ESG Key Performance Indicators

GRI Standards:

102-08: Information on employees and other workers
102-41: Collective bargaining agreements
203-1: Infrastructure investments and services supported
203-2: Significant indirect economic impacts
204-1: Proportion of spending on local suppliers
205-2: Communication and training about anti-corruption policies and procedures
302-1: Energy consumption within the organization
303-2: Water sources significantly affected by withdrawal of water
304-4: Biodiversity - IUCN Red List species and national conservation list species with habitats in areas affected by operations
305-1, 305-2, 305-3: Scopes 1, 2 and 3 GHG emissions
305-6: Emissions of ozone-depleting substances (ODS)
305-7: Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions
306-2: Waste by type and disposal method
306-5: Water bodies affected by water discharges and/or runoff
307-1: Non-compliance with environmental laws and regulations
401-1: New employee hires and employee turnover
403-2: Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities
404-1: Average hours of training per year per employee
405-1: Diversity of governance bodies and employees
414-1: New suppliers that were screened using social criteria
416-2: Incidents of non-compliance concerning the health and safety impacts of products and services

EXECUTIVE SUMMARY

This factsheet presents the evolution of Sanofi's performance indicators over three years in terms of access to healthcare, governance, ethics and transparency, social elements and environment.

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1. Our indicators since 2019

Definition	GRI Standards	Unit	2019	2020[1]	2021
1.1. ACCESS TO HEALTHCARE					
Access to healthcare programs					
Patients treated – Malaria *Countries*	203-1 203-2	Number	-	15,000,000 -	9,276,504 *23*
Patients treated – Tuberculosis *Countries*	203-1 203-2	Number	-	80,000 -	146,356 *28*
Patients treated – Non-Communicable Diseases (NCD) *Countries*	203-1 203-2	Number	-	-	40,439 *16*
Vials donated	203-1 203-2	Number	-	110,000	109,677
Vials donation – Patients treated	203-1 203-2	Number	-	-	1,083
Polio – IPV doses supplied to UNICEF	203-1 203-2	Number Million	-	66	50.5
Sleeping sickness - Patients tested for HAT[2]	203-1 203-2	Number Million	-	1.6	-
Sleeping sickness - Patients treated	203-1 203-2	Number	-	-	663
Innovative medicines - Assets identified	203-1 203-2	Number	-	-	2

[1] In 2020, in the context of defining our renewed CSR ambition, we reviewed our portfolio of access to healthcare programs, reinforcing focus on underserved populations and measurement of impact, consolidating existing key local programs and putting more emphasis on impactful global programs, hence the drop in the number of programs

[2] HAT : Human African trypanosomiasis (sleeping sickness)

Definition	GRI Standards	Unit	2019	2020[1]	2021
Research and Development (in our portfolio)					
Number of new molecular entities (NME) and vaccines candidates in clinical development		Number	38	32	45
Number of NME projects or vaccines candidates that are in Phase III studies or have been submitted to the health authorities for potential marketing approval		Number	10	10	13
Approximate percentage of projects coming from collaborations and partnerships		%	47	39	35
Clinical trials					
Total number of clinical trials		**Number**	**221**	**193**	**212**
- Pharma		Number	183	145	172
- Vaccines[3]		Number	38	48	40
Number of subjects enrolled		**Number**	**360,820**	**34,037**	**43,248**
- Pharma		Number	16,490	17,107	15,119
- Vaccines		Number	344,330	16,930	28,129

** Indicators identified by an asterisk (*) were the focus of an in-depth review by one of our statutory auditors.*

[3] Includes only trials where Sanofi Pasteur (now Sanofi) was the lead sponsor.

