



Biodiversity

GRI Standards:

304-1, 304-2, 304-3, 304-4: Biodiversity

PLANET CARE

Beyond healthcare, Sanofi cares for the planet by minimizing the environmental impacts of its products and activities while strengthening its resilience to environmental changes.

Sanofi is driven by passion and science to continuously minimize the environmental impacts of its products throughout their life cycle and engaging employee, patients and partners to transform healthcare practices for a more sustainable future.

Sanofi is committed to:

- **Fight climate change:** build the road to carbon neutrality by 2030 and net zero emissions by 2045 by engaging Sanofi towards the 1,5°C global warming trajectory
- **Limit our environmental footprint and aim for circular solutions** by optimizing the use/reuse of resources and reducing impact of emissions
- **Improve environmental profile of products** by delivering eco-innovative products and by fostering a sustainable use of medicines
- **Mobilize our people for environmental sustainability** by promoting an environmentally conscious culture in the workplace
- **Engage our suppliers in our environmental ambitions by** sourcing responsibly and leading by example

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1. Our commitments to biodiversity

“Biodiversity” or biological diversity, refers to the variety of life on earth. It encompasses three categories: genetic, species, and ecosystem diversity:

- Genetic diversity refers to the variation of genes within species.
- Species diversity refers to the variety of species within a region.
- Ecosystem diversity refers to the different communities or habitats found in each location.

Biodiversity is vital to maintaining the balance of life on our planet. The world’s natural ecosystems are deteriorating at a rate unprecedented in human history. Preserving biodiversity and ensuring the sustainable and fair use of natural resources stand out as key issues worldwide. Today they are an essential part of any environmental sustainability and Corporate Social Responsibility (CSR) policies and are considered critical topics for Sanofi.

The pharmaceutical industry places a great deal of importance on biodiversity because natural resources are critical for the discovery and development of new drugs. Natural resources have valuable potential as sources for new chemical substances and active ingredients. Despite the decline in the use of natural products for drug discovery, biologists consider natural resources to be the treasure troves of pharmacopoeia in the 21st century, given the remarkable diversity of their substances and active ingredients.

Through its Planet Care roadmap addressing today’s environmental challenges (such as climate change, waste management, Pharmaceuticals in the Environment, water stewardship...), Sanofi actively contributes to protect biodiversity.

But Sanofi also concentrates on three key issues directly relating to biodiversity:

- **Ensuring the preservation of biodiversity** surrounding Sanofi sites and beyond, particularly in fragile or protected areas.
- **Determining the fair distribution of benefits** resulting from putting product derived from biodiversity on the market.
- **The controlled use of natural plant and wild animal species** in research projects to discover new drugs.

To translate our approach into action, Sanofi committed to:

- comply with local regulations. Regarding the preservation of protected natural areas surrounding the concerned sites, Sanofi carries out relevant environmental impact assessments,
- ensure that all new relevant contracts are in line with the CBD and The Nagoya Protocol and take into account the CITES convention and the International Union for Conservation of Nature (IUCN) Red List criteria;
- verify, prior to placing any order, that relevant plant species are not on the lists established by the Convention on International Trade in Endangered Species (CITES) of Wild Fauna and Flora. See www.cites.org;
- ensuring that suppliers produce, if necessary, the official authorizations that allow them to collect the plants, animals or/and micro-organisms that have been ordered.


We have characterized risks related to biodiversity loss and placed them on our company’s emerging risk radar that is presented each year to our Executive Committee (ExCom), chaired by Sanofi’s CEO.

Sanofi’s ambition is also to align its environmental strategy with the best sustainability frameworks as the Science-Based Targets for Nature or the Taskforce on Nature-related Financial Disclosures (TNFD). As of 2023, we have several cross functional teams supported by external Consultants working on these new programs. Their conclusions will be decisive for the revision of Sanofi’s biodiversity roadmap in the short term.

