

**BRISTOL-MYERS SQUIBB**

# SUSTAINABILITY 2010 HIGHLIGHTS

At Bristol-Myers Squibb, sustainability means conducting our business to help patients prevail over serious diseases in a manner that contributes to economic growth, social responsibility and a healthy environment now and in the future.



**Bristol-Myers Squibb**

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## OUR MISSION

To discover, develop and deliver innovative medicines that help patients prevail over serious diseases.

## OUR COMMITMENT

To our patients and customers, employees, global communities, shareholders, environment and other stakeholders, we promise to act on our belief that the priceless ingredient of every product is the integrity of its maker. We operate with effective governance and high standards of ethical behavior. We seek transparency and dialogue with our stakeholders to improve our understanding of their needs. We take our commitment to economic, social and environmental sustainability seriously, and extend this expectation to our partners and suppliers.

### To our patients and customers

We commit to scientific excellence and investment in biopharmaceutical research and development to provide innovative, high-quality medicines that address the unmet medical needs of patients with serious diseases. We apply scientific rigor to produce clinical and economic benefit through medicines that improve patients' lives. We strive to make information about our commercialized medicines widely and readily available.

### To our employees

We embrace a diverse workforce and inclusive culture. The health, safety, professional development, work-life balance and equitable, respectful treatment of our employees are among our highest priorities.

### To our global communities

We promote conscientious citizenship that improves health and promotes sustainability in our communities.

### To our shareholders

We strive to produce sustained strong performance and shareholder value.

### To our environment

We encourage the preservation of natural resources and strive to minimize the environmental impact of our operations and products.



# MESSAGE FROM THE Chief Executive Officer

At Bristol-Myers Squibb, we are firmly focused on our Mission to discover, develop and deliver innovative medicines that help patients prevail over serious diseases. In addition, we are steadfast in our Commitment to economic, social and environmental sustainability.

Integrity is the foundation from which we operate. As a BioPharma leader, we take our responsibilities seriously, and always strive to do the right thing for the benefit of the patients we serve around the world, our company, our employees and our communities.

We know that all too often, patients worldwide face health disparities and barriers to health care. Certain populations – particularly the urban and rural poor, women, racial and ethnic minorities, and marginalized people – experience worse health outcomes compared with others. Through the Bristol-Myers Squibb Foundation, we seek to bridge gaps in health care in fighting HIV/AIDS in Africa, hepatitis in Asia, serious mental illness and type 2 diabetes in the U.S., and cancer in central and eastern Europe.

The model for these programs is Bristol-Myers Squibb's groundbreaking SECURE THE FUTURE. This \$150 million program has funded more than 240 projects and now supports programs in 20 African countries, integrating clinic-based medical care with community-based health education and supportive care.

Through the Bristol-Myers Squibb Patient Assistance Foundation, we provide free medications to qualifying patients with financial hardship who generally have no private prescription drug insurance and are not enrolled in a prescription drug coverage plan through Medicaid or any other federal, state or local health program. The Patient Assistance Program provides free medications to qualifying

patients in all 50 states, the District of Columbia, Puerto Rico and the U.S. Virgin Islands. In addition, the Bristol-Myers Squibb Foundation has provided funding support to international relief partners, to help enable timely responses with humanitarian aid to sudden natural disasters. It has also used its resources and relationships with international relief agencies to expand health care resources in developing countries.

## INTEGRITY IS THE FOUNDATION FROM WHICH WE OPERATE.

Bristol-Myers Squibb strives to be a good neighbor, supporting the communities where we live and do business. We are particularly interested in helping to address unmet medical needs in the community through non-profit partners, improving science education and re-engaging students in local schools, and helping people in need through philanthropy and volunteerism.

Preservation of natural resources represents one of our key commitments. Our Sustainability 2010 Goals, initiated in 2000, have resulted in significant progress in reducing Bristol-Myers Squibb's environmental impacts worldwide. Since then, the company has met and surpassed the majority of its goals, including a 40 percent reduction in energy use, normalized to sales. I am particularly proud of the Green Building Council's LEED certification for our state-of-the-art biologics manufacturing facility in Devens, Massachusetts.



Our employees are the foundation of our success. At Bristol-Myers Squibb, we foster a diverse workforce and an inclusive culture, with the recognition that with diversity comes strength. Our Employee Resource Groups and employee development opportunities help create such a culture. Bristol-Myers Squibb has been recognized year after year as one of the best companies for female executives and working parents. We have also been recognized by the Human Rights Campaign Foundation's Corporate Equality Index.

