

allwell 



*Employee Benefits &  
Wellbeing: our  
Global Approach*



**GRI Standards:**

N/A



## EXECUTIVE SUMMARY

The health and wellbeing of our patients, our employees, and their families come first.

As a healthcare company dedicated to improving people's lives, we have a strong belief in our duty of care to our employees. We strive to provide high-quality healthcare and benefits to all employees worldwide so they have the means to prioritize their health and take care of their wellbeing.

Our benefits and wellbeing programs are holistic, based on a strong foundation called "All Well": healthy minds, healthy bodies, healthy financials, and a healthy working culture.

As a science-led company, we're always innovating to ensure every Sanofian can bring their best self to an inclusive workplace, where they can pursue progress and discover extraordinary.

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# 1. Our Global Benefits & Wellbeing Principles

**We put the employees' perspective the heart of everything we build.**

We design our benefits packages to be competitive and meet the highest standard for employee protection. It is paramount that our employees feel safe and taken care of while working for Sanofi.

## **Global guiding principles for benefit design:**

### *Market Competitiveness*

Our competitive benefits include high-quality healthcare solutions and wellbeing offerings that support healthy lifestyles for all employees throughout the world.

### *Inclusion and Equity*

Our benefits are designed for inclusion and our minimum standards ensure a consistent level of care worldwide. Any policy covering spouses should aim to cover broader domestic partners, including same sex partners or define them as beneficiaries.

### *Flexibility and Choice*

Wherever possible, we provide Sanofians the opportunity to customize their benefit choices in a way that works for them. This includes opportunities to purchase additional voluntary coverage, aligned with local practice and market norms.

### *Employee experience*

We listen to our employees, and our global benefit & wellbeing standards reflect what matters most to them. We focus on innovation and digitalization in our benefits-delivery model to provide an exceptional employee experience. We communicate clearly and in a simple way to employees, enabling them to navigate benefits & wellbeing information in one place, where possible.

## 2. Supporting the Health & Wellbeing of our Employees via a Strong Foundation: “All Well”

Our benefit and wellbeing programs support a purposeful experience by addressing the whole person. They are based on four pillars: healthy bodies, healthy minds, healthy financials, and a healthy working culture



	Healthy Bodies	Healthy Minds	Healthy Working Culture	Healthy Financials
What it means at Sanofi	We empower everyone at Sanofi to pursue a healthy lifestyle, lifestyle by providing <b>quality healthcare and by promoting disease prevention</b> and healthy choices.	We promote the <b>emotional and mental wellbeing of all Sanofians</b> . We offer resources to support individuals and nurture an environment of care and openness.	We are respectful, supportive and inclusive at all levels, supporting one another to pursue progress. <b>Our ways of working enable us to deliver better outcomes</b> for our customers, our patients and for our business.	We help employees <b>feel comfortable and confident managing their personal finances</b> in all stages of life. From maneuvering difficult times to planning for their future, we are there to provide support.
Our core wellbeing programs	<ul style="list-style-type: none"> <li>• Quality Healthcare ^</li> <li>• Prevention programs</li> <li>• Business Travel Insurance</li> </ul>	<ul style="list-style-type: none"> <li>• Employee Assistance Program ^</li> <li>• Mental Health Prevention &amp; support</li> <li>• Learning Resources</li> </ul>	<ul style="list-style-type: none"> <li>• Parental leave ^ ^</li> <li>• Flexible working ^ ^</li> <li>• Volunteer time off ^ ^</li> <li>• Cancer &amp; work affinity groups^</li> <li>• Recognition program</li> </ul>	<ul style="list-style-type: none"> <li>• Retirement &amp; Savings</li> <li>• Death &amp; Disability ^</li> <li>• Cancer &amp; Work policies ^</li> <li>• Enfants de Sanofi</li> </ul>

^ Global Minimum Standard Program

Standards are applied around the world where possible, subject to local regulations.

