

ESG KEY PERFORMANCE INDICATORS

GRI Standards :

- 102-08 : Information on employees and other workers
- 102-41 : Collective bargaining agreements
- 203-1 : Infrastructure investments and services supported
- 203-2 : Significant indirect economic impacts
- 204-1 : Proportion of spending on local suppliers
- 205-2 : Communication and training about anti-corruption policies and procedures
- 302-1 : Energy consumption within the organization
- 303-2 : Water sources significantly affected by withdrawal of water
- 304-4 : Biodiversity - IUCN Red List species and national conservation list species with habitats in areas affected by operations
- 305-1, 305-2, 305-3 : Scope 1, 2 and 3 GHG emissions
- 305-6: Emissions of ozone-depleting substances (ODS)
- 305-7 : Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions
- 306-2 : Waste by type and disposal method
- 306-5 : Water bodies affected by water discharges and/or runoff
- 307-1 : Non-compliance with environmental laws and regulations
- 401-1 : New employee hires and employee turnover
- 403-2 : Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities
- 404-1 : Average hours of training per year per employee
- 405-1 : Diversity of governance bodies and employees
- 414-1 : New suppliers that were screened using social criteria
- 416-2 : Incidents of non-compliance concerning the health and safety impacts of products and services

EXECUTIVE SUMMARY

This factsheet presents the evolution of Sanofi's performance indicators over three years in terms of access to healthcare, governance, ethics and transparency, social and environment.

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1. OUR INDICATORS SINCE 2018

Definition	GRI Standards	Unit	2018	2019	2020 ¹
1.1. Access to healthcare					
Access to healthcare programs					
Total number of ongoing access to healthcare programs (worldwide)	203-1 203-2	Number	79*	74*	23
- Number of healthcare professionals trained	203-1 203-2	Number	241,827*	363,895*	260,000
- Number of patients receiving diagnosis, vaccination or treatment	203-1 203-2	Number	79,850,322*	98,220,712*	124,000,000
Research and Development (in our portfolio)					
Number of new molecular entities (NME) and vaccines candidates in clinical development		Number	33	38	32
Number of NME projects or vaccines candidates that are in Phase III studies or have been submitted to the health authorities for potential marketing approval		Number	9	10	10
Approximate percentage of projects coming from collaborations and partnerships		%	45	47	39

¹ In 2020, in the context of defining our renewed CSR ambition, we reviewed our portfolio of access to healthcare programs, reinforcing focus on underserved populations and measurement of impact, consolidating existing key local programs and putting more emphasis on impactful global programs, hence the drop in the number of programs

Clinical trials				
Total number of clinical trials	Number	201	221	193
- By Sanofi Pharmaceutical and Genzyme	Number	161	183	145
- By Sanofi Pasteur ²	Number	40	38	48
Number of subjects enrolled	Number	294,172	360,820	34,037
- For Sanofi Pharma and Genzyme	Number	31,113	16,490	17,107
- For Sanofi Pasteur	Number	263,059	344,330	16,930

** Indicators identified by an asterisk (*) were the focus of an in-depth review by one of our statutory auditors.*

² Includes only trials where Sanofi Pasteur was the lead sponsor.

Definition	GRI Standards	Unit	2018	2019	2020
1.2. Governance, Ethics and Transparency					
Governance³					
Number of Board members		Number	16 ⁴	16 ⁴	16 ⁴
Women in the Board		%	43	43	43
Board independence rate ⁵		%	79	79	79
Human rights					
Employees trained to human rights since 2010		Number	167	167	167
Responsible procurement					
Number of suppliers assessed on their CSR performance	414-1 204-1	Number	211*	240*	237 ^{6*}
Number of assessed suppliers that met our CSR requirement	414-1 204-1	Number	175	222 153 ⁷	172
Percentage of assessed suppliers that met our CSR requirement	414-1 204-1	%	83	92 64 ⁷	72
Number of buyers trained to the Responsible Procurement Platform	414-1 204-1	Number	98	101	70
Compliance helpline					
Number of alerts		Number	775*	825*	718*
- Substantiated cases		Number	353*	331*	352*
- Dismissals and resignations related to misconduct		Number	110*	152*	85*

³ Source: Annual Form 20-F.

⁴ Including two directors representing employees

⁵ According to AFEP-MEDEF

⁶ This figure is higher than the figure published in the 2020 DPEF as additional 2020 assessments could not be reported in time for the DPEF deadline

⁷ According to our new methodology, to be deployed from 2020 onwards, we have raised the CSR requirements for our suppliers

Definition	GRI Standards	Unit	2018	2019	2020
Business ethics trainings (including fighting corruption)					
Number of employees trained on anti-bribery and corruption		Number	63,911	-	-
Number of employees trained on code of ethics		Number	91,782	-	-
Number of employees who have received at least one Ethics & Business Integrity training		Number	-	102,531 ⁸	92,512
Number of Ethics and Business Integrity trainings that have been completed		Number	-	254,635 ⁸	171,554
Bioethics & medical ethics					
Scientific publications in PubMed ⁹		Number	664	729	859*
Product quality and safety					
Number of internal quality audits		Number	210*	204*	161*
Fighting falsified medical products					
Number of seizures (doses)		Number	10,500,000	5,280,000	2,855,000
Number of counterfeit manufacturing facilities		Number	51	23	3 ¹⁰
Number of suspected products inventoried by LCAC since 2008		Number	>39,000	>41,000	>43,000
Sanofi Legal actions against falsified medicines		Number	32	37	48

⁸ New indicators in 2019. We train employees more specifically on anti-bribery topics, each employee does not follow the same training, which is why it is more interesting to have a global view of the number of training followed and number of employees who have received at least one Ethics & Business Integrity training.

⁹ PubMed : <https://www.ncbi.nlm.nih.gov/pubmed/>.

¹⁰ Minor compared to 2019 (23) due to lockdowns in countries due to Covid-19 crisis (less field operations).