2. Performance

2.1. BIODIVERSITY ON SANOFI SITES

Planet Care and Biodiversity




biodiversity

Our Objectives

- 100% of priority sites with *specific biodiversity management plans* by **2025**
- 100% of sites located near biodiversity sensitive areas with *specific biodiversity management plans* by **2030**
- 100% of our sites with *biodiversity initiatives* by **2025**

Global Performance 2022

- We *assessed biodiversity risks* at our sites and identified 13 priority sites
- Our sites in Aramon, France and Toronto, Canada are *implementing pilot biodiversity management plans* prior to global rollout
- **48%** of our sites have implemented *biodiversity initiatives*



In November 2021, Sanofi renewed its commitment to Act4Nature international, a French initiative bringing together companies, public authorities, scientists and environmental associations with the ambition of creating an international collaboration to accelerate concrete business action in favour of biodiversity protection. Sanofi has signed common commitments and defined individual commitments based on SMART objectives (Specific, Measurable, Attainable, Relevant and Time-bound) in line with our environmental sustainability program "Planet Care".

To limit its environmental impact, Sanofi considers local management of biodiversity. As part of the Planet Care program, Sanofi has set dedicated commitments to manage biodiversity on its sites. These commitments have been updated following the biodiversity risks mapping completed in 2022:

- **By 2025:** All our priority sites with highest potential impacts will implement specific biodiversity management plans aligned with local initiatives,
- **By 2025:** All our sites will implement at least one local initiative for biodiversity
- **By 2030:** All sites located near sensitive areas will implement specific biodiversity management plans aligned with local initiatives.

Note: Sensitive areas are defined as regulated or non-regulated areas of high biodiversity value, such as International protected areas, Man and Biosphere protected areas, RAMSAR sites, IUCN I-IV Protected areas, Regional protected areas, Natura 2000, other regional protected areas, UNESCO World Heritage Sites, Alliance for Zero Extinction sites (AZE), Important Bird and Biodiversity Areas (IBA), IFC Critical Habitat, Key Biodiversity Areas (KBA) and ZNIEFF.

2.1.1. Protecting biodiversity on Sanofi sites and beyond

A first assessment of the biodiversity sensitivity of our non-urban sites based on the Integrated Biodiversity Assessment Tool (IBAT, the world database on protected areas), was carried out from 2014 to 2016. In line with the new Planet Care roadmap, Sanofi completed the update this assessment in 2022 always considering IBAT but with a new perimeter and a new methodology, with the support of an external Consultant.

The updated biodiversity risks assessment on sites is based on 2 parameters:

1. Exposure: is required to identify Sanofi sites which overlap with areas of high biodiversity significance, using global-scale geospatial data. This assessment is based on 6 criteria:

- > *Proximity to regulated areas of high biodiversity value* (eg. Ramsar sites, IUCN I-IV protected areas, Natura 2000...)
- > *Proximity to unregulated areas of recognised biodiversity value* (eg. AZE, IFC Critical Habitat, ZNIEFF...)
- > *Proximity to regulated areas of lower or undefined biodiversity value* (IUCN other)
- > *Number of threatened species with ranges that overlap the site* (IUCN Red List: Critically Endangered, Endangered, Vulnerable)
- > *Habitat classification* (Habitat Cover: Natural or Modified)
- > *Proximity to watercourses* (Rivers, Drains, Streams)

2. Vulnerability: is based on a specific survey answered by each site Team to collect and review key information that is not available through global-scale geospatial data. The questions are categorized by 4 thematic groups as follows:

- > *Habitat,*
- > *Species,*
- > *Biodiversity Management at site-level,*
- > *Stakeholders Engagement.*

The list of priority sites was updated accordingly, to mobilize appropriate resources at the right place and in the right time:

- Priority sites located near sensitive areas and with highest potential impacts on local biodiversity are situated in France, Germany, Hungary, Mexico, Spain and the USA. These 13 sites have to implement a Biodiversity Management Plan by 2025.
- Other sites located near sensitive areas are situated in Australia, Brazil, Belgium, France, Germany, Ireland, Italy, Japan, Poland, Tunisia and the USA. These sites have to implement a Biodiversity Management Plan by 2030.

