of achievement and to create sustainability for our efforts. It’s like the hockey analogy: you always want to try to skate to where you think the puck is going to be. That’s the kind of thinking that goes through the whole process of who and what we are looking to fund. It is very much about where the issues are going to be down the road. That’s what informs capacity building, sustainability and the innovations we need to make happen.

—John Damonti, President,
Bristol-Myers Squibb Foundation

and Innovation

The company's mission and Pledge drive the environment, health and safety (EHS) efforts we undertake every day in discovering, developing and providing medicines that extend and enhance people's lives. Innovations in green chemistry, energy-efficient design, land and biodiversity preservation and safe driving programs are just a few examples of how we strive to make Bristol-Myers Squibb — and the world around us — more sustainable. Building on our own expertise, we look for partners to develop successful approaches to addressing EHS challenges. The details of what we do to promote sustainability — our key policies, programs, goals and results — are reported on our website (www.bms.com/sustainability). We work with internal and external stakeholders to make

Susan Voigt



this site meaningful and user-friendly. In addition to corporatewide reporting, each of our facilities has a place on the site, so you can see what we're doing both globally and locally to promote sustainability. For example, our employees work together with area schoolchildren on environment and safety education in São Paulo. In Shanghai, we're building EHS awareness in the community. And at more than 20 facilities across five continents, our employees volunteer to protect the habitats of their "adopted" endangered species. These and many other locally based efforts around the world complement our corporatewide initiatives and support the company's Sustainability 2010 goals. I encourage you to visit our website for more information on our efforts to promote sustainability and innovation.

—Susan Voigt, Vice President,
EHS and Corporate Product Quality,
Bristol-Myers Squibb Company



John Damonti

health education



A Bristol-Myers Squibb Foundation grant to Harlem Children's Zone seeks to tackle the growing problem of obesity in New York City's Central Harlem. Brendon Bacon is participating in this innovative healthier eating program.

“THESE ARE OUR CHILDREN TOO.”

Lowering the Risk of Obesity for Children in Central Harlem

Goeffrey Canada, president and CEO of Harlem Children’s Zone (HCZ), a community-based organization dedicated to promoting the well-being and healthy development of children in New York City’s Central Harlem, knows there are all kinds of risks inherent in living in the inner city. HCZ’s comprehensive approach aims to reduce a lot of them. Its most recent target is to change how young people and their families think about the food they eat.

After all, a survey five years ago found that about 70 percent of non-Hispanic African-Americans were overweight and about 40 percent of them were obese. In addition, the number of overweight school-age children has more than doubled in the past 30 years. Recently a screening of several schools in Central Harlem yielded similarly alarming findings: about 45 percent of children screened were above normal weight and nearly 30 percent were classified as obese. All this adds to increased risk of developing serious disorders like type 2 diabetes and cardiovascular disease, for which there is already a higher predisposition among African-Americans.

“The issue of obesity is a crisis in the African-American community and there have been no real strategies to deal with that problem in Harlem,” Canada says. That is, until now. Under a three-year grant from the Bristol-Myers Squibb Foundation, Canada and his group expect, for the first time, to come up with a set of best practices and a model that can deal with this emerging issue.

“We’re going to tackle the problem in several ways,” he says. “We’re going to get our kids to start eating healthy foods by reducing sugars and fats in their diets. We can at least control that with students who eat in our facilities.” Canada’s group operates a new charter school as well as after-school programs in the area that will participate in this model program. Their new headquarters is home to the school’s middle and high school grades and has a new kitchen where fresh, healthy food is prepared.

“Second, there’s the issue of kids spending too much time in front of TVs and playing video games instead of exercising. So we’re getting kids to exercise more on a regular basis. And the third piece is that since so much of a child’s diet is controlled by their families, we have

to try to influence how parents think about meals and their health impacts. Right now, in much of the African-American community, the emphasis is on foods high in sugar, salt and fat, and on red meat. We want to encourage people to substitute turkey for beef, for example, to eat fewer fried foods, and to use healthier oils. We think that is a long term way to reshape the eating and exercise habits of a community.”

And while Canada admits that this is a tall order, and new government policies are good ideas, he knows that “until you get down to the practical levels, to work with kids and then show your results, the policies alone won’t have an impact on children’s lives. So this is a unique opportunity for us. And if it works, it will be unique because nothing else is working.”

Starting with 200 children at the charter school, HCZ will control a number of the meals the children will receive, and has hired a chef to prepare them. The program will also touch another 400 kids in various after-school programs and next year, another 200 kids at the charter school. The kids who attend the HCZ Promise Academy Charter School will have a special exercise and metabolic health curriculum, as well as cooking classes for their parents. “It can be done,” Canada says optimistically. “If we get our children thinking about this now, by the time they’re adults, I expect they’ll be eating differently. It’s clear there are a lot of diseases that are killing African-Americans at earlier stages of life than ought to be, and those diseases, like diabetes and heart disease, are impacted by diet and nutrition.

“The country has been focused on obesity for a long time, but no one has talked very much about the impact obesity has on children,” Canada continues. “So now it’s a crisis and a huge number of children are obese. You know, we have children we think of as our children. And then there are children we think of as somebody else’s children. Those children get left behind. You know what? These are our children too.”

KIDS AT RISK OF TYPE 2 DIABETES

Shape Up with SHAPEDOWN

Type 2, or non-insulin-dependent, diabetes used to be called adult onset diabetes. Unfortunately for many kids these days that's probably no longer a very appropriate name. More and more children, some as young as 12 years old, are being told they have type 2 diabetes. Much of that change is a direct result of the obesity epidemic that is sweeping the country — in adults, and now in children too.

Two years ago, Bristol-Myers Squibb took a new approach to address the risk of type 2 diabetes and other health complications in children by supporting an innovative and noninvasive school screening program in Mercer County, New Jersey, run by diabetes educators from Robert Wood Johnson University Hospital Hamilton (RWJUH).

Says Christy Stephenson, the hospital's president and CEO, "Children had been left out of the loop and were not being properly screened. Furthermore, many school nurses didn't know what to look for. So the innovative partnership with Bristol-Myers Squibb and its Foundation helped us educate school nurses and send our own diabetes educators to schools to aid in the screenings."

For those who were identified at risk (nearly 1,600 children were screened at 42 area schools and about 280 were identified at high risk for type 2 diabetes), they and their families were referred to programs in the community and at the hospital itself.

"As a result of that program," Stephenson says, "Bristol-Myers Squibb has given hope to the kids of Mercer County and I believe for many of them, years have been added to their lives. Today that program is being used as a model, not just in schools but for RWJUH to go out into the community, to partner with physicians and to work on other lifestyle-related illnesses."

This year, another innovation was added. "Because of the latest grant from the Foundation and its generosity," Stephenson reports, "we will now be able to refer children at risk as identified in schools or by their own doctors to SHAPEDOWN, a nationwide program that is offered at RWJUH, focusing on family weight management, including fitness and nutrition education. It involves both the child and his or her family in a series of weekly classes. This will be a tremendous resource for families. Children simply won't succeed in this kind of effort without a parent's support. Now we'll be able to put more families into the program."

"The Bristol-Myers Squibb Foundation and Robert Wood Johnson University Hospital Hamilton share a similar mission and vision about the health of our communities," Stephenson concludes. "With partners like the Foundation, together we can build a healthier community, design educational programs for schools and parents that develop a child's wisdom as well as her emotional, intellectual and physical strengths, operating with balance, intelligence and appreciation of people and the communities we serve."



Jason Marcus participates in SHAPEDOWN, a family-centered weight management program offered at Robert Wood Johnson University Hospital Hamilton in New Jersey.

ICAN EXPANDS ITS REACH

Web Course and Workshops Prepare Social Workers to Counsel Cancer Patients and Their Families

For the past five years, the Bristol-Myers Squibb Foundation, working with its partners Cancer Care, the Alliance for Children and Families, the American Psychosocial Oncology Society and experts based at the H. Lee Moffitt Cancer Center, has been extending awareness of cancer to social workers in Florida — a pilot program that each year has grown in size and scope in order to provide more community-based support for cancer patients and their caregivers. In 2004, ICAN (Individual Cancer Assistance Network) crossed state lines and jumped onto the web to try to reach many thousands of social workers to help them understand the special nature and psychological needs of cancer patients and their families.

Says Diane Blum, executive director of Cancer Care, “We took the program that we developed to train mental health professionals in Florida and in April 2004 launched an online training curriculum made available to many thousands of social workers, to develop a basic level of expertise in oncology, to raise awareness and to increase skill levels. We had 5,000 people use the course within the first six weeks. The feedback is that it clarified misconceptions people have had and we hope it has stimulated interest to go on and learn more.” Cancer Care provided the technical expertise for developing the curriculum.

So far, adds Betsy Clark, executive director of the National Association of Social Workers (NASW), under whose aegis the training is being developed and distributed, “About 12,000 social workers representing some 81 countries have already participated and taken the two-hour, web-based course. The goal has been not to turn out professionally trained oncology social workers. Instead, we know there are at least 600,000 social workers out there, and we asked ourselves: ‘Since cancer will be a factor in all our lives over the next decade as baby boomers age, how will a social worker be able to practice without some understanding of cancer?’ We wanted to make people cancer aware. What are the myths about cancer? What are the myths about clinical trials? Many of our social workers work for employee assistance programs. What do they know about cancer? How can they advise employees about what to do about work while undergoing treatment unless they know more?”

In addition to the web-based training, a second level of in-depth training is being made available. Six state chapters of the NASW will be holding workshops for social workers led by experts from Moffitt and Cancer Care.

“I am a trained oncology social worker myself,” Clark says, “but there are only 1,200 of us out there — not many when you consider the explosion of cancer cases that will come with our aging population. Our hope is that as people learn something about cancer they will want to stay in oncology social work. Until I started my training, I didn’t understand there is a more hopeful side of cancer. Now we want to explain that to others.”

In March 2005, the NASW also launched a consumer website, based on the content provided to social workers, to heighten cancer awareness among the general population. “We couldn’t have done it without the Bristol-Myers Squibb funding for social worker awareness,” Clark adds. The Bristol funding also allowed the social worker course to be offered without charge for continuing education unit credits.

She continues, “Almost everyone is touched by cancer, but as a society we are so unprepared to deal with the impact. We have to stop stigmatizing this disease. The population doesn’t understand cancer. They have a memory of it from a long time ago. It’s important to demystify it. It’s so awful to have a disease that people are afraid to even name. Today, many cancers can be cured, treated and controlled, like other diseases. We have to get the word out and get social workers to help spread that word and to help those in need.”



PROMOTING ENVIRONMENTAL INNOVATION AND SUSTAINABILITY at Hospitals

While Bristol-Myers Squibb is committed to seeking ways to minimize the EHS impacts of its operations and ensure compliance with regulations, the company also thinks it's important to share its experience and best practices with others dedicated to delivering the highest quality of health care. As part of this effort, the company sponsored development of *Greener Hospitals: Improving Environmental Performance*, a manual to assist health care facilities in establishing environmentally protective programs.

Numerous individuals — from universities, hospitals and nongovernmental organizations in Denmark, Italy, Germany and the United States — contributed to the development of *Greener Hospitals* (which was edited by the Environment Science Center in Augsburg, Germany). The manual explains and provides suggestions for implementing environmental management systems at hospitals, doctors' offices, clinics and other health care facilities. It provides practical tips for implementing an environmental management system (EMS), web addresses for additional information and a checklist to help identify potential opportunities for improvement. According to Dr. Ulrich Hildebrandt, deputy CEO of Health Promoting Hospitals in Germany, "*Greener Hospitals* is a very useful tool for planning and implementing a sustainable environmental management system."