As Bristol-Myers Squibb focuses on the future, our next generation of sustainability goals (through 2015) intensifies our commitment to sustainable, ethical and compliant global business practices. We have a long history of public reporting that increases transparency and enhances public trust. Since helping to pilot the first Global Reporting Initiative guidelines, we have used these updates to guide our external reporting on our website, [www.bms.com](http://www.bms.com). I invite you to track our progress against our commitments.

Global health care challenges are daunting. We recognize that as we provide innovative medicines for patients in need we must work together with governments, payers, patients, health care providers and other stakeholders to develop workable and sustainable solutions. As part of our Mission to help patients prevail, this is what we do.

A handwritten signature in black ink, appearing to read 'L. Andreotti', written over a light-colored background.

Lamberto Andreotti  
CEO, Bristol-Myers Squibb

# SUSTAINABILITY GOALS

## Sustainability 2015 Goals

The Sustainability 2015 Goals address a broad spectrum of our responsibilities to our stakeholders – patients and customers, employees, global communities, shareholders and the natural environment. It is intended that these goals will focus attention on those areas that are highly significant for the future success of the company’s BioPharma strategy and for the health and well-being of the global community. These goals will build on the progress achieved through our Sustainability 2010 Goals.

Bristol-Myers Squibb developed these goals through a rigorous process, with the active participation of employees representing Research and Development, Technical Operations, Commercial Operations, Public Affairs, Human Resources, the Bristol-Myers Squibb Foundation and other staff functions. The goals were benchmarked against those of other companies in the biotech, pharmaceutical and other industry sectors, and were developed considering key issues and expectations of company stakeholders. The goals were reviewed and approved by Chief Executive Officer Lamberto Andreotti and the company’s Senior Management Team.

GOAL	BY 2015 WE WILL
<b>TO OUR PATIENTS AND CUSTOMERS:</b>	
Address focused unmet medical needs to improve health	Develop and commercialize medicines that address serious diseases
	Improve health outcomes by partnering to strengthen health care infrastructure, services and education
	Increase transparency and access to information on our medicines
Enhance the environmental and safe handling aspects of our medicines throughout their life cycle	Integrate design principles (e.g., green chemistry and safe handling) throughout new product development and commercialization
	Reduce packaging waste by 5% from a 2009 baseline
<b>TO OUR EMPLOYEES:</b>	
Provide a safe and healthy work environment	Achieve injury and illness rates in top 25% of pharmaceutical industry performance, with rates improving
Achieve a high performing work force as a recognized employer of choice	Build and develop a globally diverse leadership and talent pipeline to drive innovation
<b>TO OUR GLOBAL COMMUNITIES:</b>	
Increase key supplier sustainability aligned with our Commitment	Expand principles of sustainability and performance indicators at key suppliers
Educate and engage our organization to actively drive progress in environmental and social responsibility	Increase employee understanding and commitment to implement sustainability initiatives
<b>TO OUR ENVIRONMENT:</b>	
Improve the environmental footprint of our company	Reduce total energy use and greenhouse gas emissions by 15% from a 2009 baseline year
	Reduce total water use by 10% from a 2009 baseline year
<b>AND TO OUR SHAREHOLDERS</b>	
Financial benefits, enhanced reputation, risk reduction	

# Sustainability 2010 Goals

Bristol-Myers Squibb's Sustainability 2010 Goals have resulted in significant progress in reducing the company's environmental impacts across its network of offices and facilities worldwide. Since setting the goals in 2000, Bristol-Myers Squibb has met and surpassed the majority of its goals. Key achievements include the reduction of total energy use, greenhouse gas emissions and water use by more than 10 percent, the reduction of non-hazardous waste by more than 20 percent, and the reduction of hazardous waste by more than 50 percent. All goals were met or exceeded, with the exception of two goals. The facility level water reduction goal for one facility in a water-stressed area and the safety goal progress fell short of the targets. Safety and water conservation will continue to be strong areas of focus, and are incorporated into our 2015 Goals.