A Biodiversity Management Plan is a site-specific reference document that provides guidance for the characterization of local biodiversity features of interest, for the assessment of potential impacts by site activities and for the definition of relevant targets. In 2022, Sanofi has prepared a specific toolbox based on guidelines by the UNEP-WCMC (The United Nations Environment Programme World Conservation Monitoring Center), to help our sites with the preparation of their BMPs.

In parallel, a dedicated standard on biodiversity management was integrated into Sanofi's environment management system. This document - applicable to all sites across the world - defines the minimum rules to foster biodiversity and limit the impact of our operations on local ecosystems.

2.2. BIODIVERSITY AND VALUE CHAIN

2.2.1. Sanofi's global biodiversity footprint

In 2021, Sanofi has undertaken a first assessment of its biodiversity footprint and associated risks covering the full value chain. An identification and analysis of its dependencies and pressures on biodiversity has been conducted, based on recognized tools of the Intergovernmental Platform on Biodiversity and Ecosystem Services (IPBES).

This footprint was supplemented using a measurement tool to quantify the pressure exerted by the Company on biodiversity. Based on this assessment, an initial mapping of Sanofi's biodiversity risks has been carried out. This work provided preliminary results and confirmed the relevance of the Planet Care strategy and will be refined in the next years.

2.2.2. Natural substances used in R&D and production

Sanofi is committed to respecting the Convention on Biological Diversity (CBD) and the Nagoya Protocol, as well as with Sanofi's position on biodiversity, focused on the use of natural substances to develop new drugs.

The compliance with local regulations resulting from the Nagoya Protocol requires coordinated efforts between all Sanofi entities. The actions implemented focus on the use of natural substances to develop new drugs. They entail:

- Limiting the quantities of genetic resources used for research,
- Identifying protected natural substances (CITES list) and finding alternative solutions,
- Contracting with suppliers, who comply with international conventions and national regulations on preserving biodiversity,
- Adhering to the Nagoya Protocol principle of sharing benefits generated with countries that give access to their natural resources, as well as with local populations having specialized know-how, whenever products made from natural substances are commercialized.

To facilitate these actions, Sanofi has developed and adapted process and tools to manage biological samples and ensure compliance with the Nagoya Protocol.

2.2.3. Adhering to the principles of biodiversity preservation

Recognition of the Convention on Biological Diversity (CBD) and the Nagoya Protocol

The Convention on Biological Diversity (CBD) entered into force on December 29, 1993 (and has now been ratified by almost all countries except the United States). It has 3 main objectives:

- the conservation of biological diversity,
- the sustainable use of the components of biological diversity,
- the fair and equitable sharing of the benefits arising from the utilization of genetic resources.

The *Nagoya Protocol on Access to Genetic Resources and the Fair and Equitable Sharing of Benefits Arising from their Utilization* is a supplementary agreement to the Convention on Biological Diversity. It focuses on the 3rd objective of the CBD.

The Nagoya Protocol objective is to create greater legal certainty and transparency for both providers and users of genetic resources by:

- establishing more predictable conditions for access to genetic resources,

- helping to ensure benefit-sharing when genetic resources leave the country providing the genetic resources.

The legal framework will ensure fair and equitable sharing of benefits arising from the utilization of genetic resources, directly addressing one of the three objectives of the CBD.

The Nagoya Protocol entered into force on October 12, 2014 and has been ratified in March 2023 by 139 countries including the European Union. National legislations are being adapted to ensure compliance with this protocol.

Sanofi recognizes the CBD and the Nagoya protocol principles for obtaining and using natural resources. Collaboration contracts set out conditions for sharing the benefits arising from the use of these resources.