## **2.1. HEALTHY BODIES**

Good physical health is closely linked to good mental wellbeing. This pillar consists of pursuing a healthy lifestyle focusing on prevention and on quality healthcare.

### **2.1.1. Quality healthcare for all**

All employees, in every Sanofi country, on temporary or permanent contracts, full time or part time, are well covered to address health issues. The same applies to employees' dependents (typically partners and children) who can benefit from Sanofi coverage when the employee chooses to enroll them (as determined by each country plans). For example, this is the case when an employee needs to be hospitalized or suffers from a critical illness where we ensure they have access to recognized hospitals, particularly where the State provision requires supplementing.

For new employees and new contracts, whenever legally and technically possible, we ensure that there are no exclusions in our benefits for pre-existing conditions. Specifically:

- no exclusions for conditions such as HIV, chronic conditions, cancer, pandemics, congenital defects, suicide, terrorism or war risks;
- no medical questionnaires or medical examinations for the employees to obtain coverage except in cases where the employee is above a free cover limit defined in the local policy.

In addition to medical coverage itself, we ensure that employees have access to competitive paid illness leave so that they can take the time they need to heal without having to worry about their financial situation.

### **2.1.2. Reinsurance program**

We aim to reinsure as many policies as possible through our employee benefits reinsurance program. Through this approach, Sanofi is able to influence the terms & conditions of the contracts which results in:

- an improved quality of benefit design aligned to Sanofi's specific needs with a leading insurer in the marketplace, allowing for tailored coverage even in smaller countries;
- easier and mostly full waiver of pre-existing conditions and exclusions;
- guaranteed coverage;
- lower costs for employees as the cost of the premium is also partly supported by them in countries where this is market practice or if they purchase additional coverage. Our reinsurance program is on a no profit – no loss basis;
- when budget permits, countries where needs are identified by the Reinsurance Program Board will be allocated a budget to fund Wellbeing initiatives that will help improve the health of employees.

### **2.1.3. Prevention Programs**

Sanofi encourages a wide variety of activities on sites to support employees in developing healthy lifestyles. Initiatives differ by country and identified needs, and are always based on employee volunteering. All engaged sites are requested at the end of each year to provide key performance indicators (KPIs) to the global team. This assessment is also the opportunity to collect feedback and ideas that can be used to develop best practices shared with all countries.

- **Move often:** Practical tools for healthy behaviors include a Walk Well+ mobile app to organize local walking challenges, supported by communication and learning resources (online and print) and implementation of guidelines;
- **Eat Well:** The 'Green Apple' system supports employees in making sound dietary choices in onsite cafeterias, where available. It offers Sanofians a choice of balanced, varied meals that fit national and international criteria for good health. We also provide key information to understand nutritional recommendations in terms of the potential effect of food on their health;
- **Stay Healthy:** Sanofi supports information campaigns and preventive actions that promote healthy behaviors at work as well as at home. Those prevention programs cover initiatives such as smoking cessation campaigns, vaccination campaigns, and cardiovascular risk screenings;
- **Learning resources:** Through our online platforms, Sanofi provides tips and best practices to improve sleep quality, increase alertness and reduce health risks at work for different kinds of workers, accounting for those who work irregular hours.

#### 2.1.4. Disease Prevention

To sustain our program of disease prevention, we help sites implement good practices and monitor changes in employee behaviors by promoting the use of e-health tools. For example, as air pollution is a leading cause of cardiovascular and respiratory diseases including asthma and COPD, and lung cancer (among many others), we will integrate preventive actions and awareness into our wellbeing programs

To summarize, our 2025 roadmap includes the following:

- Reinforce our programs in countries considered as a priority because of the growing incidence of non-communicable diseases (NCD) and in particular NCD highly correlated to environmental and societal changes. In 2020, we saw how particularly vulnerable people with NCDs are to COVID-19, motivating even more actions for the reduction of NCDs;
- Ensure sustainability of our programs by proposing to sites new intervention ideas and global solutions;
- Increase participation, which is a long-term process and a stated goal – by the end of 2025, we want to make sure 95% of company employees are participating in our programs. As with most voluntary health promotion activities, it is relatively easy to encourage the first 20% of any population to join in, we will tailor activities to attract the other 80% who have not yet taken advantage of the program activities; and
- Improve KPIs collection and follow up of indicator parameters such as absenteeism and health costs.