Definition	GRI Standards	Unit	2019	2020	2021
1.2. GOVERNANCE, ETHICS AND TRANSPARENCY					
Governance[4]					
Number of Board members		Number	16[5]	16[5]	15[5]
Women in the Board		%	43	43	54*
Board independence rate[6]		%	79	79	69
Human rights					
Number of at-risk countries covered by human rights internal control		Number	7	18	17
Coverage of at-risk countries		%	39	100	100
Responsible procurement					
Number of suppliers assessed on their CSR performance	414-1 204-1	Number	240*	237[7]*	392*
Number of assessed suppliers that met our CSR requirement	414-1 204-1	Number	153	172	315
Percentage of assessed suppliers that met our CSR requirement	414-1 204-1	%	64	72	80
Number of buyers trained to the Responsible Procurement Platform	414-1 204-1	Number	101	70	447
Compliance helpline					
Number of alerts		Number	825*	718*	593*

[4] Source: Annual Form 20-F.
[5] Including two directors representing employees.
[6] According to AFEP-MEDEF.
[7] This figure is higher than the figure published in the 2020 DPEF as additional 2020 assessements could not be reported in time for the DPEF deadline.

Definition	GRI Standards	Unit	2019	2020	2021
- Substantiated cases		Number	331*	352*	238*
- Dismissals and resignations related to misconduct		Number	152*	85*	70*
Business ethics trainings (including fighting corruption)					
Number of employees who have received at least one Ethics & Business Integrity training[8]		Number	102,531	92,512	110,607
Number of Ethics and Business Integrity trainings that have been completed[8]		Number	254,635	171,554	161,186
Bioethics & medical ethics					
Scientific publications in PubMed[9]		Number	729*	859*	812*
Product quality and safety					
Number of internal quality audits		Number	204*	161*	210*
Fighting falsified medical products					
Number of seizures (doses)		Number	5,278,814	2,859,054	706,477*
Number of illicit falsified medicine manufacturing facilities dismantled		Number	23	3[10]	1[10]*
Number of suspected products inventoried by LCAC since 2008		Number	>41,000	>43,000	>45,000
Sanofi Legal actions against falsified medicines		Number	37	46	42

** Indicators identified by an asterisk (*) were the focus of an in-depth review by one of our statutory auditors*

[8] New indicators in 2019. We train employees more specifically on anti-bribery topics, each employee does not follow the same training, which is why it is more interesting to have a global view of the number of training followed and number of employees who have received at least one Ethics & Business Integrity training.
[9] PubMed : https://www.ncbi.nlm.nih.gov/pubmed/.
[10] Minor compared to 2019 (23) due to lockdowns in countries due to COVID-19 crisis (less field operations).

Definition	GRI Standards	Unit	2019	2020	2021
1.3. SOCIAL					
Workforce					
Employees under contract[11]	102-08	Number	100,409*	99,412*	95,442*
Workforce by part time contract					
Part time employees	102-08	Number	3,809*	3,719*	3,450*
Full time equivalent	102-08	Number	2,943*	2,891*	2,653*
Workforce by type of contract					
Permanent contract (PC)	102-08	%	88.7*	88.9*	88.4*
Fixed-term contract (FTC)	102-08	%	11.3*	11.1*	11.6*
Interns		Number	2,776*	2,845*	3,037*
Apprentices		Number	1,190*	1,302*	1,451*
Workforce by function					
Sales force	102-08	%	26.1*	25.4*	22.1*
R&D	102-08	%	15.5*	15.5*	17.0*
Production	102-08	%	37.7*	38.2*	39.2*
Marketing and support functions	102-08	%	20.7*	21.0*	21.7*
Workforce by activity					
Pharmaceuticals	102-08	%	66.1*	65.0*	63.9*
Vaccines	102-08	%	15.2*	15.8*	16.4*
Consumer healthcare	102-08	%	7.7*	9.2*	9.3*
Other[12]	102-08	%	11.0*	10.1*	10.4*

[11] Employees under contract: includes all employees who have a contract with Sanofi, excluding interns.

[12] Starting in 2017, the "Other" line includes employees of our global support functions (Medical Affairs, External Affairs, Finance, Human Resources, Legal Affairs, Information Solutions & Technologies, Sanofi Business Services, etc.), who were previously allocated between our Pharmaceuticals and Vaccines operating activities.

