



2021 Sustainability Program

Roadmap towards a Sustainable World

GLOBAL SUSTAINABILITY PROGRAM FOR SANOFI TERTIARY SITES

2 years ago, the Real Estate - Facility Management - Records and Information Management (RE-FM-RIM) teams in collaboration with the Health, Safety & Environment (HSE) and Corporate Social Responsibility (CSR) departments launched the **Global Sustainability Roadmap**.

11 priority topics have been defined in 2021 in accordance with the Company **Sustainable Building Charter** for tertiary sites and supporting both the Company **Planet Mobilization ambition** and **CSR commitments** toward our planet. A great opportunity to think Sanofi first and **raise a common voice** to strengthen our engagements.

Thanks to the motivation and collective efforts of our regional and local HSE, RE-FM-RIM and CSR teams, we were able to sustain our efforts and achieve **sound results** that we are very proud to share with you.

All together, we are committed to continuously improving our workplace experience for the **benefit of our people, our planet and our communities worldwide**.



Your teams

REAL ESTATE,
FACILITY
RECORDS &
INFORMATION
MANAGEMENT



PEOPLE



Empowering life by providing a healthy, safe and comfortable work setting for our employees and stakeholders.

SUPPORTING TAKE CARE & BWEL! PROGRAM



100% of our tertiary sites worldwide implemented actions in the different pillars: ***Eat Well, Move Often, Feel Good*** and ***Stay Healthy***. In this pandemic period, lots of new initiatives took place such as Yoga classes, Mindfulness sessions...



Oasis... is a Yammer community of **1,000 people** created in Central & South Europe. It provides to its members *“friendly guide to a happier life, a healthier you. Body, mind, spirit, and a bunch of laughs, too.”*



In **Kazakhstan**, a set of Stretching classes were proposed online. It was so popular that it is now accessible to all, directly from the Take Care & Bwel! intranet

Sanofi Argentina is the first company to obtain **FITWELL** certification in this country. A well-deserved recognition for the comprehensive program developed to take care of our wellbeing.



DID YOU KNOW?

INDOOR AIR QUALITY

...that poor indoor air quality has an impact on **productivity, concentration** and **fatigue**.



At Sanofi, measuring air quality and implementing action plans to improve the situation are part of our main objectives to provide a healthy workplace. In 2021, when applicable, more than **90%** of our flagship sites have measured their indoor air quality with satisfying level while providing sufficient fresh air rates in all areas.



In **Panama**, sensors measuring 10 various pollutants like allergens, smoke, germs, among others have been installed to monitor in real time the indoor air quality.

In **Switzerland**, a plant concept including sensors that measure a range of indoor Air Quality variables has been implemented. A great opportunity to improve indoor air quality while including biophilia in our office design.



PLANET

Reducing the environmental footprint of our administrative sites to preserve natural resources, as there is no “Planet B”.

OPTIMIZE ENERGY CONSUMPTIONS

Our administrative buildings also contribute to reach global Sanofi Planet Mobilization ambition by implementing when relevant energy conservation measures.

PLANET MOBILIZATION



72% of our tertiary sites have defined action plans to optimize consumptions based on their current situation and the global strategy.

We have worked jointly with our Facility Management suppliers to implement **solutions** like real time energy **monitoring**, Building Management Systems (BMS) optimization, **renewable** energy, Led **lighting**, etc.



Our Office in **Buenos Aires** received the **LEED GOLD** certification....



New Real Estate projects

As part of the Sanofi Planet Mobilization ambitions, a new **global approach** has been defined for our new Real Estate projects to give priority to **environmentally certified buildings** and buildings with **zero fossil** primary energy.

Various criteria are also part of the building selection checklist & scoring including location, building consumptions, environmental certifications and technical features.

DID YOU KNOW?

Consumptions have been reduced by **30%** in only 4 years, thanks to our Real Estate **footprint optimization** and the implementation of **energy conservation measures**.

....in addition to the **TRUE** pre-certification focused on waste (1st company in south America) and **FITWELL** (1st company in Argentina)



WHAT ABOUT RENEWABLE ELECTRICITY?

Sanofi Global Commitment

In 2021, many more countries joined the **RE100** commitment such as Belgium, Brazil, Canada, Hong Kong, Lebanon, the Netherlands, Peru, Portugal, Switzerland, Taiwan or Turkey... and many more to come!



Some countries like **Argentina** or **Algeria** have even developed their own **Solar Panels**.

We estimate that **50%** of our tertiary consumption is sourced by 100% renewable electricity contributing to **huge decrease of CO₂**!



READY FOR PAPERLESS OFFICES?

91%

of sites have reduced the number of **Multi-Function Printers**

TUNISIA going from 50 to 15!



Worldwide **Paperless** campaign initiated by **Brazil** and sponsored by its Country Lead



-18%

of archive boxes (vs 2019) thanks to **Records & Information Management** optimization



30.000 trees saved by recycling destroyed archive boxes

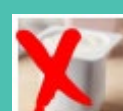
TOWARDS A COMPLETE BAN OF SINGLE-USE PLASTIC

After having eradicated around **17 million** of disposable plastic cups in 2020, Sanofi tertiary sites took a step forward.

As such, with the help of our Facility Management suppliers, **91%** of sites already have an action plan to ban or replace remaining single-use plastic items (such as straws, stirrers, takeaway containers, cutlery, etc.) with **sustainable solutions**.

Italy

- Thermal bottles were distributed to all employees.
- Water and drinks in the vending machines have biocompatible containers.
- Yogurts are distributed through a self-service machine.



China

- Plastic bottles were removed from vending machines leading to a reduction of 17,400 bottles every year.





Reducing the environmental footprint of our administrative sites to preserve natural resources, as there is no “Planet B”.

