

## EXTERNAL CSR AWARDS & RECOGNITIONS RECEIVED

**GRI Standards :**

103 : Management Approach

413-1 : Local Communities

### EXECUTIVE SUMMARY

In 2019, throughout the world, Sanofi and its affiliates received around 90 external CSR awards and certifications.

Sanofi's CSR performance is also recognized through the most important international Socially Responsible Investment (SRI) indices.

COUNTRY	NAME OF THE AWARD	DESCRIPTION OF PROGRAM	CSR PILLAR
<b>ARGENTINA</b>	Top Employer Certification 2020	Sanofi Argentina received the Top employer certification from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	<b>COMMUNITIES</b>
<b>ASIA PACIFIC</b>	Top Employer Certification 2020	Five Sanofi Asia Pacific affiliates (Australia, China, India, Singapore, Vietnam) were awarded “Top Employer” by the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices. This allows us to become a “Top Employer” in Asia Pacific for the second time.	<b>COMMUNITIES</b>
<b>AUSTRALIA</b>	Top Employer Certification 2020	Sanofi Australia received the Top employer certification from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	<b>COMMUNITIES</b>
<b>BELGIUM</b>	AAALAC International Accreditation	Sanofi Belgium R&D site in Ghent received their first AAALAC International accreditation to recognize the high quality of animal care and use standard.	<b>ETHICS</b>
<b>BRAZIL</b>	"Prêmio Líderes da Saúde 2019" (Health Leaders Award) - Investment in Social Responsibility Category	Sanofi Brazil was elected as spotlight in this category because of its whole investments in Social Responsibility.	<b>ACCESS TO HEALTHCARE</b>
<b>BRAZIL</b>	Top Employer Certification 2020	Sanofi Brazil received the Top employer certification from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	<b>COMMUNITIES</b>
<b>BULGARIA</b>	CSR campaign of the year at the B2B media Awards	Sanofi Bulgaria won the 2019 CSR campaign of the year Award for its sustainable actions to raise the quality of life of Bulgarian citizens by ensuring access to quality healthcare with its campaigns “Honestly for diabetes” and “Honestly for vaccines”. Those programmes bring awareness on prevention, early diagnostics and proper treatment of various health diseases and also invest in the development of Bulgarian doctors.	<b>ACCESS TO HEALTHCARE</b>
<b>CANADA</b>	AAALAC International Accreditation	Sanofi Canada Toronto vaccine site received the renewal of AAALAC International accreditation to recognize the high quality of animal care and use standard	<b>ETHICS</b>

COUNTRY	NAME OF THE AWARD	DESCRIPTION OF PROGRAM	CSR PILLAR
CHINA	AAALAC International Accreditation	Sanofi China Vaccine site in Shenzhen received their first AAALAC International accreditation to recognize the high quality of animal care and use standard.	ETHICS
CHINA	Annual Charity Practice Award	Sanofi China received the Award Charity Practice Award for the Healthy Community Project. The project has covered more than 4,000 hospitals, supported more than 20,000 doctor training. Meanwhile, Sanofi has helped 1,063 hospital kick off Chest Pain Center, 1,682 county-level hospitals involved in the project and covered 1,299 counties.	ACCESS TO HEALTHCARE
CHINA	Excellent Case Award	Sanofi China was awarded with the Excellent Case Award for the Sanofi Love Class programme launched in 2011. Based on helping three schools in Sichuan province, it helped 291 children receive compulsory education and supported their survival and development needs.	COMMUNITIES
CHINA	Excellent Responsibility Enterprise Award	Sanofi China received the best responsibility enterprise award for its Shanghai Innovation Hub established in April 2018. It is a digital innovation platform, aiming at providing a wide range of resources and opportunities for the development and innovation of medical projects through the cooperation among local Chinese enterprises.	ACCESS TO HEALTHCARE
CHINA	Innovation-driven Contribution Award	Sanofi China was rewarded with the Innovation-driven Contribution Award for being the first multinational pharmaceutical company to participate in the county medical market as an independent division.	ACCESS TO HEALTHCARE
CHINA	Outstanding Social Responsibility Enterprise Award	Since 2011, Sanofi established the first dedicated unit, targeting at people in the county, covering more than 1,000 county-level and municipal hospitals. This conference was organized by Beijing Rongzhi Institute.	ACCESS TO HEALTHCARE
CHINA	The CSR Enterprise Award	Sanofi China helps develop primary medical care and provides solutions from the county and community dimensions with professional perspective and innovative means. Besides, Sanofi established "Sanofi China Volunteer Programme" for the community through organizing, professional, regular volunteer activities.	ALL
CHINA	Top Employer Certification 2020	Sanofi China received the Top employer certification from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	COMMUNITIES