The program deployment will be conducted with the support of Region Leaders in close collaboration with HSE, People & Culture, Rewards & Performance, Facility Management, Occupational Health, Corporate Social Responsibility, and the Communication network as driving forces.

#### 2.1.5. Steady progress to support healthy lifestyle behaviors

In 2019, Sanofi co-developed a new digital tool (Walk Well) allowing the organization of walking challenges worldwide involving several thousand of collaborators. This tool was particularly used during the pandemic to increase the level of physical activity of collaborators and to improve social interaction and motivation to move more.

In 2020, we have been able to scientifically demonstrate that simple nutrition signaling in our company restaurants are effective in guiding employees towards healthy food choices that are in line with international nutrition recommendations\*\*.

In 2020, in view of the health situation, the interventions offered to employees evolved and have been adapted to the context. Online services (physical activity classes, relaxation, mindfulness, etc.), webinars for psychological support and the adoption of a healthy lifestyle have been reinforced. Digital communications such as newsletters, tips, educational booklets have been intensified to reach as many employees as possible. Teleworkers, sales forces and workers with atypical working hours were particularly supported.

In 2023, in relation to our partnership with the 2024 Olympic & Paralympic Games, we launched the "Sanofi Cup" a global digital application enabling sports related challenges between colleagues.

\*\* Montagni (2020) Using Positive Nudge to Promote Healthy Eating at Worksite: A Food Labeling Intervention. Journal of Occupational and Environmental Medicine.

### **2.1.6. Business Travel Insurance**

Sanofi provides emergency medical assistance and evacuation to all Sanofi employees travelling for business purposes outside their country of employment. The assistance applies 24 hours, 7 days a week. Terms and conditions apply to all Sanofi business travelers.

## **2.2. HEALTHY MINDS**

Healthy minds make extraordinary discoveries. We promote the emotional and mental wellbeing of everyone. We advocate and offer resources to support individuals and nurture an environment of care and openness.

### **2.2.1. Employee Assistance Program (EAP)**

In 2022, we launched a global Employee Assistance Program (EAP) which provides confidential 24/7 support to all our employees everywhere. We offer 6 counselling sessions, per employee, per topic, per year. While the EAP is not the only tool we offer to employees in need, this service ensures that employees always have somewhere to turn to when they are struggling and need support in their personal or professional lives.

### **2.2.2. Mental health prevention & support**

Several tools supporting mental health prevention and assistance are available in our countries.

#### **2.2.2.1. Mental Health First Aider Programs**

Mental Health First Aider Programs are in place in countries such as Australia and UK. They include an internal coaching program to provide initial support based on non-judgmental listening and guidance to employees. Coaches are volunteer trained Sanofi employees with duty of confidentiality.

#### **2.2.2.2. Manager focus on wellbeing**

Sanofi believes that team managers are optimally placed to create a positive inclusive environment that supports the mental health and Wellbeing of our employees and creates a culture of psychological safety. Therefore in 2022 we rolled out two major global initiatives:



- employee regular check-ins: managers are strongly encouraged to conduct at least four regular “check-ins” during the year with their team members to review progress for the year. Wellbeing is one of core topics encouraged to discuss. Several available materials guide managers and employees on how to conduct these conversations;
- Sanofi Learning and Development team rolled out in 2022 a global training program focused on Mental Health called Winning Healthy Minds.
- In 2023 we launched specific training for managers to highlight their pivotal role as a leader with regards to team members’ mental health challenges.