* Indicators identified by an asterisk (*) were the focus of an in-depth review by one of our statutory auditors

Definition	GRI Standards	Unit	2018	2019	2020
1.3. Social					
Workforce					
Employees under contract ¹¹	102-08	Number	104,226*	100,409*	99,412*
Workforce by part time contract					
Part time employees	102-08	Number	3,802*	3,809*	3,719*
Full time equivalent	102-08	Number	2,923*	2,943*	2,891*
Workforce by type of contract					
Permanent contract (PC)	102-08	%	88.0*	88.7*	88.9*
Fixed-term contract (FTC)	102-08	%	12.0*	11.3*	11.1*
Interns		Number	2,594*	2,776*	2,845*
Apprentices		Number	907*	1,190*	1,302*
Workforce by function					
Sales force	102-08	%	27.7*	26.1*	25.4*
R&D	102-08	%	14.5*	15.5*	15.5*
Production	102-08	%	37.2*	37.7*	38.1*
Marketing and support functions	102-08	%	20.5*	20.7*	21.0*
Workforce by activity					
Pharmaceuticals	102-08	%	64.6*	66.1*	65.0*

¹¹Employees under contract include all employees who have a contract with Sanofi, excluding interns.

Definition	GRI Standards	Unit	2018	2019	2020
Vaccines	102-08	%	14.3*	15.2*	15.8*
Consumer healthcare	102-08	%	9.9*	7.7*	9.2*
Other ¹²	102-08	%	11.2*	11.0*	10.1*
Workforce by geographies					
Europe ¹³	102-08	%	44.4*	45.4*	47.0*
North America (USA-Canada-Mexico)	102-08	%	16.4*	16.0*	16.5*
South America (incl. Central America and Puerto Rico)	102-08	%	6.7*	6.1*	5.8*
Pacific Asia (Asia-Japan Pacific)	102-08	%	22.3*	22.2*	21.3*
Africa / Middle East (incl. Eurasia ¹⁴)	102-08	%	10.1*	10.1*	9.3*
Proportion of female employees					
In the total workforce	405-1	%	46.2*	46.2*	46.8*
People Managers ¹⁵	405-1	%	40.7*	41.4*	42.2*
Senior Leaders	405-1	%	35.5*	37.2*	38.8*
Executive level 1 & 2	405-1	%	29.3*	29.9*	31.3*
Executive Committee	405-1	%	18.8*	21.4*	25.0*
Workforce by age					
Less than 21 years	102-08	%	0.2*	0.2*	0.3*
21 to 25 years	102-08	%	4.9*	4.8*	4.5*

¹² Starting in 2017, the "Other" line includes employees of our global support functions (Medical Affairs, External Affairs, Finance, Human Resources, Legal Affairs, Information Solutions & Technologies, Sanofi Business Services, etc.), who were previously allocated between our Pharmaceuticals and Vaccines operating activities.

¹³ Europe: See section 2.2.1.2. page 24

¹⁴ Eurasia = Russia, Georgia Belarus Armenia Turkey.

¹⁵ The definition of the term "manager" corresponds to every person who have one or more direct reports.

Definition	GRI Standards	Unit	2018	2019	2020
26 to 30 years	102-08	%	12.0*	11.2*	10.8*
31 to 40 years	102-08	%	31.0*	30.8*	30.4*
41 to 50 years	102-08	%	29.6*	29.4*	29.4*
51 to 60 years	102-08	%	20.1*	21.1*	21.5*
Over 60 years	102-08	%	2.2*	2.5*	3.2*
Average age	102-08	Number of years	41.4	41.7*	42.1*
Workforce by seniority					
> 35 years of seniority	102-08	%	2.5*	2.3*	2.4*
31 to 35 years	102-08	%	3.0*	2.9*	3.3*
26 to 30 years	102-08	%	5.6*	5.3*	4.7*
21 to 25 years	102-08	%	6.5*	6.4*	6.9*
16 to 20 years	102-08	%	11.9*	11.4*	11.1*
11 to 15 years	102-08	%	15.8*	15.1*	14.7*
6 to 10 years	102-08	%	15.0*	13.7*	15.1*
1 to 5 years	102-08	%	27.8*	32.2*	31.5*
< 1 year	102-08	%	11.9*	10.7*	10.4*
Average seniority	102-08	Number of years	11.0*	11.3*	11.5*
New hires and departures					
Total number of hires	401-1	Number	14,639*	12,494*	11,873*
Total number of departures	401-1	Number	17,173*	16,467*	12,710*
- Resignations	401-1	%	40.0*	46.9*	47.5*
- Terminations	401-1	%	45.2*	37.8*	31.8*
- End of fixed-term contracts	401-1	%	11.9*	11.3*	15.4*

Definition	GRI Standards	Unit	2018	2019	2020
- Retirement	401-1	%	2.9*	3.2*	4.3*
Turnover					
Turnover (permanent contracts) ¹⁶	401-1	%	10.4*	9.0*	7.8*
Resignation rate (permanent contracts) ¹⁷	401-1	%	5.1*	5.4*	4.2*
Absenteeism					
Hours of absence for diseases	403-2	Number	1,461,964.9	1,520,701.1	1,568,666.3
Hours of absence for occupational/commuting injuries	403-2	Number	63,366.0	68,396.56	67,895.4
Hours of absence for maternity/paternity leave	403-2	Number	272,376.7	216,157.32	259,284.2
Total number of hours of absence	403-2	Number	1,797,707.5	1,805,254.98	1,895,845.8
Hours theoretically worked without paid leave	403-2	Number	37,293,290.8	36,598,338.9	36,739,270.5
(Number of hours of absence/number of hours worked) x 100 (France)	403-2	%	4.8	4.9	5.2
Scope of consolidation	403-2	%	24.2	25.1	25.5

¹⁶ Turnover of employees on permanent contracts = $\frac{\text{New hires of permanent staff} + \text{departures of permanent staff}}{2 \times \text{Total permanent staff at year-end}}$

¹⁷ Resignation rate on permanent contracts = $\frac{\text{Voluntary departures of permanent staff}}{\text{Total permanent staff at year-end}}$

Definition	GRI Standards	Unit	2018	2019	2020
Employee with disabilities					
Employees with disabilities in the workforce (France)	405-1	Number	1,257	1,221	1,434
Scope of consolidation		%	24.2	25.1	25.5
Employee engagement survey					
Response rate / total employees	102-43	%	83	_18	_19
Employees engagement index with everyday work	102-43	%	73	_18	_19
Employees engagement index target	102-43	%	At least 2017 index (69)	_18	_19
Response rate : gender breakdown (% of women)	102-43	%	45.4 ²⁰	_18	_19
Training					
Worldwide training					
Number of hours of training	404-1	Number	-	825,293* ²¹	2,582,027*
Percentage of employees receiving at least one session of training during the year	404-1	%	-	_22	_22
Number of employees trained	404-1	Number	-	106,288* ²⁰	107,183*
Average hours of training per year per trained employee	404-1	Number	-	7.8	24.1

¹⁸ No employee engagement survey in 2019. Focus on implementation and monitoring of action plans based on 2018 survey results

¹⁹ No employee engagement survey in 2020 due to organizational changes under the "Play to Win" strategy

²⁰ Number of female responses : 36,972 Number of male responses : 44,519.