COUNTRY	NAME OF THE AWARD	DESCRIPTION OF PROGRAM	CSR PILLAR
COLOMBIA	Top Employer Certification 2020	Sanofi Colombia received the Top employer certification from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	COMMUNITIES
CORPORATE	Equileap 2019	Sanofi is part of the 30 most gender-balanced companies in the world, according to the Equileap 2019 report that ranked more than 3,500 companies in more than 20 developed economies. Sanofi's ranking has increased substantially since 2018 from 51 to 30 globally and from eight to four in France. The Equileap report is an in-depth, cross-sector analysis that ranks businesses based on the Gender Equality Scorecard™ with 19 criteria inspired by the UN's Women Empowerment Principles.	COMMUNITIES
CORPORATE	Grand Prix V.I.E. Entreprises 2019	Sanofi's iMove programme was awarded the "Grand Prix V.I.E. Entreprises 2019" by Business France, a national agency that supports the international development of the French economy, for the opportunity it provides for hundreds of young professionals to work abroad and kick-start their careers	COMMUNITIES
EGYPT	CSR Arabia - Sustainable Development week	At the Arab Sustainable Development Conference under the Auspices of the President Abdel Fattah El Sisi, Sanofi Egypt has been recognized for its impactful CSR sustainable programs (Comprehensive Educational Program KiDS, Community Service (Student Training))	ALL
EGYPT	Federation of Egyptian Industries CSR Award (Sustainable Businesses in Achieving Sustainable Development)	Sanofi Egypt is serving the SDGs and supporting 3 key areas: Community, Environment and Workplace through our different programmes. Sanofi was one of the twelve companies awarded out of more than 200 companies.	ALL
EGYPT	Top Employer Certification 2020	Sanofi Egypt received the Top employer certification from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	COMMUNITIES
EUROPE	Top Employer Certification 2020	Seven Sanofi Europe affiliates (France, Germany, Hungary, Italy, Poland, Spain, United Kingdom) were awarded "Top Employer" by the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices. This allows us to become a "Top Employer" in Europe for the 3rd consecutive year.	COMMUNITIES