For more information, see: www.cbd.int and <https://www.cbd.int/abs/>

Internal implementation to comply with Nagoya Protocol

Compliance with the local regulations stemming from the Nagoya Protocol requires coordinated efforts across all Sanofi entities.

Since the entry into force of Nagoya protocol Sanofi has adapted its processes created appropriate documents and policies to comply with the protocol. A dedicated intranet site designed for all Sanofi employees has been launched, aiming to raise general awareness about the Nagoya Protocol. Key departments received regular and specific employee awareness/training to ensure compliance with the Nagoya protocol.

To continue the internal rollout and ensure compliance, a Nagoya expert group reports to our Bioethics Committee. The Nagoya expert group mission is to:

- maintain appropriate level of knowledge within the company by organizing regular training,
- work on issues arising from internal implementation of the protocol,
- assist team as appropriate to ensure compliant use of genetic resources,
- follow international implementation and arising issue of implementation in the signatory states.

Sanofi recognizes the importance to monitor how practices are changing in light of the reaction from stakeholders. For example, the use of digital sequence information on genetic resources is an issue still under review. Timely access to certain genetic resources such as emerging human pathogens is of paramount importance for public health to allow rapid development of diagnostic, therapeutic and vaccine.

Sanofi shares the concern expressed by IFPMA regarding inclusion of human pathogens into the Nagoya protocol (<https://www.ifpma.org/global-health-matters/its-time-to-put-an-end-to-pathogen-protectionism/>). Sanofi is following carefully current pathogen-sharing practices and the World Health Organization (WHO) recommendations to access pathogens in emergency situations.

Sanofi also follows with attention the possible evolutions of Nagoya on Digital Sequence Information, which might have a great impact on our R&D activities.

The actions taken by Sanofi relate to the use of genetic resources to develop new medicines and vaccines.

Biopiracy

Biopiracy refers to the commercial utilization of endemic resources and local know-how without sharing the profits with the communities or countries that are the source.

The CBD and the Nagoya Protocol describe the principles governing such utilization, although national regulations vary to a great extent.

From now on, each time Sanofi investigates the use, for R&D purposes, of a new product isolated from natural sources, a due diligence is performed to comply with the CBD and the Nagoya Protocol. This commitment aims to safeguard against biopiracy.

Natural resources scarcity

As per the TCFD Recommendations, Sanofi has identified several specific climate-related risks and opportunities for each time horizon identified in its risk management process. Natural resources scarcity is one of these risks. Furthermore, Natural resources scarcity and biodiversity loss are both identified in Sanofi's emerging risk radar since 2021, radar presented each year to our Executive Committee (ExCom), chaired by our CEO.

Indeed, climate change threatens natural resources such as biodiversity. A reduction in biodiversity could affect research & development potential when it comes to identifying new pharmaceutical molecules. According to a survey carried out by the EFPIA, from 1981 to 2006, of more than 1,184 new molecules brought to market, only 30% were totally synthetic drugs. The rest were derived from natural products or their derivatives, which risk being impacted by a loss of biodiversity.

Mitigation plans are already in place to address identified risks related to our supply chain or to the sourcing of biomaterials, chemicals, or plastics.

For more information, see our [Document Center](#): Climate-related Financial Disclosures on Risks and Opportunities related to Climate Change (TCFD) Factsheet.

2.2.4. Inventory of natural substances and responsible sourcing

Sanofi has a standard defining rules for managing the quality and safety of materials used in the manufacturing of its products. This document describes for example the level of information to obtain from the suppliers in order to clarify the nature of the material and to ensure the traceability on material origin.

To ensure this traceability, our suppliers must provide:

- botanical information, location and crops of origin for plant-based materials and to state that their materials are not from endangered or protected species and
- information on the origin of animal-derived materials (animal species, tissues used, country of origin) and to state that they are not from endangered or protected species.