²¹ In 2019, it should be noted that France training figures have been integrated into worldwide figures

²² Almost all Sanofi employees have received at least one session of training during the year.

Training in France²³						
Number of hours of training	404-1	Number	498,486*	-	-	-
Scope of consolidation		%	24.2	-	-	-
Percentage of employees receiving at least one session of training during the year	404-1	%	74	-	-	-
Number of employees trained	404-1	Number	18,604*	-	-	-
Average hours of training per year per trained employee	404-1	Hours	26.8	-	-	-
Percentage of employees covered by collective bargaining agreements						
Germany	102-41	%	-	-	-	-
Brazil	102-41	%	-	-	-	-
China	102-41	%	-	-	-	-
France	102-41	%	100	100	100	100
Occupational health-safety						
Lost time injury frequency rate²⁴ (LTI-FR)						
LTI-FR worldwide (Sanofi employees)	403-2	Rate	1.7*	1.3*	0.9*	
LTI-FR France (Sanofi employees)	403-2	Rate	3.5	2.8	2.7	
LTI-FR for temporary employees	403-2	Rate	2.4	1.9	1.7	

²³ From 2019 onwards, we publish Worldwide data

²⁴ The lost time injury frequency rate (LTI-FR) is defined as the number of incidents resulting in lost time of one day or more within a 12-month period, per million hours worked. For non-mobile personnel, accidents occurring during the home-workplace commute are not included in this indicator. However, they are included for travelling medical sales representatives, in accordance with the reporting rules. In the interest of comparability, the figures for 2018 have been restated to reflect the scope of Sanofi at the end of 2019.

LTI-FR for independent contractors	403-2	Rate	2.2	2.1	1.7
LTI-FR all workers	403-2	Rate	1.8*	1.5*	1.1*
LTI -FR by function					
Research and Development	403-2	Rate	0.6	1.0	0.8
Industrial Affairs (including Vaccines)	403-2	Rate	2.3	2.0	1.6
Administration & Sales	403-2	Rate	1.3	1.0	0.4
Total reportable injury frequency rate Worldwide (TRI-FR)					
Sanofi employees	403-2	Rate	2.2*	1.8*	1.3*
All workers ²⁵	403-2	Rate	2.4*	2.2*	1.7*
Motor vehicle accidents (MVA)²⁶					
Number of MVA	403-2	Number	4,685	3,933	2,280
Total number of medical sales representatives vehicles	403-2	Number	21,022	20,093	17,800
- Including total number of motorcycles	403-2	Number	3,556	3,593	2,466
Motor vehicle accidents (MVA) rate	403-2	%	22.3	19.6	12.8
Motor vehicle-related LTI-FR	403-2	Rate	0.9	0.9	0.3
Fatalities	403-2	Number	0	1	0

²⁵ Includes Sanofi employees, temporary workers and subcontractors.

²⁶ Motor vehicle-related data for Sanofi employees only.

Total occupational diseases²⁷					
Total occupational diseases declared	403-2	Number	34*	28*	34*
Total occupational diseases recognized	403-2	Number	23	16	16
Recognitions by disease type					
- Cancer	403-2	Number	0	0	0
- Mental disorder	403-2	Number	2	0	1
- Musculoskeletal disorder	403-2	Number	19	14	11
- Respiratory disease	403-2	Number	2	2	3
- Skin disease	403-2	Number	0	0	1
- Other diseases	403-2	Number	0	0	0
Recognitions by agent type					
- Biological	403-2	Number	0	0	0
- Chemical	403-2	Number	2	2	3
- Ergonomics	403-2	Number	17	12	10
- Physical	403-2	Number	2	2	2
- Mental	403-2	Number	2	0	1

* Indicators identified by an asterisk (*) were reviewed by an independent third party. See report at the end of this factsheet

²⁷ Occupational diseases presented here refer to recognized cases by regulatory authorities each year. The figures provided were updated according to the files received after December 31st of the respective year.

Definition	GRI Standards	Unit	2018	2019	2020
1.4. Environment					
Materials					
Solvents used		Tons	187,133*	184,905*	178,381*
- Including % regenerated		%	64*	62*	62*
Energy					
Total energy consumption²⁸	302-1	MWh	4,218,350*	4,168,400*	4,198,367*
- Natural gas	302-1	MWh	2,169,022*	2,098,930*	2,103,912*
- Electricity	302-1	MWh	1,557,898*	1,413,230*	1,175,594*
- Renewables (electricity and biofuels)	302-1	MWh	41,872*	168,804*	437,015*
- Coal	302-1	MWh	0*	0*	0*
- Other (bought-in steam, waste-to-energy)	302-1	MWh	449,558*	486,436*	481,846*
Total fuel consumption from medical sales fleet vehicles	302-1	Liters	43,095,002	42,976,332	28,618,685
- Total number of medical sales representatives vehicles including motorcycles	302-1	Number	21,022	23,600	25,475
- Distance travelled	302-1	Km	609,002,354	587,204,400	398,363,153
- Normalized consumption	302-1	Liters per 100 km	7.08	7,44	7,90

²⁸ These figures do not include energy used by cars.

Water					
Percentage of water consumed by sites located in water scarcity and water stress areas ²⁹	303-2	%	19*	19	18
Total water consumption	303-1	m³	37,283,739*	35,224,119	33,561,244*
- Surface water withdrawal (lakes and rivers, rainwater collected, water from other organization)	303-1	m ³	9,373,188*	9,115,120	8,296,338*
- Ground water withdrawal	303-1	m ³	20,210,610*	18,715,199	17,726,257*
- Public water supply withdrawal	303-1	m ³	7,699,941*	7,393,800	7,538,649*
Biodiversity					
Plants and animals appearing on the CITES lists	304-4	%	Based on available information to date, no vegetal or animal listed in the CITES lists (appendix I, II and III) are used in our production	Based on available information to date, no vegetal or animal listed in the CITES lists (appendix I, II and III) are used in our production	Based on available information to date, no vegetal or animal listed in the CITES lists (appendix I, II and III) are used in our production

²⁹ Since 2015, Sanofi crossed local internal data and global external expertise to fine-tune its approach regarding water scarcity and water stress areas, by conducting in-depth studies to confirm the local situation.