#### 2.2.2.3. Psycho-social risks assessments

This program aims to prevent psychological risks across the organisation and relies on all people managers in Sanofi. These diagnostic tools are aimed to be deployed in every country, enabling the assessment of psychological risks. They are analysed to develop targeted remediation plans to prevent or manage risks and ultimately improve the quality of life of all Sanofians.

The ambition is to develop such diagnostics and prevention tools in all countries at Sanofi, partnering with our Health & Safety colleagues and People & Culture teams.

#### 2.2.2.4. Other mental wellbeing support initiatives

Sanofi has won many awards over the years for its employee wellbeing strategies focusing on offers that make our employees feel well, energized and engaged at work.

In addition to the initiatives described above, some examples of programs that focus on our employees’ mental wellbeing are:

- USA: daily mindfulness breaks, second opinion medical services, a mobile app with emotional support on demand, a mental health education platform and a digital family support platform.
- Australia: eight choices of on-site coaching modules including positive emotions, engagement, meaning, accomplishment, relationships, art of mindfulness, leadership using strengths and thriving through adversity
- China: mental health management workshops on family relations topics, career development and issues, and stress management.

## 2.3. HEALTHY WORKING CULTURE

As we aim to build a healthier, happier and more productive workforce who will thrive and make Sanofi a market leader, the working culture is not only key to our business strategy, but also a core piece of our benefits & wellbeing strategy.

Within this pillar, Sanofi focuses on creating a healthy working environment where all Sanofians feel empowered to perform, safe to raise their voice, and supported whoever and wherever they are. A number of global programs supporting this pillar are implemented globally in partnership with other corporate functions.

### 2.3.1. Engagement survey

Our ‘Your Voice’ pulses and annual surveys are designed to evaluate the level of engagement of our employees. This global, confidential engagement survey is run externally. It gathers employee feedback and gives managers and leaders insight to take action to improve engagement and the employee experience.

As we continue our journey of change and transformation, we believe it is crucial to empower every team member to share their insights and perspectives. Every voice matters, and participation in surveys, while entirely voluntary, is a significant contribution to our collective progress. All participants are kept confidential, safeguarding privacy and the integrity of the process.

### **2.3.2. Supportive workplace environment**

An amazing work experience starts with a healthy mix of work, life, and play. WorkX, short for Work Experience, is here to do just that. Our pioneering approach to the future of work sits at the intersection between the work we do and all the little things that make up where we do it. Sanofi WorkX ambitions are to:

- Create a healthy organization to meet patient and market needs.
- Offer purposeful experiences to attract and retain the best people.
- Build a winning culture to thrive and enable business success.
- Create a diversity edge that drives an inclusive workplace

Our WorkX workplace experience team cultivates a human-centric environment that fosters a sense of support, connection and daily inspiration for all Sanofians. The team has built a scalable wellbeing offer to promote healthy lifestyles and improve work-life balance at Sanofi sites through five key baseline requirements:

- Showers/Lockers: Provide individual stall/unit showers with an option to provide towel service.
- Fitness: Prioritize facilities with access to in-building fitness facilities. When a fitness center is not accessible, alternative fitness solutions should be provided to employees, e.g., preferred rates at local fitness centers, pop-up yoga or mindfulness classes, online classes, etc.
- Nursing Room: Clean, safe, and well-lit space for nursing mothers to sit comfortably and in privacy, typically equipped with a comfortable chair with washable fabric, seat-height table, sink, refrigerator, lockers, and a lockable door.
- Wellness Room: Private space for workouts, yoga, and/or other wellness
- Quiet Room: A quiet space to support diverse employee needs (e.g., meditation, napping, reading, individual prayer).

Our goal is for every Sanofi workplace to maximize employees' wellbeing through:

- maximum safety (including 24-hour security);
- optimized space to exchange new ideas and have meetings;
- optimized space to allow employees to focus on their work and have sufficient privacy even in an open space set-up;
- areas to have a space for breaks (cafeterias, coffee shop, pantry);
- areas to have lunch in the vast majority of our facilities (canteens or cafeterias);
- high-quality services (may include commuter shuttles, day-care, concierge);
- access to parks/outdoor spaces and/or bike storage.