To avoid the use of materials originated from recognized protected or endangered species (according to CITES list), Sanofi has issued a position notifying that materials of animal or vegetal origin from species in CITES lists (endangered or recognized protected) are not authorized in Sanofi products.

In addition, Sanofi is developing processes to protect and preserve biodiversity that call for:

- monitoring suppliers responsible for collecting natural resources used in research projects to discover new medicines,
- sourcing biological materials and related services from suppliers who apply appropriate environmental and biodiversity protection standards.

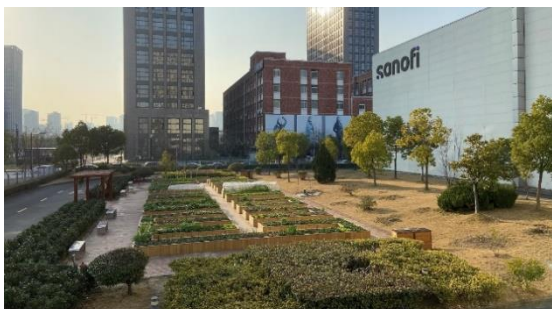
Sanofi is now reinforcing its responsible sourcing policy to align procurement practices with the commitments of the PLANET CARE program. Our biodiversity team is currently revising our digital tools and our procedures to ensure relevant ingredients' traceability and the understanding of Sanofi's materiality towards Nature, in order to strengthen our sustainable procurement policy.

For more information, please refer to Sanofi's "Procurement Sustainability Guide for Suppliers", [available here](#).

3. Actions

3.1. NEW BIODIVERSITY-RELATED INITIATIVES ON SANOFI SITES (2022)

The Sanofi Sino-French Blooming Garden



Sanofi's garden in Hangzhou (China)

In 2022, our production site located in Hangzhou (China) has completed the construction of a corporate garden, the "Sino-French Blooming Garden".

This project was funded by our 2022 Planet Care Fund. The objective is to raise awareness on biodiversity challenges, as well as to create a nice place where employees can meet, participate to the maintenance, or just take a break. To minimize its environmental footprint, the garden is made from recycled pallets, uses rainwater for irrigation and has solar lights.

Today, 130 Sanofians are actively contributing to the success of this project.

Butterfly garden at Goa Site

In 2022, our industrial site in Goa (India) has taken an initiative for improving local biodiversity and rebuild ecosystems by developing a butterfly garden. Butterflies play a significant role as indicators of healthy environment, as plant pollinators, as source of food to other organisms and in reducing pollution.

This Garden was developed with the help of the [Goa Biodiversity Board](#), a state governmental organization who has guided the project team in selecting species of plants which would attract the butterflies.

The beautiful sight of different species of butterflies in the garden is also a stress burster for all the employees. This is one of the many projects our Goa site has completed to make our planet beautiful and to raise awareness to Sanofi Employees about environmental issues.



Engagement with local authorities in Goa (India)

Promoting local biodiversity in Rzeszow (Poland)



Beehives in Rzeszow (Poland)

The Rzeszow site already had 3 beehives for 2 years when they decided in 2022 to install another one. All beehives have conquered local bees' hearts, the evidence of their success being the amount of honey produced. They have their guardian - an employee of Sanofi, lover and enthusiast of bees, who has knowledge and experience in this topic. The produced honey is distributed among the plant's employees. After second winter, the bees flew out of the beehives, all in good shape and condition.

The plant's employees have also been feeding birds in the winter period. Every day, a dedicated person pours the grain into feeders, which are visited by various species of birds: titmouse, blackbird, jay, robin, turtledove, sparrow amongst others. Nesting boxes for birds are also placed on trees, inhabited by starlings, with boxes for insects.

Conservation program in Swiftwater (USA)

The site, a large 550-acre M&S Vaccines GBU facility, is situated within a geographical region known as the Poconos. It has always been a priority of site leadership to maintain that natural beauty, which main component is the Niering Preserve, a historically undeveloped 116-acre area.

