2 years ago, 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 Sustainability Roadmap.

11 priority topics have been defined in 2021 in accordance with the Company Sustainable Building Charter for tertiary sites and supporting both the Company Planet Mobilization ambition and CSR commitments toward our planet. A great opportunity to think Sanofi first and raise a common voice to strengthen our engagements.

Thanks to the motivation and collective efforts of our regional and local HSE, RE-FM-RIM and CSR teams, we were able to sustain our efforts and achieve sound results that we are very proud to share with you.

All together, we are committed to continuously improving our workplace experience for the benefit of our people, our planet and our communities worldwide.
Empowering life by providing a healthy, safe and comfortable work setting for our employees and stakeholders.

**SUPPORTING TAKE CARE & Bwell! PROGRAM**

100% of our tertiary sites worldwide implemented actions in the different pillars: *Eat Well, Move Often, Feel Good* and *Stay Healthy*. In this pandemic period, lots of new initiatives took place such as Yoga classes, Mindfulness sessions…

**Oasis**... is a Yammer community of 1,000 people created in Central & South Europe. It provides to its members “friendly guide to a happier life, a healthier you. Body, mind, spirit, and a bunch of laughs, too.”

**INDOOR AIR QUALITY**

In Panama, sensors measuring 10 various pollutants like allergens, smoke, germs, among others have been installed to monitor in real time the indoor air quality.

In Switzerland, a plant concept including sensors that measure a range of indoor Air Quality variables has been implemented. A great opportunity to improve indoor air quality while including biophilia in our office design.

**Sanofi Argentina** is the first company to obtain FITWELL certification in this country. A well-deserved recognition for the comprehensive program developed to take care of our wellbeing.

**DID YOU KNOW?**

At Sanofi, measuring air quality and implementing action plans to improve the situation are part of our main objectives to provide a healthy workplace. In 2021, when applicable, more than 90% of our flagship sites have measured their indoor air quality with satisfying level while providing sufficient fresh air rates in all areas.

In Kazakhstan, a set of Stretching classes were proposed online. It was so popular that it is now accessible to all, directly from the Take Care & Bwell intranet.

In Switzerland, a plant concept including sensors that measure a range of indoor Air Quality variables has been implemented. A great opportunity to improve indoor air quality while including biophilia in our office design.
Reducing the environmental footprint of our administrative sites to preserve natural resources, as there is no “Planet B”.

**OPTIMIZE ENERGY CONSUMPTIONS**

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

We have worked jointly with our Facility Management suppliers to implement solutions like real time energy monitoring, Building Management Systems (BMS) optimization, renewable energy, LED lighting, etc.

**PLANET MOBILIZATION**

New Real Estate projects

As part of the Sanofi Planet Mobilization ambitions, a new global approach has been defined for our new Real Estate projects to give priority to environmentally certified buildings and buildings with zero fossil primary energy.

Various criteria are also part of the building selection checklist & scoring including location, building consumptions, environmental certifications and technical features.

**WHAT ABOUT RENEWABLE ELECTRICITY?**

Sanofi Global Commitment

In 2021, many more countries joined the RE100 commitment such as Belgium, Brazil, Canada, Hong Kong, Lebanon, the Netherlands, Peru, Portugal, Switzerland, Taiwan or Turkey… and many more to come!

We estimate that 50% of our tertiary consumption is sourced by 100% renewable electricity contributing to huge decrease of CO2!

**TOWARDS A COMPLETE BAN OF SINGLE-USE PLASTIC**

After having eradicated around 17 million of disposable plastic cups in 2020, Sanofi tertiary sites took a step forward.

As such, with the help or our Facility Management suppliers, 91% of sites already have an action plan to ban or replace remaining single-use plastic items (such as straws, stirrers, takeaway containers, cutlery, etc.) with sustainable solutions.

**READY FOR PAPERLESS OFFICES?**

91% of sites have reduced the number of Multi-Function Printers.

Worldwide Paperless campaign initiated by Brazil and sponsored by its Country Lead.

-18% of archive boxes vs 2019 thanks to Records & Information Management optimization.