COUNTRY	NAME OF THE AWARD	DESCRIPTION OF PROGRAM	CSR PILLAR
FRANCE	AAALAC International Accreditation	Sanofi France Chilly Mazarin site received the renewal of AAALAC International accreditation to recognize the high quality of animal care and use standard	ETHICS
FRANCE	AAALAC International Accreditation	Sanofi France Vitry sur Seine R&D site received the renewal of AAALAC International accreditation to recognize the high quality of animal care and use standard	ETHICS
FRANCE	Deauville Green Awards - Organisations and Corporate Social Responsibility category	The short film "Choosing Community" ("Le choix du lien"), launched by Sanofi France for the World Cancer Day with the aim of changing how people see cancer in the workplace, received the Silver Award during the Deauville Green Awards. The Deauville Green Awards is an international festival for CSR and eco-innovations visual productions.	COMMUNITIES
FRANCE	ISO 50001	The Campus Sanofi Val de Bièvre received the renewal of the ISO 50001 certification for 2019. This certification highlights 30 strong points, including the site's energy commitment, which reduced its consumption by 17% since 2016.	HEALTHY PLANET
FRANCE	Glassdoor Prize	Sanofi is ranked 9th in Prix Glassdoor (vs 22nd last year). Glassdoor, an independent platform on which company employees assess their working environment anonymously, rewards the best companies with the "Employee Choice Award", entirely based on the comments provided by employees (former or current) during the year.	COMMUNITIES
FRANCE	Responsible Supplier and Purchasing Relations Label	Sanofi France received the "Responsible Supplier and Purchasing Relations" label from the Public Authorities. Thanks to its 33 sites in France, Sanofi is able to build lasting relationships and mutual trust with our economic ecosystem through constructive practices, sustainable and balanced purchases.	COMMUNITIES
FRANCE	The Grand Prix Stratégies for advertising production – Web Content category	The short film "Choosing Community" ("Le choix du lien"), launched by Sanofi France for World Cancer Day with the aim of changing how people see cancer in the workplace, has been awarded Bronze Award in the Grand Prix Strategies for Advertising. Stratégies is a leading weekly magazine rewarding the best advertising productions in video, digital and events.	COMMUNITIES
FRANCE	Top Employer Certification 2020	Sanofi France received the Top employer certification for the 3rd year in a row from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	COMMUNITIES

COUNTRY	NAME OF THE AWARD	DESCRIPTION OF PROGRAM	CSR PILLAR
GERMANY	2019 Fair Company	Sanofi Germany receives the award certifying companies as fair employers for students and trainees under the Charter of career-enhancing and fair trainee programs	COMMUNITIES
GERMANY	AAALAC International Accreditation	Sanofi Germany Frankfurt R&D site received the renewal of AAALAC International accreditation to recognize the high quality of animal care and use standard	ETHICS
GERMANY	Engagier Dich	This award was granted to Sanofi Germany for its support for students engaging themselves in honorary posts	COMMUNITIES
GERMANY	Top Employer Certification 2020	Sanofi Germany received the Top employer certification from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	COMMUNITIES
GLOBAL	Top Employer Certification 2020	Sanofi certified as 2020 "Top Employer" by Top Employers Institute for Good Practice in Employee Development. For the second time, Sanofi has been officially certified as a 2020 "Global Top Employer" by the Top Employers Institute in recognition of its Human Resources policies. Sanofi has received this worldwide certification thanks to the regional and local certifications of 4 main regions (Europe, Middle East, Asia Pacific, Latin America) and 22 countries (Argentina, Australia, Brazil, China, Columbia, Egypt, France, Germany, Hungary, India, Italy, Kazakhstan, Mexico, Poland, Russia, Singapore, Spain, South Africa, Turkey, United Kingdom, United Arab Emirates, Vietnam).	COMMUNITIES
GREECE	Healthcare Business Awards - Social Awareness Category	Sanofi Greece received the Gold Award in the Social awareness category of the Healthcare Business Awards for the MS Bike programme (an awareness campaign about Multiple Sclerosis implemented under the auspices of the Hellenic Academy of Neuroimmunology). This award recognizes companies for their social awareness and actions towards the Greek society, supporting vulnerable social groups, residents of remote areas and assist the work of charities and volunteer groups.	ACCESS TO HEALTHCARE