CO₂ emissions - Scope 1 & 2					
Total scope 1 & 2	305-1	tCO₂eq	958,496*	905,871	771,194*
- Fossil fuel (direct CO ₂) – medical sales car fleet not included.	305-1	tCO ₂ eq	476,487	452,776	450,132
- Production of electricity and steam (indirect CO ₂)	305-2	tCO ₂ eq	382,022	353,782	255,866
Estimated CO ₂ emissions from medical sales fleet vehicles	305-1	tCO ₂ eq	99,987	99,313*	65,196
Percentage of vehicles compliant with the 120g CO ₂ /km ³⁰ maximum defined by Sanofi ³¹	305-2	%	61.0	56.0	46.0
Percentage of vehicles compliant with the 138g CO ₂ /km ³² maximum defined by Sanofi ³³	305-2	%	-	-	50.0
CO₂ emissions – Scope 3					
Total CO₂ emissions - Scope 3 (estimate)³⁴			6,077,719*	6,122,074*	5,555,402*
1 Purchased goods and services	305-3	tCO ₂ eq	3,568,220*	3,823,973*	3,438,804*
2 Capital goods	305-3	tCO ₂ eq	619,972*	652,794*	634,505*
3 Fuel and energy related activities	305-3	tCO ₂ eq	370,315*	358,678	159,750
4 Upstream transportation and distribution	305-3	tCO ₂ eq	225,382*	216,483	196,664

³⁰ Calculated according to NEDC

³¹ This figure has been adjusted to include two-wheelers.

³² Calculated according to the new WLTP norm. 138 (WLTP) is equivalent to 110g (NEDC)

³³ This figure has been adjusted to include two-wheelers.

³⁴ In 2015 and 2016, the scope 3 emissions have been subject to an in-depth and comprehensive analysis based on a new methodology developed by an expert third party.

5 Waste generated by operations	305-3	tCO ₂ eq	371,036*	372,442*	351,145*
6 Business travel	305-3	tCO ₂ eq	151,372*	154,990	57,829
7 Employee commuting	305-3	tCO ₂ eq	161,037*	150,766	162,756
8 Upstream leased assets	305-3	tCO ₂ eq	N/A	N/A	N/A
9 Downstream transportation and distribution	305-3	tCO ₂ eq	874	874*	769
10 Processing of sold products	305-3	tCO ₂ eq	115,755*	112,518	141,422
11 Use of sold products	305-3	tCO ₂ eq	316,255*	55,855* ³⁵	70,156
12 End of life treatment of sold products	305-3	tCO ₂ eq	177,524*	222,701*	341,602
13 Downstream leased assets	305-3	tCO ₂ eq	N/A	N/A	N/A
14 Franchises	305-3	tCO ₂ eq	N/A	N/A	N/A
15 Investments	305-3	tCO ₂ eq	N/A	N/A	N/A
Emission to air					
VOC emission	305-7	Tons	3,373*	2,947*	2,893*
NOx emission	305-7	Tons	428*	494	491
SOx emission	305-7	Tons	150*	203	176
ODS emissions	305-6	TCFC-11 eq	<1	<1	<1
HCFC		kg	1,554	1,003	897
Total HFC		kg	16,874	14,289	12,386
Waste water discharge					
Chemical oxygen demand (COD) ³⁶		Tons	2,003*	2,243*	1,982*

³⁵ The significant decrease between 2018 and 2019 is mainly due to the sale by Sanofi of its site in Holmes Chapel (United Kingdom), which manufactures products containing propellant gas.

³⁶ The data have been collected only on chemistry and biotech sites (which represent more than 80% of the total COD released).

Pharmaceuticals in the environment					
Number of active pharmaceutical ingredients assessed voluntarily	306-1	Number	55	55	59
Development of the PIE program on manufacturing sites	306-1	%	28*	37*	37*
Waste					
Hazardous waste³⁷	306-2	Tons	125,256*	126,966*	120,991*
Recycled	306-2	Tons	27,289	28,091*	20,247*
Incinerated (with energy recovery)	306-2	Tons	58,119	58,280*	55,701*
Incinerated (without energy recovery)	306-2	Tons	37,083	38,528	42,413*
Sent to authorized landfill	306-2	Tons	2,765	2,067	2,630*
Non-hazardous waste³⁸	306-2	Tons	141,988*	138,912	151,802*
Recycled	306-2	Tons	91,346	90,267	96,483*
Incinerated (with energy recovery)	306-2	Tons	18,862	23,195	26,018*
Non Hazardous waste disposal without Landfill	306-2	Tons	12,885	7,411	13,428*
Sent to authorized landfill	306-2	Tons	18,895	18,040*	15,873*
Total waste (hazardous and non-hazardous)	306-2	Tons	267,244	265,878*	272,793*

³⁷ internal and external

³⁸ internal and external

Certification					
ISO14001 certified site		Number	46	40	38
Expenditure/Investment					
Total remediation cost	307-1	Million Euros	62	70	55
Provisions for environmental risks and remediation		Million Euros	680	737	713
Fines and penalties	307-1	Euros	67,868	589	13,393

* Indicators identified by an asterisk (*) were reviewed by an independent third party. See report at the end of this factsheet

2. REPORTING METHODOLOGY

[GRI 102-46, GRI 102-48, GRI 102-49]

2.1. General Information

2.1.1. Scope of consolidation

Unless otherwise specified:

- **Social data:**

- > HR data are consolidated for all Sanofi companies worldwide that are fully consolidated for financial reporting purposes, regardless of their activity (industrial, research, commercial or administrative). Workforce data are derived from Sanofi's payroll system, and other HR data from the Workday Global HR system.
- > Health and safety data (occupational injuries):
 - are consolidated worldwide for all Sanofi companies fully consolidated for financial reporting purposes. In some tables, the term "any employee" includes Sanofi employees, temporary workers, and subcontractors;
 - in the case of an acquisition, the new site must start reporting in the month when it joins the Sanofi scope of consolidation (official date of first-time consolidation for financial reporting purposes), or in the case of a site under construction, from the commencement of works; and
 - if a site is divested, it ceases to be reported from the official date on which the divestment is recognized for consolidated financial reporting purposes.