Some of these offerings are planned within our workplaces, while some may be provided by our building owners, available within the local neighbourhood or sponsored by the company.

### **2.3.3. Performance Impact**

Performance Impact is our approach to continuously driving and assessing employee performance. Embedding our Play to Win behaviors, Performance Impact is designed to help everyone have a greater impact and enjoy a purposeful career. It focuses on setting stretch goals aligned with the business priorities and creating a feedback culture through regular check-ins for delivering the greatest impact,

as well as a stronger individual and collective performance. It consists of “key moments in time” that guide employees throughout the year:

1. Agile stretch goal setting and priority alignment during January.
2. Three regular check-ins between employees and managers, focusing conversations on wellbeing topics, career development and progress on goals.
3. Holistic impact level assessment at the end of the year.

### **2.3.4. Speak Up**

As Sanofians, we are collectively and individually accountable for a healthy, respectful workplace culture, where we can do our best work.

Under the aegis of our Code of Conduct, our global Speak Up program empowers employees to Speak Up to foster trust and psychological safety in their teams and to drive simplification and positive change at all levels, by sharing feedback, openly debating ideas, challenging the status quo and raising concerns.

Sanofi takes every effort to put in place the resources and mechanisms we need to Speak Up safely and with the greatest impact. These include:

- Clear and transparent expectations of ethical and respectful behaviors, including zero tolerance of any form of harassment (sexual or otherwise), discrimination, and fraud.
- Accessible and reliable Speak Up options. For example:
  - The Speak Up Helpline, which ensures that employees across the globe feel safe to alert the organization to any unethical or illegal conduct.
  - The Ombuds Office, an additional confidential, independent, impartial and informal Speak Up resource.
- Equitable and consistent processes and standards applicable to all. For example:
  - Fair and independent investigation protocols,
  - Steadfast non-retaliation assurance, and
  - Global disciplinary policy, which frames a fair, transparent, and consistent approach to managing misconduct.

These elements enable a strong culture of growth, integrity, and organizational justice, so that everyone can bring their best selves to work and feel empowered to Speak Up and lend their voice to the conversation.

### **2.3.5. Global Gender-Neutral Parental leave**

Building a truly inclusive company culture also means Sanofi offering equal opportunities to focus on work, but also to focus on personal life when needed. We believe that treating women and men equally also means giving both the chance to enjoy their children in the first months of their lives as they are at their most vulnerable.

In 2022, we launched gender-neutral parental leave, providing 14-weeks of paid parental leave to any colleague who has a new child no matter which country they are working in. This includes colleagues who are welcoming a child due to childbirth, adoption, surrogacy, irrespective of the gender or sexual orientation of the parent, as long as the employee is recognized as the child’s parent. The intent is to support new parents, meaning the primary and the non-primary caregiver, in creating a bond with their children. All birthing and non-birthing parents who are permanent employees regardless of gender or sexual orientation are eligible.

### 2.3.6. Caregiver Leaves

Some of our countries have put in place a Caregiver Leave Policy going beyond statutory leaves, among them:

- USA: 4 weeks of paid caregiver leave for critical illness
- Brazil: Up to 2 days paid for hospitalization and 1 day for medical discharge of a child (up to 18 years old) or spouse.
- Canada: Employees have up to 3 days of paid Leave of Absence or Compassionate Leave which can be used for being a caregiver.
- Italy: 5 days paid leave per year for the assistance of employees' children and spouses/relatives who need assistance for medical visits, exams and treatments, on top of 10 days/event paid leave for health critical familiar (employees' children and spouses/relatives) situation with the aim to guarantee assistance in case of severe illness or critical health condition (terminally ill, hospitalizations ...).
- Japan: Up to 1 year paid at 30% (in addition to statutory payments).

