FOREWORD

This annual report summarizes the activities of the association during the year 2021. It is intended to provide administrators, sponsors, donors, and employees with information on the initiatives and results of the association.

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Supporting the children of our employees around the world is our priority

Key figures 2021

BUDGET €660,700

144 families supported from 32 countries

2,979 children participated in collective actions in 14 countries

RESOURCES €677,200

€600,000 in Sanofi yearly donation

€77,200 in employee donation
I had the honor of chairing the Enfants de Sanofi program for four years, and I cannot express how satisfied I am to see its positive development over the years, offering a bright future to our children.

Today, many of us are committed to the association, which is so close to our hearts. I thank you for your effort, and I am convinced that with your help, we can continue to build on this great momentum.

I am confidently passing the torch on to the new President, Sandrine Bouttier-Stref, and I am convinced that she will continue this beautiful mission.

It is with honor that I accept the mandate of President of Enfants de Sanofi, the values and the mission of which are very dear to me.

We will continue our daily mission: supporting the children of employees facing difficult situations. That makes Enfants de Sanofi a unique program in the corporate world.

As an ambassador for the cause of employees’ children, I will try to make our actions visible throughout the company and strengthen their impact in the lives of our employees and their families.
Enfants de Sanofi, a unique solidarity initiative in the business world.

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

**MISSION**

**Status and Operation**

Enfants de Sanofi is a charity under the 1901 French law, created in 1993, and independent from the hierarchical structures of Sanofi. It is composed of:

- a Board of Directors
- a Sponsorship Committee
- a CSR Administrative Team

**Intervention type**

An employee whose child is experiencing medical, family, or educational difficulties can apply for individual assistance. Each year, collective prevention or education actions involving the children of a site, or a country are organized according to local needs. Special operations are set up to help children and families in an emergency, when exceptional events or natural disasters occur.

**Who can submit a request?**

Any employee can submit a request for individual support using a form available:

- at the association’s secretariat;
- with local relays at the sites in the countries; or
- online on the group intranet (the CSR section).

**Confidentiality**

All the requests received are made anonymous at the time of their presentation to the sponsorship committee. The information collected is managed in accordance with personal data protection regulations.

Contact us at
EnfantsSanofi@sanofi.com
The news of Joaquin's autism diagnosis came as a shock to the whole family.

Joaquin was diagnosed at the age of two just around the time of his neuronal development. Before his second birthday, Joaquin was nicknamed "the friendless baby." He wanted to mingle, smile, play, and interact with others. The week we were confined during the COVID-19 pandemic, Joaquin stopped smiling, talking, laughing, and looking at people in the eyes. It was a very difficult moment.

As parents, we couldn't just sit and do nothing. We faced the pandemic and all the obstacles with physicians and therapists, constantly looking to move forward and find what could help Joaquin.

"The week we were confined during COVID-19 pandemic, Joaquin stopped smiling, talking, laughing, and looking at people in the eyes."

"The fulfillment of a simple demand such as "Take this item and give it to me" or 'throw it in the trash' is a victory against autism for us."

"Early diagnosis of the patient represents a 50% chance of a successful independent life."

The impact of Enfants de Sanofi support
I don't have the words to express my gratitude and describe how important the Enfants de Sanofi support is for Joaquin. Thanks to this help, Joaquin can receive ABA therapy at home and be followed by experts. Unfortunately, in Brazil, this type of treatment for autism is not covered by public health services.

Advice to other families of Enfants de Sanofi
I would like to offer my support to all our colleagues' families who are going through a similar situation. Acting as soon as possible makes the difference.

You can count on our family and me to help you understand every step of how to identify aids, reading references, and even institutions fully committed to autism.

"Every day that passes, when I see Joaquin's progress, I see that my family and I are becoming better people."

Our challenge as parents
Involvement from the whole family, but also monitoring the modes of interaction with other autistic persons, has been, and remains, extremely important. The therapists say that early diagnosis of the patient represents a 50% chance of a successful independent life. I always say we have a daily challenge, but every challenge turns into an opportunity for learning. I apply this in my daily work, and it helps me become more tolerant, understanding, and empathetic. Every day that passes, when I see Joaquin's progress, I see that my family and I are becoming better people.

Our moments of joy are increasing more and more
Although he is not very expressive, when we manage to attract his attention or when he manages to carry out certain tasks on his own, it is an intense joy. For some it seems futile, but for us it represents a great achievement.

For example, fulfilling a simple demand such as "Take this item and give it to me" or "throw it in the trash" is a victory against autism for us.

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For ten days, Typhoon Rai, also known as Typhoon Odette, slammed into the Philippines, ravaging entire regions, and leaving at least 375 dead, more than 500 injured, and 56 people missing.

Some Sanofi employees were affected by this violent disaster. The company provided temporary accommodation solutions, and fundraisings were organized locally. Enfants de Sanofi participated in rehabilitating the homes of ten families and their children in the form of an exceptional donation.

Joe Marvin

“I am so very lucky to be part of this company. I am very grateful for all the support (financial and moral) you have given me and my family. More power to Enfants de Sanofi; may you continue to make life better for everyone.”

Rosario

“Despite everything that is happening to us, I am still and always proud to be part of Sanofi, because there is real solidarity and sincere support for its employees and their families. From the bottom of my heart, thank you very much for all your help.”

Lim

“I would like to thank the committee that acted to help my family. Words are not enough to express our gratitude. May God bless the people behind Enfants de Sanofi. We will always remember this moment.”

Donna

“A big thank you to all the members of Enfants de Sanofi for their kindness and generosity! This family support is really useful, especially for Bianca and Louis. I feel so lucky to be a part of this company, and I am eternally grateful! All my best wishes for the success of Enfants de Sanofi. You have a tremendous positive impact on the lives of Sanofi employees in need.”