- **Environmental data:**

- > Environmental data (including expenditures) are consolidated for all industrial, R&D and administrative sites, for all Sanofi companies fully consolidated for financial reporting purposes.
- > The environmental impact of CO₂ emissions from our vehicle fleet covers all Pharmaceutical Operations subsidiaries (field sales forces, but excluding management).
- > First-time consolidations:
 - If a site is acquired, it must start reporting in the month when it joins the Sanofi scope of consolidation. To ensure year-on-year comparability, data from the year of first-time consolidation are also added back for prior years.
 - If a new facility is installed, data reporting must start in the month when it comes into service. The data are not added back to prior years, because it is a new activity.
- > Deconsolidations:
 - If a site is divested without its activities being transferred to another Sanofi site: reporting for the site ends on the official date on which the divestment is consolidated for financial reporting purposes. The historical data are retained but are no longer consolidated.
 - If a site is divested and its activities are transferred to another Sanofi site: reporting for the site ends on the official date on which the divestment is consolidated for financial reporting purposes. The historical data are retained, and consolidated by the transferee site.

Environmental data other than Scope 3 are reported on a proforma constant scope basis.

- **Vigilance Plan:**

The Vigilance Plan covers the operations of (i) Sanofi, (ii) all Sanofi companies fully consolidated for financial reporting purposes, and (iii) Tier 1 suppliers and subcontractors of all companies included in (i) and (ii).

For a list of companies fully consolidated by Sanofi for financial reporting purposes, refer to Note F to our consolidated financial statements, included at Item 18 of our 2020 Annual Report on Form 20F.

2.1.2. Changes in scope of consolidation

See Item 4.D., “Property, Plant and Equipment”, of our 2020 Annual Report on Form 20-F.

Synthorx and Principia were acquired in 2020.

2.1.3. Reporting methods

- **Social data:**

Workday was rolled out between 2015 and 2017 with the following key objectives:

- > integrating our processes and systems in a two-tier architecture (global/local), such that the global level becomes the master application for most data but local legal requirements could also be addressed;
- > simplifying and standardizing processes across business units and support functions;
- > centralizing data management on a single, unified platform, to significantly improve the quality of HR data and reporting;
- > introducing self-service to enhance the user experience for employees and managers and help them engage better with HR issues;
- > improving talent management and staff mobility; and
- > streamlining IT mapping.

In 2018, the Workday Global HR platform replaced the Convergence platform as the tool used to record workforce numbers and movements. The Core HR processes were rolled out in waves across successive geographies during 2016 and 2017. In addition to these core processes, the Organization Management, Talent & Performance, Recruitment, Onboarding, Compensation and Grading modules have also been rolled out. Workday is used by all Sanofi employees and managers in Employee Self-Service (ESS) and Manager Self-Service (MSS) modes. Specific work on data quality was carried out during the rollout, and is continuing through maintenance and ongoing improvements to the system.

- **HSE data:**

We apply standard reporting frameworks for safety and environmental information, so that the indicators monitored across all our entities are consistent and reliable. Those frameworks specify the methodologies to be applied for reporting indicators throughout Sanofi and include definitions, methodological principles, calculation formulae and emission factors. We also use standard data collection tools:

- > Health and Safety: we have used the SHERPA system to collect and consolidate safety data across our entire reporting scope since 2017.
- > Environmental data:

We use the SHERPA system to collect and consolidate environmental data.

The reporting period for our environmental indicators for a given calendar year runs from October 1 of the previous year through September 30 of the current year. Environmental indicators are collected during an annual campaign, except for indicators relating to energy/water consumption and waste, which are collected quarterly.

The method used to integrate companies acquired since 2015 into the 2015-2025 Planet Mobilization plan is as follows (illustrative example): a company acquired in 2020 is included in the baseline year (2015) and the intervening years (2016 to 2019) on the basis of its 2020 data, so as to report data on a constant scope basis.

2.1.4. Additional information and methodological limitations

The methodologies applied for some HR and HSE indicators may be subject to limitations as a result of:

- the lack of nationally and/or internationally recognized definitions, in particular for different types of employment contract;
- the need to rely on estimates and on representative rather than actual metrics, and the limited availability of external data required for calculations; and
- practical arrangements for the collection and input of data, as described below:
 - > Our change in HR platform from Convergence to Workday: in terms of movements, the reasons for staff departures (“layoffs”, “resignations” and “by mutual agreement”) are more comprehensive in Workday than they were in Convergence. In calculating the resignation rate on permanent contracts, the 2018 figures include resignations only, whereas the 2019 figures also include departures by mutual agreement at the employee’s request. It was not possible to recalculate the 2018 figures to align on this new calculation method. Like-for-like comparisons for individual definitions can be made between 2019 and 2020 data.
 - > The 2018 figures for layoffs comprised the following categories: “layoffs”, “death”, “incapacity”, and all “departures by mutual agreement” (whether at the request of the employee or the employer). By contrast, the 2019 figures for layoffs comprise “layoffs” and “departures by mutual agreement at the employer’s request”. A new “Other” category has been created to separate out death and incapacity. Like-for-like comparisons for individual definitions can be made between 2019 and 2020 data. This is why to the extent possible, we specify the definitions and methodologies used for each of the indicators described below, and any margin of uncertainty.

2.1.5. Consolidation and internal controls

Data are consolidated by our global HR and HSE functions on the basis of information provided by industrial and R&D sites, Sanofi subsidiaries and tertiary sites throughout the world.

Where sites house more than one function, environmental impact is either attributed to the one with the greatest impact or shared among all the functions. Safety and environmental data are systematically checked by HSE coordinators within each activity before being submitted for consolidation. In addition, our global HR and HSE functions perform consistency controls on data during the consolidation process.

These controls include comparisons with prior-year data; any significant variances are investigated.

To ensure that site correspondents have properly understood the HSE indicators and that the right data are being reported, controls over selected HSE reporting data are performed during internal audits conducted at Sanofi sites.

Workforce data are compared with consolidated data in the finance database.

2.2. Detailed indicators

2.2.1. Social indicators

2.2.1.1. Worldwide workforce

Employees under contract include all employees who have a contract with Sanofi, including apprentices.

Employees are treated as “under contract” if they have an employment contract (permanent or fixed-term) with a Sanofi company on the last calendar day of the year. The figures are expressed in numbers of employees, regardless of hours worked or the date of hiring during the month.

2.2.1.2. Regions

The “Europe” region shown in the workforce data tables is defined as follows:

- Europe: Albania, Austria, Belgium, Bosnia-Herzegovina, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Israel, Italy, Latvia, Lithuania, Luxembourg, Montenegro, Netherlands, North Macedonia, Norway, Poland, Portugal, Romania, Serbia, Slovakia, Slovenia, Spain, Sweden, Switzerland, Ukraine, United Kingdom.

2.2.1.3. New hires and departures

New hires and departures for Sanofi as a whole exclude all intra-group movements such as international, inter-company or inter-site transfers.

