



Enfants
de Sanofi

ANNUAL REPORT
2020



SANOFI

PREFACE

This is a full annual report on the Enfants de Sanofi activities in 2020. It has been drawn up to provide board members, sponsors, patrons and donors, employees and other interested parties, information on the activities and the results of the association.

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KEY FIGURES 2020

€506 K budget

102
Families supported
from **23 countries**

3130
children in **16 countries**
participated in collective
actions

RESOURCES

€600 K
Sanofi's donation

€56,7 K
Employees' donations



*Our priority is to help
our associates' children
throughout the world.*

Enfants de Sanofi in Vietnam,
visual acuity and hearing tests.



EDITORIALS



Philippe Luscan

Executive VP, Global Industrial Affairs, Chair of the Board of Directors of Enfants de Sanofi

Enfants de Sanofi, an innovative source of interdependent relationships within the company.

“ Enfants de Sanofi is a solidarity association that is unique in the business world. For several decades, it has been supporting children of associates towards building a better future.

The association brings together solidarity, employee engagement and a desire to offer a chance of well-being to our children and their families: values that we hold very dear.

In this difficult period we are experiencing today, the values and support of the association remain a beacon of hope for the children we help in overcoming their difficulties.

I encourage you to continue supporting Enfants de Sanofi, this innovative source of interdependent relationships within the company.

It is a great project that is encouraged and supported by all. ”



Patricia Corbacho

General secretary
Enfants de Sanofi

Many thanks for your loyalty and support in this mission.

“ 2020 was a real challenge for certain families but we have worked side by side with our local representatives to support them as much as possible. They particularly rose to the challenge to facilitate dialogue and find solutions.

Thanks to the support of the Sponsorship Committee and the network of local contacts at the sites and countries, we were able to help one hundred children individually and offer collective health or education campaigns to more than three thousand children. We are very grateful to them.

In the spirit of solidarity, donors responded massively to the call: several sites used their creative skills to collect donations. This allowed us to pursue our commitment to our children.”

OUR MISSION

Enfants de Sanofi provides moral and financial support to employees' children until the age of 25, who encounter medical, social, family or educational difficulties.

STATUS AND OPERATION

Enfants de Sanofi is an association founded in 1993 registered under the French law 1901, and independent from Sanofi's hierarchical structures.

It consists of:

- a Board of Directors,
- a Sponsorship Committee and
- a Corporate Social Responsibility administrative team.

Operating costs are borne by Sanofi.

TYPE OF SUPPORT

Any employee can submit an individual request through a form available in the secretariat, on the intranet or through local on-sites and country-specific relays.

Each year, collective prevention or educational actions involving children from a site or country are organised according to local needs.

Special operations are set up to assist children and families in an emergency when exceptional events or natural disasters occur.

HOW TO MAKE AN APPLICATION FOR SUPPORT?

Any employee can submit an individual request for support by application

- from the association's administrative office
- from local intermediaries at the sites of countries
- online via intranet (CSR section).

CONFIDENTIALITY

The anonymity of all applications received is guaranteed during their submission to the Sponsorship Committee, responsible for reviewing them.

The information collected is managed in accordance with personal data protection regulations.

FAMILY TESTIMONIES

ROSALBA AND HER SON NICOLAS, MEXICO

*I have always said that **the Enfants de Sanofi's support** was what changed our lives*

Rosalba, her husband, and their son Nicolas.



PROMOTING THE ACCEPTANCE AND INCLUSION OF DISABLED CHILDREN

Rosalba is a Sanofi employee. Her 5-year-old son, Nicolas, has microcephaly, cortical dystrophy, and dysgenesis of the corpus callosum.

In 2016, the child started a series of stimulation therapies at a specialised center, and physiotherapy at the same time. He has made significant progress.

The COVID lockdown has been very challenging for the family; his parents had to make him continue therapy through teleconsultation, so the child does not lose his skills.



A MESSAGE FROM ROSALBA

"At first, the diagnosis of multiple disabilities was very difficult. I was about to leave my job because Nico's health was fragile. Taking him for therapy was a risk to his health and the situation was very difficult for the family.

Thanks to a colleague, I discovered that Enfants de Sanofi could help us.