Definition	GRI Standards	Unit	2019	2020	2021
Workforce by geographies					
Europe[13]	102-08	%	45.4*	47.0*	48.9*[14]
North America (USA-Canada-Mexico)	102-08	%	16.0*	16.5*	17.2*
South America (incl. Central America and Puerto Rico)	102-08	%	6.1*	5.8*	5.5*
Pacific Asia (Asia-Japan Pacific)	102-08	%	22.2*	21.3*	20.0*
Africa / Middle East (incl. Eurasia[15])	102-08	%	10.1*	9.3*	8.4*[16]
Proportion of female employees					
In the total workforce	405-1	%	46.2*	46.8*	47.7*
People Managers[17]	405-1	%	41.4*	42.2*	44.1*
Senior Leaders	405-1	%	37.2*	38.8*	40.1*
Executive level 1 & 2	405-1	%	29.9*	31.3*	34.2*
Executive Committee	405-1	%	21.4*	25.0*	23.1*
Workforce by age					
Less than 21 years	102-08	%	0.2*	0.3*	0.2*
21 to 25 years	102-08	%	4.8*	4.5*	4.4*
26 to 30 years	102-08	%	11.2*	10.8*	10.0*
31 to 40 years	102-08	%	30.8*	30.4*	29.8*
41 to 50 years	102-08	%	29.4*	29.4*	29.8*
51 to 60 years	102-08	%	21.1*	21.5*	22.4*
Over 60 years	102-08	%	2.5*	3.2*	3.5*
Average age	102-08	Number of years	41.7*	42.1*	42.5*

[13] Europe: see section 2.2.1.2. Regions, and footnote 15 of this factsheet.
[14] Excludes Israel and Ukraine.
[15] Eurasia: Russia, Georgia, Belarus, Armenia, Turkey.
[16] Includes Israel and Ukraine.
[17] The definition of the term "manager" corresponds to every person who have one or more direct reports.

Definition	GRI Standards	Unit	2019	2020	2021
Workforce by seniority					
> 35 years of seniority	102-08	%	2.3*	2.4*	2.4
31 to 35 years	102-08	%	2.9*	3.3*	3.6
26 to 30 years	102-08	%	5.3*	4.7*	4.5*
21 to 25 years	102-08	%	6.4*	6.9*	8.6*
16 to 20 years	102-08	%	11.4*	11.1*	10.9*
11 to 15 years	102-08	%	15.1*	14.7*	12.9*
6 to 10 years	102-08	%	13.7*	15.1*	16.2*
1 to 5 years	102-08	%	32.2*	31.5*	29.6*
< 1 year	102-08	%	10.7*	10.4*	11.2*
Average seniority	102-08	Number of years	11.3*	11.5*	11.6*
New hires and departures					
Total number of hires	401-1	Number	12,494*	11,873*	12,865*
Total number of departures	401-1	Number	16,467*	12,710*	16,850*
- Resignations	401-1	%	46.9*	47.5*	48.1*
- Terminations	401-1	%	37.8*	31.8*	34.5*
- End of fixed-term contracts	401-1	%	11.3*	15.4*	12.3*
- Retirement	401-1	%	3.2*	4.3*	4.4*
Turnover					
Turnover (permanent contracts)[18]	401-1	%	9.0*	7.8*	10.2*
Resignation rate (permanent contracts)[19]	401-1	%	5.4*	4.2*	6.7*

[18] Turnover of employees on permanent contracts = $\frac{(\text{New hires of permanent staff} + \text{departures of permanent staff})/2}{\text{Total permanent staff at year-end}}$

[19] Resignation rate on permanent contracts = $\frac{\text{Voluntary departures of permanent staff}}{\text{Total permanent staff at year-end}}$

Definition	GRI Standards	Unit	2019	2020	2021
Absenteeism					
Hours of absence for diseases	403-2	Number	1,520,701.1	1,568,666.3	1,575,674.43
Hours of absence for occupational/commuting injuries	403-2	Number	68,396.56	67,895.4	64,915.72
Hours of absence for maternity/paternity leave	403-2	Number	216,157.32	259,284.2	253,799.36
Total number of hours of absence	403-2	Number	1,805,254,98	1,895,845,8	1,894,389.51
Hours theoretically worked without paid leave	403-2	Number	36,598,338.9	36,739,270,5	36,780,692.1
(Number of hours of absence / number of hours worked) x 100 (France)	403-2	%	4.9	5.2	5.2
Scope of consolidation	403-2	%	25.1	25.5	26.5
Employee with disabilities					
Employees with disabilities in the workforce (France)	405-1	Number	1,221	1,434	1,498
Scope of consolidation		%	25.1	25.5	26.5
Employee engagement survey					
Response rate / total employees	102-43	%	-[20]	-[21]	81
Global engagement score	102-43	Scale of 1 to 10	-[21]	-[22]	7.2
Training					
Worldwide training					
Number of hours of training	404-1	Number	825,293*[22]	2,582,027*	2,628,618*