COUNTRY	NAME OF THE AWARD	DESCRIPTION OF PROGRAM	CSR PILLAR
HONG KONG	Caring Company Award	Sanofi Hong Kong received the Caring Company Award for the 13th consecutive year in recognition of CSR efforts. Launched by The Hong Kong Council of Social Service (HKCSS) in 2002, the Caring Company Scheme aims to foster strategic partnerships between the business and social services sectors to promote good corporate citizenship and create a more inclusive society.	COMMUNITIES
HONG KONG	Corporate Citizenship Award	Sanofi HK received this award for the 5th consecutive year from the Hong Kong Productivity Council and the Committee on the Promotion of Civic Education, aiming to recognize the awardee's contributions on corporate social responsibilities; promote the concept of corporate citizenship; encourage the corporate to care the community; enhance economical, society and environment with sustainable development.	COMMUNITIES
HONG KONG	Employees Retraining Board (ERB) Manpower Developer Award	Sanofi Hong Kong received the Employees Retraining Board (ERB) Manpower Developer Award for 8th consecutive year.	COMMUNITIES
HONG KONG	Family-Friendly Employers Award	Sanofi Hong Kong was recently awarded the highest recognition of the 'Family-Friendly Employers Award' for the fifth time in a row	COMMUNITIES
HONG KONG	Good MPF Employer	Sanofi Hong Kong is committed to providing employees with a rewarding work environment, flexible working hours, additional leave days, competitive remuneration package and pension scheme, and comprehensive life and medical insurance coverage, in order to reward success and support employees and their family's needs.	COMMUNITIES
HONG KONG	Grand Award	Sanofi Hong Kong was recognized with the 'Grand Award', becoming one of five companies, and the only pharmaceutical company, in all of Hong Kong to be bestowed the honor. This award is also given by the Family Council, an advisory body to the Government.	COMMUNITIES
HONG KONG	Happy Company Award	Sanofi Hong Kong received the Happy Company Award for the 5th year in recognition of dedication in fostering a happy and healthy workplace	COMMUNITIES
HUNGARY	Top Employer Certification 2020	Sanofi Hungary was awarded "Top Employer" by the Top Employer Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	COMMUNITIES

COUNTRY	NAME OF THE AWARD	DESCRIPTION OF PROGRAM	CSR PILLAR
INDIA	2019 Indian Vaccines Company of the Year award	The Sanofi Pasteur team won the Indian Vaccines Company of Year award for 2019. Frost & Sullivan's Best Practices Awards recognize companies for superior leadership, technological innovation, customer service, and strategic product development.	ACCESS TO HEALTHCARE
INDIA	Recognition by the Indo French Chamber of Commerce and Industry	Sanofi India initiated its first Public Private CSR Partnership with the State of Maharashtra in 2014, in the area of non-communicable disease (NCD) control and management. The Government of India has introduced an NCD cell in 100 districts of India. In Maharashtra, currently 17 out of 35 NCD cells have been initiated thus far. Sanofi along with Project HOPE (its partner) developed and implemented a culturally tailored, evidence-based patient centric education training program to upgrade the knowledge of healthcare personnel on the management of patients with diabetes, hypertension, CVD and Cancer. In addition, awareness of Diabetes and Hypertension was spread through posters and hoardings in State hospitals, Primary Health Care centers and Community Health Care Centers.	ACCESS TO HEALTHCARE
INDIA	Top Employer Certification 2020	Sanofi India received the Top employer certification from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	COMMUNITIES
IRELAND	KeepWell mark, an accreditation from Ibec (the Irish business and employers' confederation).	Our Industrial Affairs site in Waterford, Ireland has earned the KeepWell mark, an accreditation from Ibec. The national programme promotes and recognises the highest standards of workplace wellness, health and safety. During an independent onsite assessment, Waterford was evaluated across eight key criteria - absence management; health and safety; healthy eating; intoxicants; leadership; mental health; physical activity and smoke-free.	COMMUNITIES
ITALY	Diversity & Inclusion Award	At the third edition of the LC Diversity Awards Sanofi Italy won the Diversity & Inclusion award for its commitment to reinforcing and encouraging inclusive culture in the company during an event held under the patronage of the Municipality of Milan.	COMMUNITIES
ITALY	Gender Equality Certification by the Winning Women Institute	Sanofi Italy has been awarded with the Gender Equality certification by the Winning Women Institute. The Winning Women Institute awarded Sanofi the "Pink Label" for equal opportunities at work with an analysis that concerned pay, access to work, career and maternity support.	COMMUNITIES

