

Sanofi appoints new leaders to Executive Committee and announces future Chair of EUROAPI

- * Viviane Monges joins Sanofi as Chair of the Supervisory Board of EUROAPI
- * Roy Papatheodorou appointed EVP, General Counsel and Head of Legal, Ethics & Business Integrity
- * Brendan O’Callaghan appointed EVP, Global Head of Industrial Affairs

Paris (France) – July 29, 2021 – Karen Linehan and Philippe Luscan, who have led Legal, Ethics & Business Integrity (LEBI) and Industrial Affairs at Sanofi for the last 14 and 13 years respectively have decided to retire. Karen will retire on December 31, 2021 and Philippe later in 2022. Sanofi has appointed Roy Papatheodorou and Brendan O’Callaghan as their respective replacements, joining the company’s Executive Committee.

Additionally, Viviane Monges will join EUROAPI, a future leading European company dedicated to the development, production, and marketing of active pharmaceutical ingredients (API), as an independent non-executive Chair of the Supervisory Board. She will serve as Chair of the Board of Directors upon transformation of EUROAPI into a *société anonyme*, in compliance with applicable corporate governance regulations.

Together, these appointments underscore the company’s strategy to further increase the diversity and cultural backgrounds of the executives leading Sanofi’s modernization.

“These new appointments, a mix of internal promotion and newcomers to our company, bring three highly qualified international leaders with world-class pharma expertise, and a passion for engaging and leading teams across large organizations. Brendan and Roy will be a great addition to our Executive Committee,” said Paul Hudson, Chief Executive Officer at Sanofi. *“Also, Viviane, with her truly international experience working with companies both in the private and public sectors will be breaking new ground as chair of a future French company that is set to become one of the world’s leading API companies. I thank both Philippe and Karen for their many contributions over the years.”*

Viviane Monges, independent non-executive Chair of the Supervisory Board

Viviane Monges’ appointment is with immediate effect. A French national, Viviane’s career has spanned across several industries. She was CFO of the Business Excellence Division at Nestlé. Prior to that, she spent nearly two decades leading financial operations in three pharmaceutical companies. She served as Group CFO at Galderma S.A., a multinational

dermatology company. She was EMEA CFO and then Global CFO of the OTC Division at Novartis. At Wyeth Pharmaceuticals/Pfizer she served as CFO of the Global Pharma Business unit. She also worked for Agence France-Presse from 1990 to 1995.

She is currently an independent Director at several pharmaceutical companies: UCB, Novo Holdings, DBV Technologies, ADC Therapeutics, and Pharvaris. She also served on the Board of Idorsia from 2018 to 2021.

Roy Papatheodorou, Executive Vice President, General Counsel & Head of Legal, Ethics & Business Integrity (LEBI)

Roy Papatheodorou, with dual Cypriot and Italian nationalities, will take over the role of Sanofi's General Counsel and member of the Executive Committee on February 1, 2022. He will replace Karen Linehan who will be retiring from Sanofi at the end of 2021 after a long and successful career in the company. Roy joins Sanofi from Novartis, where he is the General Counsel of Novartis Pharmaceuticals. Roy brings a wealth of experience in leading global and diverse high performing teams, having also headed the Legal Transactions team at Novartis and having previously been the General Counsel of the Actavis Group, one of the largest generic companies at the time. He started his career at international law firm Linklaters, where he specialized in international M&A, corporate, and private equity based in London, with time also spent in Russia and Brazil.

Brendan O'Callaghan, Executive Vice President, Global Head of Industrial Affairs

Brendan O'Callaghan, an Irish citizen, will become the new Global Head of Industrial Affairs and member of the Executive Committee as of October 1, and will take over from Philippe Luscan who will be retiring from Sanofi after 32 years of dedicated service to the company. Brendan is currently Sanofi's Global Head of its Biologics Platform and the Industrial Affairs head of its Specialty Care portfolio. He has been responsible for the development and acceleration of Sanofi's biologics manufacturing capacity and is leading world class manufacturing sites like Framingham (recently awarded with the "Facility of the Year" for its digitally enabled continuous biomanufacturing facility). Brendan joined Sanofi in 2015 from Merck where he had served as Head of Biologics and later Vice President of their EMEA Operations after a few years working at Schering-Plough.

About Sanofi

Sanofi is dedicated to supporting people through their health challenges. We are a global biopharmaceutical company focused on human health. We prevent illness with vaccines, provide innovative treatments to fight pain and ease suffering. We stand by the few who suffer from rare diseases and the millions with long-term chronic conditions.

With more than 100,000 people in 100 countries, Sanofi is transforming scientific innovation into healthcare solutions around the globe.

Media Relations Contacts

Ashleigh Koss

Tel.: +1 (908) 205-2572

Ashleigh.Koss@sanofi.com

Sandrine Guendoul

Tel.: +33 (0)6 25 09 14 25

Sandrine.Guendoul@sanofi.com

Investor Relations Contacts Paris

Eva Schaefer-Jansen

Arnaud Delepine

Nathalie Pham

Investor Relations Contacts North America

Felix Lauscher

Fara Berkowitz

Suzanne Greco

Tel.: +33 (0)1 53 77 45 45

investor.relations@sanofi.com

<https://www.sanofi.com/en/investors/contact>

Sanofi Forward-Looking Statements

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