Lim and his family, Philippines

Typhoon Rai caused massive damage in the Philippines.
In 2021, Enfants de Sanofi responded positively to 144 requests for individual support from 32 countries.

**Budget**

€576,300

**Families supported**

144

**Countries**

32

**Origin of the requests**

<table>
<thead>
<tr>
<th>Region</th>
<th>Requests</th>
<th>Countries</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Americas</td>
<td>42</td>
<td>14</td>
</tr>
<tr>
<td>Europe</td>
<td>30</td>
<td>16</td>
</tr>
<tr>
<td>Africa, ME</td>
<td>20</td>
<td>10</td>
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<tr>
<td>Asia, Oceania</td>
<td>36</td>
<td>13</td>
</tr>
<tr>
<td>France</td>
<td>16</td>
<td>11</td>
</tr>
</tbody>
</table>

**Requests by type**

Cases related to disability represent 69% of support worldwide. Disability related health is the most significant segment and represents 34% of requests. In France, family support is the most frequent with 44% of cases.
**Promoting inclusion**

The budget committed to help children with disabilities represents €396,500, i.e., 64% of the budget for individual support.

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<thead>
<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>2021</td>
<td>children</td>
<td>budget</td>
<td>country</td>
</tr>
<tr>
<td></td>
<td>93</td>
<td>€396,500</td>
<td>25</td>
</tr>
</tbody>
</table>

**Fernanda**

“On behalf of our family, we thank you for your help and sensitivity to the cause of autistic children.

The world is indeed not yet ready for them, and the resources provided by governmental structures are still insufficient.

Thanks to your support, my son will experience real inclusion in society and equal opportunities to his peers.

Today, Lucca is not aware of what this support means in his life, but he will be. I am sure he will be a good man who will work to give back to the world what he is receiving today. Enfants de Sanofi will always be a beautiful part of his journey.

We’ll never forget that.”

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*Fernanda and her son Lucca, Spain.*
Due to the health crisis and the long period of confinement, Enfants de Sanofi offered families virtual workshops and home vaccinations.

<table>
<thead>
<tr>
<th>COLLECTIVE ACTIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>budget</td>
</tr>
<tr>
<td>children beneficiaries</td>
</tr>
<tr>
<td>countries</td>
</tr>
</tbody>
</table>

### Latin America

- **SOUTHERN CONE ARGENTINA, URUGUAY, PARAGUAY, CHILE**
  “Eat Well and Move Well,” “Cyberbullying and screen abuse” for teenagers. 400 children.

- **COLOMBIA AI**
  “Less screens, more books” reading program. 150 children.

### Europe

- **HUNGARY OPE/IA**
  Ophthalmological tests. 55 children.

- **RUSSIA & BELARUS OPE/IA**
  “Professional orientation” for teenagers. 250 children.

### Africa, Middle East

- **EGYPT OPE / AI**
  Immunizations. 684 children.

- **TURKEY OPE / AI**
  “Children’s Day” scientific discovery workshops. 400 children.

- **LEBANON**
  School support. 99 children.

### Asia, Oceania

- **CHINA**
  Medical check-up. 140 children.

- **PHILIPPINES**
  Immunizations. 299 children.

- **VIETNAM OPE/ AI**
  Immunizations. 502 children.
## EXPENSES

### Share of expenses

<table>
<thead>
<tr>
<th></th>
<th>Individual Support</th>
<th>Collective Actions</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Amount</strong></td>
<td>€576,300</td>
<td>€84,400</td>
<td>€660,700</td>
</tr>
<tr>
<td><strong>Increase/Decrease</strong></td>
<td>+27% vs 2020</td>
<td>-15% vs 2020</td>
<td>+21%</td>
</tr>
</tbody>
</table>

### Evolution compared to 2020

<table>
<thead>
<tr>
<th></th>
<th>Individual support</th>
<th>Collectives actions</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Budget</strong></td>
<td>€576,300</td>
<td>€84,400</td>
<td>€660,700</td>
</tr>
<tr>
<td><strong>Share</strong></td>
<td>86.3%</td>
<td>13.7%</td>
<td></td>
</tr>
<tr>
<td><strong>Variation</strong></td>
<td>+27%</td>
<td>-15%</td>
<td></td>
</tr>
</tbody>
</table>

### Share by type

- **Health/Health Disability**: €397,100 (60.1%)

### Geographical share

- **The Americas**: €193,200 (29.2%)
- **France**: €66,000 (10%)
- **Europe**: €141,700 (21.5%)
- **Africa, ME**: €136,000 (20.8%)
- **Asia, Oceania**: €123,500 (25%)
Up from the previous year, the diversity of fundraising methods reflects local choice and opportunities.

The most active countries

France remains a strong contributor with the sale of honey from our apiaries, an online raffle, the renewal of salary donations and payroll solidarity rounding.

Brazil has been a loyal contributor for many years.

Mexico proposed a salary donation operation for the first time.

Italy, Hungary and Ireland continue to mobilize for the cause of children.

Committed teams

Various teams have proposed challenges to collect donations: HR France, Your Talents, R&D CMC Challenge, and Qe3 pilot for the Specialty Care France team followed by Discover Digital “Gaming for Good” for the Qe3 world license.
acknowledgements

Enfants de Sanofi would like to thank the donors for their generosity and the volunteer employees, who have shown commitment and passion supporting the children's cause.

ACKNOWLEDGEMENTS

Many thanks to the families for sharing with us their children's smiles and joyful moments.

Family Yu, Philippines

Janelle, USA

Enzo, Brazil

Valeria, Panama

Lucca, Spain

Lorenzo, Argentina
enfants
de Sanofi

82 Avenue Raspail
94250 Gentilly, France

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