

EXTERNAL CSR AWARDS & RECOGNITIONS RECEIVED

GRI Standards :

103 : Management Approach

413-1: Local BEYOND THE WORKPLACE

EXECUTIVE SUMMARY

In 2020 and early 2021, throughout the world, Sanofi and its affiliates received more than 70 external CSR awards and certifications.

Sanofi's CSR performance is also recognized through the most important international Socially Responsible Investment (SRI) indices.

COUNTRY	AWARD	DESCRIPTION OF PROGRAM	FLAGSHIP
GLOBAL	TOP Employer Award 2021 (3 rd time)	Top employer recognizes companies which employs local talent and those offering best HR practices for the talent in terms of training, skills development etc. Certification obtained in 24 countries	BEYOND THE WORKPLACE
GLOBAL	Equileap 2021	Sanofi's ranking continues to increase since 2019 from 30 to 23 globally. Sanofi is the first company of the pharmaceuticals industry in the ranking. The Equileap report is an in-depth, cross-sector analysis that ranks businesses based on the Gender Equality Scorecard™ with 19 criteria which rates more than 3,500 companies in more than 20 developed economies and is inspired by the UN's Women Empowerment Principles.	BEYOND THE WORKPLACE
ARGENTINA	WEPs Award	Special Mention for Parental Leave , category Big Companies. Award from program "Win-Win: Gender balance is a good business" developed by UN Women, aimed to promote initiatives to foster gender balance inside companies	BEYOND THE WORKPLACE
ASIA PACIFIC	TOP Employer Award 2021	4 th consecutive year Top Employer' certification values Sanofi's continuous efforts and commitment to develop a solid, coherent and employee-centric strategy to position itself among the most attractive companies, offering 'best in class' and 'people-first' HR practices.	BEYOND THE WORKPLACE
AUSTRALIA	Australian HR Awards.	Best Health and Wellbeing Program – Excellence Award recognition of Sanofi Australia's employee health and wellbeing programs, which include a focus on physical and mental health and wellbeing for our people	BEYOND THE WORKPLACE
AUSTRALIA	LearnX Live Awards	Best Wellbeing Team – Platinum Winner recognition of Sanofi Australia's employee Wellbeing programs and the work of our Learning and Development Teams in leading Wellbeing activities	BEYOND THE WORKPLACE
AUSTRALIA	Top Workplace for Dads - HBF Australia	The recognition reflected Sanofi Australia's work to remove gender bias in parental support programs and commitment to support all employees regardless of gender.	BEYOND THE WORKPLACE
AUSTRALIA	TOP Employer Award 2021	Top employer certification in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	BEYOND THE WORKPLACE

COUNTRY	AWARD	DESCRIPTION OF PROGRAM	FLAGSHIP
CHINA	2020 Best CSR Innovation Award <i>by Southern Weekly Newspaper</i>	Sanofi China was honored for its outstanding CSR practices at the China CSR Annual Forum, ranking 9th in the CSR Ranking list for the Top 300 Enterprises in China and 1 st among Multinational Pharmaceutical Companies in the list. This award was comprehensively assessed based on 7 indicators: economic performance, fair operations, products and innovation, employees and safety, community, environmental and social responsibility governance.	ALL
CHINA	2020 Best CSR Innovation Award & 2020 Public Recognition Award	For the project " Dare to Dream -college student contest on digital healthcare innovation", which aims to inspire digital innovation in healthcare, also encourage college students to proactively innovate via trainings and practices. The second contest in 2020 inspired the participation of 267 students from 35 universities in 5 countries.	BEYOND THE WORKPLACE
CHINA	2020 CSR China Top 100 Award	Sanofi China was honored for its CSR practices	ALL
CHINA	Excellence Award for Sustainability 2020 (<i>by Shanghai Daily</i>) & 2020 Excellent Poverty Alleviation Case – Education (<i>by Shanghai foreign investment Association</i>)	For the project " Liangshan Love Class " for the impoverished children in mountain area in Sichuan Province. This project was launched in 2011, aiming to support depended children from basic life essentials, education, and mental health.	BEYOND THE WORKPLACE
CHINA	2020 Responsible Brand Award (<i>by China Charity Festival Organizing Committee</i>)	Specific criteria (requires specific case proof): The company has a good record, good brand reputation and integrates the commitment of social responsibility and public welfare development into business and operation. The company has established a responsible brand image by mobilizing all sectors of society to devote themselves to public welfare undertakings. The company that actively endow brands and services with rich moral and ethical connotations. Sanofi was among 16 companies to obtain this award.	ALL
CHINA	2020 Excellent CSR Project Award (<i>by China Charity Festival Organizing Committee</i>)	For the project of "Dare to Dream-college student contest on digital healthcare innovation", which aims to inspire digital innovation in healthcare, also encourage college students to proactively innovate via trainings and practices.	BEYOND THE WORKPLACE