Data on movements (new hires and departures) cover more than 99% of the reporting scope, and include new hires and departures for companies that were consolidated for the first time or acquired during the year.

Conversions of fixed-term contracts into permanent contracts are not counted unless there is a gap of more than one day between the two contracts, in which case they are counted as a departure and a new hire.

2.2.1.4. Training hours

In 2017 Sanofi installed iLearn, a single training platform intended to house all our existing systems. Migration of our existing systems began in 2017 but is not complete, meaning that we cannot yet consolidate our figures on a global basis.

For 2020, the training hours reported derive from the following training systems:

- iLearn, which delivers all compulsory and support function training:
 - > Compliance: Ethics & Business Integrity and Pharmacovigilance;
 - > Quality;
 - > Workplace First-Aiders; and
 - > Business Development, Management and Leadership.
- le@rn, a system dedicated to training in good pharmaceutical practices at Sanofi, which is deployed worldwide; and
- Peps, a training system for our German employees.

Difference between the number of employees receiving training via iLearn in 2020 (107,183) and our total workforce as of December 31, 2020 (99,412):

This difference arises because:

- employees receiving training via iLearn during 2020 who left Sanofi during the year are included in the training data but not in the year-end workforce data; and
- iLearn data include all employees (permanent, fixed-term, apprentices, interns, etc.) other than external contract staff; by contrast, workforce data include only employees on permanent and fixed-term contracts, and apprentices.

2.2.1.5. Definition of grades

Executive posts

- Executive Level 2: In charge of alignment on corporate strategy, with a critical impact on return indicators and corporate image, and a solid contribution to Executive Committee orientations.
- Executive Level 1: In charge of translating and implementing corporate strategy, with a critical impact on the results and competitiveness of a Global Business Unit or Global Support Function and an important impact on the overall results of Sanofi.

Senior Leaders: Includes executive posts (other than Executive Committee members) and Grade 5 posts. Grade 5 posts are people with senior management responsibilities in Product Innovation, Processes or Services, who implement policies within their function. They have an impact on the attainment of financial objectives.

This category was created when we set up our new grading system in 2018.

Managers: Employees who manage direct subordinates.

2.2.2. Safety indicators

2.2.2.1. Lost time injury frequency rate

The lost time injury frequency rate is the number of accidents resulting in lost time of one day or more within a 12-month period, per million hours worked.

For employees working in a fixed location, accidents occurring during the home-workplace commute are not included in this indicator. However, they are included for travelling medical reps, in accordance with our internal reporting rules.

If additional accidents are identified that had not been recorded by the end of the reporting period, or if the classification of an accident is changed after the end of the reporting period, the frequency rate is adjusted retrospectively.

2.2.2.2. Total occupational injury frequency rate

We have decided not to publish the severity rate calculated using the criteria defined by French regulations. Because this rate is calculated solely on the basis of the number of days of lost time, it does not reflect the actual severity of injuries from an international standpoint.

This is because for a given injury, the number of days of lost time may vary considerably from one country to another depending on the applicable regulations and compensation systems. Consequently, we have decided to publish the total occupational injury frequency rate.

The total occupational injury frequency rate is the number of occupational injuries with or without lost time, per million hours worked.

2.2.2.3. Motor vehicle accidents

A motor vehicle accident is any accident that occurs when the driver is at the wheel (driving or parking).

This indicator covers all road traffic accidents involving vehicles owned or leased by Sanofi, or owned by an employee and regularly driven for work purposes (medical reps).

Accidents in public transport or taxis are excluded from our reported data because they are not considered to be Sanofi's responsibility.

2.2.3. Environmental indicators

2.2.3.1. Carbon footprint

Direct emissions are calculated on the basis of Greenhouse Gas (GHG) Protocol data. Indirect emissions from other energy sources purchased from external suppliers are accounted for as follows:

- emissions from electricity generation: emission factors are obtained from data published by the International Energy Agency during the current year, which define emission factors

for the year before last. Consequently, those emission factors are applied to data for the baseline year (2015), current year and previous year;

- emissions generated by the production of steam are calculated on the basis of site-specific factors, or estimated using our own internal standards; and
- emissions from our medical rep vehicle fleet are included in Scope 1.

Scope 3 calculation:

- Indirect Scope 3 emissions are calculated in accordance with GHG protocol recommendations. We have updated emission factors by using factors from the ecoinvent V3.3 database; for sub-categories not included in that database, we have used other standard calculation methods.
- Emissions relating to purchased goods and services (category 1) are based on our actual volumes for the previous year, and full-year projected volumes for the current year. This approach was adopted because it allows for optimal modelling of this category (which is our biggest Scope 3 emitter).
- Category 9 (downstream transport and distribution): excludes the impacts of travel by doctors and nurses.
- Category 11 (use of sold products): excludes travel by patients to pharmacies.

The calculation of our CO₂ footprint is reviewed by the Independent Third Party.

Carbon neutrality is defined as zero greenhouse gas emissions. This can be achieved by the use of renewables, by generating energy directly, or by purchasing energy. The carbon-neutral objective covers Scopes 1 and 2, i.e. it includes production sites, R&D sites and tertiary sites, plus the medical rep vehicle fleet.

2.2.3.2. Wastewater discharge

The data presented correspond to effluents after internal and/or external treatment. In the absence of information on the effectiveness of external treatment, a conservative purification rate of 50% is assumed for the purpose of calculating chemical oxygen demand (COD).

The data reported cover all Sanofi sites other than tertiary and logistics sites, which contribute only marginally to COD releases.

2.2.3.3. Waste

The distinction between hazardous and non-hazardous waste corresponds to that used in European regulations for European Union member countries (Decision 2000/532/EC of May 3, 2000), and that used in local regulations for other countries. Waste arising from soil decontamination operations is not included in the published total for our operating activities. The recovery rate corresponds to waste that is recycled, or incinerated off-site using waste-to-energy technology.

The reuse/recycle/recovery (“3R”) rate used for the Planet Mobilization project is defined as the sum total of waste recycled externally plus waste subject to energy recovery, as a proportion of the total amount of waste plus solvents recycled on site. Waste includes both hazardous and non-hazardous waste.

A site is considered to be no longer using landfill when its landfill disposal rate is less than 1%.

3. REPORT OF THE INDEPENDENT THIRD PARTY

[GRI 102-50, GRI 102-56]

Year ended December 31, 2020

Report of the independent third party on the consolidated statement of extra-financial performance

This is a free translation into English of the original report issued in the French language and it is provided solely for the convenience of English speaking users. This report should be read in conjunction with, and construed in accordance with, French law and professional standards applicable in France.