In addition to the environmental benefits from implementing an EMS and other best practices contained in this manual, *Greener Hospitals* can help health care institutions lower their operating costs. For example, reducing energy and water use can save hospitals money by lowering utility bills. Minimizing waste generation can reduce the cost of waste disposal and reduce potential exposure risks to workers, patients and the environment. Gail Vittori, co-director, Center for Maximum Potential Building Systems, sees the value this provides to hospitals. According to Vittori, "The *Greener Hospitals* manual has been an invaluable resource in identifying the systemic opportunities that the health care sector has to dramatically enhance its environmental health profile. With an emphasis on operations and environmental management systems customized to hospitals, *Greener Hospitals* provides nuts-and-bolts, solutions-oriented guidance to better align health care's building-related practices with its mission."

As environmental regulations continue to expand, it is becoming even more important for hospitals to implement compliance systems that keep costs under control. Kai Abelkis, environmental coordinator at Boulder Community Hospital in Colorado, understands that staying competitive means delivering the highest quality of health care while keeping operating costs affordable. Abelkis says, "My goal is to guide decision makers toward sustainable practices. The *Greener Hospitals* manual has been an excellent resource for identifying actions that are cost-effective and environmentally beneficial."

In addition to cost savings and better compliance, there are other benefits to patients, health care workers, caregivers and local communities by running a "greener hospital." Risks to human health can be reduced through better management of wastes, potent pharmaceuticals, air emissions and wastewater discharges. Having strong prevention and control programs in place may strengthen the reputation of a health care facility among regulators, employees and the community. Incorporating these concepts into the development of new health care facilities will help sustain "greener hospitals" for the future.

Kirk Hamilton, associate professor and fellow, Center for Health Systems & Design at the College of Architecture, Texas A&M University, is making sure that his graduate design students will each have a copy of *Greener Hospitals*. He says, "They are studying building systems and will be better able to pursue their interest in sustainable design. This document is very helpful in setting the frame of mind and attitudes of the next generation of health care architects."

To download a copy of *Greener Hospitals* online, visit www.bms.com/sustainability and click on the link to "Customer Information."



Kai Abelkis, environmental coordinator at Boulder Community Hospital, says *Greener Hospitals*, a manual sponsored by Bristol-Myers Squibb, helped make his institution more environmentally sustainable.

WHAT'S NEW?

Toddlers and Preschoolers Really Learning About Science

Jessica Goldfarb works with young children at the Bristol-Myers Squibb Child Development Center, a day-care facility for the families of company employees in Lawrenceville, New Jersey, operated by Bright Horizons Family Solutions. So she's used to spending time helping them learn. Now a new program and series of science kits developed by Bristol-Myers Squibb take science learning for the very young to an entirely new level. And what's more, it's been a learning experience for Jessica as well.

"I really learned something new from one of the kits that explored playground science," she says. "The children learned about friction by riding down the slides on different types of mats. They learned about gravity by holding different objects and dropping them into buckets. We would trace a shadow in the morning and later stand in the same spot and see that shadow had moved because of the position of the earth in relationship to the sun. These were ideas that you would otherwise take for granted. Suddenly we had different activities to explore outdoor play. It was fun and the kids really enjoyed learning."

Adds Jackie Grisham, the center's director: "Anything to make science and math an adventure, instead of something to be feared, is great. And the parents loved them too, because the kits included take-home materials with activities they could do with their young kids."

For more than 10 years, Bristol-Myers Squibb has been a leader in developing and supporting programs to strengthen science teaching in kindergarten through 12th grades in area schools, partnering with school districts and teachers as well as with university teacher training programs — all based on the idea of using teaching materials that focus on experiential, inquiry-based, hands-on learning. That effort, called BLAST (Building Leadership and Assistance for Science Teaching), has now been extended to the very youngest learners, through BLAST PreK. The BLAST PreK kits, initially piloted at four company child development centers and now being expanded to other day care centers, introduce young learners to the excitement of exploration.

Says David Heil, a nationally recognized science educator who helped develop the curriculum and kits covering six units — insects, play, senses, water, sound, and fitness and nutrition: "We conducted a lot of research to understand what elementary school teachers felt they needed to see in science readiness of kids when they arrived at their doorstep, as well as what interested kids and what parents wanted their kids to learn. With simple tools and design elements you can create a rich exploratory environment. Early childhood educators are in an excellent position to set the stage for exploratory learning. As teachers, they can interact with kids in such a way that promotes confidence as a young explorer, and parents can engage in some of those activities as well."

After a year and a half of field testing at the Bristol-Myers Squibb child development centers, which already had science integrated into their curriculum, in February 2005, the Foundation provided kits and teacher training to five area preschools. The kits are being phased into 40 additional community child care centers — without charge over the next three years.

"This curriculum and these kits leverage the expertise in early childhood care of the community child care centers against ready-to-use materials and science concepts to make optimal use of the 'teachable moment,'" Heil says. "Now, because these kits have everything teachers need and the take-home activities to help make the family connections happen, the program enriches the learning environment for the children, and offers an advanced professional tool for the child care professionals. Bristol-Myers Squibb recognized the opportunity to help strengthen the field of early science intervention. In the broadest sense we want to increase the value that Americans place on science learning. By investing early in the processes of science learning, we're really investing in this country's future ability to continue to learn, innovate and compete in an increasingly science/technology-driven economy and society."

He concludes: "If we do this effectively at an earlier age, children will become more skilled at science learning, which will make them better science thinkers and better science citizens."



Very young children are experiencing science in an entirely new way thanks to BLAST PreK, a program piloted at the company's child development centers.



Children lend a hand in restoring the unique ecosystem around Cartagena Lagoon in Puerto Rico.

TRANSFORMING LIVES BY TRANSFORMING A LAGOON

Bristol-Myers Squibb Puerto Rico Sponsors Community Environmental Workshops

Cartagena Lagoon, in a remote portion of Puerto Rico's southwestern coast, is located in one of the last remaining subtropical dry forests in the world. The lagoon once supported over 20,000 wintering waterfowl and 100,000 migrating shorebirds, representing hundreds of species. During the most recent census, fewer than 200 individual birds were sighted. The culprit: cattails, which have overgrown the area and now cover the surface of the lagoon so that migratory birds no longer have access to the open water that they need.

In addition to affecting birds and other wildlife, the overgrowth of cattails has led to serious social and economic consequences. The lagoon can no longer adequately fulfill its function for rainwater catchment, resulting in significant flooding of the nearby village of Maguayo. The flooding impacts the quality of life of the villagers in this impoverished area.

Over the past 10 years, the Interamerican University Center for Education, Conservation and Environmental Interpretation (CECIA, in Spanish) has been actively working with a committee of private and public partners to restore Cartagena Lagoon and help the community of Maguayo. According to Dr. Graciela Ramirez, director of CECIA, "The committee has developed a work plan to increase the community's understanding of the lagoon and provide people with tools to help improve their economic status."

The committee also collaborated to create a greenhouse cooperative, to be owned and managed by the village. The trees and plants grown in the greenhouse will be used to reforest the community, particularly the area around the lagoon.

Bristol-Myers Squibb Puerto Rico, through its partnership with CECIA, sponsored an eight-month training course in 2004 to support the preservation and maintenance of Cartagena Lagoon as part of the company's focus on endangered species conservation and education. Twenty-eight community members participated in the course. The students were taught how to germinate endangered or threatened vegetation from the subtropical dry forest and use these plants for reforestation. They also learned methods for composting cattails and selling the compost.

Ranging in age from 18 years to the elderly, the students found the training to be a transforming experience. According to Ramirez, "One of the women participating in the training told me that the course greatly affected her. Because she had financial problems and young kids with a lot of needs, she was very depressed. The course made her realize that no matter what her age, she can learn new things to improve her situation. She now works actively at the greenhouse, volunteering her time.

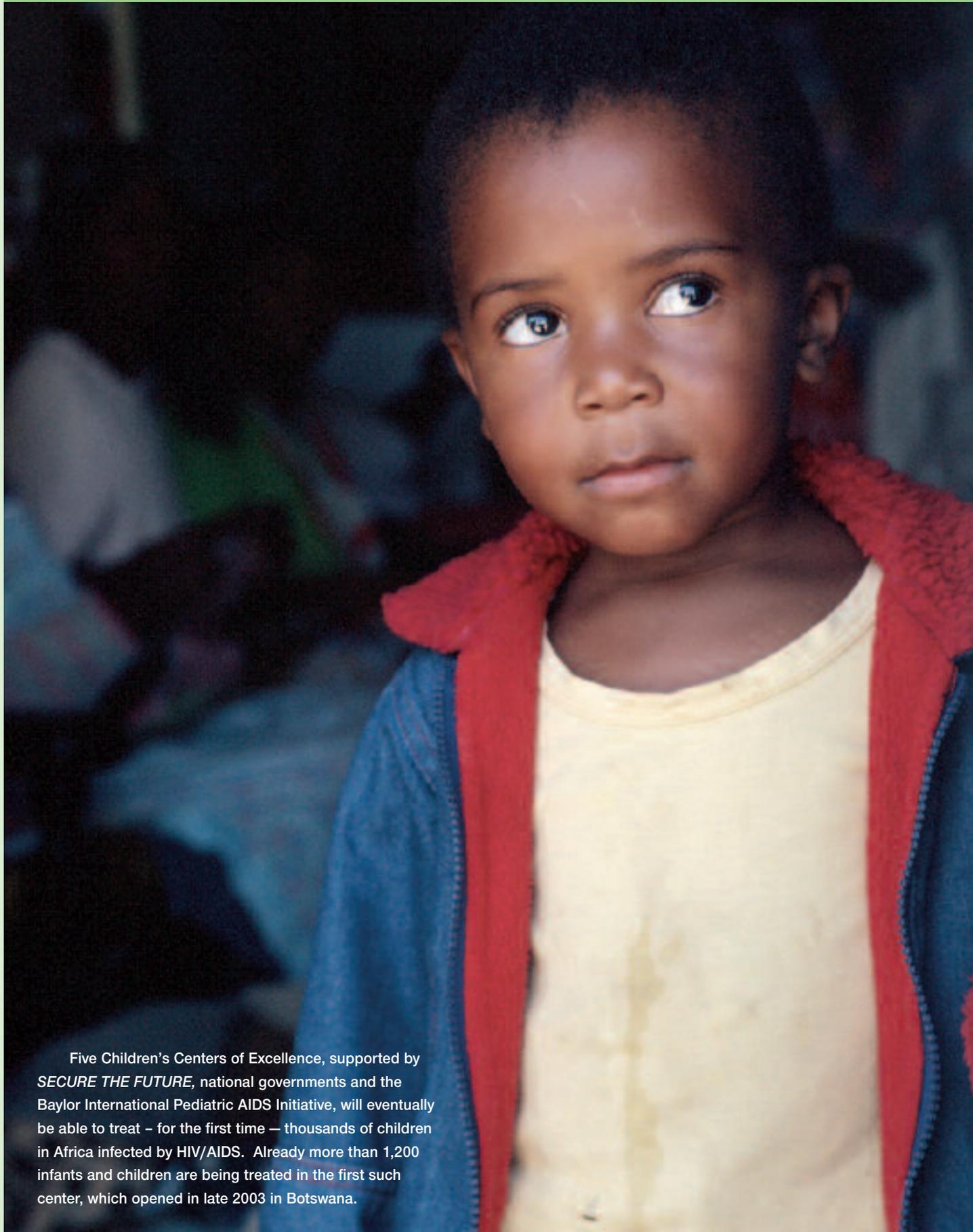
"The greenhouse has become a gathering place, impacting the whole community in one way or another," notes Ramirez. "The students voted on who would work in the greenhouse and selected the people with the greatest economic needs. This helped build community cohesion."