GOAL	SUMMARY OF ACCOMPLISHMENTS
Biotechnology Development	Implemented programs and systems to help ensure safety of work involving biological agents.
Facility-level community outreach on EHS and sustainability topics	Developed brochures, presentations and facility-specific web pages addressing EHS and sustainability developments.
EHS effects analysis conducted to identify the most significant EHS impacts	Identified EHS impacts and most significant opportunities for improvement, which served as a basis for establishing environmental and safety performance targets.
EHS research sponsored by the company for study of emerging areas of concern	Supported EHS research to advance understanding of EHS best practices for health care facilities and hospitals, as well as pharmaceuticals in the environment.
Company support of EHS research to expand society's knowledge and understanding	Sponsored research to support biodiversity preservation in Puerto Rico, restoration of a migratory fish passage, and publication of environmental education materials.
Endangered species sponsorship to help protect endangered species and habitats	Through donations and employee volunteerism, supported preservation of endangered species and raised awareness in communities around the world where our employees live and work.
Environmental performance targets and goals (normalized by sales) for: energy use, water use, greenhouse gases, nonhazardous waste, air emissions of acid gases, release to air of priority reduction chemicals, and wastewater	Achieved substantial reductions in environmental footprint. Met or exceeded all goals through 2009, except one facility in a water-stressed area did not meet the facility goal for reduction of water use.
Preservation of biologically diverse land to offset the company's property worldwide	Funded conservation of over 1500 hectares (3700 acres) of biologically diverse habitat in eight countries, including grassy woodlands, tropical floodplains, grasslands, wetlands, coral reef, peat bog, tropical forest and woodlands.
Leadership development program to enhance EHS integration	Raised awareness of environment, health, safety and sustainability issues for executives and employees companywide.
Reduce recordable and lost workday case rates by 50% and perform in top 25% of similar companies	Instituted new programs and tools that improved safety performance companywide, but did not meet three out of four company goal targets.
Social policies and metrics to raise corporate awareness of social issues	Enhanced access to medicines programs and social metrics disclosure. Developed Sustainability Council and established Sustainability 2015 Goals.
Supply chain partnership to promote EHS improvements among key suppliers	Supported industry supply chain initiatives to develop supplier sustainability expectations, helped pilot programs with suppliers, and rolled out environment, health & safety expectations for key suppliers in conjunction with an audit program.
Sustainability awards to promote sustainability behavior among employees	Implemented award program to recognize and inspire integration of sustainability considerations into business decisions across the company.
Sustainable products through packaging reductions, green chemistry and inherent product and process safety	Implemented green chemistry scorecard for product development and guidelines, initiatives for reduced and more environmentally responsible packaging, and enhanced product containment and process safety management requirements.

# SUSTAINABILITY

## Key Issues

Bristol-Myers Squibb has worked with internal and external stakeholders in identifying the following sustainability issues as highly significant to our company. These five key issues are the subject of ongoing focus, and our approach to managing these issues is highlighted in our sustainability website:

- Commitment to corporate governance, compliance and transparency
- Focus on serious diseases with significant unmet medical needs
- Enabling research and development through protection of intellectual property rights and pricing
- Facilitating access to medicines and health care: compassion for patients
- Conserving energy and water and reducing greenhouse gas emissions to protect the global environment



# SUSTAINABILITY

## Highlights

### Governance and Management Systems

Our commitment to corporate responsibility includes living by a set of values that support environmental and economic progress, community development and a safe work environment. Our governance structure and management systems fully embody these responsibilities.

### Corporate governance

Bristol-Myers Squibb is managed by a Board of Directors, of which the majority of members are independent directors. The Board's Committee on Directors and Corporate Governance is responsible for considering matters of corporate social responsibility and matters in areas related to corporate public affairs and the company's employees and stockholders. Bristol-Myers Squibb has established Standards of Business Conduct and Ethics to help ensure that the company meets the highest standards of moral and ethical behavior in its business activities.

The company formed a Sustainability Council responsible for developing and achieving Bristol-Myers Squibb's sustainability strategy, including oversight of the newly announced 2015 goals.

## Policies

Policies, programs and strategies within Bristol-Myers Squibb flow from and support the Bristol-Myers Squibb Mission and Commitment. We take our commitment to economic, social and environmental sustainability seriously, and extend this expectation to our partners and suppliers.

It is Bristol-Myers Squibb's policy that all employees must comply with applicable laws and regulations, as well as with company policies. We have established a comprehensive compliance program designed to prevent and detect violations of law or company policy.

We have joined the United Nations Global Compact, the world's largest voluntary corporate citizenship initiative, as part of our commitment to support society in pursuit of our Mission.