COUNTRY	NAME OF THE AWARD	DESCRIPTION OF PROGRAM	CSR PILLAR
<b>ITALY</b>	Top Employer Certification 2020	Sanofi Italy received the Top employer certification from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	<b>COMMUNITIES</b>
<b>KAZAKHSTAN</b>	Top Employer Certification 2020	Sanofi Kazakhstan received the Top employer certification from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	<b>COMMUNITIES</b>
<b>LATIN AMERICA</b>	Top Employer Certification 2020	Four Sanofi Latin America affiliates (Argentina, Brazil, Colombia, Mexico) were awarded "Top Employer" by the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices. This allows us to become a "Top Employer" in Latin America.	<b>COMMUNITIES</b>
<b>MEXICO</b>	Top Employer Certification 2020	Sanofi Mexico received the Top employer certification from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	<b>COMMUNITIES</b>
<b>MIDDLE EAST</b>	Top Employer Certification 2020	Four Sanofi Middle East affiliates (Egypt, Kazakhstan, Turkey, United Arab Emirates) were awarded "Top Employer" by the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices. This allows us to become a "Top Employer" in Middle East.	<b>COMMUNITIES</b>
<b>PAKISTAN</b>	Special Recognition Award of OICCI for "Gender Balance Workforce"	Sanofi Pakistan received a special recognition award for its efforts in promoting gender-balance and female friendly policies to attract and retain female talent, and for nurturing an environment conducive for its female workforce. The award was presented at the annual Women Empowerment Awards ceremony of the Overseas Investors Chamber of Commerce and Industry's (OICCI).	<b>COMMUNITIES</b>
<b>POLAND</b>	IQVIA Excellence Awards 2019	Sanofi Poland was awarded with the IQVIA Excellence Award for addressing the problem of diabetes among children which has a direct impact on their future. The implementation of activities in a selected region is a great example of corporate social responsibility (CSR) in the field of local prevention of global health problems, with the support of employees and the local community.	<b>ACCESS TO HEALTHCARE</b>

COUNTRY	NAME OF THE AWARD	DESCRIPTION OF PROGRAM	CSR PILLAR
<b>POLAND</b>	Top Employer Certification 2020	Sanofi Poland received the Top employer certification from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	<b>COMMUNITIES</b>
<b>POLAND</b>	White CSR Leaf Award	Sanofi Poland was rewarded by the "Polityka" weekly, together with Deloitte Poland and the Responsible Business Forum, for the whole CSR activities (environmental protection, corporate governance, human rights, behavior towards employees, customer care, business integrity and social involvement).	<b>ALL</b>
<b>RUSSIA</b>	Top Employer Certification 2020	Sanofi Russia received the Top employer certification from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	<b>COMMUNITIES</b>
<b>RUSSIA</b>	Certificate of appreciation from Interregional public organization of the disabled people "Moscow Society of Multiple Sclerosis"	Sanofi Russia received the Certificate of appreciation from Interregional public organization of the disabled people "Moscow Society of Multiple Sclerosis" in recognition for its active participation in socially significant patient event.	<b>ACCESS TO HEALTHCARE</b>
<b>SINGAPORE</b>	Top Employer Certification 2020	Sanofi Singapore received the Top employer certification from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	<b>COMMUNITIES</b>
<b>SOUTH AFRICA</b>	Top Employer Certification 2020	Sanofi South Africa received the Top employer certification from the Top Employers Institute for the 14th consecutive year in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	<b>COMMUNITIES</b>
<b>SOUTH KOREA</b>	Plaque of Appreciation by the Mayor of Seoul City	Sanofi Korea received the Plaque of Appreciation from the Mayor of Seoul City for its program 'Helping Hands' as a contribution to Korean society through its flu vaccination for the homeless / housing vulnerable in Korea since 2011.	<b>ACCESS TO HEALTHCARE</b>
<b>SPAIN</b>	Top Employer Certification 2020	Sanofi Spain received the Top employer certification from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	<b>COMMUNITIES</b>