The 2004 alliance with CECIA also included the development of Environmental Academies, which consisted of environmental summer camps and workshops for municipal government employees on the establishment of recycling programs. "Through the project, Bristol-Myers Squibb created ties with the government," says Ramirez. "This model of collaboration has had an impact on Puerto Rico government agencies, moving them to a more collaborative model for solving environmental problems."

The model has been so successful that plans are already under way to use it in an even more economically depressed area, the traditional fishing village of Papayo, located in an environmental reserve. According to Ramirez, "Traditional fishing is no longer economically feasible, but the village may be able to promote eco-tourism to improve its quality of life." Bristol-Myers Squibb Puerto Rico is providing financial support for the project.

Restoring the Cartagena Lagoon requires a range of management tools in addition to controlling cattails, including education, promoting native plants and converting agricultural lands to forested areas. These challenging programs take time to accomplish, but the result will be an improved habitat to benefit endangered species, migratory birds and the local community.

global HIV/AIDS



Five Children's Centers of Excellence, supported by *SECURE THE FUTURE*, national governments and the Baylor International Pediatric AIDS Initiative, will eventually be able to treat – for the first time – thousands of children in Africa infected by HIV/AIDS. Already more than 1,200 infants and children are being treated in the first such center, which opened in late 2003 in Botswana.

FIGHTING HIV/AIDS IN AFRICA

Expanding Treatment for Thousands of Children

On December 1, 2005, World AIDS Day, even as people mark the losses suffered from HIV/AIDS, new signs of hope are expected to emerge. In Swaziland and Lesotho, thanks to support from the Bristol-Myers Squibb Foundation and *SECURE THE FUTURE*, national governments and the Baylor International Pediatric AIDS Initiative, two new Children's Centers of Excellence will open their doors to infants and children – and their families – infected by HIV/AIDS and requiring treatment.

The first such center - funded by *SECURE THE FUTURE* and its partners - opened in late 2003 in Botswana. Today more than 1,200 infants and children with HIV/AIDS are being treated at the Botswana center, one of the largest concentrations of HIV-infected children in care in any center worldwide. Says Mark W. Kline, M.D., director of the Baylor Initiative, "In the beginning, when we opened the Botswana center, the first in Africa, we asked, 'Would anyone come, because the stigma of HIV/AIDS was so great?' We quickly got the answer. In the first 17 months of operation, we tested 3,175 children for HIV, about 1,200 tested positive and treatment became available to them. This partnership has been a highly successful model that we are pleased to be able to replicate elsewhere."

In late June 2005, Bristol-Myers Squibb and Baylor College of Medicine, Houston, did just that – and more — announcing a groundbreaking, multi-part program to expand this effort. A pediatric AIDS corps will be created to send up to 250 doctors to Africa to treat approximately 80,000 children over the next five years and to train local health care professionals, and four additional children's clinical centers of excellence will be built in a \$40 million program. Bristol-Myers Squibb also announced that to expand access to treatment, it is reducing the price of pediatric formulations of HIV medicines in the world's least developed countries.

These efforts are the latest additions to Bristol-Myers Squibb's *SECURE THE FUTURE* program, which has funded nearly 200 grants totaling \$120 million in sub-Saharan Africa, and Baylor College of Medicine's International Pediatric AIDS Initiative, which has built and operates several of the world's largest pediatric HIV/AIDS treatment centers in developing countries. With these new programs, the company's total commitment now stands at \$150 million.

"Our goal is to help save the lives of many thousands of African children, many of whom would otherwise face sure death from HIV/AIDS," says Peter R. Dolan, chief executive officer of Bristol-Myers Squibb. "This program brings pediatricians and family practitioners to Africa to treat children and train local health professionals, builds more children's clinical centers from which the physicians will operate and further reduces the cost of our HIV medicines."

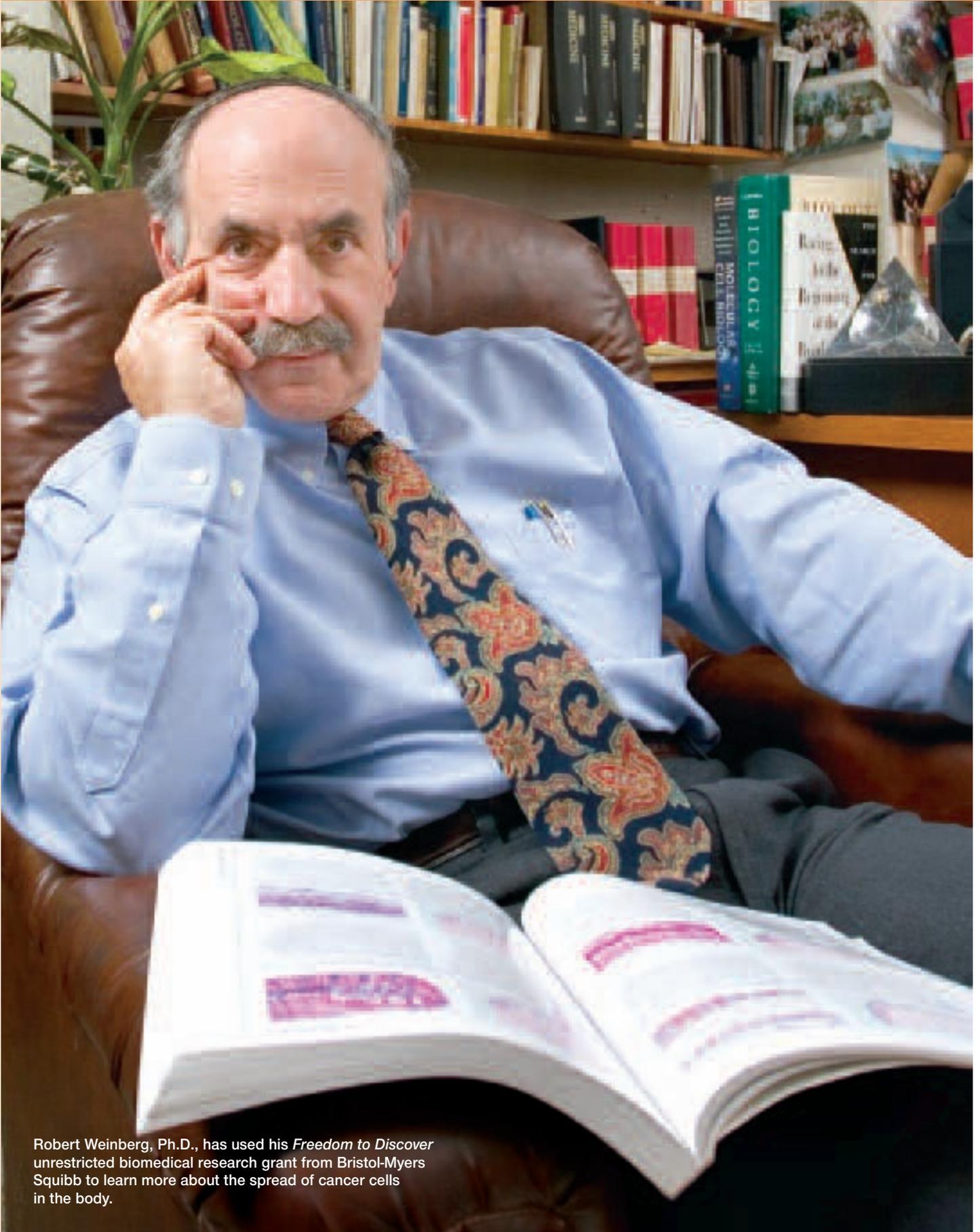
Kline adds: "This program addresses all the major barriers to treatment of HIV-infected children in Africa. Fewer than 1 percent of the estimated 2.2 million children living globally with AIDS are being treated. This initiative makes it possible to treat huge numbers of HIV-infected children across Africa, changing forever the way pediatric HIV/AIDS is perceived and managed."

Fifty physicians will be recruited in the first year of the program, and as many as 250 physicians will be recruited over the next five years. Participants will be expected to commit to one or two years of service in Africa treating children with HIV/AIDS and sharing their expertise with local health care professionals. Living stipends, loan forgiveness of up to \$40,000 a year and training in tropical medicine and HIV/AIDS will be offered to participating physicians.

New clinical centers will be added in Bobo-Dioulasso, Burkina Faso, and Kampala, Uganda. Two additional centers will be established in the developing world through the initiative. Each of the new centers, like others in the network, will provide services directly to as many as 3,000 children at any one time and will have outreach programs that can serve as many as 10,000 to 20,000 children in surrounding areas.

"From the outset, the focus of *SECURE THE FUTURE* has always been on innovation, on breaking new ground," notes John L. McGoldrick, executive vice president and general counsel, Bristol-Myers Squibb. "The entire program, initiated in 1999, was itself a pioneering, untested but ambitious response to the pandemic as we sought a more comprehensive series of solutions, African-based answers to capacity building and infrastructure issues at the community level. Since then, we have continued to encourage new ideas that could be replicated and ultimately sustained across Africa and throughout the developing world."

grants and awards program



Robert Weinberg, Ph.D., has used his *Freedom to Discover* unrestricted biomedical research grant from Bristol-Myers Squibb to learn more about the spread of cancer cells in the body.

GRANTS PROGRAM COMES FULL CIRCLE for One Award Winner

More than 20 years ago, Robert Weinberg, Ph.D., then a professor of biology at the Massachusetts Institute of Technology's Center for Cancer Research and the Whitehead Institute for Biomedical Research, was awarded a Distinguished Achievement Award by Bristol-Myers Squibb for his discovery of the existence of oncogenes, genes that cause cancer-like changes in animal and human cells. That discovery essentially opened the door to understanding one of the basic mechanisms of cancer development in the human body.

Now, as a \$500,000, five-year, no-strings-attached grant he received in 2001 from that same Bristol-Myers Squibb *Freedom to Discover* Unrestricted Biomedical Research Grants and Awards program is about to end, he says he has come full circle. During the course of the grant, he has discovered three genes that communicate with each other to program the last steps of tumor progression – the metastasis or spread of cancer cells in the body.

“This journey of discovery,” says Weinberg, now Daniel A. Ludwig Professor for Cancer Research at MIT, “echoes the development of human tumors. Early on, we looked at the early steps of cancer, and more recently we’ve looked at the last frontier of cancer research, metastasis and invasion. I didn’t plan it that way. It just happened.”

That sense of discovery, indeed, is the nature of and intent behind the *Freedom to Discover* program. Begun in 1977, with an initial focus on cancer research, to date the program has provided more than \$110 million in 259 grants to more than 155 institutions in some 23 countries – in six areas of research: cancer, cardiovascular, neuroscience, nutrition, infectious diseases and metabolic diseases. The funds are given without restrictions as to how they are to be used. They are meant precisely to support discovery, risk, promise, possibilities and, of course, innovation. The program remains the largest corporate commitment of its kind anywhere in the world.

“The fact is that obtaining discovery money to move in new directions is increasingly hard,” Weinberg adds. “The existing grant system of the National Institutes of Health (NIH), for example, is unrealistic because, on the one hand it wants innovation and on the other hand, it wants proposals that describe, with precision, how one will conduct research over the subsequent two to five years. These are mutually exclusive requirements. They reflect a shortsightedness in the powers-that-be.

“In contrast, the Bristol-Myers Squibb program frees one from the constraints imposed by many of the grants one receives from other sources. I can’t praise these unrestricted funds enough.”

