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Employee Volunteering Engagement

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GRI Standards:

413-1: Local Communities

EXECUTIVE SUMMARY

Our commitment to support the social and economic development of the communities where we operate is built through partnerships with local stakeholders and the contribution of employees on behalf of underserved populations and pursuing initiatives to inspire the next generation.

Every day at Sanofi, we chase the miracles of science to improve people’s lives. That reflects our commitment to society: to shape a better quality of life for people and communities around the world. Because we can do more and we want our people to have a purposeful experience, we are taking this mission to the next level with “We Volunteer,” our company-wide employee volunteering program.

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1. Background

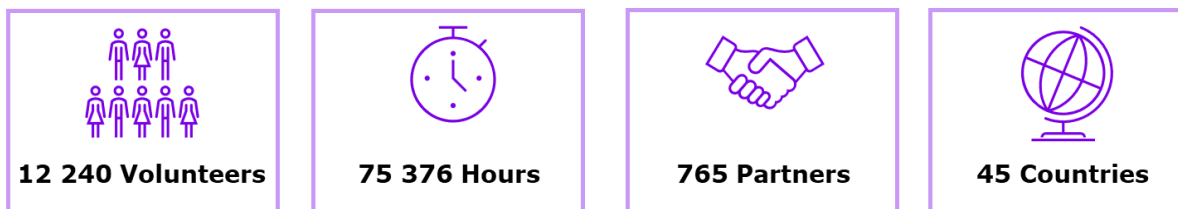
Every day at Sanofi, we chase the miracles of science to improve people’s lives.

It reflects our commitment to society to shape a better quality of life for people and communities around the world. Our volunteering activities are aligned with Sanofi commitments to society.

We Volunteer, is our global volunteering program allows us to do good for—and do right by—the communities we care about, develop strong and lasting relationships, and grow our people.

Every October, we’re taking this mission to the next level with **We Volunteer Month**, our annual gathering to celebrate engagement across Sanofi.

Sanofi Global Volunteering 2023



1.1. SANOFI WE VOLUNTEER PROGRAM

Sanofi has set up a Corporate Social Responsibility strategy fully integrated into the Play to Win business strategy and spread into four pillars (Affordable access, R&D for unmet needs, Planet Care and In and Beyond the Workplace). This strategy defines Sanofi’s commitments to society.

As part of the contribution to the social and economic engagement in the communities we operate in and to encourage employees to engage in volunteering activities, Sanofi launched in October 2021 a new global volunteering program: “**We Volunteer**”.

Volunteering in Sanofi is defined as spending time for the communities we care about. Sanofi offers to all employees **1 day paid-off per year, called VTO** (up to 2 days according to country decision) to support volunteering activities organized by the company.

Employees can use their VTO for any Sanofi-approved volunteering activities aligned with CSR commitments to society.

Employees can join year-round volunteering opportunities and/or engage during **We Volunteer Month** each year in October, the opportunity to promote and celebrate volunteering engagement across the Company.

2. Volunteering local initiatives

2.1. CHINA

Volunteering with Tianjin Chunyi Public Welfare Assistance Service Center

Tianjin Chunyi Public Welfare Assistance Service Center is a social service organization officially registered with the Tianjin Civil Affairs Bureau. The center organizes more than 300 local public welfare activities in Tianjin every year, covering various fields such as respecting the elderly, helping the needy, assisting medical treatment, assisting the disabled, and assisting orphans.

The volunteer missions include: elderly care visits, charity performances and healthy living habits talks.



In cooperation with Sanofi China the center carried out a community health public welfare activity for children and teenagers from the community to learn how to protect their health focusing on healthy living habits and prevention.

15 Sanofi's volunteers participated organizing static and dynamic activities to promote health knowledge for the youth in the community.

A Sanofi volunteer giving a talk to children in China.

2.2. JAPAN

Volunteers in Japan participated to the movement World Clean-Up Day in partnership with local environment charities and city organisms.



Sanofi volunteers in Japan supporting World Clean-up Day

2.3. HUNGARY

Volunteering with S.O.S. Crises Foundation in Hungary,

The S.O.S. Krízis Alapítvány is active in Budapest since 1996, giving temporary foster homes for family's victims of domestic violence and abuse.

Social workers, psychologists, lawyers and specialists on childcare and nursing support families in overcoming the difficulties and giving a safe place and stable housing.

15 Sanofi volunteers engaged with the partner and participated in arranging furniture, gardening, painting the garden bench and helped with the preparation of the communal lunch.



A team of Sanofi volunteers supporting S.O.S. Crises Foundation in Hungary.

2.4. GERMANY

In Germany a group of volunteers participated supporting health's screenings during Special Olympics World Games 2023 in Berlin.



Sanofi volunteers during Special Olympics event in Berlin

2.5. MEXICO

MediTec Health Fair

MediTec is a two-day event held by the students of the School of Medicine and Health Sciences of the Tecnológico de Monterrey. It focuses on providing medical, nutritional, and psychological advice to the public. The event targets communities in need and is free for patients, many of whom do not have medical insurance.

24 Sanofi volunteers participated in the health fair supporting general tasks like: welcome desk and support for public registration and helping with logistics and materials.

Other volunteers lend their medical background expertise, on nutrition, patient medical screening and health counseling.



Sanofi volunteers during MediTec Health Fair in August 2023.

2.6. DISCOVER MORE VOLUNTEERS' STORIES

Jorge, from Mexico [On the Front Lines of Health \(sanofi.com\)](#)

Yifei, from UK [Serving homeless & disadvantaged people in the UK \(sanofi.com\)](#)

Audrey, from Australia [Nurturing Indigenous Connections in Australia \(sanofi.com\)](#)