[20] No employee engagement survey in 2019. Focus on implementation and monitoring of action plans based on 2018 survey results.
[21] No employee engagement survey in 2020 due to organizational changes under the "Play to Win" strategy.
[22] In 2019, it should be noted that France training figures have been integrated into worldwide figures.

Definition	GRI Standards	Unit	2019	2020	2021
Percentage of employees receiving at least one session of training during the year	404-1	%	-[23]	-[23]	-[23]
Number of employees trained	404-1	Number	106,288*[22]	107,183*	105,959*
Average hours of training per year per trained employee	404-1	Number	7.8	24.1	24.8
Percentage of employees covered by collective bargaining agreements					
Global	102-41	%	-	-	51
Occupational health-safety					
Lost time injury frequency rate[24] (LTI-FR)					
LTI-FR worldwide (Sanofi employees)	403-2	Rate	1.3*	0.9*	1.0*
LTI-FR France (Sanofi employees)	403-2	Rate	2.8	2.7	2.3
LTI-FR for temporary employees	403-2	Rate	1.9	1.6	2.3
LTI-FR for independent contractors	403-2	Rate	2.1	2.0	2.0*
LTI-FR all workers	403-2	Rate	1.5*	1.1*	1.2*
LTI -FR by function					
Research and Development	403-2	Rate	1.0	0.8	0.8
Industrial Affairs (including Vaccines, CHC and EUROAPI)	403-2	Rate	2.0	1.7	1.6
Administration & Sales	403-2	Rate	1.0	0.4	0.5

[23] Almost all Sanofi employees have received at least one session of training during the year.
[24] The lost time injury frequency rate (LTI-FR) is defined as the number of incidents resulting in lost time of one day or more within a 12-month period, per million hours worked. For non-mobile personnel, accidents occurring during the home-workplace commute are not included in this indicator. However, they are included for travelling medical sales representatives, in accordance with the reporting rules. In the interest of comparability, the figures for 2020 have been restated to reflect the scope of Sanofi at the end of 2021.

Definition	GRI Standards	Unit	2019	2020	2021
Total reportable injury frequency rate Worldwide (TRI-FR)					
Sanofi employees	403-2	Rate	1.8*	1.4*	1.6*
All workers[25]	403-2	Rate	2.2*	1.7*	2.0*
Motor vehicle accidents (MVA)[26]					
Number of MVA	403-2	Number	3,868	2,249	1,998
Total number of medical sales representatives' vehicles	403-2	Number	19,460	17,406	17,626
- Including total number of motorcycles	403-2	Number	3,274	2,368	2,754
Motor vehicle accidents (MVA) rate	403-2	%	19.9	12.9	11.3
Motor vehicle-related LTI-FR	403-2	Rate	0.83	0.33	0.28
Fatalities	403-2	Number	0	0	0
Total occupational diseases[27]					
Total occupational diseases declared	403-2	**Number**	**50**	**21***	**29***
Total occupational diseases recognized	403-2	**Number**	**26**	**10**	**13**
Recognitions by disease type					
- Cancer	403-2	Number	0	0	0
- Mental disorder	403-2	Number	1	1	0
- Musculoskeletal disorder	403-2	Number	25	6	9
- Respiratory disease	403-2	Number	0	2	1
- Skin disease	403-2	Number	0	1	1
- Other diseases	403-2	Number	0	0	2

[25] Includes Sanofi employees, temporary workers and subcontractors.
[26] Motor vehicle-related data for Sanofi employees only.
[27] In 2021, Sanofi opted to consolidate data based on the reporting rate, so as to avoid adjusting prior-period data.