COUNTRY	NAME OF THE AWARD	DESCRIPTION OF PROGRAM	CSR PILLAR
<b>TURKEY</b>	Top Employer Certification 2020	Sanofi Turkey received the Top employer certification from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	<b>COMMUNITIES</b>
<b>UNITED ARAB EMIRATES</b>	Top Employer Certification 2020	Sanofi UAE received the Top employer certification from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	<b>COMMUNITIES</b>
<b>UNITED KINGDOM</b>	Top Employer Certification 2020	Sanofi UK received the Top employer certification for the 5th year in a row from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	<b>COMMUNITIES</b>
<b>USA</b>	AAALAC International Accreditation	Sanofi US Boston R&D and Vaccine sites received the renewal of AAALAC International accreditation to recognize the high quality of animal care and use standard	<b>ETHICS</b>
<b>USA</b>	American Heart Association Workplace Health Achievement Index - Gold Level	Sanofi US is an American Heart Association Fit-Friendly Worksite for above and beyond, progressive leadership and concern for employees' health. The purpose of the Workplace Health Achievement Index recognition program is to recognize companies meeting criteria predefined by the American Heart Association for efforts to implement quality workplace employee health programs.	<b>COMMUNITIES</b>
<b>USA</b>	Best company for dads	Sanofi US received the Best company award for dads from the Working Mother Media in recognition for dads receiving paid family leave, flexible work arrangements and back up care.	<b>COMMUNITIES</b>
<b>USA</b>	CEO Cancer Gold Standard Award	Sanofi has been accredited as a CEO Cancer Gold Standard employer since 2009. This workplace-based wellness accreditation program provides a framework for employers to lower the risk of cancer, detect it early, and ensure access to high-quality care. The CEO Cancer Gold Standard™ provides a framework for employers to have a healthier workplace by focusing on cancer risk reduction, early detection, access to clinical trials and high-quality care.	<b>COMMUNITIES</b>

COUNTRY	NAME OF THE AWARD	DESCRIPTION OF PROGRAM	CSR PILLAR
USA	Corporate Equality Index (CEI) from Human Rights Campaign's (HRC) - "Best Places to Work for LGBTQ Equality"	Sanofi US received a perfect 100 score on the Human Rights Campaign's (HRC) Corporate Equality Index (CEI). The HRC is America's largest civil rights organization working to achieve lesbian, gay, bisexual, transgender and queer (LGBTQ) equality. The CEI rates businesses on their treatment of LGBTQ employees, consumers and investors. Employers that have earned a 100 percent rating by satisfying all the criteria on the CEI survey are recognized as a "Best Places to Work for LGBTQ Equality."	COMMUNITIES
USA	Diversity Inc. Top 15 Companies for Philanthropy	Sanofi US is ranked #15 in the Diversity Inc's Top 50 for Philanthropy. In addition to tracking human capital programs, practices and outcomes, the survey also tracks organizations' diversity spend and practices related to Philanthropy as a reflection of a company's broader commitment to diversity and inclusion.	COMMUNITIES
USA	Diversity Inc. Top 50 Companies for Diversity	Sanofi US is ranked #31 in the Diversity Inc's Top 50 is based on evaluating companies with more than 1000 employees in the U.S. on four key areas: talent pipeline, talent development, leadership accountability and supplier diversity	COMMUNITIES
USA	Diversity Inc. Top Companies for LGBT employees	Sanofi US is included in the Diversity Inc's Top Companies for places to work for LGBT community	COMMUNITIES
USA	Excellence in Community Health Award from National Minority Quality Forum	Sanofi USA received outstanding achievement for Excellence in Community Health Award	ACCESS TO HEALTHCARE
USA	Forbes 2019 America's Best Large Employers	Sanofi Named One of America's Best Employers by Forbes for the 1st time. Forbes collaborates with analytics company, Statista, to compile the list. Statista surveyed 50,000 U.S. employees working for companies with at least 1,000 people in their U.S. operations. All the surveys were anonymous, allowing participants to openly share their opinions.	COMMUNITIES
USA	Global Healthy Workplace	Sanofi US was certified as Global Healthy Workplace and Employer of Choice. This international recognition highlights our commitment to supporting employees' health and well-being.	COMMUNITIES
USA	Healthier Somerset Healthy Workplace Wellness	Sanofi US received gold-level recognition as a Healthy Workplace from the Healthier Somerset Coalition, which honors companies for outstanding worksite wellness programs that improve employees' health and well-being.	COMMUNITIES