“ *Our priority was to ensure Nico did not regress, we switched to online therapies* ”

The financial support allowed us to start therapies at home, so has really reduced stress levels. Happily, I was able to continue working with the peace of mind that Nico would be better cared for. This has brought stability to my family. We have been able to set up a good therapy programme. Nico's health has improved, his hospital visits have decreased, and he has gradually started to achieve his goals.

Nico has now improved his posture, holds his head better, walks with help and attends a specialised center that allows him to interact with other children while receiving other types of therapy. He has improved his interaction with others and is more attentive to the things around him. He often laughs and likes listening to music. He is a happy boy.



Nico, apprentice rider.



Rosalba and Nico.

COVID-19: BALANCING WORK AND ONLINE THERAPY DURING LOCKDOWN

During COVID lockdown at home, it was difficult to find a balance between work and therapy. It was a priority that Nico did not regress, so we switched to online therapies and sometimes home sessions. Nico continues to make good progress and the therapists confirmed it to us. It is difficult to measure how much the change in routine has affected him, but every time we get in the car, I can see how emotional he is!

It is a disability that has changed our lives, but the people around us are helping us experience it in a positive way. I therefore encourage you to always promote an attitude of acceptance and inclusion of disabled people.

I would like to thank all Enfants de Sanofi associates, because it is possible to have a huge impact on the lives of children like Nico and help them achieve great things, no matter how small they may seem.”

FAMILY TESTIMONIES

MOHAMED, BACK HOME WITH HIS CHILDREN, ALGERIA



Mohamed and his children.

HOW LOCKDOWN MEASURES TRANSFORMED A FOLLOW-UP VISIT INTO A FORCED SIX MONTH STAY FAR FROM THE FAMILY.

Mohamed works at the Algiers factory. His 8-year-old son suffers from autism spectrum disorder and for the past three years, Mohamed has been taking him to a specialised center in the United States at his own expense.

In late February 2020, he left with his son for a fortnight in the United States for a follow-up visit. They were unable to leave following lockdown measures. The situation became very difficult after a fortnight because they did not have enough funds for accommodation and living costs. During this time, his wife gave birth to a baby girl.



Mohamed and his son on the plane.

“ I had no resources during the COVID-19 health crisis, and was on another continent having left my pregnant wife and sick father behind ”

The HR and Public Affairs teams of the branch rallied round, and Enfants de Sanofi offered financial assistance. They were able to return to Algeria in September 2020.

A MESSAGE FROM MOHAMED

“I will never forget how you helped me at such a difficult time. You gave me confidence with your financial and moral support, for often writing to me to receive my news and for putting me in touch with Mr Pratt (US HSE colleague) if necessary. I will never forget this gesture. Even when I returned to Algeria, you were always there to support and comfort me when I lost my father.

Thank you from the bottom of my heart.”

Toufik Oudjit, Head of Public Affairs, Sanofi Algeria.

“ With hindsight, it would not have been easy without the support of Enfants de Sanofi. I also want to pay tribute to the courage of Mohamed and his son. There are good times ahead. Hopefully, together we shall all overcome this pandemic together with our families. ”

FLOODS IN MEXICO

In early November 2020, heavy rain from tropical storm "ETA" in south-east Mexico caused three rivers to burst their banks, and very severe flooding and landslides. In the states of Tabasco and Chiapas, approximately four thousand people were evacuated. Seventy percent of the territory of Tabasco was under water. These were the worst floods in the region for fifty years.

Employees and their families had to be evacuated. Sanofi provided temporary housing solutions to families whose homes had been affected. Furthermore, collections were made locally.

Enfants de Sanofi contributed to the refurbishment of the homes of two families and their children with a one-off donation.



A MESSAGE FROM JOSÉ LUIS

" Thanks to the support of Enfants de Sanofi, we were able to make repairs and buy what we needed to return to our home safely. I want to thank all my colleagues who made this support possible. I am proud to belong to the large Sanofi family. "

AMBASSADORS' VOICES

ANH, BIEN, PHUONG, ERIC, BINH Y BICH, VIETNAM

Passionate and committed to supporting more and more employees' children



" We are extremely proud to be part of this beautiful programme "

"In 2020, Enfants de Sanofi provided exceptional and very concrete support to the children of our staff, by financially supporting nine children with special needs, by organising vaccination campaigns and visual acuity and hearing

tests for all children. Everyone here is very grateful for this support and wants to take this opportunity to thank everyone involved in all the countries.