He explains just why this innovative approach is so critical: “My own research career has moved into new areas every three to six years as new opportunities came up and we saw that we could make special kinds of contributions. This lack of any restriction allowed me five years ago to move in a new direction. We had learned about the distinct changes in cell signaling circuitry that allow cells to grow as cancer cells, but we didn’t know how to move ahead to figure out the last steps of tumor progression. They were not explained by our existing understanding of the circuitry, which applied only to the primary tumor. So we set out in a new direction to find out what was really happening.

“But I had no track record in this new area and would not have been given any funding from the NIH. Their policies encourage work on what one knows best, the most discouraging way to foster innovative research.”

What Weinberg and his team found has opened up additional paths to explore. “We looked for genes that enable a cell in a primary tumor to become invasive and to metastasize. The three metastasis-associated genes that we found are normally operational in early embryonic development. They largely shut down later and then are resurrected opportunistically by cancer cells. We believe that these three genes and three others not original to us communicate with one another to program these last steps of tumor progression. Now we have to look at how this circuitry is organized, to understand this complex series that result in high-grade malignancies.”

EMPLOYEE-DRIVEN DONATIONS and Community Support

With employee-driven contributions, Bristol-Myers Squibb employees have the opportunity to make a difference in those communities where they live and work. At the same time, by supporting innovative community grants, the company recognizes the impact it makes on those communities and understands its obligations to participate in and enhance those communities and contribute to their well-being.

UNITED WAY: Contributions by company employees reached \$2.8 million in 2004. With the Foundation match, total United Way contributions came to \$5.6 million. Employee volunteer awards, which provide Foundation grants to nonprofit organizations at which employees volunteer, as well as to the Foundation's scholarship program and the inpatient hospital, educational and biomedical research institutions matching gifts program, totaled an additional \$3 million.

COMMUNITY GRANTS: In 2004, community grants in the U.S. totaled over \$12 million. Some selected innovative community grants in the U.S. included:

- A new funding initiative of \$5 million over five years will be directed toward three new clinical centers of excellence for New Jersey's children at the Bristol-Myers Squibb Children's Hospital at Robert Wood Johnson University Hospital in New Brunswick, New Jersey: the Center for Pediatric Clinical Metabolism, the Center for Pediatric Clinical Immunology and Infectious Disease and the Center for Children with Rheumatic Diseases.
- Mead Johnson donated \$250,000 to the Evansville (Indiana) Parks Foundation to help complete a section of the Pigeon Creek Greenway Passage, a bicycle/pedestrian path that will eventually encircle the city. Its donation will extend the Greenway over a mile, create a new trailhead parking area and connect to an historic bridge overlooking the Ohio River. The grant will also enable the city to qualify for more than \$2.2 million in matching funds from the Indiana Department of Transportation.

- Bristol-Myers Squibb Syracuse (New York) supported Girls Inc.'s S.M.A.R.T. (Science, Math And Relevant Technology) program with the purchase of a new van. The van will take science education on the road to area schools, picking up students around the community participating in after-school programs and summer education camps. Through this program, girls become better prepared to pursue an education and careers in math and science.

- The company supports several New York City youth organizations, including the Madison Square Boys and Girls Club, the Police Athletic League and the YMCA New York. Support is directed primarily to after-school programs focused on improving reading and writing skills. In addition, organizations that help New York City's elderly and disabled were also supported, including City-Meals-on-Wheels and the Lighthouse. The company has been a long-time supporter of organizations focused on disaster assistance, with a five-year, \$500,000 grant to the American Red Cross Disaster Relief Fund and an annual contribution to the Salvation Army.

- ConvaTec, in Skillman, New Jersey, hosted students from the West Windsor Plainsboro High School Job Sampling program, which helps students with cognitive disabilities develop career goals through classroom instruction and practical occupational experiences in a variety of business environments. Students enroll in the program after completing high school, graduating with skills required for full-time employment.

- The Bristol-Myers Squibb Foundation, Connecticut Academy for Education in Mathematics, Science & Technology, Inc., and the Wallingford, Connecticut, Public Schools celebrated the third anniversary of the Partnership to Improve Science Education Initiative collaboration, which has leveraged Wallingford's resources to develop a strategic plan and implement a comprehensive science instructional program. The initiative provides professional development activities targeted at the integration of inquiry-based science teaching and learning with language arts and mathematics at the elementary level.



Three new clinical centers of excellence for New Jersey's children are planned at the Bristol-Myers Squibb Children's Hospital at Robert Wood Johnson University Hospital in New Brunswick, New Jersey.

PARTNERSHIPS SUSTAIN BUSINESS AND COMMUNITY

in Ireland

The year 2004 marked the start of manufacturing at Bristol-Myers Squibb's newest facility, the Cruiserath plant in the Mulhuddart section of Dublin. Tremendous focus has gone into the development and operation of this multifunctional, automated pharmaceutical production facility. But as a state-of-the-art facility, innovation has not been limited solely to the equipment and processes. The operations encompass a range of progressive partnerships that tie the site to the local community.

The Cruiserath facility has developed a strong community partnership through a substantial donation to the local arts center, Draiocht. Since it opened in 2001, Draiocht has established itself as a vital part of the expanding cultural life within a diverse social environment. Many people benefit from the facilities and services at the center, including local arts groups, drama clubs, schools, community groups,

theatergoers and others interested in the arts. And, of course, it provides opportunities for local, national and international artists and performers. According to Nicola Murphy, marketing, press and public relations manager at Draiocht, "Business supporting the arts is good business. Bristol-Myers Squibb's contribution has helped enhance the community's experience of their environment."

Two recent artists shown at the arts center have used environmental themes in their work. Dublin-born artist Ciara Foster has taken up her studio residency for the first six months of 2005. Foster is a textile artist who specializes in embroidery and now has expanded into sculpture, drawing and painting in a variety of media, including grass and straw. In her sculptural work, Foster uses natural and recycled materials in response to the environment and often abandons them to decompose back to their origins.



Bristol-Myers Squibb's reputation as a leader in the industry and the Dublin community helps attract talented employees like local resident Fergus O'Toole.



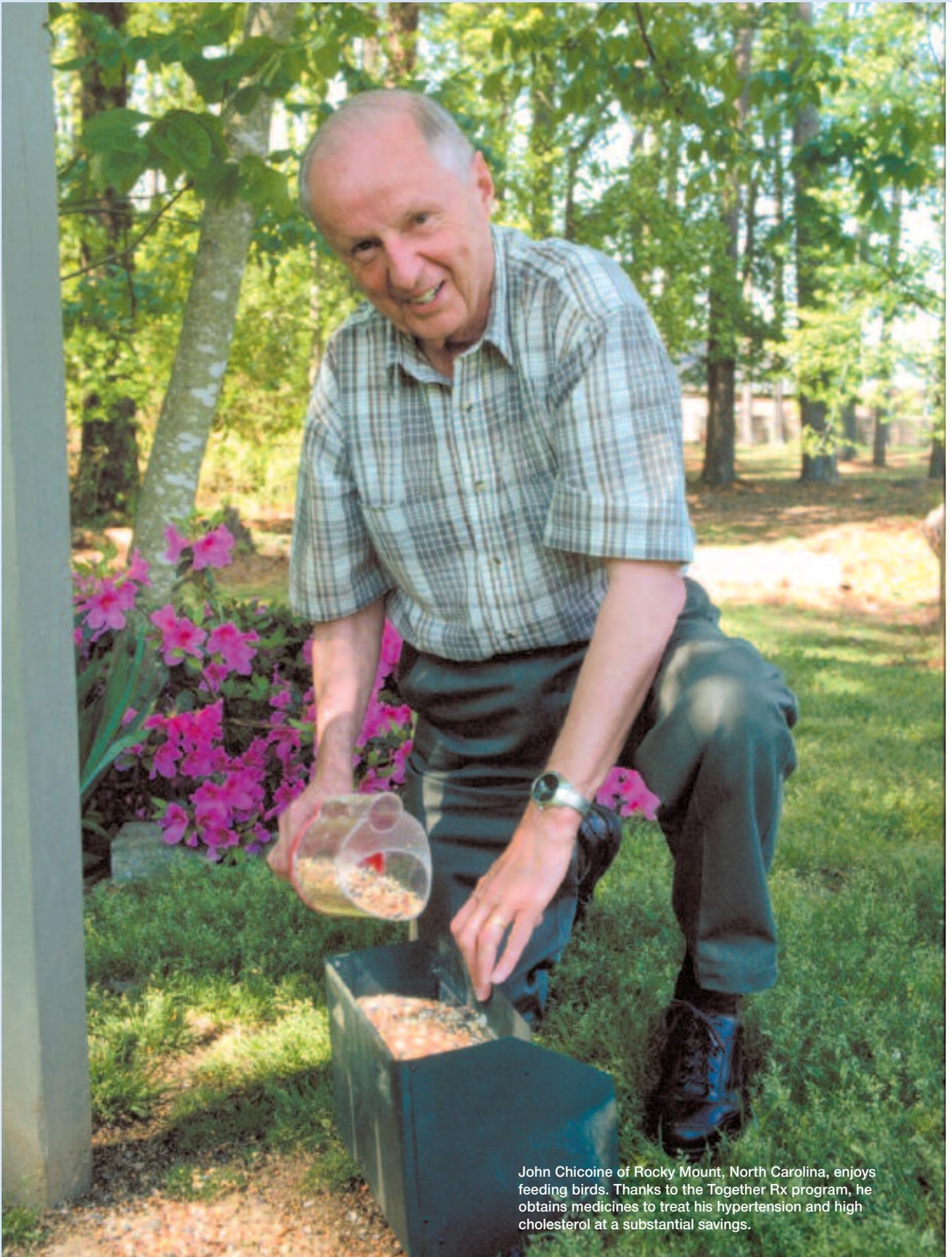
Draiocht Arts Center — which receives strong support from Bristol-Myers Squibb's Cruiserath facility — features work by Ciara Foster, whose sculptures in outdoor settings use natural and recycled materials.

Artist David Balfe had his first solo exhibition in Draiocht in February 2004. In his show, Balfe focused on examining the pace of decay taking place in the world around us. Using found objects, mixed media paintings and close-up drawings, Balfe drew the audience's attention to the cycle of manufacturing, disposal and eventual decomposition of consumer products.

In addition to its support for the arts center, the Cruiserath facility's commitment to the local community cannot be demonstrated more clearly than by its implementation of state-of-the-art environmental controls. Comprehensive environment, health and safety management systems have been put in place to safeguard employees and neighboring communities. During commissioning, more than 1,500 people were employed on the site, and the company is proud that during this period, nearly 3 million hours were

worked without a lost workday case. Pollution containment, reduction and treatment systems installed at the facility represent leadership safety and environmental protection practices.

This commitment to high standards applies beyond manufacturing operations. For example, the facility composts nearly 100 percent of the food wastes from its on-site canteen. Says Ian Boyle, EHS coordinator at the site, "At Cruiserath, we work as partners to help make our community and our company economically, socially and environmentally sustainable."



John Chicoine of Rocky Mount, North Carolina, enjoys feeding birds. Thanks to the Together Rx program, he obtains medicines to treat his hypertension and high cholesterol at a substantial savings.

EXPANDING ACCESS TO MEDICINES

The letters keep coming in to Bristol-Myers Squibb's expanded access programs. They're letters of appreciation — from patients, their families and from health care providers. A physician writes: "I would like to thank you very much for your help in providing my patient with diabetes medicine.... She had a very difficult time in paying for the medicine and we were worried she was going to have to go off of it and lose all the positive effects we have seen so far....We do not take this generosity for granted." The wife of a 90-year-old patient writes: "We see Lance Armstrong ads on TV for your saving his life. You also have been a life saver for us, too. We could not afford to buy this medicine....We both deeply appreciate Bristol-Myers." And a medical social worker adds: "Your program provided anticancer medicines for the cycles prescribed by the doctor. The patients and families were overwhelmed with relief and gratitude."