Definition	GRI Standards	Unit	2019	2020	2021
Recognitions by agent type					
- Biological	403-2	Number	0	0	2
- Chemical	403-2	Number	0	2	1
- Ergonomics	403-2	Number	21	4	8
- Physical	403-2	Number	4	3	2
- Mental	403-2	Number	1	1	0

** Indicators identified by an asterisk (*) were reviewed by an independent third party. See report at the end of this factsheet*

Definition	GRI Standards	Unit	2019	2020	2021
1.4. ENVIRONMENT					
Materials					
Solvents used		Tonnes	184,456*	190,691*	164,938*
- Including % regenerated		%	62*	63*	57*
Energy					
Total energy consumption[28]	**302-1**	**MWh**	**4,164,721***	**4,199,194***	**4,105,012***
- Natural gas	302-1	MWh	2,092,377*	2,100,357*	2,059,052*
- Electricity	302-1	MWh	1,409,604*	1,172,250*	637,196*
- Renewables (electricity and biofuels)	302-1	MWh	191,134*	440,332*	953,545*
- Coal	302-1	MWh	0*	0*	0*
- Other (bought-in steam, waste-to-energy)	302-1	MWh	471,606*	486,255*	455,219*
Total fuel consumption from medical sales fleet vehicles	**302-1**	**Liters**	**34,516,813**	**21,750,370**	**18,790,632**
- Total number of medical sales representatives' vehicles including motorcycles[29]	302-1	Number	14,458	12,933	13,096
- Distance travelled	302-1	km	436,388,905	297,352,188	267,886,779
- Normalized consumption	302-1	Liters per 100 km	7.91	7.31	7.01

[28] These figures do not include energy used by cars.
[29] 2019 and 2020 estimated (change in methodology).

Definition	GRI Standards	Unit	2019	2020	2021
Water					
Percentage of water consumed by sites located in water scarcity and water stress areas[30]	303-2	%	16	14*	15*
Total water consumption	**303-1**	**mill. m^3**	**35.1***	**33.4***	**31.4***
- Surface water withdrawal (lakes and rivers, rainwater collected, water from other organization)	303-1	mill. m^3	9.1*	8.2*	7.2*
- Ground water withdrawal	303-1	mill. m^3	18.6*	17.7*	16.9*
- Public water supply withdrawal	303-1	mill. m^3	7.4*	7.5*	7.3*
Biodiversity					
Plants and animals appearing on the CITES lists	304-4	%	Based on available information to date, no vegetal or animal listed in the CITES lists (appendix I, II and III) are used in our production	Based on available information to date, no vegetal or animal listed in the CITES lists (appendix I,II and III) are used in our production	Based on available information to date, no vegetal or animal listed in the CITES lists (appendix I, II and III) are used in our production
CO_2 emissions - Scopes 1 & 2					
Total Scopes 1 & 2	**305-1**	**tCO_2eq**	**882,553***	**753,926***	**660,481***
- Fossil fuel (direct CO_2) – medical sales car fleet not included.	305-1	tCO_2eq	449,596*	447,975*	424,709*
- Production of electricity and steam (indirect CO_2)	305-2	tCO_2eq	352,435*	255,835*	192,701*

[30] Since 2015, Sanofi crossed local internal data and global external expertise to fine-tune its approach regarding water scarcity and water stress areas, by conducting in-depth studies to confirm the local situation.

Definition	GRI Standards	Unit	2019	2020	2021
Estimated CO2 emissions from medical sales fleet vehicles	305-1	tCO_2eq	80,522*	50,116	43,071*
Percentage of eco-fleet (incl. biofuel, electric and hybrid vehicles)[31]	305-5	%	-	-	27.4
CO_2 emissions –Scope 3					
Total CO_2 emissions - Scope 3[32]	305-3	tCO_2eq	**5,110,721***	**5,233,393***	**4,738,904***
Sub-total: Scope 3 emissions (upstream)	305-3	tCO_2eq	**4,725,881***	**4,762,079***	**4,267,076***
1 Purchased goods and services	305-3	tCO_2eq	2,975,540*	3,082,857*	2,716,530*
2 Capital goods	305-3	tCO_2eq	674,169*	688,278*	685,832*
3 Fuel and energy related activities	305-3	tCO_2eq	233,552*	219,529*	208,340*
4 Upstream transportation and distribution	305-3	tCO_2eq	192,750*	179,730*	187,526*
5 Waste generated by operations	305-3	tCO_2eq	317,833*	340,594*	328,461*
6 Business travel	305-3	tCO_2eq	168,521*	87,403*	37,946*
7 Employee commuting	305-3	tCO_2eq	163,516*	163,688*	102,441*
Sub-total: Scope 3 emissions (downstream)			**384,840***	**471,314***	**471,828***
9 Downstream transportation and distribution	305-3	tCO_2eq	874*	769*	904*
10 Processing of sold products	305-3	tCO_2eq	112,518*	141,422*	117,736*
11 Use of sold products	305-3	tCO_2eq	55,855*	70,156*	90,109*