As ambassadors of Enfants de Sanofi, we are passionate and committed to developing this programme with many ideas, and increasingly support our associates' children."

AMBASSADORS' VOICES

MAGDALENA, POLAND

"It is a fantastic job when a simple 'thank you' and a smile from an employee make your day"

"It is a great pleasure to be a local contact point for Enfants de Sanofi. My adventure with this initiative started almost at the same time I joined Sanofi. So, for me, this seems to be a natural thing to do. I accepted this role because I believe that the good you do spreads quickly and comes back twice as strong. This brings real value to your life and work, because



Magdalena Uszynska
SBS HR Services Manager

you become a better person knowing that the things you do help others and give them hope."

ENFANTS DE SANOFI RESTORE HOPE

"Joanna's parents are incredibly strong and astonishing people. They fight for their daughter every day and do all they can to give her a better life. It is unbearable for any parent to see their children's dreams shattered in an instant. At such a time, it's important to have someone to ask for support. Enfants de Sanofi is an initiative that can restore hope and provide the necessary support."

TESTIMONY FROM JOANNA'S FAMILY

"Joanna's life changed the day of the accident. Thanks to the support of Enfants de Sanofi, we were able to deal with this situation. The whole family is deeply grateful; this support has been invaluable."

- Joanna's parents

Joanna had a serious brain haemorrhage on 9 April 2018. She was only 23-years-old at the time.

In a serious condition, she underwent a major and complicated operation. During the following months, she remained in a coma in the intensive care unit of the hospital. In September 2018, Joanna was transferred to the long-term care facility in Rzeszów. Taking care of Joanna required a lot of

time and physical effort from the family. Every day her parents had to provide care for her. Joanna showed some reaction but the hospital did not have the resources adapted to her needs.

THE HELP AND SUPPORT FROM ENFANTS DE SANOFI: AN INVALUABLE RESCUE

The COVID-19 pandemic prevented the family from visiting and taking care of their daughter. Joanna was regressing.

The intervention of Enfants de Sanofi at this time was an invaluable rescue because Joanna could be transferred to a private rehabilitation centre in Krakow. The center ensures very high-level specialised treatment. Her health improved significantly, allowing her to smile again with her family.



Csilla Mihalka
Regulatory Affairs
Manager, Sanofi
Pasteur Hungary

Petra Sarkozy
HR Business Partner

“ We are so proud of the company for its commitment to such activities, helping its employees’ children worldwide. ”

CSILLA ET PETRA, HUNGARY

“Enfants de Sanofi is a wonderful initiative that has existed for decades and we intend

to continue participating in it. Every little step we take involves a huge amount of work, and the results are visible because we can improve children’s lives with the supports. Csilla has been working with Enfants de Sanofi for more than ten years and Petra has been supporting them for four years. It is always heart-warming to help families in need and through doing so, more and more people become aware of the association’s work.

We are convinced that our positive thinking, our willingness to act and the financial support we provide to our colleagues’ children will allow us to help as many families as possible.

We would like to take this opportunity to thank associates who have made donations to the association in recent years. Without this solidarity, we would not be where we are today.”



RASHA, EGYPT

“ Enfants de Sanofi is not just a financial fund; it also represents solidarity among colleagues. The association strengthens the loyalty of our employees and their families towards Sanofi. ”

Rasha Abdou, SBS HR Business Services

“As a local contact, responsible for liaising with families in Egypt, I still have controversial feelings: I sympathise with the case of each child and at the same time I am very proud of supporting them and contri-

buting to their improvement. It is this part of my work that makes me thank God every day for his blessings. I feel lucky to be able to help these little ones and put a smile on their faces.”

YASMINE AND HER SON ALI

“We are truly very grateful for the support of Enfants de Sanofi. Thanks to the association, Ali has improved a great deal in terms of expressing new words, after having been behind in expressing what he wanted to do or say. This allowed him to join a nursery, which has improved his communication skills and solved his attitude problems. We want to give a big thank you to the whole team.”



Yasmine and Ali

INDIVIDUAL SUPPORT

In 2020, Enfants de Sanofi responded favourably to 102 applications for individual support from 23 countries.