So even as Bristol-Myers Squibb seeks to ensure a healthier future for people everywhere by developing innovative pharmaceuticals and related health care products, it has intensified its efforts to find ways of making those therapies available to those who need them most.

For example, during 2004, the Bristol-Myers Squibb Patient Assistance Foundation and the Bristol-Myers Squibb/AmeriCares Oncology/Virology Access Program assisted an estimated 1 million indigent patients in the United States, Puerto Rico and the U.S. Virgin Islands in filling approximately 2.9 million prescriptions with pharmaceuticals valued at an estimated \$555 million at wholesale prices.

And while such programs for the disadvantaged have long been central to Bristol-Myers Squibb's efforts to lift barriers to treatment — with the company's own programs among the oldest in the pharmaceutical industry — a number of new initiatives were launched in 2005 to go further.

In April, the company joined with its industry counterparts to make industry access programs more accessible and comprehensible. The new nationwide Partnership for Prescription Assistance offers a "one-stop shopping" approach for people to more easily navigate through the multitude of industry and government programs that can help them gain greater and more affordable access to medications. A new website, www.pparx.org, and toll-free number (1-888-477-2669) have been set up to help patients, caregivers and health care providers.

Other domestic patient assistance initiatives include free ConvaTec ostomy products and the Mead Johnson Helping Hand for Special Kids program, which provides infant nutrition to babies and children with special needs, regardless of financial status, and which has assisted more than 5,500 families over the years.

In January 2005, the company joined with nine other companies in Together Rx Access, a program that offers meaningful savings to millions of non-Medicare eligible, uninsured Americans not eligible for other discount or access programs. "The Together Rx Access Card is the latest innovation in our ongoing quest to broaden the access to medicines for patients in need," says Anthony Hooper, president, U.S. Pharmaceuticals, Bristol-Myers Squibb. "Our efforts with this program will make a broad range of products, representing the best of health care, available to uninsured patients who otherwise might not be able to afford them." Overall, across the 10 manufacturers participating in this program, eligible recipients qualify for discounts of 25 to 40 percent or more on over 275 brand name prescription medicines and products, as well as a wide range of generics.

This program builds on the Together Rx initiative, chartered by Bristol-Myers Squibb and six other pharmaceutical companies in 2002 to offer drug discounts to low-income Medicare-eligible beneficiaries in the United States. To date, more than 1.5 million low-income people have enrolled in the program, saving more than \$800 million. Cardholders will continue to gain assistance through the discount card until the end of 2005, when a comprehensive new drug benefit for seniors becomes available in the United States.

Outside the United States, the company works with governments and other interested organizations to improve access to medicines. Through a unique partnership of several pharmaceutical companies and United Nations agencies, it continues to expand a program that offers HIV medications at significant discounts. The company assists developing countries with discounts of up to 93 percent off the U.S. prices of HIV drugs *Videx* (didanosine) and *Zerit* (stavudine). To date, more than 36 developing countries have participated. And in sub-Saharan African countries, these products are being provided at no profit to the company. All of this reflects Bristol-Myers Squibb's ongoing commitment to broadening access to these therapies.

MEDICAL MISSION BOXES Provide Hand-Carried Relief

For some people, doing more, helping more, extending themselves, becomes a way of life — just so that others could live better. And for those people — people like Dr. Craig Sinkinson, of McCall, Idaho, and lately also of Santa Cruz La Laguna, Guatemala — Bristol-Myers Squibb has found a way to help. Working with Direct Relief International (DRI), the company has created a new program that provides boxes filled with medicines to individual physicians who can hand-carry them on mission trips, often to the poorest and remotest of villages.

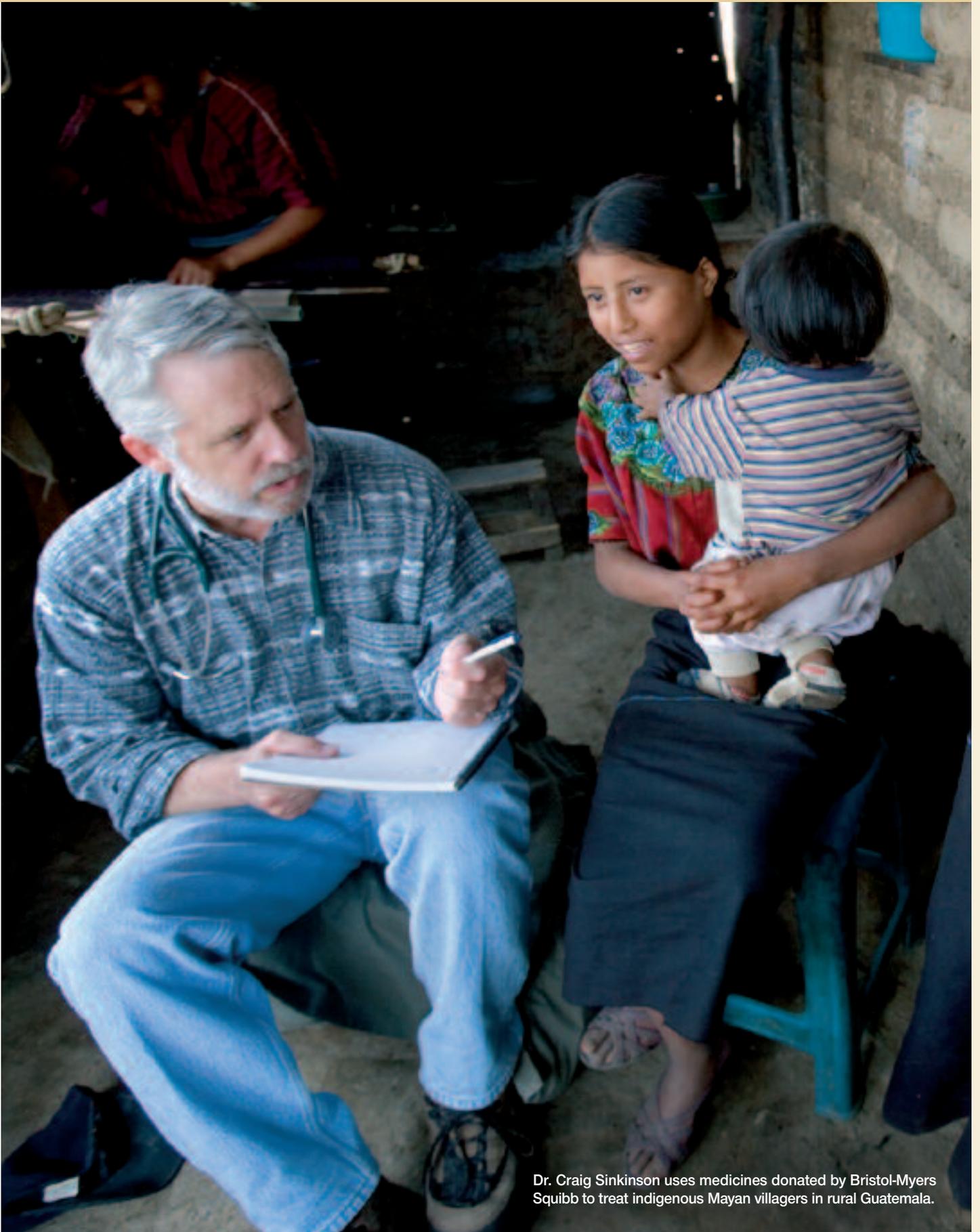
Part of a targeted company product donations program that in 2004 contributed nearly \$50 million (at wholesale value) in medicines and other products to people in need in the developing world for disaster and mission relief and to help support a variety of health care programs, the Medical Mission Box program began in June 2004. It was specifically *not* designed for disaster relief or other large-scale efforts, but for the individual health care worker who wants to make a difference. The boxes, which can be taken directly on airplanes by the physicians, often along with their personal luggage, are valued at around \$20,000 (at wholesale) in donated medicines and contain a variety of Bristol-Myers Squibb antibiotics, antifungals and pain relievers.

As for Sinkinson, he first decided back in the 1970s that he wanted to devote his skills in emergency and family medicine to help underserved Spanish-speaking people in the U.S. More recently, after attending a conference in Guatemala on medical issues in Latin America, he learned about the isolated rural town of Santa Cruz La Laguna that has virtually no access to health care and is home to a predominantly indigenous Mayan community of about 1,600. He was also told of a building in the town that seemed perfect for a clinic. He now spends about two-thirds of every year there, doing whatever he can to help.

“The medicines Bristol-Myers Squibb provided through the Medical Mission Boxes with drugs like *Cefzil*, *Tequin*, *Westcort* and *Excedrin* were great and extremely helpful,” he says. “I have provided care to more than 190 people and dealt with infectious diseases, dermatological disorders, inflammation and mild pain, using these medicines. It’s care that wouldn’t have been possible otherwise.”

Sinkinson continues, “I came to a point in my life when I wanted to do something more for others. I was in my 50s, financially stable and my kids were grown. I have my knowledge base, but I didn’t have the tools I needed to provide care. This Medical Mission Box program gave me a starting point. Now other organizations, including Direct Relief International, are also providing larger shipments of medicines, and our clinic is up and running.”

Adds Damon Taugher, the DRI program officer who has been working with the company on the program, processing the boxes and getting them to physicians: “This program grew out of the recognition that traveling volunteer physicians collectively provide extensive health services in developing countries. Medical missions typically need medicines, but in volumes that can be carried with the team. Previously, we had no structured program, and inefficiencies prevented us from supporting many of these important missions and likely caused physicians to spend substantial amounts of their valuable time trying to compile supplies. Now, the Medical Mission Box program allows us to support every eligible physician. We have provided 85 boxes, each one specifically prepared to support different physicians on their trips. The cost of administering the program is low, and physicians generally apply through an online form on our website. It’s been a fantastic partnership with Bristol-Myers Squibb. These boxes allow physicians like Dr. Sinkinson to care for people who need treatment, and it is an honor to be able to help.”



Dr. Craig Sinkinson uses medicines donated by Bristol-Myers Squibb to treat indigenous Mayan villagers in rural Guatemala.

TSUNAMI RELIEF

Bristol-Myers Squibb quickly went into action — with an extraordinary effort — after the tsunami that devastated parts of South Asia in late 2004. Within days, much needed antibiotics, like *Cefzil*, *Tequin* and antifungals, were shipped to treat 75,000 people. Some \$7 million in donated medicines, nutritionals and other products and \$1.2 million in direct assistance to the American, Canadian and International Red Cross and other organizations were provided. Donations came from every part of the company — including country businesses in Canada and the Asia Pacific region. Company employees themselves donated more than \$330,000 of their own funds, contributions matched dollar-for-dollar by the Bristol-Myers Squibb Foundation. In Indonesia, employees collected money and goods to give to colleagues who had suffered hardships. In Thailand and Malaysia, the company subsidiaries mobilized employee donation drives and provided significant relief. As part of a special airlift, U.S. Senator Jon Corzine of New Jersey transported Bristol-Myers Squibb Medical Mission Boxes to a local Sri Lanka relief agency.



HELPING STATE GOVERNMENTS ADDRESS CARDIOVASCULAR DISEASE

in Women

Nearly 60,000 more American women than men die of cardiovascular disease each year, and despite widespread perceptions to the contrary, cardiovascular disease — not cancer — is the number one killer of women in this country.

The Bristol-Myers Squibb Foundation has sought to open up additional avenues of awareness. Last year, it tried something new, and in March 2005, it repeated the effort.

For the first time, legislators representing 11 states and the administrators of 14 state offices of women's health convened for a National Summit on Cardiovascular Disease in Women. This program was supported by the Bristol-Myers Squibb Foundation in partnership with Women In Government, a nonprofit organization that educates state-level policy makers.