30,000 trees saved by recycling destroyed archive boxes.

**DID YOU KNOW?**

Consumptions have been reduced by 30% in only 4 years, thanks to our Real Estate footprint optimization and the implementation of energy conservation measures.
MANAGING WASTE RESPONSIBLY?

Sanofi is committed to Reduce, Recycle or Recover over 90% of our waste by 2025. Our administrative sites are on the way and already took steps. As such, 85% of our flagship sites have a proper waste segregation and monitoring in place defined a target to reduce, recycle or recover waste.

Our sites in China have organized awareness campaigns towards our employees about waste sorting through various games to enhance sorting knowledge.

Composting projects have been implemented in various countries including Argentina, UK, Indonesia and France giving a second life to all our organic wastes while creating social interactions between employees. In the UK, coffee grounds are also recycled and used for composting purposes in employees' gardens.

IMPLEMENTING BIODIVERSITY/BIOPHILIA PROGRAMS

In line with Sanofi commitment to have 100% of Sanofi sites worldwide with a program fostering biodiversity, tertiary sites worldwide also protect biodiversity. Among our administrative flagship sites:

- 90% of relevant sites manage their green areas sustainably
- control light pollution at nights and during weekends to avoid disturbing nocturnal animals.
- use eco-friendly cleaning products for site maintenance.
- In the UK, a very exhaustive program enabled the installation of insects and amphibians' hotels as well as bird boxes. A wild meadow has also been seeded to encourage wildlife on site.

In South Africa, beehives have been installed and in South Europe, awareness sessions have been conducted on the importance of bees. In China, green plants have been installed in the offices and awareness sessions have been organized.

DID YOU KNOW?

Plants improve mood, reduce stress and increase worker productivity. They reduce headaches by 20-25% by improving air quality.
COMMUNITY

Involving employees and company stakeholders into long-term relationships within the communities where we operate.

GREEN DAYS CHALLENGES

The Green Days Application has been Go live on French administrative and R&D sites as a pilot since mid-September 2021.

To date, a total of 325 users have been engaged on 1,109 eco-friendly habits on Green Days since its launch. One team already fully grew their tree!

Green Days is expected to be rolled out worldwide in 2022. Already, 22 sites expressed their interest in launching the application from Q1 2022.

SMALL STEPS FOR GREENER DAYS

TRANSITIONING OUR FLEET\(^1\) TOWARDS CARBON NEUTRALITY

In 2021, continued progress on our Eco-Fleet roadmap, anticipating on 2025 milestones:

- **Selecting fuel-efficient vehicles**
  \[143.2 \text{ g CO}_{2}/\text{km} \] (vs 190.3 g a year ago)

- **Switching to new technologies**
  \[26.2 \% \text{ of fleet (Bio-Fuel / Hybrid / Electric)} \]

- **Reducing business mileage**
  \[-39\% \text{ vs 2019*} \]
  \[287.6 \text{ M km} \]
  (*parity due to the covid-19 pandemic)

- **Reducing sales fleet emissions to**
  \[42.879 \text{ t CO}_2 \text{e} \]
  \[-47\% \text{ vs 2019*} \]
  (while the objective is to reach -50% in 2025)

38 Countries have developed their own Eco-Fleet roadmap, to reach Carbon Neutrality\(^*\) by 2030:

- 2030
- *(with minimum offsetting – SBTi target = -75% of GHG emissions vs baseline in 2019)*

**PROMOTING GREENER MODES OF TRANSPORTATION**

In 2021, our tertiary sites worldwide took action in promoting greener modes of transportation. Among our flagship sites:

- **19\%** have launched a survey to analyze employee daily commuting.
  - **China** : 80\% of transportation used by the employees is eco-friendly.
  - **Italy** : a mobility survey is launched every year and sent to the municipality.

- **78\%** have set up initiatives to encourage employees to use greener modes of transportation.
  - **In Vietnam**, charging areas for electric motorbike have been set up, while in Brazil, a car sharing application is now available to employees with 30\% users.
  - **Two different green solutions fitting employees’ needs and the location of sites**