



Local Employee Resource Groups
Voluntary and employee-led
 Making sure diverse voices and experiences are heard
 Sharing insights, educating colleagues, building allies
 Strengthening relationships with local communities

- CEO
- ExCom members
- Chief Diversity Officer
- Global ERG Lead
- External DE&I advisors

Diversity, Equity & Inclusion Board
 A bold mix of members to accelerate our impact through DE&I
 Challenging and coaching us on our progress
 Amplifying Sanofi's voice on DE&I
 Bringing external perspectives to our company

- gender+
- generations+
- pride+
- ability+
- culture and origins+

Global Employee Resource Groups
 A strategic framework that supports our ERG movement
 Setting clear direction across our five diversity strands
 Turning local ERG knowledge into global action
 Five global ERG leads with five ExCom sponsors