"Our organization is unique," says Susan Crosby, executive director of Women In Government and a former Indiana state legislator. "We put a face on cutting-edge policy issues. Among other things, Women In Government has championed the creation of dedicated state offices of women's health. There are only 14 formalized offices today. With this summit we brought together existing offices of women's health and their legislative champions to share model programs and exchange best practices. Many people still do not realize cardiovascular disease is the number one killer of women. In many states, interactions between executive and legislative branches are prohibited. This was an excellent opportunity to initiate a dialogue around a serious issue."

Crosby adds, "Initially, we also wanted to see how we could strengthen these offices of women's health. We talked to the Foundation and decided we could do that by helping them come together and share information around specific issues. The second summit was designed to continue this conversation and create momentum within the states."

Barbara Levy Tobey, director of Indiana's State Office of Women's Health, attended both summits and recognizes a real need to do more for women. She says, "Women make about 75 percent of the health care decisions in their families and for others, but very often they forget about their own health. They may outlive men, but often in not very good physical condition. Our office is focusing on the importance of taking women's health seriously."

"The summit reconfirmed to me how important heart disease prevention for women really is and while our other health programs are also important, heart disease should be at the cornerstone of many of our efforts. I'll be looking for better and more creative ways to get the message out about women's heart health."



PIONEERING PARTNERSHIPS

for Children and Families in Latin America

One of today's great tragedies is that millions of children in developing countries die each year, before reaching their fifth birthdays, many during the first year of their lives. And they perish from illnesses that could easily be prevented or treated. For instance, of the 450,000 children who die each year in Latin American and Caribbean countries, almost 330,000 children under five succumb to acute respiratory infections, diarrhea, malaria, measles or malnutrition. The Integrated Management of Childhood Illness (IMCI), a global initiative spearheaded by the World Health Organization and the United Nations Children's Fund, aims to reduce morbidity and mortality of these most common and preventable childhood illnesses.

New alliances are forming to help. In late 2004, the Bristol-Myers Squibb Foundation announced a pioneering partnership (which included a \$400,000 grant) with the Catholic Medical Mission Board (CMMB), a leading U.S.-based charity focusing exclusively on international health care, and the Pan American Health Organization (PAHO), which has been working for more than a century in the Americas to improve the health and raise the living standards of people there.

Says Christopher Drasbek, PAHO regional IMCI advisor, "Our organization has received grants from other pharmaceutical companies, but this is the first time that PAHO has signed an official agreement with CMMB and then combined that with a pharmaceutical company with the intent of not just getting money, but instead making them an active partner in the alliance. This is about networking and strengthening technical cooperation and expertise. It's a very powerful coalition."

Rabia Mathai, Ph.D., senior vice president for global program policy, planning and strategic partnerships at CMMB, which received the Foundation funding, explains: "In this program, we're addressing the child and maternal health issues of vulnerable children and mothers during pregnancy and lactation periods, seeking to improve the clinical skills of clinicians and primary health care workers, to improve the health systems to ensure that drugs are available to treat the most common childhood illnesses, and, most importantly, to address community needs and

the needs of parents and their surrogates. The Bristol-Myers Squibb Foundation has already demonstrated, through programs like *SECURE THE FUTURE* in Africa, how it is able to bring partnerships together to form an all-inclusive team for capacity building." The partnership will also provide essential drugs, including antiretrovirals, as well as efforts to prevent mother-to-child transmission of HIV/AIDS.

Through this partnership, a prime focus will be on using the CMMB's faith-based network of universities, clinics and hospitals to augment the work of country health ministries in Nicaragua, Honduras, El Salvador, the Dominican Republic and Haiti. "The ministries of health in these countries," says Drasbek, "do not have the necessary resources to provide 100 percent of the local health care needs. But by using the faith-based health care network in these countries we can increase access and coverage and, hopefully, save some children's lives. In addition, we are implementing health promotion activities to increase knowledge with the aim of changing behavior at the local level and reducing infant mortality."

The population being covered is now over six million people at nearly 300 community sites and more than 400 health facilities. To date, about 1,500 people have been trained in child health interventions.

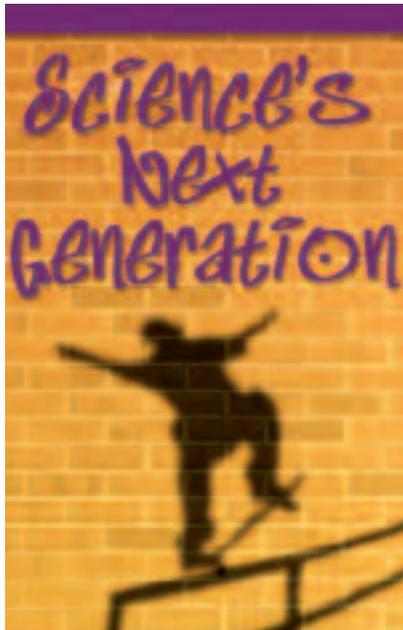
Mathai adds, "By involving the Bristol-Myers Squibb Foundation, it sends a great message to other pharmaceutical foundations. The Foundation is once again a trailblazer, addressing the United Nations Millennium Development Goals to alleviate poverty."

Such partnerships will be even more important in the future, Drasbek notes: "We need to go into public/private sector partnerships even more. It's a powerful and robust partnership that we've created. And now we can see what type of boost we can get out of this arrangement and the lessons we can learn to translate into action."



Common and preventable childhood illnesses kill many thousands of children under five each year throughout Latin America and the Caribbean. Working with its partners, the Foundation is seeking to help change that terrible reality.

sustainability news in brief



IN OCTOBER 2004, 24 DISTINGUISHED SCIENTISTS

met with a group of New York City's brightest high school science students — Science's Next Generation — to help encourage them to explore careers in medical research. Students from several leading science programs interacted with these researchers — all current grant recipients or Distinguished Achievement Award winners of the company's *Freedom to Discover* Unrestricted Biomedical Research Grants and Awards Program.

SUSTAINABILITY 2010 GOALS MARK THE HALF-WAY POINT IN 2005, with renewed emphasis on achieving the company's commitments to continuous improvement, leadership expectations and environmental stewardship. The goals, developed with input from internal and external stakeholders, are designed to support the company's business objectives and create environmental, social and financial benefits. Bristol-Myers Squibb tracks its worldwide performance against these goals and publicly reports its progress on the Internet (www.bms.com/sustainability).

TOP COMPANY FOR EXECUTIVE WOMEN.

For the fourth year in a row, Bristol-Myers Squibb was selected by the National Association of Female Executives (NAFE) as one of the "Top 30 Companies for Executive Women." Companies on the top 30 list must have at least two women on their Board of Directors, a steadily increasing number of women in senior management, and programs and policies that support women's advancement.

NGO INSTITUTE. In Africa, responding to inadequacies in health systems, an increasing number of community-based organizations, nongovernmental organizations (NGOs) and faith-based organizations have established themselves to provide much needed community-based care and support for HIV/AIDS. The Bristol-Myers Squibb Foundation NGO Institute was created as a pilot project in 2002 by *SECURE THE FUTURE* and became fully functional during 2004. Using the existing training network in Africa, it was developed to build capacity by sharing best practices among these groups in southern Africa. It focuses on areas such as governance; leadership; conflict resolution; public relations and networking; attracting, hiring and retaining skilled personnel; and other critical managerial skills. Nascent organizations gain the benefit of knowledge from existing institutions. A Yale University evaluation team in late 2004 called the NGO Institute the best and most successful African model of capacity building for HIV/AIDS organizations. Thus far, more than 1,700 participants have been trained, including 265 NGO governing board members who have been trained in board governance to achieve more accountability and transparency. More than 130 organizations have benefited from this capacity building project as well. It has also increased the capacity of skilled HIV/AIDS community workers to enhance competencies in project planning/management, budgeting and financial reporting, and community and resources mobilization.

“To be innovative, you need courage. After all, there's a risky part of anything you do that's innovative or new.

And you won't be able to come up with something that's sustainable until you've taken that risk.

Only then can you dream of it being something that will last.”

—CINDY JOHNSON, MANAGER,
BRISTOL-MYERS SQUIBB FOUNDATION

AN HIV/AIDS PREVENTION PROGRAM targeting young people and women in rural Senegal was developed as a result of support by a *SECURE THE FUTURE* grant of nearly \$500,000. Even though the HIV/AIDS prevalence rate in Senegal is relatively low, risky sexual behavior is spreading throughout the country, and much less is known about the situation in rural areas. Four high risk groups have now been identified — transportation professionals, divorced women, young female workers and young people working in the tourist industry. A targeted community-based education and awareness program has now been developed to address the behaviors and these audiences.

“Bristol-Myers Squibb expects the leaders within our company to energize others and lead strategically. By contributing to a better environment in the communities in which we operate and creating a vision of sustainability for all employees, EHS staff throughout Bristol-Myers Squibb clearly exhibit these behaviors while supporting the mission of our company.”

— STEVE BEAR, SENIOR VICE PRESIDENT,
HUMAN RESOURCES, BRISTOL-MYERS SQUIBB COMPANY

PEDIATRIC AIDS SUPPORT IN VIETNAM. Although national HIV/AIDS prevalence rates remain below 1 percent in Vietnam, there are already some 2,500 HIV-infected children there. Many of these children have been abandoned and are currently in orphanages. Because the AIDS pandemic is relatively confined in

Vietnam, the country’s health care workers unfortunately have minimal experience with the disease and how to treat it. The Bristol-Myers Squibb Foundation is supporting an effort to train Vietnamese health care professionals in pediatric HIV/AIDS treatment using the HIV Curriculum for Health Professionals originally designed by the Baylor College of Medicine for *SECURE THE FUTURE*.



BRISTOL-MYERS SQUIBB FEATURED IN CFO MAGAZINE ARTICLE, “HOW GREEN IS MY COMPANY.” In the November 2004 issue of *CFO Magazine*, Andrew Bonfield, Bristol-Myers Squibb senior vice president and chief financial officer, discussed the value of improving sustainability performance: “Many of the benefits of our sustainability efforts can be calculated, such as cost savings related to energy and waste reduction.” Bonfield went on to cite the benefits of protecting the health and welfare of employees and preserving the environment. “While there are other benefits that are more difficult to calculate, they are vitally important because they are core to our value as a company whose mission is to extend and enhance human life.”

BRISTOL-MYERS SQUIBB RANKS 22 ON A LIST OF THE WORLD'S TOP 50

corporate environmental and sustainability reporters, according to a joint report by SustainAbility, the United Nations Environment Programme (UNEP) and Standard & Poor's. Published in November 2004, the report, *Risk and Opportunity: Best Practices in Non-Financial Reporting*, ranks Bristol-Myers Squibb among the top two pharmaceutical companies and top three U.S.-based companies. Bristol-Myers Squibb is one of only three U.S.-based companies to make the top 50 list in all three benchmark surveys of corporate nonfinancial reporting by SustainAbility and UNEP.

BRISTOL-MYERS SQUIBB'S FLEXIBLE WORK ARRANGEMENTS

, including flextime, compressed work weeks, telecommuting and job-shares, are offered throughout the company. Women account for nearly 75 percent of flexible-work users, according to a recent internal survey, and over half of them have a child under the age of 15.



“In recognition of 2005 as the centennial year for Mead Johnson Nutritionals and our 90th year in Evansville, Indiana, we wanted to thank the local community for its support in a way that fits the mission and vision of our business. We hope our donation to fund a one-mile stretch of the Greenway Passage will leave a lasting legacy for local children and families for many generations to come. This recreational greenspace and trail, which eventually will encircle the city, promotes a healthy lifestyle by encouraging walking, jogging, and biking and preserving open spaces.”