COUNTRY	AWARD	DESCRIPTION OF PROGRAM	FLAGSHIP
EGYPT	Top Employer Certification 2021	For the 4 th year Top employer certification in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	BEYOND THE WORKPLACE
EUROPE	Top Employer Certification 2021	Nine Sanofi European affiliates (France, Germany, Hungary, Italy, Kazakhstan, Poland, Romania, Spain, United Kingdom) awarded "Top Employer" in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices. Sanofi is awarded "Top Employer" in Europe for the 4 th consecutive year.	BEYOND THE WORKPLACE
FRANCE	Indice Vert - Green Index	Sanofi CSR strategy is awarded the Index Vert highest label A++ from the CAHPP (Centrale d'Achats de l'Hospitalisation Privée et Publique). CAHPP is certified at the "confirmed" level by AFNOR for its AFAQ responsible purchasing focusing on CSR. CAHPP is the only central purchasing agency in the health sector in France to have committed to this assessment process.	HEALTHY PLANET
FRANCE	Trophées SVS – Sentez-vous sport (Feel sport)	Sanofi was awarded as the most sportive company (category with more than 250 employees). This prize rewards all our actions to promote sport inside and outside the company for our employees.	BEYOND THE WORKPLACE
FRANCE	HQE Certification	Sanofi Headquarters building based in Paris, rue la Boetie received the renewal of its HQE (High Environmental Quality) certification rewarding its outstanding sustainable management.	HEALTHY PLANET
FRANCE	Glassdoor Prize	Sanofi is ranked 9 th in Prix Glassdoor. Glassdoor, an independent platform on which company employees assess their working environment anonymously, rewards the best companies with the "Employee Choice Award", entirely based on the comments provided by employees (former or current) during the year.	BEYOND THE WORKPLACE
FRANCE	Responsible Supplier and Purchasing Relations Label	Sanofi France received the "Responsible Supplier and Purchasing Relations" label from the Public Authorities. Thanks to its 32 sites in France, Sanofi can build lasting relationships and mutual trust with our economic ecosystem through constructive practices, sustainable and balanced purchases.	BEYOND THE WORKPLACE
FRANCE	Top Employer Certification 2021	Sanofi France received the Top employer certification for the 4 th year in a row from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	BEYOND THE WORKPLACE

COUNTRY	AWARD	DESCRIPTION OF PROGRAM	FLAGSHIP
GERMANY	Innovativ durch Forschung (innovative by research)	For Sanofi's research work & innovation	R&D innovation
GERMANY	2020 Fair Company	Sanofi Germany receives the award certifying companies as fair employers for students and trainees under the Charter of career-enhancing and fair trainee programs	BEYOND THE WORKPLACE
GERMANY	Total E-Quality Diversity	Award for successful implementation of equality between men and women, given for the future-oriented, successful, and sustainable personnel policy. Award bears additional title "Diversity" in recognition of the commitment to tolerance and diversity, including the successful integration of people with migration background or disability	BEYOND THE WORKPLACE
GERMANY	Faires Trainee-Programm 2020	Award by the Trendence Institute, a consulting and market research company for employer branding, received for Sanofi's trainee programs	BEYOND THE WORKPLACE
GERMANY	Das innovativste Produkt (most innovative product)	Award granted by pharmacist's association in favour of Thomapyrin Tension Duo® because of its improved ingredients and effects.	R&D innovation
GERMANY	Umwelt-Champion (champion of the environment)	Award by renowned German newspaper Frankfurter Allgemeine Zeitung FAZ for Sanofi Germany being benchmark in CSR-reporting and CSR-related content on the internet.	ALL
HUNGARY	Top Employer Certification 2021	Sanofi Hungary was awarded "Top Employer" by the Top Employer Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	BEYOND THE WORKPLACE
INDIA	Silver in Health Impact Awareness Campaign	KiDS project won a Silver in the Health Impact Awareness Campaign category at the Health Impact Awards. The KiDS project was co-created by Sanofi in partnership with the International Diabetes Federation, the International Society for Pediatric and Adolescent Diabetes and the Public Health Foundation of India.. Through this project in Goa, in the first year, we have reached out to 50,000 school children	ACCESS TO HEALTHCARE
INDIA	Top Employer Certification 2021	Sanofi India received the Top employer certification from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	BEYOND THE WORKPLACE

