

GENERAL MEETING OF MAY 2, 2018
WRITTEN QUESTION

Written questions may be submitted to the Company, pursuant to the rules established by law, with respect to any General Meeting. In conformity with the legislation in force, an answer is deemed to have been given to a written question provided it has been displayed on the Company's website.

On April 24, 2018 the Board received a letter from Mr. Jean-Luc PIAT:

"In Sanofi's 2017 Document de Référence, the section covering the vigilance plan (p 400) states: Within the framework of its corporate social responsibility procedures, Sanofi set up a working group as early as 2016 in order to identify and analyze the internal actions related to its duty of care as to human rights, health & safety and the environment. The work revealed that a number of concerns were already being dealt with and that additional actions were necessary in order to strengthen the existing policies. They have allowed the structuring of Sanofi's overall vigilance procedures which will be deployed at the beginning of 2018.

The Act of March 27, 2017, on the duty of care of parent companies and of undertakings using subcontracting, indicates that "The [vigilance] plan is intended to be developed in collaboration with the stakeholders within the company" (Art. 1 of Act no. 2017-399).

As internal stakeholders in the company representing Sanofi's employees, the participating trade union organizations and the representatives of the personnel have not been consulted with respect to the preparation of this vigilance plan.

- *The question is how Sanofi intends to include the trade union organizations in the implementation and monitoring of the vigilance plan with a view to the 2018 annual report?*
- *And in particular, how Sanofi is going to consult the representative trade union organizations in order to establish an alert mechanism for the collection of reports with respect to the existence or occurrence of risks, that the Act specifies are required to be "established in consultation with the representative trade union organizations within such company"?"*

Response to the written question:

During the financial year 2017, we conducted an inventory of the existing measures that contributed to our duty of care with all of the departments involved, including health, safety and the environment, corporate social responsibility, manufacturing, ethics and business integrity, legal and purchasing. The initial vigilance plan, published in the 2017 Document de Référence was established on the basis of this inventory. In parallel, we have been preparing an action plan on the basis of identified points for improvement.

This action plan covers in particular the strengthening of our control environment as to human rights and harmonizing of our control practices as to third parties having regard to the new risk map.

The vigilance plan will be enriched during the financial year 2018 and will be the subject of consultation with the employee representative bodies within the Group.

As to the alert mechanism and the collection of reports, our plan provides relying on the existing mechanisms within the Group, i.e. our ethics hotline which is already authorized to deal with all of the themes covered by the duty of care. This hotline is the subject of regular discussions whenever changes are made to it.

* * *