To the Annual General Meeting of Sanofi shareholders,

In our capacity as (i) an independent third party accredited by COFRAC under no. 3-1681 (for the scope of our accreditation, go to www.cofrac.fr) and (ii) a member of the network of one of the statutory auditors of your company (the “entity”), we hereby report to you on the consolidated statement of extra-financial performance for the year ended December 31, 2020 (the “Statement”), included in the management report pursuant to Articles L. 225-102-1, R. 225-105 and R. 225-105-1 of the French Commercial Code.

Responsibility of the entity

It is the responsibility of the Board of Directors to establish a Statement in compliance with legal and regulatory provisions, including a presentation of the business model; a description of the main extra-financial risks; a presentation of the policies applied in respect of those risks; and the outcomes of those policies, including key performance indicators.

The Statement has been prepared in accordance with the entity’s procedures (the “Reporting Framework”), the significant elements of which are presented in the Statement and available on request at the entity’s headquarters.

Independence and quality control

Our independence is defined by reference to Article L. 822-11-3 of the French Commercial Code and the Code of Ethics of our profession. In addition, we have implemented a quality control system, including documented policies and procedures, to ensure compliance with applicable laws and regulations, ethical standards and professional standards.

Responsibility of the independent third party

It is our responsibility, based on our procedures, to express a limited assurance conclusion (Part 1, “Report on the compliance and fairness of the Statement”) on:

- the compliance of the Statement with article R. 225-105 of the French Commercial Code; and
- the fairness of the information provided pursuant to paragraph 3 of I and II of Article R. 225-105 of the French Commercial Code, i.e. the outcomes of the policies, including key performance indicators, and actions related to the principal risks (the “Information”).

It is also our responsibility:

- to express, at the entity's request and outside the scope of our accreditation, a limited assurance conclusion on whether the information selected by the entity (the "Selected Information") and identified by the symbol * in Appendix 1 has been prepared, in all material respects, in accordance with the Reporting Framework (Part 2, "Limited assurance report on the Selected Information").
- to express, at the entity's request and outside the scope of our accreditation, a reasonable assurance conclusion on whether the information selected by the entity (the "Selected Information") and identified by the symbol ✕ in Appendix 1 has been prepared, in all material respects, in accordance with the Reporting Framework (Part 3, "Reasonable assurance report on the Selected Information").

However, it is not our responsibility to express an opinion on the entity's compliance with other applicable legal and regulatory provisions, in particular as regards the Vigilance Plan and the fight against corruption and tax evasion, or on the compliance of the entity's products or services with applicable regulations.

1. Report on the compliance and fairness of the Statement

Nature and scope of our procedures

Our procedures as described below were performed in accordance with Articles A. 225-1 *et seq* of the French Commercial Code, the applicable professional standards of the *Compagnie nationale des commissaires aux comptes*, and ISAE 3000⁽³⁹⁾:

- we obtained an understanding of the operations of all the entities included in the scope of consolidation, and of the summary of principal risks;
- we assessed the appropriateness of the Reporting Framework in terms of its relevance, completeness, reliability, impartiality and clarity, with due consideration of industry best practices where applicable;
- we verified that the Statement includes each category of social and environmental information set out in article L. 225-102-1 III of the French Commercial Code, as well as the information regarding human rights and the fight against corruption and tax evasion as specified in the second paragraph of Article L. 22-10-36 of the French Commercial Code;
- we verified that the Statement presents the information specified in Article R. 225-105 II of the French Commercial Code where such information is relevant to the principal risks, and includes an explanation of the non-disclosure of any information required by the second paragraph of Article L. 225-102-1 III of the French Commercial Code;
- we verified that the Statement presents the business model and a description of the principal risks associated with the operations of all the entities included in the scope of consolidation, including where relevant and proportionate risks associated with their business relationships, their products or services, and their policies, actions and outcomes, including key performance indicators relating to the principal risks;
- we consulted documentary sources and conducted interviews to:

³⁹ ISAE 3000 – Assurance engagements other than audits or reviews of historical financial information.

- assess the process for selecting and validating the principal risks, and the consistency of outcomes (including key performance indicators) with the principal risks and policies presented; and
- corroborate the qualitative information (actions and outcomes) that we regarded as the most important, as presented in Appendix 1. For some risks (Product Quality, Product Safety for Patients and Consumers, Patient Safety in Clinical Trials, Ethics and Business Integrity, and Supply Chain Continuity), we performed our procedures at consolidating entity level. For the other risks, we performed our procedures at consolidating entity level and in a selection of other entities: Sanofi US, Sanofi Germany, Frankfurt Chemistry, Frankfurt Injectables H600, Singapore Chemistry, Tongi Pharma, Aramon Chemistry, Vitry Speciality Care Operations, Marcy Immuno-Oncology, Elbeuf Chemistry, Sisteron Chemistry;
- we verified that the Statement covers the consolidated scope, i.e. all the entities included in the scope of consolidation in accordance with article L. 233-16 of the French Commercial Code, subject to the limitations set out in the Statement;
- we obtained an understanding of the internal control and risk management procedures applied by the entity, and assessed the data collection process intended to ensure the completeness and fairness of the Information;
- for the key performance indicators and other quantitative outcomes that we regarded as the most important (as presented in Appendix 1), we carried out:
 - analytical procedures to verify that the data collected had been correctly consolidated, and to check the consistency of data trends;
 - substantive tests using sampling techniques, in order to verify that the definitions and procedures had been properly applied and to reconcile the data with the supporting documents. Those procedures were conducted at a selection of contributing entities as listed above, and cover between 15% and 31% of the consolidated data selected for such tests (22.1% of the workforce, 31% of hazardous waste, 15% of VOC emissions, and 29% of COD emissions);
- we assessed the overall consistency of the Statement based on our knowledge of all the entities included in the scope of consolidation.

We believe that the procedures we performed, based on our professional judgement, are sufficient to provide a basis for our limited assurance conclusion; a higher level of assurance would have required us to carry out more extensive procedures.

Resources

Our procedures involved eleven professional staff and took place between September 2020 and February 2021, over a total engagement period of twelve weeks.

We conducted about thirty interviews with the persons responsible for preparing the Statement, including representatives from Corporate Social Responsibility, Human Resources, Product Quality and Safety, Bioethics, Ethics and Business Integrity, HSE and Procurement.