Its integrity is assured by *the Nature Conservancy*, who administers the conservation easement, conducts annual monitoring to ensure that Swiftwater abides by the terms of the easement and protects the area from development.

It is a sanctuary for white-tailed deer, bears, foxes, and other small mammals and is home to a native hardwood forest filled with white oak, hemlock, and low-lying shrubs.

The easement provides a natural buffer between Sanofi industrial operations and the surrounding community and contributes to Swiftwater's biodiversity and conservation goals. It guarantees conservation of 116 acres of natural beauty in a rapidly expanding region.



Our Contribution to Local Conservation initiative in Swiftwater, (USA)

3.2. OUR EMPLOYEE AWARENESS PROGRAMS

World Environment Day

On World Environment Day, Sanofi's employees come out in force with actions to build a safer and greener planet.

In 2021, employees across more than 120 sites in 50 countries used this international day to focus on biodiversity protection. Local initiatives such as tree planting, awareness sessions and webinars, natural sites cleaning-up and beehives installation showed the Company's embedded environmental culture.

Plan Bee®



Sanofi's Plan Bee®
program logo

Bees are part of the biodiversity on which we all depend for our survival, as pollinators contribute directly to food security; the COP 27 biodiversity framework includes various sustainable initiatives with Bees as an essential way of combatting climate change.

Pollinator decline (as well as biodiversity, consequently) is not solely a governmental or individual problem, but one which urgently requires a multi-organizational solution. Starting in 2016, a Sanofi beekeeper employee has decided to have a direct impact on pollinator decline but also have an indirect impact by means of climate change through the Plan Bee® initiative.

Plan Bee® project consists in setting up beehives on Sanofi's sites according to a calibrated governance and process which embarks volunteers across the world and sponsors.

Plan Bee® is an incubator platform deployed across 18 sites, for a total of 67 healthy and productive Beehouses, with the participation and strong commitment of 139 volunteers who are going through a learning curve across the seasons. Plan Bee®

Year 2022 enabled the production of 860 kg of honey, sold to the employees; income from the sales was donated to an in-house charity "Enfants de Sanofi", or reinvested in the initiative. In addition to stimulate entrepreneurial mind-set through Sanofi employees, this project contributes to reinforcing the circular economy, as it creates a strong connection between the sites and their city ecosystem through local primary schools or associations for disabled patients for example.

A global awareness program around Planet Care

Promoting and sharing a common environmental culture with our employees at all Sanofi sites around the world is a key element in the success of our Planet Care program. By sharing the main environmental challenges, including on biodiversity, its objectives and best practices, Sanofi multiplies the impact of its efforts.

An ambitious program of engagement and collective intelligence was launched in November 2020. Initiated by volunteers on the enterprise social network of the Company, a community of active ambassadors supports this program, which enables everyone to better understand the issues and to share initiatives and best practices all around the world. An international call for ideas was launched to select the best projects to incubate to design new solutions for the environment in a collaborative and agile manner.

For more information, see our [Document Center](#): *Employee Engagement on Environment Factsheet*.

A training in biodiversity protection

An employee training in environmental topics was launched in 2021 and is still rolling today. The objective of the training is to strengthen the environmental culture by providing basic knowledge in each of the environmental pillars covered by the Planet Care program, including biodiversity protection.

Accessible to all, it is an opportunity given to all employees to take a closer look at today's environmental challenges and to better understand Sanofi's environmental ambitions.

For more information, see our [Document Center](#):

- HSE Policy
- HSE Management System factsheet
- Sustainable Procurement Factsheet
- Soil and Groundwater Remediation Factsheet
- Employee Engagement on Environment Factsheet
- Climate-related Financial Disclosures on Risks and Opportunities related to Climate Change (TCFD) Factsheet