COUNTRY	AWARD	DESCRIPTION OF PROGRAM	FLAGSHIP
ITALY	AIDP Award HR Mission 2020 Diversity & Inclusion	HR Mission 2020 award - working with and for people in an emergency to reward the dedication, creativity and innovation put in place during the COVID-19 emergency by the professionals who work in the Human Resources area. The first edition of the award ended awarded HRs for each category identified. In the Diversity & Inclusion area was awarded Laura Bruno, HR Head in Sanofi Italy.	BEYOND THE WORKPLACE
ITALY	Meritorg 2020 Company Forum of meritocracy (NGO founded in 2011)	Focusing through five parameters by which Sanofi was evaluated for the years 2018 and 2019: equal opportunities, quality and human capital development, Attractiveness for talent, performance and career, ethics and transparency. Sanofi Italy has in fact recorded a high-level performance (the overall summary value is 95/100) both in absolute terms and with respect to the trend over the last two years.	BEYOND THE WORKPLACE
ITALY	Top Employer Certification 2021	Sanofi Italy received the Top employer certification from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	BEYOND THE WORKPLACE
JAPAN	Japanese Red Cross Society Golden Order of Merit Medal	COVID-19 matching donation Matching Donation for supporting HCPs and relevant people fighting against COVID-19 pandemic Japanese Red Cross Society Golden Order of Merit Medal is the insignia of the medal ceremony established as the award system of the Japanese Red Cross Society in 1887 and it is the highest award in the company to this day and this is awarded by contributions such as donations and blood donations.	ACCESS TO HEALTH BETOND THE WORKPLACE
KAZAKHSTAN	Top Employer Certification 2021	Sanofi Kazakhstan received the Top employer certification from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	BEYOND THE WORKPLACE
LATIN AMERICA	Top Employer Certification 2021	Four Sanofi Latin America affiliates (Argentina, Brazil, Colombia, Mexico) were awarded "Top Employer" in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	BEYOND THE WORKPLACE
MEXICO	Top Employer Certification 2021	Sanofi Mexico received the Top employer certification from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	BEYOND THE WORKPLACE

COUNTRY	AWARD	DESCRIPTION OF PROGRAM	FLAGSHIP
MEXICO	Las Empresas más Éticas #1 in Most Ethical Companies ranking by Fortune spanish	1 st recognition for Sanofi México ranked as the #1 because of our Ethics, Business Integrity, Compliance, Transparency practices, policies and programs.	ETHICS
MEXICO	Empresas Responsables #1 in Responsible Companies ranking by "Expansión" magazine	1 st recognition for Sanofi México ranked as the #1 because of our Ethics, Business Integrity, Compliance, Transparency practices, policies and programs.	ALL
MEXICO	Top 5 in "Las 100 Empresas con mejor reputación corporativa en México"	Top 5 among the 100 companies with the best corporate reputation in Mexico ranking by MERCO	ALL
MEXICO	#1 in "1er Concurso de Buenas Prácticas de Inclusión Laboral"	First contest of the best labor inclusion practices by COPRED and CDMX government Sanofi México won this award because of our Diversity and Inclusion, as well as HR practices, policies and programs.	BEYOND THE WORKPLACE
MEXICO	"Human Rights Campaigning Equidad MX" certification	For the second time, Sanofi Mexico obtained this certification as one of the best places to work for LGBT+ community in Mexico.	BEYOND THE WORKPLACE
MEXICO	"Organización Responsablemente Saludable" insignia from Workplace Wellness Council Mexico	Sanofi Mexico received this insignia because of the excellence in working conditions offered to employees, benefits, wellness and other HR practices, policies and programs.	BEYOND THE WORKPLACE
MIDDLE EAST	Top Employer Certification 2021	Three Sanofi Middle East affiliates (Egypt, Turkey and United Arab Emirates) were awarded "Top Employer" in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	BEYOND THE WORKPLACE
POLAND	The Responsible Companies Ranking	The Responsible Companies Ranking is a list of companies operating in Poland assessed in terms of the quality of the corporate social responsibility management system. Sanofi was ranked in 19 th place among 74 companies from different sectors	ALL
POLAND	Top Employer Certification 2021	Sanofi Poland received the Top employer certification in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	BEYOND THE WORKPLACE