[31] New KPI followed from 2021, discontinuation of "Percentage of vehicles compliant with the 120g/138g CO_2/km", maximum defined by Sanofi.

[32] Upstream Scope 3 emissions are calculated, downstream Scope 3 emissions are estimated. GHG Protocol emission categories 8 and 13 (upstream and downstream leased assets) and 14 (franchises) are not material. We consider category 15 (Investments) to be non-applicable, since emissions relating to products and services bought and sold in this way are already included in the other categories.

Definition	GRI Standards	Unit	2019	2020	2021
12 End of life treatment of sold products	305-3	tCO_2eq	215,593*	258,967*	263,079*
Emission to air					
VOC emission	305-7	Tonnes	2,932*	2,861*	2,708*
NO_x emission	305-7	Tonnes	493	490	471
SO_x emission	305-7	Tonnes	203	176	110
HCFC (incl. CFC)	305-7	kg	1,245	612	485
Total HFC	305-7	kg	14,121	12,336	10,727
Wastewater discharge					
Chemical oxygen demand (COD)	303-2	Tonnes	7,186*	7,010*	6,233*
Pharmaceuticals in the environment					
Number of active pharmaceutical ingredients assessed voluntarily	306-1	Number	55	59	75
Development of the PIE program on priority manufacturing sites	306-1	%	-	75	100
Waste					
Hazardous waste[33]	**306-2**	**Tonnes**	**126,454***	**120,357***	**116,594***
Recycled	306-2	Tonnes	27,908*	20,179*	17,747*
Incinerated (with energy recovery)	306-2	Tonnes	57,997*	55,177*	56,296*
Incinerated (without energy recovery)	306-2	Tonnes	38,482*	42,371*	40,744*
Sent to authorized landfill	306-2	Tonnes	2,067*	2,630*	1,807*
Non-hazardous waste[33]	**306-2**	**Tonnes**	**138,956***	**151,831***	**138,136***
Recycled	306-2	Tonnes	90,306*	96,499*	86,574*

[33] Internal and external.

Definition	GRI Standards	Unit	2019	2020	2021
Incinerated (with energy recovery)	306-2	Tonnes	23,237*	26,065*	27,752*
Non-hazardous waste disposal without landfill	306-2	Tonnes	7,413*	13,432*	7,211*
Sent to authorized landfill	306-2	Tonnes	18,000*	15,835*	16,599*
Total waste (hazardous and non-hazardous)	**306-2**	**Tonnes**	**265,410***	**272,188***	**254,730***

** Indicators identified by an asterisk (*) were reviewed by an independent third party. See report at the end of this factsheet*

Definition	GRI Standards	Unit	2019	2020	2021
Certification					
ISO 14001 certified site		Number	36*	34*	34*
Expenditure/Investment					
Total remediation cost	307-1	Million euros	70*	55*	49*
Provisions for environmental risks and remediation		Million euros	737*	713*	649*
Fines and penalties	307-1	Euros	589	13,393	41,956

** Indicators identified by an asterisk (*) were reviewed by an independent third party. See report at the end of this factsheet*

2. Reporting Methodology

[GRI 102-46, GRI 102-48, GRI 102-49, GRI 102-50]

2.1. GENERAL INFORMATION

2.1.1. Scope of consolidation

Unless otherwise specified:

- **Social data:**
  - HR data are consolidated for all Sanofi companies worldwide that are fully consolidated for financial reporting purposes, regardless of their activity (industrial, research, commercial or administrative). Workforce data are derived from Sanofi's payroll system, and other HR data from the Workday Global HR system;
  - Health and safety data (occupational injuries):
    - are consolidated worldwide for all Sanofi companies fully consolidated for financial reporting purposes. In some tables, the term "any employee" includes Sanofi employees, temporary workers, and subcontractors;
    - in the case of an acquisition, the new site must start reporting in the month when it joins the Sanofi scope of consolidation (official date of first-time consolidation for financial reporting purposes), or in the case of a site under construction, from the commencement of works; and
    - if a site is divested, it ceases to be reported from the official date on which the divestment is recognized for consolidated financial reporting purposes.