A turtle "beach" was added to the pond by our Lawrenceville, N.J., site in 2010 to provide a place for turtles to lay eggs.

## EHS management system

Our environment, health and safety management system (EMS) provides the structure for implementing proactive sustainable business practices within Bristol-Myers Squibb. Its purpose is to ensure compliance with internal and external requirements, drive continuous improvement, and support the company's strategy as a BioPharma leader.

Our EHS Policy was most recently updated in August 2010 to reflect the commitment to environmental stewardship, employee engagement and alignment with our governance system.

Several of our facilities are certified to ISO 14001.

## Stakeholder engagement

Our stakeholders include people who are interested in Bristol-Myers Squibb's performance, operations and products. Examples of stakeholders with whom we have engaged include patients, health care providers, employees, communities where we operate, insurers, governments, investors (including socially-responsible investors), sustainability organizations and academic institutions. Having a broad and diverse stakeholder community allows us to successfully achieve our Mission to help patients prevail over serious diseases.

Bristol-Myers Squibb has a long tradition of communication and cooperation with our stakeholders on environmental, social and economic issues. We invite questions and comments and pursue opportunities to partner with others. Understanding the issues of concern and needs of our stakeholders helps guide improvement.

We consider information resulting from stakeholder engagements in assessing our sustainability performance and strategy, determining the scope and content of information shared with the public, and shaping the company's programs and actions.

# ECONOMIC Growth

Bristol-Myers Squibb's financial health is critical not only to our growth and development as a company, but has implications for our stakeholders as well. Our employees, shareholders, suppliers, contractors and the communities in which we operate are impacted by our economic performance. More detailed financial information can be found in the Annual Report at bms.com.

## WORLDWIDE NET SALES<sup>(1)</sup> (billion dollars)

2008	2009	2010	2009-2010 change::
\$17.7	\$18.8	\$19.5	4%

(1) Net sales and research data for the divested ConvaTec, Mead Johnson Nutrition, and Medical Imaging businesses are not included for 2008 - 2009.

## Addressing unmet medical needs

Bristol-Myers Squibb and our partners focus on discovering and developing innovative medicines that address serious diseases in areas of significant unmet medical need.

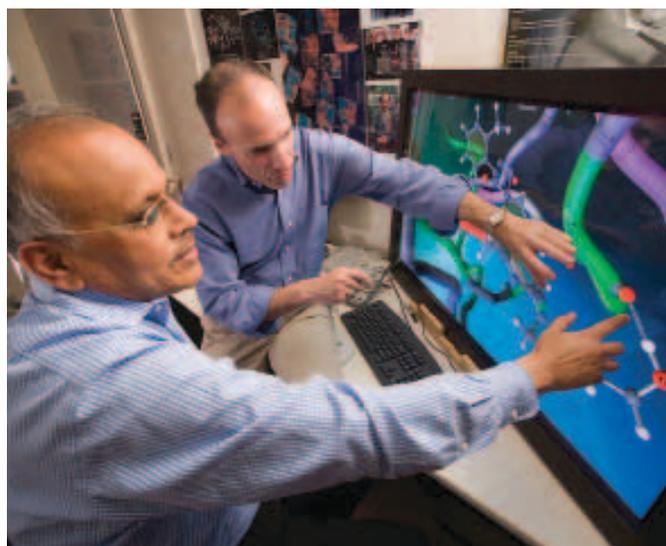
- Since 2002, we have delivered 11 new products for patients in need, including medicines for psychiatric disorders, rheumatoid arthritis, hepatitis B, cancer, HIV/AIDS and diabetes. In addition, we anticipate approvals or regulatory submission for up to four new drugs – all of them internal discoveries – through 2012.
- Our pipeline continues to expand. In 2010, 15 new compounds entered preclinical development, and six transitioned to mid-stage clinical testing. In addition, we had a record number of new product submissions.
- In 2010, we invested approximately \$3.6 billion in research and development. This represents about 18 percent of our annual sales. Bristol-Myers Squibb has one of the most productive R&D organizations in the industry.



## BioPharma strategy

Our Mission is to discover and develop innovative medicines that address areas of significant unmet medical need. These areas include: cancer, cardiovascular disease, immunology, metabolics, neuroscience and virology. Through our BioPharma strategy, we uniquely combine the scope and reach of a major pharmaceutical company with the agility and innovation of a successful biotech company. The company continuously strives to create better treatments for patients by building a high quality drug discovery and development pipeline. Biologics account for three of our key marketed products and more than one-third of our compounds in development.