### 2.3.7. Working Flexibly

Only by changing how we work can we transform the practice of medicine and create a place where everyone can bring the best of their whole selves to work. Working flexibly is an important part: it builds inclusion, helps all of us to unleash our full creative potential, and fosters our new culture by helping us Play to Win behaviors.

A well-balanced, flexible workplace helps us feel more included because Sanofi acknowledges and caters to individual needs and working styles.

Local situations and regulations may differ, so there is no "one-size-fits-all". And we always need to strike the right balance between human work interaction, relationships and technology-enabled remoteness.

Sanofi is committed to offering flexible work globally, providing a set of global guidance for local execution according to the business needs and local laws, whether it is switching to part-time , job share, fixed hours, flextime or uninterrupted time.

Some Sanofians will work fully remote, some will work through a hybrid of remote and working on site, some will work mostly on site and occasionally on site, and some will work fully on site.

The type and amount of flexibility depends on many things, such as: the nature of the job and work activities, any requirements for being on-site, needs of the team and department, impact on stakeholders, ability to complete core tasks productively and impact on our performance.

### 2.3.8. Volunteering

Volunteering in Sanofi means spending time to help the communities we care about. Our volunteering activities support Sanofi's CSR commitment to society by:

- Giving all Sanofians one-day off paid per year to participate in volunteering activities
- A common digital platform for all countries
- WeVolunteer Month, in October, promoting and celebrating volunteering.

### **2.3.9. Cancer & Work: Acting together:**

Launched worldwide in 2024, Cancer & Work: Acting Together is Sanofi's 360° approach to address the needs of Sanofians impacted directly or indirectly by cancer or other critical illness by supporting our employees from a financial, emotional, and social wellbeing perspectives. Please refer to the Healthy Financials section for more details of this program.

### **2.3.10. BRAVO! and creating a Culture of recognition**

Bravo! is our global recognition platform at Sanofi that helps build a culture of recognition and Play to Win by:

- Embedding Play to Win behaviors
- Improving collaboration
- Driving performance

The purpose of this program is to acknowledge and reward employees who have exhibited and role-modelled our Play to Win behaviors as well as to celebrate life events and service milestones, as locally set up.

If a fellow Sanofian has done a great job or gone above and beyond by putting in exceptional effort, it's very likely that they deserve a Bravo!.

Receiving recognition is a great feeling - and giving recognition is a great feeling. Recognition makes all feel valued, engaged, and appreciated for their contributions in helping make Sanofi a great place to work where all can thrive. This is why recognizing others through this program is open to employees wherever they are in the world.

## **2.4. HEALTHY FINANCIALS**

Feeling confident managing personal finances is key to improving our wellbeing. We help our employees manage their personal finances - whatever stage of life they are at. From maneuvering difficult times, planning for their future to improving savings.

Financial wellbeing at Sanofi covers a broad range of financial aspects of an employee's lifecycle. Solutions may vary in each country based on market practice and needs. As an employer of choice, we:

- ensure that our employees around the world are covered in case of unfortunate life events such as death and disability, in line with our global standard of care;
- ensure that our employees have their future secured through high-quality well-designed savings arrangements;
- empower our employees to plan for their retirement and their long-term financial projects;
- ensure that our employees benefit from our global purchasing power in the benefits they receive.

### **2.4.1. Providing Access to High Quality & Competitive Pension Arrangements**

As for all other benefits, Sanofi ensures that when it comes to pensions and savings, our offering is competitive and supports employees to better plan their retirement and ensure reasonable income as they come towards the end of their career. Sanofi encourages the establishment of savings and

retirement programs for employees in line with market norms.

Our pension plans are defined contribution in nature whenever possible and we apply the following rules to the contribution level:

- employer contribution levels are set at a market competitive level;
- where possible, employees are enrolled in a plan automatically unless they specifically “opt out” of participation. In case of employer matching plans, the default employee contribution is the one maximizing the employer match;
- as statutory pensions tend to decrease more and more, the employees are encouraged to voluntarily contribute to building their wealth through the Sanofi savings & retirement plans; and
- as part of the Company diversity & inclusion policy, if possible, countries should ensure that spouse pensions cover any domestic partners and not only spouses.

