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Employee Volunteering Engagement

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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, and through Take the Lead, we're deepening our impact on patients, healthcare systems, and society.

We Volunteer program embodies our company values and reflects our ambition to go further in shaping a better quality of life for people and communities around the world.

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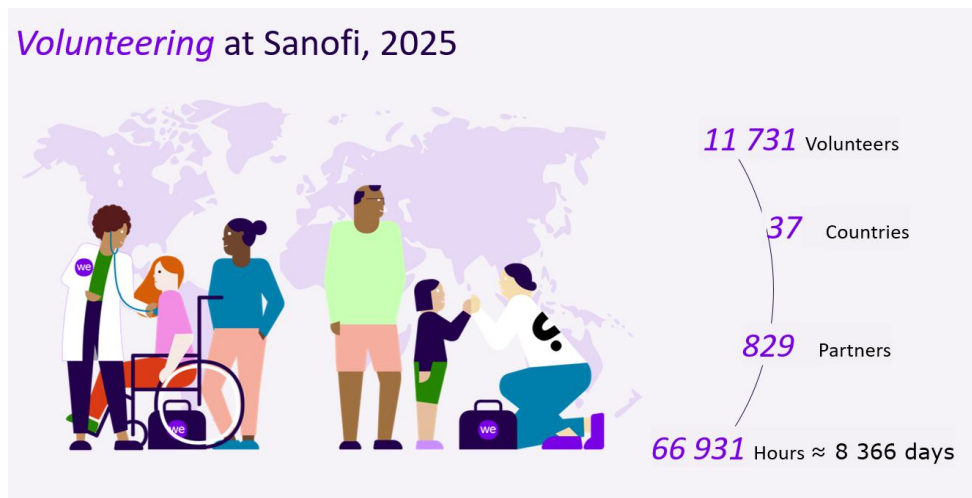
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1. Background

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 take this mission to the next level with **We Volunteer Month**, our annual gathering to celebrate engagement across Sanofi.

Sanofi Global Volunteering 2025



1.1. SANOFI WE VOLUNTEER PROGRAM

At Sanofi we are bridging our key sustainability efforts together to focus on improving equitable access to healthcare, reducing the environmental impact of our activities, and transforming the delivery of care to reduce systems’ environmental footprint.

This strategy defines Sanofi’s commitments to society. We’re also strengthening the integration of sustainability fundamentals in our business strategy and operations, to lead to “end-to-end” sustainability within the company.

Through **WeVolunteer** program we encourage employees to engage in volunteer 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 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 examples of local initiatives

2.1. CHINA

Children Healthcare education Volunteering

In 2025, Sanofi China delivered programs directly benefiting around 40,000 people, with Sanofi volunteers contributing 900 hours of service.

The “KiDS” & Children Healthcare Education Program: expanded from diabetes and immunology to respiratory health, aligned with the priorities of “Healthy China 2030”. It reached 26 schools and communities and delivered 12 KiDS camps for T1D (Type 1 diabetes) families, benefited over 13,000 children and parents, and achieved over 12 million online course viewers.

“Breathe Well” Infant Respiratory Health Education Project: The project was aimed to promote infant respiratory health. Guided by a science-led and wide-reaching approach, it turned professional medical knowledge into easy-to-understand public education content, supporting the development of a family-friendly society. The project generated over 180 million impressions and 387,000 interactions.

Sanofi has supported the Croisements Festival for 12 years: Through introducing the “Petit de Clowns” into schools, the program enabled children to explore the wonder of life while experiencing the richness of Chinese–French cultural exchange.

Sanofi China was recognized with 6 National awards for its continuous CSR efforts.



Sanofi volunteers giving a talk to school students in China.

2.2. INDIA

Sanofi teams across India came together for a “**WeVolunteer week**” of volunteering, creating collective impact in communities across the country. Key initiatives included:

- Establishing **tactile libraries** for children with multiple disabilities, supporting accessible and inclusive learning.
- Hosting **virtual storytelling sessions** to spark joy, creativity, and connection with underprivileged children across the country.
- Volunteering for **Kids and Diabetes in Schools (KiDS)** program, raising awareness on diabetes prevention and healthy living habits.
- Volunteering with **Mobile Medical Units (MMUs)** to deliver essential healthcare services to remote and underserved communities.
- Leading **water-body cleanup drives**, contributing to environmental protection and community well-being.

By giving their time and energy, Sanofi volunteers demonstrated how purposeful collaboration can create meaningful impact for communities across India.



Sanofi volunteers during a Clean-up Day in India

2.3. POLAND

Volunteering with Special Olympics

Sanofi volunteers supported the “Special Olympics Unified World Volleyball Cup” held in Katowice, Poland, in October 2025.

With the help of 12 Sanofi volunteers, we delivered two interactive health education stations for young athletes and their families.

Healthy living habits

Children explored nutrition and well-being through inclusive, hands-on games and puzzles designed for all abilities.

Mini Eco-Garden Workshop

Youngs created their own terrariums while learning about the importance of clean air, biodiversity, and how plants contribute to a healthier environment.

The activities reinforced a powerful message: accessible healthcare education can help create more equitable opportunities for all.

The Unified competition between athletes and children of all abilities playing together reminds everyone deserves to belong and to thrive.



Sanofi volunteer animating Healthy living habits game with 2 children.

2.4. BRAZIL

Bandeira Científica Humanitarian Expedition

Sanofi Brazil supported the **Bandeira Científica** project, an initiative led by São Paulo's University, Medical School delivering essential healthcare to vulnerable and rural communities across the country. In 2025,

On December 2025, 20 Sanofi volunteers joined two expeditions to Ilha do Marajó, contributing to activities combining access to healthcare services, health screenings, logistics and community support.

Volunteers worked alongside medical students and local leaders, helping with patient triage, health education, and community dialogue sessions, such as the "A million Conversations" circle with women from the Pesqueiro community. These conversations offered valuable insights into local health experiences, cultural practices, and the importance of equitable access to care.

Through this partnership, Sanofi continues to support initiatives that strengthen access to health, foster inclusion and offer transformative volunteer experiences for employees.



Sanofi volunteers at Bandeira Científica Humanitarian Expedition.

On [LinkedIn](#)

3. Skills-based Volunteering initiatives

3.1. WeVolunteer Supply Chain Initiative

In 2025 Sanofi launched a Skills-Based Volunteering initiative with Global Supply Chain teams. This initiative mobilizes employees' expertise to support partner organizations through short, targeted engagements, either remote or field missions of up to five working days. By lending their professional skills, volunteers help partners strengthen their capacity to better serve communities, while also gaining new competencies and perspectives beyond their daily roles. This format ensures measurable social impact and supports Sanofi's evolution on emerging social challenges,

In the past year, we activated missions with partners from Sanofi **Global Health Unit Impact Fund**, with mentoring approach our volunteers directly reinforce the capabilities of organizations working to improve health outcomes.

We participated on **STEP 2.0 program with IPWF** International Foundation of Pharmaceutical Wholesalers, a leadership-focused coaching initiative supporting public-sector supply chain managers in **Gavi-eligible countries** to strengthen managerial and systems-level decision-making.

Together, these engagements demonstrate how targeted skills-based volunteering can accelerate partner impact while fostering leadership development within our own teams.



Sanofi's volunteers participating in STEP 2.0 workshops in Kenya and Vietnam.



More information [What's Step 2.0? | People That Deliver](#)