COUNTRY	NAME OF THE AWARD	DESCRIPTION OF PROGRAM	CSR PILLAR
USA	Top Companies for Executive Women - National Association for Female Executives	Our 2019 NAFE Roundtable calls together a powerful group of senior executive women from the NAFE Top Companies. The NAFE Roundtable's 19th year brings together senior executive women from the 2019 NAFE Top 70 Companies and 10 Nonprofits for Executive Women in order to take on the advancement challenges women face in today's workplace: a male-dominated environment, unconscious bias, the gender wage gap, sexual harassment, and succession planning for the top job.	COMMUNITIES
USA	Top 100 Adoption-Friendly Workplace	The annual list honors employers that offer adoption benefits for their employees. To earn a spot on the list, the foundation considers financial reimbursement and paid leave for employees who adopt children.	COMMUNITIES
USA	Top Corporate Charitable Contributors in Massachusetts – Boston Business Journal	Sanofi Genzyme was ranked number 25 on the Boston Business Journal's list of top corporate charitable contributors in Massachusetts.	COMMUNITIES
USA	Transportation Management Council of New Jersey Smart Workplaces Platinum Award	Sanofi USA received the Platinum Award for its outstanding achievement in providing and promoting commuting options for employees to decrease congestion and improve air quality	HEALTHY PLANET
USA	Working Mothers 100 Best	Sanofi US was ranked in the 100 Best Working Mother companies in terms of female representation, parental leave, family support, women's advancement and job flexibility.	COMMUNITIES
VIETNAM	Vietnam Best Places to Work	Sanofi Vietnam Named One of '100 Vietnam Best Places to Work', and ranked #2 within Pharma Industry. This is the 5th consecutive year Sanofi Vietnam is ranked as one of the 100 best places to work in Vietnam.	COMMUNITIES
VIETNAM	Top Employer Certification 2020	Sanofi Vietnam received the Top employer certification for second year in a row from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	COMMUNITIES

## Socially Responsible Investment recognition

INDEX	LOGO	2019 RATING / RANKING
CDP World Award - Climate Change 2019		Sanofi achieved B score. Sanofi is included in the new Euronext® CDP Environment France EW, an equal weighted index that reflects the performance of the top 40 stocks, based on their environmental score, out of the SBF120 Index.
CDP World Award – Water Security 2019		Sanofi achieved A- score from CDP for its achievement in water management. Sanofi is included in the new Euronext® CDP Environment France EW, an equal weighted index that reflects the performance of the top 40 stocks, based on their environmental score, out of the SBF120 Index.
DJSI		Sanofi was included in the DJSI World 2019 for the 13th consecutive year, and inclusion in the DJSI Europe in 2019.
FTSE4Good	 FTSE4Good	Sanofi remains a constituent of the FTSE4Good Index with an excellent general score of 4.4 out of 5, with very high rating across the 3 pillars Environmental, Social and Governance
Global 100 - Corporate Knights		Sanofi ranks #28 in 2019 Global 100 Most Sustainable Corporations and #1 in the pharmaceutical sector:
ISS - Oekom		Sanofi is rated B and ranked in the top 3 companies of the "Pharmaceutical and Biotechnology" sector.
MSCI		Sanofi was rated A.
RobecoSAM		Sanofi was rated as Bronze class.
Sustainalytics		Sanofi was ranked 4th (out of 160 companies) and is rated "Leader", as part of the Top 5 companies. (2018)