K409 €

budget

102

families supported

23

countries

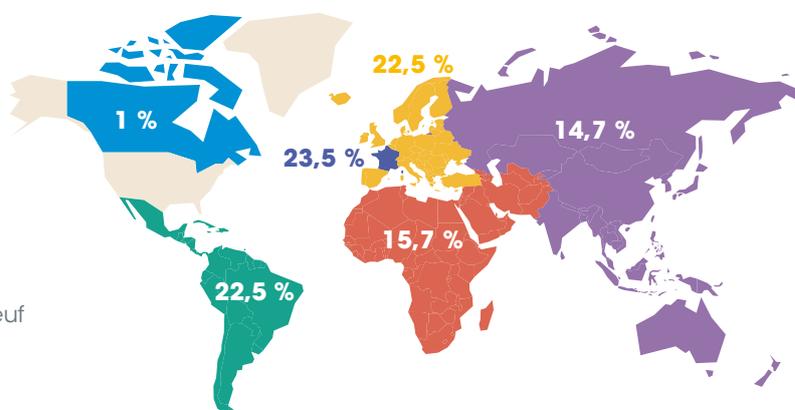


SOURCE OF APPLICATIONS

FRANCE

24 applications

- 1 Alfortville
- 1 Aramon
- 1 Ambarès
- 1 Croix de Berny
- 1 Le Trait
- 2 Maison Alfort
- 9 Marcy Etoile
- 1 Montpellier
- 1 Neuville
- 1 St Aubin-lès-Elbeuf
- 1 Val de Rueil
- 3 Vertolaye
- 1 Vitry



ASIA, OCEANIA

15 applications

- 1 Bangladesh
- 2 China
- 1 India
- 1 Pakistan
- 1 The Philippines
- 9 Vietnam

CANADA

1 application

LATIN AMERICA

23 applications

- 1 Argentina
- 7 Brazil
- 3 Colombia
- 11 Mexico
- 1 Dominican Rep.

AFRICA, ME

16 applications

- 2 South Africa
- 1 Algeria
- 11 Egypt
- 1 Libanon
- 1 Tunisia

EUROPE

23 applications

- 8 Spain
- 3 Hungary
- 3 Ireland
- 2 Poland
- 7 Turkey

FIELDS OF SUPPORT

Disability-related applications account for 63% of global applications for support. **Disability-related health** is the largest segment, making up **40% of applications**. In France, family support is the most sought-after type of support, making up 37% of applications.

FOCUS ON DISABILITY

The budget allocated was €208 k, or 51% of the budget for individual support.



2020



children

68



budget

K208 €



countries

19



distribution

63%

COLLECTIVE ACTIONS

Due to the health crisis and the long lockdown period, Enfants de Sanofi offered families, virtual workshops and home vaccinations.

K97 €

budget

3130

child beneficiaries

16

countries



LATIN AMERICA

- **SOUTHERN CONE** Argentina, Uruguay, Paraguay & Chile
"Hagamos eco" Ecology and protection of the planet: **80 children**
- **COLOMBIA (IA*)**: Encouraging reading habits (reading pack): **150 children**

EUROPE

- **MILAN, ITALY** "Campus on air" World cuisine, introduction to science and chemistry: **85 children**
- **HUNGARY (OPE* and IA)**: Vaccinations and eye tests: **25 children**
- **RUSSIA & BELARUS (OPE and IA)** "Wi-Fi Playground"
Eat well and be active, hygiene and health, introduction to the professional world, drawing competition: **200 children**

AFRICA - THE MIDDLE EAST

- **EGYPT (OPE and IA)**: Vaccinations: **978 children**
- **TURKEY (OPE and IA)**: Climate change, eat well and be active, the importance of reading and limiting screen time: **415 children**
- **IRÁN** "Together for our dreams" Education and solidarity: **70 children**

★ SPECIAL OPERATION IN LEBANON

Education allocation: **139 children**

Given the economic and political situation, an exceptional allocation was made.

