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DAIICHI SANKYO
2016 DE 1



Daiichi-Sankyo

December 5, 2016

U.S. Department of Labor
Employee Benefits Security Administration
Top Hat Plan Exemption
200 Constitution Avenue, N.W., N-1515
Washington, D.C. 20210

Daiichi Sankyo, Inc.
2 Hilton Court
Parsippany, NJ 07054 - USA
Phone +1 973 944 2600
www.dsi.com

2520170120041

Re: Daiichi Sankyo, Inc.—DFVCP Top Hat Plan Filing Letter

To Whom It May Concern:

The following statement is intended to comply with the alternative form for the reporting and disclosure requirements of Part I, Title I of ERISA as outlined in the Department of Labor Regulation § 2520.104-23.

Name of Company: Daiichi Sankyo, Inc.

Address of Company: Two Hilton Court
Parsippany, NJ 07054

Employer Identification Number: 13-3914479

Number of Plans of Deferred Compensation and Number of Employees: Daiichi Sankyo, Inc. has adopted the following three (3) unfunded plans of deferred compensation, the names of which and number of employees currently eligible for, or participating in, each, are as follows:

1. The Daiichi Sankyo, Inc. Executive Severance Plan: 10 employees are currently eligible to participate, subject to the terms of the plan;
2. The Daiichi Sankyo, Inc. Excess Savings and Retirement and Deferred Compensation Plan: 204 employees are currently participating in the plan; and
 - a. The Daiichi Sankyo, Inc. Excess Savings and Retirement and Deferred Compensation Plan became the successor plan to the Daiichi Sankyo, Inc. Excess Savings and Deferred Compensation Plan, which was the successor plan to the Sankyo Pharma, Inc. Commercialization Group Executive Deferred Compensation Plan.

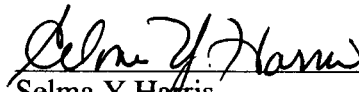


- b. The Sankyo Pharma, Inc. Commercialization Group Executive Deferred Compensation Plan was the result of merging two separate plans: (i) the Sankyo USA Deferred Compensation Plan and (ii) the Sankyo Parke Davis Executive Deferred Compensation Plan. Before the merger, a top hat filing through the Department of Labor's Delinquent Filer Voluntary Compliance Program was submitted on October 12, 1995 for the Sankyo USA Deferred Compensation Plan and a top hat letter filing was submitted to the Department of Labor on December 8, 2000 for the Sankyo Parke Davis Executive Deferred Compensation Plan.
 - c. Based on the history referenced above, it is our understanding that the current plan, The Daiichi Sankyo, Inc. Excess Savings and Retirement and Deferred Compensation Plan, is compliant with the top hat filing requirements, but we are including it out of an abundance of caution.
3. Executive Severance Agreements, by and between Daiichi Sankyo, Inc. and various executives of Daiichi Sankyo, Inc.: 16 executives.

Declaration: Daiichi Sankyo, Inc. maintains the deferred compensation plans primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

Note: The additional information required under the DFVC program has been submitted by mail.

Sincerely,


Selma Y Harris
Director, Benefits

Atsuo Y. Harada
Director, Benefits
Daiichi Sankyo, Inc.
2 Hilton Court
Parsippany, N.J. 07054



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