

Sustainability Program

Roadmap towards a Sustainable World

GLOBAL SUSTAINABILITY PROGRAM FOR SANOFI TERTIARY SITES

In 2020, 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 2020 Sustainability Roadmap for the Sanofi administrative sites** .

This roadmap aimed at tackling 10 priority topics in accordance with the Group **Sustainable Building Charter** for tertiary sites and supporting both the Group **Planet Mobilization Program** and **CSR commitments** toward our planet.

Despite the health crisis that the world is facing and thanks to the motivation and collective efforts of regional and local HSE, RE-FM-RIM and CSR teams, we were able to achieve **sound results**.

We are committed to continuously improving our workplace experience while taking advantage of the sanitary crisis to move forward a more sustainable way of living for the **benefit of our people, our planet and our communities worldwide**.



REAL ESTATE,
FACILITY
RECORDS &
INFORMATION
MANAGEMENT



PEOPLE



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

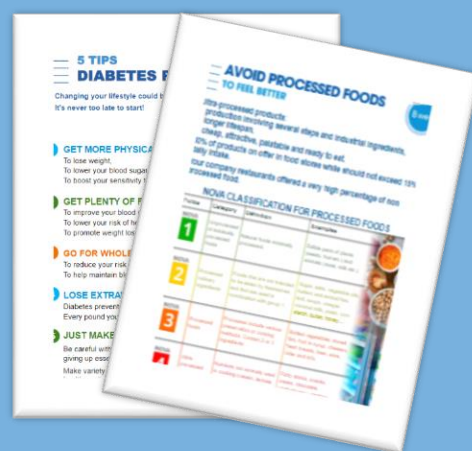
SUPPORTING TAKE CARE & BWEL! PROGRAM



100% of our tertiary sites worldwide implemented either a **Green Apple** logo to indicate healthy food choices in the restaurants (in collaboration with our FM partners) or a **Walking Challenge**, or **World Days celebration**. A simple and efficient way to promote healthy habits among our employees.

Our tertiary sites were invited to celebrate the **World Food Day** on October 16th and the **Diabetes day** on November 14th.

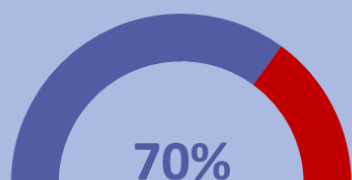
Our affiliates participated and provided tips to our employees on nutrition and physical activities.



DID YOU KNOW?

INDOOR AIR QUALITY

...that the cognitive scores of workers, including **concentration capacity**, double in a green, well-ventilated office?*



70%

At Sanofi more than **70%**** of our offices measure their indoor air quality and implement action plans to improve it. The objective is to implement the best conditions for healthy indoor air for all building users.

* WGBC, 2016, Health, Wellbeing and Productivity in Green Offices.

** 30% remaining sites will be done in 2021 when sites will reopen.

PLANET



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

MINIMIZE ENERGY CONSUMPTIONS

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

PLANET MOBILIZATION



100% of our tertiary sites monitor their utilities consumptions and **63%** have defined a reduction target...

... Building management systems are all set to provide the best balance between **comfort** and **environmental impact** (temperature settings, night/weekend modes).



1°C less



7% of energy saving

French tertiary sites have implemented a **smart energy management** solution enabling the site managers to **monitor** precisely the consumptions and quickly **implement actions** in case of anomalies.

New Real Estate projects

Our **Real Estate teams** also contribute to minimizing our impact on the environment through the **site selection** and **footprint optimization**.

For any given Real Estate office project comprising a physical move & targeting a new office location, the office market scanning and option assessment is systematically including a **green rating** as part of the building selection checklist.

The green rating is considered as one of the key criteria for the **building selection**. As such a priority is given to certified buildings (**LEED, BREEAM, ...**) as well as building with **Zero fossil** primary energy (energy recovery, heat pumps, geotherm or biomass, etc.). Carbon footprint assessment will be also part of future projects SPE documentation.

DID YOU KNOW?

18 administrative sites are **environmentally certified**. This is a guaranty that the buildings are respecting the environment through the design and operation phases.

WHAT ABOUT RENEWABLE ELECTRICITY?

Sanofi New Commitment

Sanofi has joined **RE100** initiative and by doing so is committed to use **100% of Renewable Electricity** by 2030.

Already in 2020, all Tertiary sites in France, Germany, Italy, Spain and in the UK have switched to claim 100% of their electricity coming from renewable source (Solar, Wind, Hydro...) joining some of our offices in Hungary and Canada.

We estimate that **36%** of major office buildings are sourced by **100% renewable electricity!**



TOWARDS A COMPLETE BAN OF SINGLE USE PLASTIC

Knowing that plastic wastes are a terrible threat for our Planet with more than 150 million tons floating on the oceans often called as the **Great Pacific Garbage**, like a 7th continent 3 times the size of France, all tertiary sites decided to act!

Starting by **eradicating plastic cups** from our sites around the world, replacing 17 millions of disposable cups by **sustainable solutions** such as people bringing their own mug to the office.



17 million Plastic Cups replaced by...

... Thousands of smiles



PLANET



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

TRANSITIONING OUR FLEET TOWARDS CARBON NEUTRALITY



Defining local roadmap based on:

Selecting low fuel vehicles



47% of sales fleet
(below 120gCO₂/km)



Promoting eco-driving

70% of countries

Reducing mileage



-38% vs 2019*
(*partly due to pandemic situation)

Switching to new technologies



12% of fleet
(Eco-Fuel / Hybrid / Electric)

**PLANET
MOBILIZATION**



FOSTER
AN ECO-FLEET

Target
2015-2020

- 25%



By 2025

- 50%



2030