MANAGING WASTE RESPONSIBLY?

Sanofi is committed to **Reduce, Recycle or Recover over 90% of our waste by 2025**. Our administrative sites are on the way and already took steps. As such,

85% of our flagship sites have a proper waste segregation and monitoring in place

75% defined a target to reduce, recycle or recover waste.



Our sites in **China** have organized awareness campaigns towards our employees about **waste sorting** through various games to enhance sorting knowledge.



Composting projects have been implemented in various countries including **Argentina, UK, Indonesia** and **France** giving a second life to all our organic wastes while creating **social interactions** between employees. In the **UK**, coffee grounds are also recycled and used for composting purposes in employees’ gardens.

IMPLEMENTING BIODIVERSITY/BIOPHILIA PROGRAMS

In line with Sanofi commitment to have 100% of Sanofi sites worldwide with a program fostering biodiversity, tertiary sites worldwide also protect biodiversity. Among our administrative flagship sites:

+90%

- control light pollution at nights and during weekends to avoid disturbing nocturnal animals.
- use eco-friendly cleaning products for site maintenance.
- of relevant sites manage their green areas sustainably



In the **UK**, a very exhaustive program enabled the installation of insects and amphibians’ hotels as well as bird boxes. A wild meadow has also been seeded to encourage wildlife on site.

In **South Africa**, beehives have been installed and in **South Europe MCO**, awareness sessions have been conducted on the importance of bees. In **China**, green plants have been installed in the offices and awareness sessions have been organized.



DID YOU KNOW?

Plants improve mood, reduce stress and increase worker productivity. They reduce headaches by 20-25% by improving air quality.

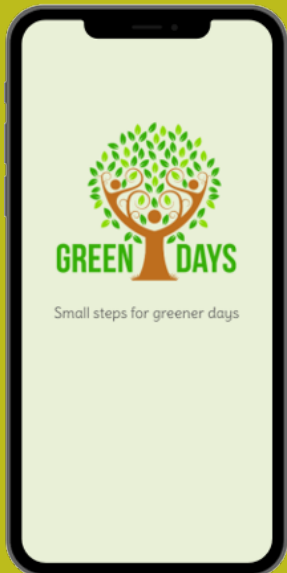
GREEN DAYS CHALLENGES

The **Green Days Application** has been Go live on French administrative and R&D sites as a pilot since mid- September 2021.

To date, a total of **325 users** have been engaged on **1,109 eco-friendly habits** on Green Days since its launch. One team already fully grew their tree!

Green Days is expected to be rolled out worldwide in 2022. Already, 22 sites expressed their interest in launching the application from Q1 2022.

SMALL STEPS FOR GREENER DAYS



In 2021, continued progress on our **Eco-Fleet** roadmap, anticipating on 2025 milestones:

Selecting fuel-efficient vehicles

143.2g CO₂/km
(vs 150.3g a year ago)

Switching to new technologies

26.2% of fleet
(Bio-Fuel / Hybrid / Electric)

Reducing business mileage:
267.6 M km
-39% vs 2019*
(*partly due to the covid-19 pandemic)

Reducing sales fleet emissions to
42.879 t CO₂e
- 47% vs 2019*
(while the objective is to reach -50% in 2025)

(1) Fleet owned or leased by Sanofi



(* with minimum offsetting – SBTi target = -75% of GHG emissions vs baseline in 2019)



In 2021, our tertiary sites worldwide took action in promoting greener mode of transportation. Among our flagship sites:

► **19%** have launched a survey to analyze employee daily commuting.

China : 80% of transportation used by the employees is eco-friendly.

Italy : a mobility survey is launched every year and sent to the municipality.

How do you transport?

We all have a part to play in reducing our CO2 emissions by choosing the best mode of transport in our daily life. For example, in Europe, a car emits 190g CO₂/km, a bicycle 0g CO₂/km and a car with the city car pool with 10g CO₂/km per car.

We can also improve, where fully public transport is not possible (i.e. metro or bus, consider carpool to avoid unnecessary seats, always car sharing daily, car with or without 4th or 5th car quality and distance allowed).

Choose most eco-friendly means of transport in your daily life

Mode of Transport	CO ₂ Emissions (g/km)
Walk	0
Bicycle	0
Public transport	10
Bus	190
Car	190

Source: ADEME, 2019

How do you transport?

We all have personal influence on the greenhouse gas emissions by choosing the means of transport to get to school. For example, in average, a car emits 192g CO₂/km, a bus emits 104g CO₂/km per capita, while the city rail emits only 75g CO₂/km per capita.

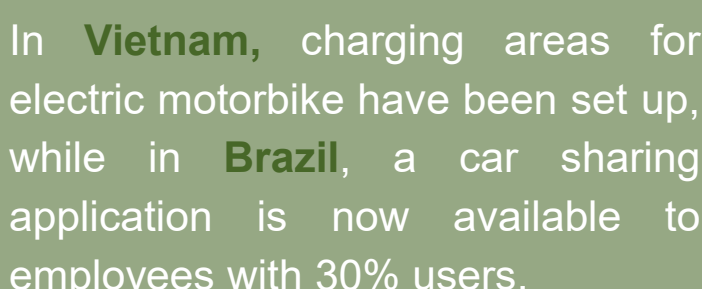
We call an alternative please public transportation whenever possible i.e. metro, bus, consider carpool to avoid security risk; avoid eco-driving habits, and work on reducing the fuel economy and distance allowed.

Choose most eco-friendly means of transport in your daily life!

Transport Mode	CO ₂ Emissions (g/km)
Walks	0g
Bicycles	0g
Metro	75g
Bus	104g
Car	192g
Carpool	64g

Source: www.eco-driving.com

► **78%** have set up initiatives to encourage employees to use greener modes of transportation.



sanofi