As part of our BioPharma strategy, we continue to enhance our internal capabilities through strategic partnerships, alliances and acquisitions – our String of Pearls. These pearls have been pivotal to the company's continued progress in biologics, targeted small molecules and other next-generation platforms.



Our scientists are working on innovative solutions to address unmet medical needs.

# ENVIRONMENTAL Performance

Bristol-Myers Squibb is committed to reducing our environmental impact throughout our discovery, development, manufacturing and distribution processes. This focus results in more efficient, cost-effective operations, while conserving natural resources vital to our operations and the communities in which we operate. We have a long tradition of documenting environmental progress, beginning in 1993 with our first environmental report. Our focus on our Sustainability 2010 Goals resulted in achievements that in most cases far exceeded our environmental performance goals. These results were achieved through actions including reducing consumption, recycling, modifying processes and utilizing more efficient technologies. Plant optimizations and facility closures also contributed to the reductions.

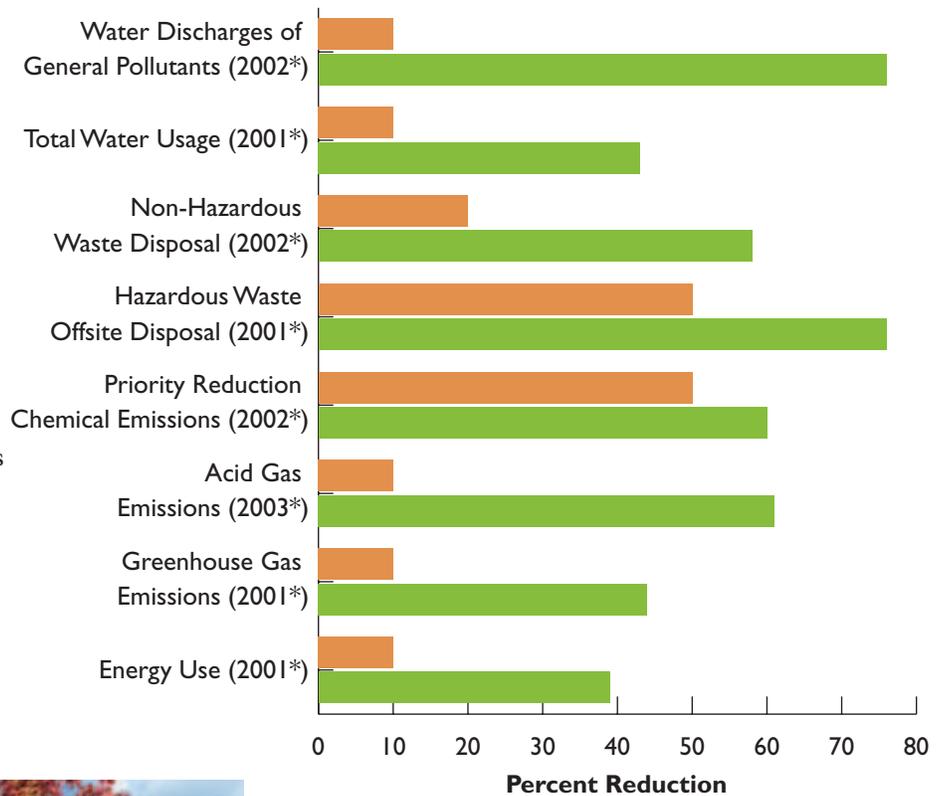
## Energy use

Through a combination of efficiency projects, management systems and employee initiatives, our total energy use (including direct and indirect energy use) decreased 19 percent since 2001 absolute and 39 percent, normalized by sales, exceeding our 2010 goal to reduce energy use by 10 percent, normalized by sales. We have implemented renewable energy sources, including use of solar panels installed at our Anagni, Italy, facility, and geothermal heating and cooling employed in our office building in Munich, Germany. Our fleet operations are targeting improved fuel efficiency around the world, and include hybrid vehicles and vehicles with smaller engines.

Our Devens, Massachusetts, administrative/quality control building achieved Gold LEED certification.