ASIA - OCEANIA

- **CHINA**: Medical check-up: **172 children**
- **VIETNAM (OPE and IA)**: Vaccinations and eye and hearing tests: **573 children**
- **THE PHILIPPINES**: Vaccinations: **243 children**

EXPENSES

ALLOCATION OF EXPENSES

K506 €

Distributed in 2020 as follows:

INDIVIDUAL SUPPORT

€408 962



COLLECTIVE ACTIONS

€97 147



PROGRESS COMPARED TO 2019

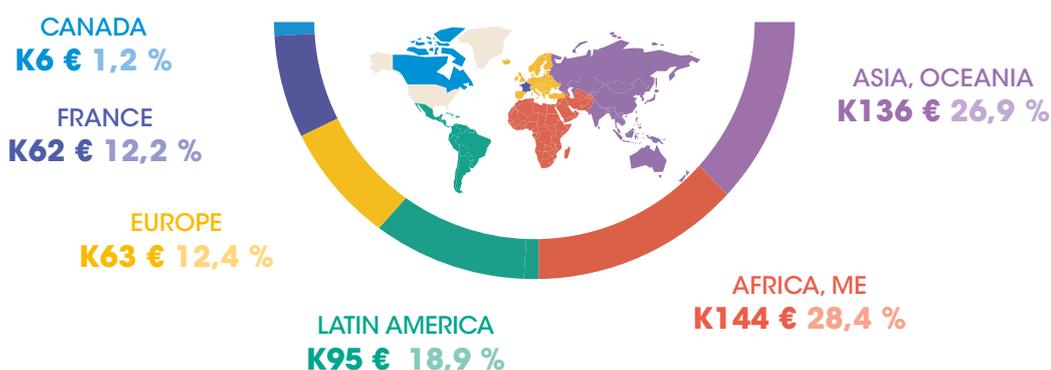
	 budget	 distribution	 change N-1
Individual support	€408 962	81 %	-33 %
Collective actions	€97 147	19 %	+104 %

DISTRIBUTION BY TYPE

Enfants de Sanofi worked on a case-by-case basis due to the health situation. Individual support decreased but still had a significant budget allocation, while the contribution to collective support has significantly increased.

GEOGRAPHICAL DISTRIBUTION

Cumulative individual and collective expenses.



FUNDING

DONATIONS IN 2020

€656 700

SANOFI DONATIONS

K600 €



EMPLOYEES' DONATIONS

K56,7 €



SOURCE OF EMPLOYEE DONATIONS

FRANCE **€30 029**

AFRICA, ME

€2 975

UEA: €2 975

EUROPE

€7 132

Italy: €4 250

Romania: €2 882

LATIN AMERICA

€10 731

Brazil: €10 487

Mexico: €244

ASIA, OCEANIA

€6 174

Japan: €4 570

Russia: €1 605

FUNDRAISING ACTIONS IN FRANCE



SALES AND RAFFLES

Some French sites raised funds for the association despite the difficult health situation in the country.

The sale of beehive honey was organised at the Ambarès, Le Trait, Saint-Aubin-lès-Elbeuf, Saint Loubès, Strasbourg, Val-de-Reuil and Vertolaye sites.

- Compiègne successfully organised a Christmas bear cub sale. In Montpellier, Vitry and Chilly-Mazarin, there were online raffles with boxes of chocolates made by local ESATs (*special needs shelter places*)
- The R&D teams launched a challenge called "Artificial Intelligence for Dose Response (AI4DR)", and for each response a donation was made to Enfants de Sanofi.
- The France Diversity team made a donation following the responses obtained for a QUIZZ project on Disability.

Enfants de Sanofi sincerely thanks these sites and countries for their engagement and the teams for their participation in the joint funding effort of the association.

ALBUM 2020

CAMPUS ON AIR, ITALY

World cuisine and introduction to science and chemistry with 85 children participating.



WI-FI PLAYGROUND, RUSSIA

The event was followed by more than 200 children participating in 61 activities.



VACCINATIONS, THE PHILIPPINES

243 children.



TURKEY

Climate change, eat well and be active, the importance of reading and limiting screen time with 415 children.





VISUAL ACUITY AND HEARING TESTS, VIETNAM.



**SOUTHERN CONE, ARGENTINE, URUGUAY,
PARAGUAY & CHILE**

« *Hagamos eco* » Ecology and protection of the planet.



ACKNOWLEDGEMENTS



Enfants de Sanofi would like to thank the donors for their generosity, and the volunteer staff, who have demonstrated commitment and passion while acting on behalf of the association for the benefit of the children.



**WE SHALL STAY IN TOUCH,
FOLLOW US ON**

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