—STEVE GOLSBY, PRESIDENT, MEAD JOHNSON NUTRITIONALS

IN EARLY 2004, THE COMPANY ANNOUNCED A \$150,000 AWARD

toward the construction of clinical laboratory facilities that will help enhance the learning environment at the New Brunswick/Piscataway, New Jersey, campus of the College of Nursing of Rutgers.

EUROPEAN SOCIETY OF CARDIOLOGY: “WOMEN AT HEART” INITIATIVE.

The Bristol-Myers Squibb Foundation and the European Society of Cardiology (ESC) have formed a partnership to raise awareness among physicians and patients of cardiovascular disease in women in Europe. A \$330,000 grant will support three core elements: a scientific policy conference of leading European cardiologists to produce the ESC's first scientific statement about women and heart disease; a “Women at Heart” campaign to raise awareness to be featured at the ESC 2005 annual meeting; and a Euro Heart Survey to collect and interpret gender-specific data on clinical practice.

MIGAS: PATIENT “NAVIGATORS” FOR HIV-POSITIVE AFRICAN IMMIGRANTS IN FRANCE.

MIGAS—a nonprofit organization made up of health care professionals, social workers and people from the African community — is committed to enhancing the ability of African immigrants in France to access HIV/AIDS care. With the support of a \$112,000 training grant from the Bristol-Myers Squibb Foundation, MIGAS will prepare peer educators to reach out to the African community and to partner with health care providers and social workers at Bichat-Claude Bernard Hospital in Paris to better address the needs of this severely underserved and vulnerable population. This patient group, as a result of cultural differences, often doesn't feel confident in accessing the health care system. It is hoped that this model could be replicated for other ethnic groups.

THE COMPANY PROVIDED A \$200,000 GRANT for a segment of the Lawrence Hopewell trail, a proposed 20-mile walking/biking trail connecting locations in Hopewell and Lawrence Townships in New Jersey. Bristol-Myers Squibb was a founding member of the community task force formed to create the trail.

WOMENHEART: THE WOMEN HEART CENTERS PROJECT.

The nation's approximately 30 women's heart centers are autonomous and independent facilities with no central mechanisms to communicate with one another, exchange best practices or develop core competencies. Many of their staffs have, in fact, never met staff from other centers. As a result, they are not able to benefit from their collective knowledge and experience, nor conduct activities to increase awareness of their centers and press for policies to improve reimbursement for their varied services. The Foundation has provided a start-up grant of \$60,000 to WomenHeart to support the founding of a national association of women's heart centers that would define core competencies, identify best practices, sponsor a website and advocate for policy issues affecting service delivery.



MORETON AND CHESTER, U.K., SITES MAKING A DIFFERENCE. The sites were jointly named winners of the Wirral Investment Network Making a Difference Award 2005. This coveted regional award was developed by a group of local businesses operating in northwest England to recognize companies that support local communities in the areas of education, health, charities, volunteer groups and community engagement. Bristol-Myers Squibb was selected because of its outstanding civic involvement through encouragement of employee volunteerism and a clear strategy between philanthropic donations and the development of ongoing community relationships.

ONE OF THE GLOBAL 100 MOST SUSTAINABLE CORPORATIONS. Bristol-Myers Squibb is the only U.S.-based pharmaceutical company to make the list and one of only three pharmaceutical companies selected worldwide. A project initiated by Corporate Knights Inc. and Innovest Strategic Value Advisors Inc., the Global 100 is made up of a select group of companies whose sustainability performance falls within the top 5 percent of their sector, chosen from a universe of 2,000 of the world's largest corporations.

“Bristol-Myers Squibb was selected as a member of the Global 100 based on the company's ability to manage overall environmental risks and expand medical care — especially into markets that are underserved. The company is a leader in innovation with initiatives such as the 2010 Sustainability Goals and *SECURE THE FUTURE*. Bristol-Myers Squibb has demonstrated that it is addressing social and environmental responsibilities in a more substantial way than many others in the pharmaceutical sector.”

—MARC BRAMMER, DIRECTOR OF RESEARCH, NEW YORK, INNOVEST STRATEGIC VALUE ADVISORS



U.S. EPA NATIONAL PERFORMANCE TRACK PROGRAM FOR EXCELLENCE IN ENVIRONMENTAL STEWARDSHIP

has accepted the Bristol-Myers Squibb site in Wallingford, Connecticut. It joins the company's Lawrenceville, New Jersey, facility, which was accepted as a charter member of the program in 2001. Through the Performance Track program, Bristol-Myers Squibb is voluntarily reducing energy use, greenhouse gas emissions, solid waste generation and water use.

INCREASINGLY, BECAUSE OF THE RISKS ASSOCIATED WITH BLOOD TRANSFUSIONS

in developing countries in transmitting diseases like HIV/AIDS and hepatitis B, many patients provide their own blood for possible use when they enter hospitals for surgery. A grant from *SECURE THE FUTURE* has opened the door for expanding the use of blood-saving techniques to reduce disease transmission rates and make blood more available, initially by exploring the feasibility in three government hospitals in the capital of Mali. The feasibility of implementing such techniques in these surgical units in resource-limited settings focuses on studying quality control, patient recruitment, medical personnel training and administering the techniques themselves.

SEVERAL PREMIER SOCIALLY RESPONSIBLE INVESTMENT FUNDS CURRENTLY FEATURE BRISTOL-MYERS SQUIBB IN THEIR PORTFOLIOS.

These funds include UBS (Lux) Equity Fund – Eco Performance B and the Calvert Social Index of companies. Storebrand Investments has ranked Bristol-Myers Squibb as “best in class” based on the company's environmental and social performance. The company is also ranked first in environmental performance and second overall in sustainability in a rating by INrate, a Swiss investment research firm.

TRANSATLANTIC PARTNERS AGAINST AIDS (TPAA): TRAINING WORKPLACE-BASED HEALTH CARE PROFESSIONALS IN HIV/AIDS CARE.

Russia and Ukraine have emerged as new epicenters in the global HIV/AIDS pandemic, registering two of the world's fastest growing rates of new infection. If current trends persist, epidemiologists warn that up to eight million Russians and five million Ukrainians could be infected within a decade. In both countries, the epidemic is growing fastest among 15-30-year-olds in the general population. The Foundation and the company have provided \$175,000 in funding to support the implementation of HIV/AIDS-related workplace education and nondiscrimination programs to mobilize companies to join in the fight against HIV/AIDS in these countries. The project adds a training program for workplace-based medical staff using the Baylor Curriculum for Healthcare Professionals Training, developed under a *SECURE THE FUTURE* grant, to TPAA's HIV@Work employee education programs.

“Early on in West Africa, we started to work with high risk populations to help them fight HIV/AIDS. At the beginning the government was really not involved with us on those projects, because some of these groups represented societal taboos. Now we're working with the government on them. Sometimes we go where the government is not going. We have to believe that the government will eventually get there – they're just not ready yet.”

–MARIAM KASSAMBARA-SOW, M.D., DIRECTOR, *SECURE THE FUTURE*, WEST AFRICA, BRISTOL-MYERS SQUIBB FOUNDATION

“Bristol-Myers Squibb’s Process Greenness Scorecard is a successful collaboration of our own scientists, engineers and EHS professionals to identify and reduce the EHS impacts of pharmaceutical products. The scorecard drives environmental as well as economic innovations in pharmaceutical processes and helps our scientists do their best for our company and the environment.”

– CHRISTOPHER CIMARUSTI, PH.D., SENIOR VICE PRESIDENT,
PHARMACEUTICAL DEVELOPMENT CENTER OF EXCELLENCE,
BRISTOL-MYERS SQUIBB COMPANY

RESEARCH PIONEERS IN SIX FIELDS RECEIVED 2004 FREEDOM TO DISCOVER DISTINGUISHED ACHIEVEMENT AWARDS.

The \$50,000 awards honored groundbreaking research and are part of a larger program that includes \$500,000, five-year grants to encourage researchers to strike out in new directions with no-strings-attached funding, the largest industry program of its kind. The winners, announced in October 2004, were: C. Ronald Kahn, M.D., of the Joslin Diabetes Center and Harvard Medical School, for his work on insulin action and signaling; Shaun R. Coughlin, M.D., Ph.D., of the University of California, San Francisco, for his work in vascular biology; Hiroshi Nikaido, M.D., of the University of California, Berkeley, for research on antibiotic resistance; Thomas C. Südhof, M.D., of the University of Texas Southwestern Medical Center at Dallas, for investigations of how neurons communicate across synapses; Jan-Åke Gustafsson, M.D., Ph.D., of the Karolinska Institutet, Stockholm, for discoveries in molecular nutrition; and John Mendelsohn, M.D., of the University of Texas M.D. Anderson Cancer

Center, for his discoveries in cancer cell proliferation and the epidermal growth factor receptor.

For details on 2004 and 2005 *Freedom to Discover* unrestricted biomedical research grant recipients and award winners, visit www.bms.com/freedomtodiscover.

PRESIDENTIAL GREEN CHEMISTRY AWARD PRESENTED TO BRISTOL-MYERS SQUIBB.

In June 2004, the U.S. EPA awarded Bristol-Myers Squibb a Presidential Green Chemistry Challenge Award in recognition of the company’s development and use of a more environmentally friendly way to manufacture the anticancer drug

TAXOL® (paclitaxel). The innovative plant cell culture technology the company is using has improved the sustainability of the paclitaxel supply. It also reduces negative environmental impacts by producing less waste, using less energy and relying on fewer solvents than the previously used method.

BY THE END OF 2004, THE HALLMARK OF THE LEGACY PROGRAM OF THE SECURE THE FUTURE INITIATIVE —

model community-based treatment and support projects in resource-limited settings in five countries in southern Africa — were all operational. A sixth center is being developed in Mali and is expected to open in the spring of 2005. The programs are developing comprehensive models of treatment, prevention, counseling, income generation and nutrition to support patients and their families in the community setting. By the end of 2004, more than 4,000 patients had already been recruited, three times greater than initial estimates. These centers are establishing a blueprint for models of sustainable care in resource-constrained communities.



**CRISIS INTERVENTION
HOTLINE FOR YOUNG PEOPLE
ESTABLISHED IN GREECE.**

The University Child Psychiatry Department at the Aghia Sophia Children's Hospital, Athens, Greece, will implement and operate a mental health hotline and crisis assessment and support center, dedicated to the dramatically increasing incidence of diagnosed reactive psychological disorders. Among other things, the hotline and support center will identify mental health problems early and ensure easy access to appropriate mental health services for children, adolescents and their parents. The program is supported by a two-year, \$500,000 grant and will serve as a model for other European Union countries in mental health services for children.

**THE COMPANY'S SYRACUSE
FACILITY**

supported the CommuniTrees program of the Cornell Cooperative Extension. The funding will be directed to the planting of trees around the company's plant in East Syracuse. Employees will also be trained to become tree stewards, learning about tree biology, identification, planting, care and common problem management.



**MIRAMED: SCHOOL-BASED
HIV/AIDS EDUCATION PILOT
FOR RUSSIA.**

Despite the rising rates of HIV infection among young people in Russia, education and prevention programs are not taught in the public schools. Miramed, an area NGO focused on women's rights and health, has undertaken an initiative to pilot the curricula it has developed for life skills, sex education and HIV/AIDS education for use in orphanages in two school districts in Russia. For this project, the Foundation is providing a three-year grant of \$265,000. Eventually, this approach could be replicated elsewhere.