## Sustainability 2010 Goal Results



2010 Goal (Normalized to Sales)

2009 Performance vs. Baseline

\*baseline year

## Green buildings

To reduce our environmental impacts and create a healthy workplace for employees, we obtained Silver and Gold Leadership in Energy and Environmental Design (LEED) certification of our new state-of-the-art biologics manufacturing and administrative/quality control buildings in Devens, Massachusetts, respectively. Design considerations include:

- exterior glass walls and communal office space to allow natural light to stream into the building's center,
- energy and water efficient fixtures, and
- heating and cooling systems engineered to minimize energy consumption.

Our new office building in Munich, Germany, incorporated green building principles, and was awarded a Silver Medal by the German Sustainable Building Council. Our Wallingford, Connecticut, research facility was the first building in the United States to achieve a rating using the new Green Globes rating module, Green Globes for Continual Improvement of Existing Buildings.

## Greenhouse gas emissions

Bristol-Myers Squibb recognizes that climate change presents a global challenge with environmental, economic and social impacts. Through our Sustainability 2015 Goals and our corporate greenhouse gas management directive, we are committed to making progress in reducing greenhouse gas emissions from our operations. Bristol-Myers Squibb endorsed the Copenhagen and Cancun Communiqués on Climate Change in support of international action on climate change. We reduced greenhouse gas emissions by 26 percent absolute and 44 percent normalized by sales, exceeding our 2010 goal to reduce greenhouse gas emissions by 10 percent.

### 2010 GLOBAL GREENHOUSE GAS EMISSION REDUCTION IS EQUIVILANT TO:

- Annual emissions of 41,000 passenger vehicles
- Electricity generation for over 26,000 homes, or
- Annual carbon sequestered by over 45,000 hectares (174 square miles) of pine forest.

(based on U.S. Environmental Protection Agency's Greenhouse Gas Equivalencies Calculator)

Solar panels installed at our Anagni, Italy, facility are supplying renewable energy to support site operations.



## Biodiversity and land use

Bristol-Myers Squibb facilities have selected 16 locally significant endangered or threatened species, in countries and U.S. states in which we have manufacturing, research and development, and distribution facilities. We partner with government and private organizations to protect these species and their habitats.



Our Devens, Massachusetts, facility was constructed with sensitivity to the local environment.

We have surpassed our goal of conserving ecologically significant areas equal in size to Bristol-Myers Squibb's total global property footprint through the conservation of over 1,500 hectares of habitat in Australia, Brazil, Indonesia, Ireland, Mexico, China, Canada and the United States. Our strategy is to preserve biologically significant areas across the globe where our company operates, representing a broad range of eco-systems, from rain forests to coral reefs and wetlands. We partner with government agencies and professional organizations that work with existing preserves and local programs. Bristol-Myers Squibb provides financial assistance as well as employee volunteers to help in conservation efforts.

## Waste

Bristol-Myers Squibb continues to promote recycling as a preferred alternative to disposal, but our ultimate goal is to reduce nonhazardous waste generation through source reduction. We have established a Sustainability 2015 Goal to reduce packaging waste by 5 percent from a 2009 baseline.

We achieved our 2010 goal for nonhazardous waste disposal by reducing 42 percent since 2002 absolute and 58 percent when normalized by sales, exceeding our 2010 goal to reduce nonhazardous waste use by 20 percent, normalized by sales.

We also met our 2010 goal for hazardous waste off-site treatment and disposal by reducing 68 percent since 2001 absolute and 76 percent when normalized by sales, exceeding our 2010 goal to reduce hazardous waste use by 50 percent, normalized by sales.



## Water

Bristol-Myers Squibb continues to focus on reducing our water use around the world and places particular focus on our operations in water-stressed areas. We established a Sustainability 2015 Goal to reduce total water use by 10 percent from a 2009 baseline.

We are evaluating and implementing projects and conservation practices by assessing the water usage of various manufacturing procedures, upgrading equipment efficiency and implementing water recycling programs. Bristol-Myers Squibb's water use decreased by 24 percent since 2001 absolute and 43 percent when normalized by sales, exceeding our 2010 goal to reduce water use by 10 percent, normalized by sales.

Bristol-Myers Squibb identified four water-stressed countries in which our facilities are located (Ecuador, Mexico, Puerto Rico and China). In these countries, we established a more stringent 2010 Goal to reduce absolute water use by 20 percent from a 2002 baseline year. Facilities in three of the four water-stressed countries where we operate achieved a 20 percent reduction; one of our sites (located in China) did not.

