

Employee Volunteering Engagement

GRI Standards:

413-1: Local Communities

EXECUTIVE SUMMARY

Our commitment to support the social and economic development of the communities where we operate is built through partnerships with local stakeholders and the contribution of employees on behalf of underserved populations and pursuing initiatives to inspire the next generation.

Every day at Sanofi, we chase the miracles of science to improve people's lives. That reflects our commitment to society: to shape a better quality of life for people and communities around the world. Because we can do more and we want our people to have a purposeful experience, we are taking this mission to the next level with "We Volunteer," our company-wide employee volunteering program.

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1. Background

Every day at Sanofi, we chase the miracles of science to improve people's lives.

It reflects our commitment to society to shape a better quality of life for people and communities around the world. Our volunteering activities are aligned with Sanofi commitments to society.

We Volunteer, is our global volunteering program allows us to do good for—and do right by—the communities we care about, develop strong and lasting relationships, and grow our people.

Every October, we're taking this mission to the next level with **We Volunteer Month**, our annual gathering to celebrate engagement across Sanofi.

Sanofi Global Volunteering 2024



1.1. SANOFI WE VOLUNTEER PROGRAM

At Sanofi, we are committed to taking concrete actions to address the impact of environmental challenges on health and healthcare. By focusing on this intersection, we are uniting our sustainability efforts with a renewed focus on key areas for maximum impact: building on our longstanding efforts towards sustainable and equitable access to healthcare, reducing the environmental impact of our products and activities across the value chain, and helping to transform the delivery of care to support the resilience of healthcare systems. Our goal is to build a healthier and more resilient world, for patients, the planet and society.

As part of the contribution to the society and in the communities, we operate, **"WeVolunteer"** is our global volunteering program encouraging employees to engage in volunteering activities aligned with our Sustainability ambition.

Volunteering in Sanofi is defined as spending time for the communities we care about. Sanofi offers to all employees **1 day paid-off per year, called VTO** (up to 2 days according to country decision) to support volunteering activities organized by the company.

Employees can use their VTO for any Sanofi-approved volunteering activities aligned with our Sustainability commitments to society.

Employees can join year-round volunteering opportunities and/or engage during **We Volunteer Month** each year in October, the opportunity to promote and celebrate volunteering engagement across the Company.

2. Volunteering local initiatives

2.1. BRAZIL

Volunteering with Bandeira Científica - Promoting Health Literacy in Brazil

End of 2024, Sanofi's volunteers participated in "Bandeira Científica" humanitarian expedition, organized by the University of São Paulo's medical school, a transformative experience held in the Ribeira's valley.



The expedition sponsored by Sanofi, reaffirmed the commitment to promoting health and well-being in vulnerable rural communities.

The project linked with Sanofi, "A million Conversations" program, aiming at reducing trust gaps in healthcare among marginalized populations. It creates spaces for dialogue and health literacy, while listening the needs of local communities.

During the humanitarian expedition, in Guaravity Village, **12 Sanofi's volunteers** together with medical students and healthcare workers, supported the organization of local pharmacy and health screenings on behalf of Guarani-Mbya indigenous families.

More information [Bandeira Científica](#)
About [Sanofi expedition](#)
[Sanofi Brazil Instagram](#)

A Sanofi volunteer working on the health activities with children.

2.2. THAILAND

Volunteering to support KIDS Kids & Diabetes at school program

In 2024, Sanofi Thailand launched and implemented the global initiative **KIDS, Kids & Diabetes at Schools** focus on raising awareness about diabetes among 120 students in a local school.



The activities, in commemoration of World Diabetes Day, emphasizes the importance of daily exercise, proper nutrition, and adequate rest.

Sanofi volunteers were pivotal in bringing the KiDs project to life and supporting a common vision for a healthier and more sustainable future for the children of Thailand.

Sanofi volunteers in Thailand supporting KIDS program

In 2024, Sanofi Thailand, received for the 5th consecutive year, the [AmCham Corporate Social Impact Award](#) Gold Level, for the long-lasting commitment to community health and well-being for two initiatives : **Sanofi Planet Care Upcycling Program**, which collects used insulin pens in pilot hospitals to promote proper recycling and reduce plastic waste, and **Kids & Diabetes at Schools**, educating children on healthy lifestyles to prevent chronic diseases, particularly diabetes.

In **India** and **China** Sanofi's volunteers are also supporting KIDS program organizing educational activities in local community schools and advocating

2.3. LATIN AMERICA REGION

Volunteering with IMSS Foundation in Mexico

Foundation IMSS is a non-profit association, founded in 2003 with the purpose of improving the quality of life and care of the Mexican Social Security Institute (IMSS) beneficiaries and their families.

The Foundation supports programs targeting advances in the operations of IMSS health services and contributing to improving the quality of life of the beneficiaries, from a perspective of gender, equity and equal opportunities with a focus on human rights and social inclusion in health.

Sanofi volunteers had been participating in activities to support the field work of IMSS since 2023. Early 2025, during the Sanofi LATAM Convention held in Mexico, 180 volunteers joined forces to make 350 handcrafted prostheses for women survivors of breast cancer.



A team of Sanofi volunteers in Mexico

More information [LATAM Convention LinkedIn](#)

2.4. CANADA



In Canada, before the summer break Sanofi's vaccines team, participated with **"United Way"** in their Day of Caring Project. They contributed to harvesting greens at Toronto's Leaside community garden with **The Neighborhood Organization (TNO)**.

The organization is working to build a strong and healthy community through its family support services and including donating fresh produce from the community garden to the local food bank.

Sanofi volunteers at Toronto's Leaside community garden.