Conclusion

Based on our procedures, we have not identified any material misstatement that causes us not to believe that the consolidated statement of extra-financial performance complies with the applicable

regulatory provisions and that the Information, taken together, is fairly presented, in accordance with the Reporting Framework.

2. Limited assurance report on the Selected Information

Nature and scope of our procedures

For the Selected Information identified by the symbol * in appendix 1, we performed procedures of the same nature as described in part 1 of this report. We performed those procedures in accordance with ISAE 3000⁴⁰ and with professional standards applicable in France.

The sample selected represents between 17% (water consumption) and 22% (energy consumption) of the quantitative environmental information presented.

We believe that the procedures performed, based on our professional judgement, are sufficient to provide a basis for our limited assurance conclusion on the Selected Information; a higher level of assurance would have required us to carry out more extensive procedures.

Conclusion

Based on our procedures, we have not identified any material misstatement that causes us to believe that the Selected Information has not been fairly prepared, in all material respects, in compliance with the Reporting Framework.

3. Reasonable assurance report on the Selected Information

Nature and scope of our procedures

For the Selected Information identified by the symbol α in appendix 1, we performed procedures of the same nature as described in section 1 of this report for those key performance indicators and other quantitative outcomes that we regarded as the most important, but in greater depth, especially as regards the scope of the tests. We performed those procedures in accordance with ISAE 3000² and with professional standards applicable in France.

The sample selected represents 50% (for direct and indirect greenhouse gas emissions) of the quantitative environmental information presented for France.

We believe that our procedures were sufficient for us to express reasonable assurance about the Selected Information.

Conclusion

In our opinion, the Selected Information has been fairly prepared in compliance with the Reporting Framework in all material respects.

⁴⁰ ISAE 3000 - Assurance engagements other than audits or reviews of historical financial information.

Paris-La Défense, March 4, 2021

The Independent Third Party

EY & Associés

Jean-François Bélorgey

Partner

Caroline Delérable

Partner, Sustainable Development

(1) ISAE 3000 – Assurance Engagements other than Audits or Reviews of Historical Financial Information.

Appendix 1: Information regarded as the most important

Social information

Quantitative information (including key performance indicators)	Qualitative information (actions and outcomes)
Lost time injury frequency rate – Sanofi personnel*	Health and safety in the workplace*
Lost time injury frequency rate – any employee*	Measures taken to attract and retain talent (Employee Value Proposition, Strategic Workforce Planning, diversity policy)
Total occupational injury frequency rate – Sanofi personnel*	
Total occupational injury frequency rate – any employee*	
Number of occupational diseases reported*	
Number of employees under contract at December 31, 2020, split by region, activity, gender, age, and type of contract	
Number of new hires and departures (all reasons)	
Turnover – permanent contracts	
Resignation rate – permanent contracts	
Internal transfer rate for all employees, executive and Grade 5 posts	
Number of people trained via the iLearn system	

Environmental information

Quantitative information (including key performance indicators)	Qualitative information (actions and outcomes)
Total quantity of hazardous waste	Measures to prevent, recycle and eliminate hazardous waste
Quantity of hazardous waste reused/recycled/recovered	
Quantity of hazardous waste recycled	Measures to prevent, reduce or remediate releases into the air (management of Volatile Organic Compounds), water (management of environmental releases of pharmaceutical substances) and the soil
Quantity of hazardous waste incinerated with thermal recovery	
Quantity of hazardous waste incinerated without thermal recovery	
Quantity of hazardous waste sent to authorized landfills	Water consumption and supply in light of local constraints*, percentage reduction in water consumption versus the 2015 baseline year*
Total quantity of non-hazardous waste*	
Quantity of non-hazardous waste reused/recycled/recovered*	Measures to improve energy efficiency and the use of renewables*
Quantity of non-hazardous waste recycled*	
Quantity of non-hazardous waste incinerated with thermal recovery*	
Quantity of non-hazardous waste incinerated without thermal recovery*	Percentage reduction in direct and indirect emissions (Scopes 1 & 2) versus the 2015 baseline year*
Quantity of non-hazardous waste sent to authorized landfills*	
Landfill disposal rate of hazardous and non-hazardous waste	Proportion of production sites subject to pharmaceutical contamination assessments (cumulative, since 2016)
Total reuse/recycle/recover rate of hazardous and non-hazardous waste	
Number of sites not sending hazardous and non-hazardous waste to landfills	
Wastewater discharge (Chemical Oxygen Demand)	
Airborne emissions (total consumption of solvents, percentage of solvents recycled, emissions of Volatile Organic Compounds)	
Total water consumption, and split by source of supply (worldwide)*	
Total water consumption, and split by source of supply (in water stress zones)*	
Total energy consumption, and split by energy source*	
Renewable energy consumption*	

Societal information

Quantitative information (including key performance indicators)	Qualitative information (actions and outcomes)
Number of whistle-blowing reports received by Ethics & Business Integrity, and number of related dismissals or resignations for misconduct	Measures taken in ethics and business integrity
Number of whistle-blowing reports to Ethics & Business Integrity substantiated	Measures taken in product pricing
Number of GQA internal audits	
Number of regulatory inspections, and split by authority	Measures taken in product quality
Number of recalls, including Class 1 recalls	
Number of internal audits and inspections relating to pharmacovigilance	Measures taken in product safety (pharmacovigilance)
Percentage of individual pharmacovigilance cases submitted to European health authorities within the regulatory deadline	
Number of signals	Measures taken in medical ethics and bioethics
Number of clinical trials with information-sharing	
Number of inspections conducted on activities relating to clinical trials	Measures taken in animal protection
Number of scientific papers published	
Number of evaluations of compliance with animal protection principles conducted on suppliers and contracted research organizations	Measures taken in supply chain continuity
Number of animals used by Sanofi sites	
Overall service level	Actions in support of human rights, especially compliance with ILO fundamental conventions*
Rate of dependency on India and China for active ingredients	
Percentage of active ingredients produced within the Sanofi in-house network	Consideration of corporate social responsibility in relations with suppliers and subcontractors*
Number of audits of suppliers and subcontractors (Sanofi Contract Manufacturing Organizations, suppliers of Active Pharmaceutical Ingredients)*	
Number of countries that responded to the internal control questionnaire on compliance with human rights policies*	Actions on access to healthcare*
Number of doses of injectable polio vaccine supplied to UNICEF*	
Number of doses of injectable polio vaccine supplied to Brazil, India, Indonesia and the Philippines*	

* Information which the entity has voluntarily elected to produce and disclose in its management report