## Go Green

Building on grassroots interest in environmental improvements, Bristol-Myers Squibb's Go Green initiative is being embraced across the company. Focusing on actions that employees can take at work and at home, Go Green addresses broad areas of interest including energy and water conservation, resource conservation, sustainable food and product choices, and recycling and reducing waste.

# SOCIAL Progress

Bristol-Myers Squibb is dedicated to being a good neighbor and a force for positive change around the world. This dedication is a vital part of our Mission to help patients prevail over serious diseases. We embrace a diverse workforce and inclusive culture. The health, safety, professional development, work-life balance and equitable, respectful treatment of our employees are among our highest priorities.

## Access to medicines

Bristol-Myers Squibb lives its Mission to help patients prevail over serious diseases every day, not only by providing innovative medicines to patients, but also by helping those in need gain access to those medicines. Working alone and with partners, we seek to lift barriers to treatment for people whose circumstances may prevent them from purchasing our products on their own.

Many of our prescription medications are provided without charge in the United States, Puerto Rico and the U.S. Virgin Islands for patients with financial hardship. For more information, see the Patient Assistance Programs chart for Bristol-Myers Squibb medicines and health care products on [bms.com](http://bms.com).

Outside the United States, Bristol-Myers Squibb works with other pharmaceutical companies, United Nations agencies, governments and non-governmental organizations to increase access to sustainable prevention, care and treatment of HIV/AIDS. In more than 60 developing countries, including all of sub-Saharan Africa, Bristol-Myers Squibb is committed to maintaining prices for HIV/AIDS medicines at a level where there is no profit to the company. We also maintain a policy of not enforcing patents for our HIV medicines in sub-Saharan Africa.



The new pediatric center in Mwanza, Tanzania, is the latest of five children's clinical centers in Africa that will help address the HIV/AIDS epidemic. The centers were built as part of the *SECURE THE FUTURE* initiative of the Bristol-Myers Squibb Foundation



The Mobile Outreach Unit delivers primary and mental health care as well as social services into some of the most remote and impoverished areas of Alabama's Black Belt region.

## Philanthropy

The Bristol-Myers Squibb Foundation seeks to reduce health disparities by strengthening community-based health care worker capacity, integrating medical care and community-based supportive services, and mobilizing communities in the fight against disease.

Following are examples of achievements in these areas:

- Working with partners in civil society, government and business, our focus at the Bristol-Myers Squibb Foundation has been to bridge gaps in health care in fighting HIV/AIDS in Africa, hepatitis in Asia, serious mental illness in the United States and cancer in central and eastern Europe. Seeking to be a relevant catalyst for change in these areas, we have built on lessons learned and the positive outcomes of earlier grants while utilizing community-based solutions developed and validated through our 11-year-long *SECURE THE FUTURE*® program.
- Most recently, in November 2010, the Foundation launched its latest initiative and a fifth area of focus: Together on Diabetes, a 5-year, \$100 million program to help patients living with diabetes better manage their disease. Together on Diabetes is the largest corporate philanthropic commitment to fighting type 2 diabetes in the U.S.
- Through our patient assistance programs, in 2010 Bristol-Myers Squibb provided free medicines worth \$394 million at estimated wholesale list price to qualifying patients in the United States. The company has also made significant donations of medications and money to support health infrastructure programs, medical mission boxes and disaster relief.
- When disaster struck Japan in March 2011, the Foundation made a financial commitment of \$500,000 to Save The Children as well as matching employee contributions to the relief effort. Since the catastrophic earthquake that struck Haiti in January 2010, the Bristol-Myers Squibb Foundation, the

company and its employees donated more than \$7 million in cash and products to assist survivors. For years, Bristol-Myers Squibb has acted quickly in times of need. Whether in Haiti, Japan, after the 2009 flooding in Indonesia, the earthquake in Italy that same year, the earthquake in central China in 2008, or Hurricane Katrina in the U.S., each disaster has received immediate assistance and attention. Product donations for disasters and ongoing humanitarian assistance totaled more than \$23 million (at wholesale value) in 2010.

- The Shanghai Charity Foundation is an innovative and pioneering program that is leading efforts to educate those most at risk for hepatitis and to counter misinformation, fear and stigma. This initiative, which is supported by Bristol-Myers Squibb Foundation's Delivering Hope program, is training 10,000 migrant workers to provide information in hospitals about hepatitis B awareness and prevention.
- Forbes ranked Bristol-Myers Squibb 10th among America's most generous corporations as a percentage of profit in 2009. Total cash donations in 2010 exceeded \$55 million.