**ENVIRONMENTAL STEW-
ARDSHIP AT CHILDREN'S
CENTERS OF EXCELLENCE.**

Environmental considerations were incorporated into the planning of the Children's Centers of Excellence under construction in Lesotho and Swaziland. The centers, funded by the Bristol-Myers Squibb Foundation, incorporate features to conserve energy, water and other resources – such as preserving nearby trees for shading and using locally manufactured materials in the buildings.

“Maybe you have to go back to your roots. So maybe innovation is remembering that you cared for your people at home. So you bring home care back. But then, just as you think you've mastered home-based care, you've got to suddenly deal with orphans. To be successful and innovative, we've got to also get a jump on HIV/AIDS by seeing the problems of the next 5-10 years.”

-PHANGISILE MTSHALI, DIRECTOR, *SECURE THE FUTURE*, SOUTHERN AFRICA, BRISTOL-MYERS SQUIBB FOUNDATION

CAREGIVERS OF SCHIZOPHRENIC PATIENTS IN GERMANY LEARN COPING STRATEGIES.

The BApK (Bundesverband der Angehörigen psychisch Kranker) offers weekend workshops for family members of schizophrenia patients to share experiences and receive training in mechanisms and strategies for coping with stress related to home care. Curriculum development and delivery by experts in the field are supported through a \$235,000 grant over three years. After an evaluation by the University of Dresden, the program will serve as a model for replication and may gain government funding.

GREENING THE SUPPLY CHAIN.

Bristol-Myers Squibb, in conjunction with other major pharmaceutical companies, is partnering with the Green Suppliers Network (GSN), a collaborative venture between industry and the U.S. Environmental Protection Agency. GSN works with suppliers to achieve environmental and economic benefits, improve their performance and minimize waste generation. During 2004, Bristol-Myers Squibb participated in a successful pilot program with pharmaceutical suppliers in Puerto Rico.

THE COMPANY WAS THE FIRST CORPORATE SPONSOR

eight years ago to commit its support to helping build the MidState Medical Center in Meriden, Connecticut, which serves central Connecticut communities. Most recently the company has committed \$250,000 to create an addition to the center, including a new digestive health center and a wound and hyperbaric care facility to serve the local communities.

“Our commitment to innovation is not just coming up with the next new thing. Our role is also in moving aside the barriers that keep innovation from taking hold – by educating policy makers or building connective tissue between separately delivered health services that impact the same disease.”

-PATRICIA DUQUETTE, PH.D.,
DIRECTOR, BRISTOL-MYERS SQUIBB FOUNDATION

TRIBAL COLLEGES PREPARE NATIVE AMERICAN NURSES TO LEAD METABOLIC HEALTH PROGRAM ON RESERVATIONS.

The American Indian College Fund takes a lead among Native Americans in fighting the harmful consequences of being overweight, a condition often established early in life. The goal of this two-year demonstration project, supported by a \$225,000 grant, is to implement a program that leads to effective prevention of obesity, diabetes and cardio-

vascular disease in Native American children and youth, and to replicate the program for large-scale impact in the Native American community. The program, which builds on taking ownership of the responsibility to change within the tribal community, will develop a curriculum for training nursing students to serve as trainers for assistant nurses, who will in turn be recruited to act as youth metabolic health leaders at tribal community centers.





WORKING MOTHER MAGAZINE NAMED BRISTOL-MYERS SQUIBB TO ITS 2004 LIST OF 100 BEST COMPANIES FOR WORKING MOTHERS.

Bristol-Myers Squibb was noted by the magazine for assisting its employees at every stage of life. New mothers at the company are eligible for 24 weeks of job-guaranteed leave, with eight weeks fully paid. For workers with small children, the company opened its fourth on-site child-care center last year in Hopewell, New Jersey, and now looks after some 1,700 children annually. Backup, in-home and sick-child care are also available. College-bound children of Bristol-Myers Squibb employees received scholarships worth \$400,000 last year. Employees with aging parents can take advantage of elder-care resources, including free consultations with geriatric specialists. Last year, Bristol-Myers Squibb sponsored five elder-care seminars at offices nationwide and held its first elder-care fair in New Jersey, attended by more than 500 employees.

LIFE SKILLS AND HIV/AIDS EDUCATION FOR CHILDREN IN BANGKOK SLUMS.

The Foundation provided a \$100,000 grant to the Thai Red Cross to bring life skills and HIV/AIDS education to children and youth living in inner Bangkok slums. The project mapped slum communities, formed partnerships with local leaders, assessed needs and awareness and provided education programs in order to reduce this highly vulnerable population's risk of HIV and other sexually transmitted diseases.

REDUCING GREENHOUSE GAS EMISSIONS.

As a member of Climate RESOLVE, Bristol-Myers Squibb is part of an initiative by some

of America's largest companies to voluntarily control greenhouse gas emissions, which are linked to global warming. Bristol-Myers Squibb has established its own Sustainability 2010 Goal, which calls for a 10 percent reduction, normalized by sales, of the company's direct and indirect greenhouse gas emissions, from 2001 to 2010.

WHITE PAPER ON PREVENTION AND MANAGEMENT OF HEPATITIS B INFECTIONS IN CHINA.

Based on a successful childhood vaccination program, the China Foundation for Hepatitis Prevention and Control will engage key opinion leaders to develop a comprehensive strategy to combat the escalating health challenge of hepatitis B (HBV) infections. This Foundation-supported "white paper" will outline the current and emerging health challenge of HBV infections; the projection of consequences for individual patients, communities at large and the nation as a whole; as well as the necessity for aggressive interventions to prevent an escalating health crisis. It is supported by a \$50,000 grant and is a follow-up to a Bristol-Myers Squibb Foundation grant to develop a rural vaccination program in China.

“Something can be innovative because it's a new idea or because of the way you're approaching the idea. It can be innovative in the partnerships you develop, in what your end points are going to be or even in how you're going to measure outcomes.”

—ANDERS HEDBERG, PH.D., DIRECTOR,
BRISTOL-MYERS SQUIBB FOUNDATION

“Bristol-Myers Squibb’s willingness to tap into scientific innovation throughout the research community — in joint efforts with universities, government and industry — sustains us as a company. This spirit of being part of a larger community and being connected to others helps support our ultimate goal of serving patients and customers.”

– TAMAR HOWSON, SENIOR VICE PRESIDENT, CORPORATE AND BUSINESS DEVELOPMENT,
BRISTOL-MYERS SQUIBB COMPANY

PARTNERSHIP WITH CDC FOUNDATION TRAINS PEDIATRICIANS AND NEW PARENTS IN EARLY CHILDHOOD METABOLIC HEALTH.

The Healthy Lifestyles for Children Program aims to establish a healthy caloric balance in early childhood (ages 2-7), an early-intervention approach that takes advantage of the theory that metabolic rate setting may occur early in life, and if suppressed, may predispose an individual for adult obesity and its serious health consequences. The CDC will study, in collaboration with the American Academy of Pediatrics, the Wake Forest University School of Medicine and the American Dietetic Association, the efficacy of parent health education through a process called “motivational interviewing,” conducted during scheduled visits to the pediatrician’s office. A three-year grant of \$350,000 supports the training of participating pediatricians and dieticians in motivational interviewing.

FOCUS ON GENDER-SPECIFIC MEDICINE AT COLUMBIA UNIVERSITY.

A \$100,000 planning grant will focus on gender-specific medicine, an emerging field that looks at how normal human physiology and the experience of disease vary as a function of biological sex and/or gender. The goal is the development of a business plan to build a clinical practice at the New York – Presbyterian Hospital in New York City, which will apply

the new science of gender-specific medicine to the treatment of cardiovascular disease in patients and to affect patient morbidity and mortality.

BRISTOL-MYERS SQUIBB RECEIVED THE BEACON OF SAFETY AWARD

in April 2004 from the New Jersey State Safety Council. The award is for outstanding and continuous achievement in occupational safety over the last five-year period. The council recognized Bristol-Myers Squibb as a company that consistently achieves excellent safety results and exemplifies the highest level of commitment to employee safety and health.

MEAD JOHNSON DONATED \$250,000

to help fund the Family Birth Center at the new Community Hospital in Zeeland, Michigan. Patient rooms in the new center will be equipped to enable new mothers to go through labor, delivery, recovery and the postpartum stay all in one room — eliminating frequent room-to-room transfers. The new Family Birth Center is expected to be a showplace of the new hospital and will serve as a model for other community hospitals.

“Because the Foundation’s resources are limited, the biggest impact we can make is by doing something comparatively new. That’s crucial for us. And the Foundation does this best by funding grants that cut through political and economic obstacles and thus lead to societal innovation. The community-based treatment and support programs in *SECURE THE FUTURE* are perfect examples of that.”

–SEBASTIAN WANLESS, M.D., SENIOR MEDICAL DIRECTOR,
SECURE THE FUTURE, BRISTOL-MYERS SQUIBB FOUNDATION

Bristol-Myers Squibb Foundation

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The Bristol-Myers Squibb Foundation considers requests for support only from tax-exempt organizations that satisfy the requirements of section 501(c)(3) of the U.S. Internal Revenue Code.

THE FOUNDATION DOES NOT AWARD FUNDS TO:

- Individuals
- Political, fraternal, social or veterans' organizations
- Religious or sectarian organizations unless engaged in a significant project benefiting the entire community
- Organizations receiving support through United Way or other federated campaigns
- Endowments
- Courtesy advertising
- Conferences/special events/videos

TO APPLY FOR SUPPORT:

Nonprofit organizations may submit a written request containing the following information:

- Brief statement of the organization's history, goals and accomplishments to date
- Statement of purpose for which the grants are requested and rationale for support
- Project budget and list of current funding sources
- List of board members

The request should be no more than five pages. We will contact for additional information only those organizations in which we are interested.

REQUESTS SHOULD BE ADDRESSED TO:

Bristol-Myers Squibb Foundation, Inc.
345 Park Avenue
New York, NY 10154-0037
Attn: Foundation Coordinator

Nonprofit organizations in communities where Bristol-Myers Squibb maintains a facility should submit their requests for company contributions directly to that location.

CONNECTICUT (Wallingford)
Bristol-Myers Squibb Company
P.O. Box 5100
Wallingford, CT 06492-5100
Attn: David Fritzsche

INDIANA (Evansville)
Mead Johnson Nutritionals
2400 West Lloyd Expressway
Evansville, IN 47721
Attn: Peter Paradossi

NEW JERSEY (Hopewell, New Brunswick, Plainsboro and Princeton)
Bristol-Myers Squibb Company
P.O. Box 4000
Princeton, NJ 08543-4000
Attn: Pamela Harris-Rogers

BRISTOL-MYERS PRODUCTS (Hillside)
1350 Liberty Avenue
Hillside, NJ 07205
Attn: Human Resources

CONVATEC (Skillman)
200 Headquarters Park Drive
Skillman, NJ 08558
Attn: Human Resources

NEW YORK (Syracuse)
Bristol-Myers Squibb Company
P.O. Box 4755
Syracuse, NY 13221-4755
Attn: Pam Brunet

MASSACHUSETTS (N. Billerica)
Bristol-Myers Squibb Medical Imaging
331 Treble Cove Road
N. Billerica, MA 01862
Attn: Public Affairs/Charitable Contributions

“A SUSTAINABILITY culture seems to be a natural and integrated element of daily life at Bristol-Myers Squibb. As I know from experience how difficult it is and how much time and effort it takes on all levels to spread such a conviction, I am deeply IMPRESSED.”

-DR. BERND WAGNER, PROFESSOR, UNIVERSITY OF AUGSBURG, GERMANY

Additional information on the company's corporate responsibility efforts – including our sustainability and EHS performance results, Bristol-Myers Squibb Foundation programs, and our position on certain issues – is available at WWW.BMS.COM/CORPORATERESPONSIBILITY.

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