COUNTRY	AWARD	DESCRIPTION OF PROGRAM	FLAGSHIP
POLAND	White CSR Leaf Award	Sanofi Poland was rewarded by the "Polityka" weekly, together with Deloitte Poland and the Responsible Business Forum, for the whole CSR activities (environmental protection, corporate governance, human rights, behavior towards employees, customer care, business integrity and social involvement).	ALL
ROMANIA	Partner for education Award	Organized by SOS Children's Villages, as recognition and gratitude towards our company's long-term support and contribution (3 years partnership) to the NGO's efforts for improving the education & health of children without parents	BEYOND THE WORKPLACE
RUSSIA	Top Employer Certification 2021	Sanofi Russia received the Top employer certification from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	BEYOND THE WORKPLACE
SINGAPORE	Top Employer Certification 2021	Sanofi Singapore received the Top employer certification from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	BEYOND THE WORKPLACE
SOUTH AFRICA	Top Employer Certification 2021	Sanofi South Africa received the Top employer certification from the Top Employers Institute for the 14th consecutive year in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	BEYOND THE WORKPLACE
SPAIN	Top Employer Certification 2021	Sanofi Spain received the Top employer certification from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	BEYOND THE WORKPLACE
SPAIN	Fundamed Award "Boost for Female Talent"	Sanofi Spain received this award in reward for our HR policies, initiatives and projects that look to promote the female talent. This award is a recognition to the commitment of the company to promote the diversity and the gender balance	BEYOND THE WORKPLACE

COUNTRY	AWARD	DESCRIPTION OF PROGRAM	FLAGSHIP
THAILAND	American Chamber of Commerce CSR Excellence Award 2020	This award was given to Sanofi Thailand for the efforts to support the external stakeholders through building a strong partnership to tackle key health issues and work hand in hand with the patients and communities. For number of years, Sanofi Thailand has worked closely with medical associations, patient advocacy groups, and local communities to provide support needed including disease awareness initiatives, soft skill development, health and self-care education, community work, etc.	ACCESS TO HEALTHCARE BEYOND THE WORKPLACE
THAILAND	WE CARE - HR Asia Award 2020	During the pandemic of COVID-19 , the company managed our people with empathy and care. This award recognized the efforts to support our people including flexible working environment, Care Pack and Welcome Back kits.	BEYOND THE WORKPLACE
TURKEY	Top Employer Certification 2021	Sanofi Turkey received the Top employer certification from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	BEYOND THE WORKPLACE
UNITED ARAB EMIRATES	Top Employer Certification 2021	Sanofi UAE received the Top employer certification from the Top Employers Institute in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	BEYOND THE WORKPLACE
UNITED KINGDOM	Top Employer Certification 2021	Sanofi UK received the Top employer certification for the 5th year in a row in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	BEYOND THE WORKPLACE
USA	DRIVE Program Honorable Mention The Center for Sustainable Health Care in Quality and Equity (SHC), a subsidiary of the National Minority Quality Forum(NMQF)	Demonstrating Real Improvement in Value and Equity in collaboration with Sanofi Pasteur to address racial and ethnic disparities in Flu Vaccination Coverage Rates. The DRIVE program is in its 3 rd year and is currently reaching over 10 major cities throughout the US and continues to develop local Community champions to reach some of the hardest hit as a result of COVID-19.	ACCESS TO HEALTHCARE BEYOND THE WORKPLACE
USA	100 best Companies by Working Mother media	Working Mother Media has surveyed the organizations who are committed to women's advancement, diversity and inclusion and family-friendly workplace culture. The results of these surveys set the standard for best practices in the United States and continue to do so over 30 years later.	BEYOND THE WORKPLACE