Additional information on the company's philanthropic initiatives can be found on the Bristol-Myers Squibb Foundation and the *SECURE THE FUTURE* websites.

## Diversity

Bristol-Myers Squibb is committed to recruiting, retaining and developing top talent with diverse backgrounds and experiences. We are also committed to our diversity and work/life integration efforts. Examples include:

- Fair wages
- Five state-of-the-art child development centers located at our larger corporate campuses and childcare discounts at several centers located near our work sites
- Resources for assisting aging family members
- Employee resource groups for diverse constituencies, including African Americans, Pan Asian employees, Women, Hispanic employees, and Gay, Lesbian, Bisexual and Transgender employees
- Flexible work arrangements
- Mentoring programs
- Training and development programs
- Career development opportunities



Our Mt. Vernon, Indiana facility achieved recognition as an OSHA Voluntary Protection Program participant.

## Employee health and safety

Employee health and safety are among our highest priorities. Our long-term vision is to eliminate work-related injuries and illnesses. Our goal for 2015 is to achieve injury and illness rates in the top 25 percent of pharmaceutical industry performance, with rates improving over time.

Our recordable case rate decreased 43 percent and our lost workday case rate decreased 9 percent from 2000 to 2009. Bristol-Myers Squibb's performance is in the best 25 percent for recordable case rate and the best 50 percent for lost workday case rate among similar companies, based on most recently available industry data (2008).

To drive continued improvement in our performance, we have implemented a broad range of health and safety programs that engage employees across the company. Examples include driver safety training and Living Life Better, which educates employees about healthy lifestyles.

livinglifebetter

Our company is widely recognized as an employer of choice, including Working Mother Magazine naming Bristol-Myers Squibb as one of the Best Companies for Working Mothers for the 13th year in a row in 2010 in the United States.

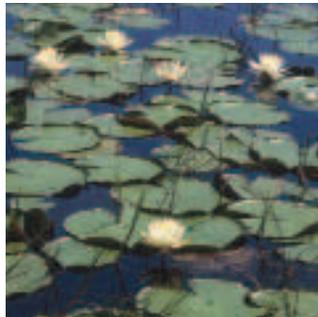
# SELECTED AWARDS

Bristol-Myers Squibb has been internationally recognized for sustainability practices and as a socially-responsible investment. Our recent recognitions include:

<p>Received three 2010 Trailblazer Awards</p> 	<p>2010 Best Company for Working Mothers</p> 	<p>2011 Top 50 Companies for Executive Women</p> 	<p>Ranked in the top 20 in Newsweek Green Rankings 2009 and 2010.</p> 
<p>Top rating in Corporate Equality Index</p> 	<p>2011 rated Prime Company</p>  <p>rated by <b>oekom</b> r e s e a r c h</p>	<p>2011 ranked in top 10 by Corporate Responsibility Magazine</p> 	

This 2010 Sustainability Highlights Brochure contains certain forward-looking information within the meaning of the Private Securities Litigation Reform Act of 1995. These forward-looking statements are based on current expectations and involve inherent risks and uncertainties that could cause actual outcomes and results to differ materially from current expectations. The Company undertakes no obligation to publicly update any forward-looking statement, whether as a result of new information, future events or otherwise.

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## SUSTAINABILITY ISSUES

Identifying and addressing our key sustainability issues through stakeholder engagement and business strategy.

## ECONOMIC RESPONSIBILITY

Helping patients prevail over serious diseases while increasing shareholder value.

## ENVIRONMENTAL PERFORMANCE

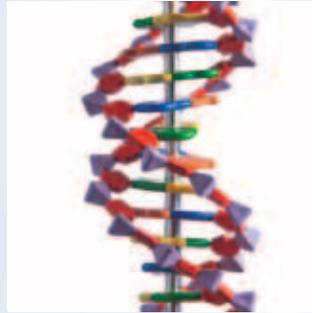
Implementing responsible practices that conserve energy and natural resources.

## SOCIAL PROGRESS

Being a good neighbor in communities worldwide, while providing access to essential medicines.

## ABOUT THIS BROCHURE

This brochure contains highlights from Bristol-Myers Squibb's sustainability website and online sustainability report. For complete and up-to-date information, visit [bms.com/sustainability](https://www.bms.com/sustainability)



**Bristol-Myers Squibb**  
Together we can prevail.®