### **2.4.2. Employee Stock Purchase**

The Employee Stock Purchase Plan (ESPP) is a company-run program in which employees can become Sanofi shareholders by acquiring company shares on preferential terms (discounted price, free matching shares). This allows employees to participate in the company’s growth, develop a common spirit worldwide and create a community of interest between employees and shareholders. Up to this date, Sanofi employees hold approximately 1,9% of Sanofi share capital.

### **2.4.3. Employee support and protection in case of unfortunate life event**

#### **2.4.3.1. Employee Assistance Program for financial guidance**

Through our Employee Assistance Program (EAP), which provides 24/7 support to all our employees globally, employees have somewhere to turn to when they struggle in their personal or professional life, including asking for support on financial and legal guidance (e.g home purchase, retirement planning, debt management, etc)

#### **2.4.3.2. Life insurance for all Sanofians**

Sanofi is also present in the most difficult episodes of an employee's life cycle. Death or Disability situations can cause major distress to employees and their families. While we cannot control these unfortunate events, as a responsible and caring employer, we ensure that all our countries provide a good level of benefits. In nearly all of our countries, we provide financial coverage of at least 2 years base salary in case of death. In many countries the level of coverage is higher based upon market practices and norms.

#### **2.4.3.3. Cancer & Work – Acting Together**

Launched worldwide in 2024, Cancer & Work: Acting Together is Sanofi's 360° approach to address the needs of Sanofians impacted directly or indirectly by cancer or other critical illness by caring about our employees from a financial, emotional, and social wellbeing perspectives\*. It is also designed to support teams to better manage the impact of the disease within the company, from the moment news about the illness is shared, during the absence and upon return, over months or even the following years.

*For those diagnosed with cancer:*

With this new landmark initiative, employees diagnosed with cancer or another critical illness\* will maintain their job, salary and benefits for up to 12 months - no matter their role or geographical location at Sanofi. They will be able to incorporate flexible work arrangements, which will be adapted based on individual needs, location and nature of their role.

*For those caring for a family member:*

Those caring for a family member impacted by cancer will also have access to flexible work arrangements. In addition, throughout 2024, all Sanofi employees will become eligible to unpaid caregiver leave which allows them to carry out caregiving duties for their close family members suffering from a critical illness.

Finally, our employees, facing cancer directly or indirectly, have access to external psychological support in all countries 24/7 through our global Employee Assistance Program.

But there is more to it than just policies and benefits. To further support Sanofians' emotional wellbeing, all employees impacted by cancer either directly or indirectly will have access to one of our continually growing Cancer & Work affinity groups (currently made of about 65 specifically trained peer support partners and more than 100 volunteers) , connecting with colleagues also impacted by cancer to share experiences, resources and participate in advocacy or community projects. Those affinity groups were inspired by the Cancer & Work initiative born in France, following Sanofi France's May 2017 signature of the French National Cancer Institute (INCa) charter. In addition to the 65 trained peer support partners internationally, the French Cancer & Work network has over 150 volunteers.

*\*As defined by the regulations/policies of each respective countries*

#### **2.4.3.4. Enfants de Sanofi**

*enfants*  
de Sanofi

To strengthen support for Sanofi employees, "*Enfants de Sanofi*", a non-for-profit organization under the French law was founded in 1993 by both Sanofi and employees. Its purpose is to help employees' children who are experiencing difficulties such as medical problems, social troubles, or educational difficulties.

The program provides individual support to families worldwide. It also carries out collective actions within Sanofi subsidiaries, which are tailored to meet local needs through health programs and education & awareness campaigns.

*For more information, see the [Enfants de Sanofi's annual report](#).*