COUNTRY	AWARD	DESCRIPTION OF PROGRAM	FLAGSHIP
USA	Top 70 Companies for Executive Women	National Association for Female Executives - Working Mother This list, in existence for 23 years, is determined by organizations filling out an in-depth survey that measures female demographics at every level, but with an emphasis on women in senior corporate roles, with Profit & Loss (P&L) responsibility, and those earning in the top 20 percent of the organization.	BEYOND THE WORKPLACE
USA	STEM Collaboration of the Year By New Jersey STEM Pathways Network	This award celebrates the individuals and/or organizations moving beyond silos to create a more connected New Jersey and must be a collaboration between three or more individuals or organizations. Sanofi, Students 2 Science (S2S) & the Office of the Somerset County Superintendent of Schools were selected for this award for a collaborative effort to bring authentic hands-on STEM programs to students and teachers in Somerset County at no cost to the districts.	BEYOND THE WORKPLACE
USA	Great Place to Work	Great Place to Work Certified - The Great Place To Work Certification Program is a three-year framework designed to build and sustain a high-performance culture in any organization. The certification standard also provides many employer branding opportunities to compete for the best talent in the context of (almost) full employment.	BEYOND THE WORKPLACE
USA	Diversity Inc Top 15 Companies for Philanthropy	Sanofi US is ranked #11 of 30 for Philanthropy. Percent of philanthropic spend w/ organizations focused on multicultural communities &/or underrepresented groups / Philanthropic programs & practices	BEYOND THE WORKPLACE
USA	Diversity Inc. Top 50 Companies for Diversity	Sanofi US is ranked #28 in the Diversity Inc's Top 50 is based on evaluating companies with more than 1000 employees in the U.S. on four key areas: talent pipeline, talent development, leadership accountability and supplier diversity	BEYOND THE WORKPLACE
USA	Diversity Inc. Top Companies for LGBT employees	Sanofi US is included in the Diversity Inc's Top Companies for places to work for LGBT community	BEYOND THE WORKPLACE
USA	Hyacinth Award	Hyacinth honors those who have been an advocate and champion for individuals living with HIV – will be presented to the Sanofi PRIDE Connect Employee Resource Group	BEYOND THE WORKPLACE
USA	Top 100 Adoption-Friendly Workplace	The annual list honors employers that offer adoption benefits for their employees. To earn a spot on the list, the foundation considers financial reimbursement and paid leave for employees who adopt children. Sanofi ranks #52 out of 100	BEYOND THE WORKPLACE

COUNTRY	AWARD	DESCRIPTION OF PROGRAM	FLAGSHIP
VIETNAM	2020 Community Impact Achievement Award <i>by American Chamber of Commerce in Vietnam</i>	For innovative and impactful corporate social responsibility of environment, social and governance programs and initiatives	HEALTHY PLANET BEYOND THE WORKPLACE
VIETNAM	2020 Certificate of Merit from Red Cross Vietnam	For signification contribution to the effort of helping people in Vietnam in COVID-19 prevention and people in Mekong Delta impacted by severe drought and saltwater intrusion.	HEALTHY PLANET BEYOND THE WORKPLACE
VIETNAM	Certificate of Merit by Minister of Health	For outstanding contribution in COVID-19 pandemic prevention and control in Vietnam together with the government.	ACCESS TO HEALTHCARE BEYOND TE WORKPLACE
VIETNAM	Top Employer Certification 2021	Sanofi Vietnam received the Top employer certification for second year in a row in reward for their excellence in working conditions offered to its employees, development of talents and continuous improvement of human resources practices.	BEYOND THE WORKPLACE

Socially Responsible Investment recognition

INDEX	LOGO	2020 RATING / RANKING
CDP World Award - Climate Change 2020		Sanofi achieved A- score. Sanofi is included in the new Euronext® CDP Environment France EW, an equal weighted index that reflects the performance of the top 40 stocks, based on their environmental score, out of the SBF120 Index.
CDP World Award – Water Security 2020		Sanofi achieved A score from CDP for its achievement in water management. Sanofi is included in the new Euronext® CDP Environment France EW, an equal weighted index that reflects the performance of the top 40 stocks, based on their environmental score, out of the SBF120 Index.
DJSI		Sanofi was included in the DJSI World 2020 for the 14th consecutive year, and inclusion in the DJSI Europe for the 2 nd consecutive year. Sanofi is rewarded with the excellent score of 84 out of 100 and is the 4 th in ranking among 83 pharmaceuticals companies. https://www.sanofi.com/en/about-us/our-stories/djsi-recognition-a-new-step-toward-our-new-commitment-to-society
FTSE4Good	 FTSE4Good	Sanofi remains a constituent of the FTSE4Good Index with an excellent general score of 4.2 out of 5, with very high rating across the 3 pillars Environmental, Social and Governance
Global 100 - Corporate Knights		Sanofi ranks #28 in 2020 Global 100 Most Sustainable Corporations and #1 in the pharmaceutical sector:
Clean 200 - Corporate Knights		Sanofi is ranked 17 th in the 2021 Clean 200 ranking by Corporate Knights. This puts Sanofi the #1 pharmaceutical company in the ranking.
ISS - Oekom		Sanofi is rated B and ranked in the top 3 companies of the "Pharmaceutical and Biotechnology" sector among 391 companies.
MSCI		Sanofi was rated BBB. Sanofi is the 5 th among the 6 largest pharmaceutical companies.
Sustainalytics		Sanofi is 12 th among 401 pharmaceutical companies with a score of 24.4 Medium Risk.
ATM index		Sanofi rated among the TOP 5 – January 2021 The Index reports how 20 pharma companies make medicines, vaccines, and diagnostics more accessible for people in low- and middle-income countries.