- **Environmental data:**
  - environmental data (including expenditures) are consolidated for all industrial, R&D and administrative sites, for all Sanofi companies fully consolidated for financial reporting purposes;
  - the environmental impact of CO2 emissions from our vehicle fleet covers all Pharmaceutical Operations subsidiaries (field sales forces, but excluding management);
  - first-time consolidations:
    - if a site is acquired, it must start reporting in the month when it joins the Sanofi scope of consolidation. To ensure year-on-year comparability, data from the year of first-time consolidation are also added back for prior years;
    - if a new facility is installed, data reporting must start in the month when it comes into service. The data are not added back to prior years, because it is a new activity;
  - and deconsolidations:
    - if a site is divested without its activities being transferred to another Sanofi site: reporting for the site ends on the official date on which the divestment is consolidated for financial reporting purposes. The historical data are retained but are no longer consolidated;
    - if a site is divested and its activities are transferred to another Sanofi site: reporting for the site ends on the official date on which the divestment is consolidated for financial reporting purposes. The historical data are retained, and consolidated by the transferee site.

Environmental data other than Scope 3 are reported on a proforma constant scope basis.

Vigilance Plan:

The Vigilance Plan covers the operations of (i) Sanofi, (ii) all Sanofi companies fully consolidated for financial reporting purposes, and (iii) Tier 1 suppliers and subcontractors of all companies included in (i) and (ii).

For a list of companies fully consolidated by Sanofi for financial reporting purposes, refer to Note F to our consolidated financial statements, included at Item 18 of our 2021 Annual Report on Form 20-F.

2.1.2. Changes in scope of consolidation

See "Item 4. Information on the Company — D. Property, Plant and Equipment", of our 2021 Annual Report on Form 20-F.

Kymab, Kiadis, Tidal Therapeutics, Translate Bio, Kadmon, and Origimm Biotechnology GmbH were acquired in 2021.

Closure with transfer of operations within Sanofi (historical data retained in prior-year calculations): Allston (Specialty Care/US), Mirador Lab (external manufacturing/Argentina), Frankfurt TIDES DS (EUROAPI/Germany), Great Valley (R&D/US).

Closure without transfer of operations within Sanofi (historical data deleted from the environmental and health and safety data calculation): Guarulhos (Supply Chain/Brazil), Tongi (General Medicines and Supply Chain/Bangladesh).

2.1.3. Reporting methods

- **Social data:**

Workday was rolled out between 2015 and 2017 with the following key objectives:

- integrating our processes and systems in a two-tier architecture (global/local), such that the global level becomes the master application for most data but local legal requirements could also be addressed;
- simplifying and standardizing processes across Business Units and support functions;
- centralizing data management on a single, unified platform, to significantly improve the quality of HR data and reporting;
- introducing self-service to enhance the user experience for employees and managers and help them engage better with HR issues;
- improving talent management and staff mobility;
- streamlining IT mapping; and
- in 2018, the Workday Global HR platform replaced the Convergence platform as the tool used to record workforce numbers and movements. The Core HR processes were rolled out in waves across successive geographies during 2016 and 2017. In addition to these core processes, the Organization Management, Talent & Performance, Recruitment, Onboarding, Compensation and Grading modules have also been rolled out. Workday is used by all Sanofi employees and managers in Employee Self-Service (ESS) and Manager Self-Service (MSS) modes. Specific work on data quality was carried out during the rollout, and is continuing through maintenance and ongoing improvements to the system.

- **HSE data:**

We apply standard reporting frameworks for health, safety and environmental information, so that the indicators monitored across all our entities are consistent and reliable. Those frameworks specify the methodologies to be applied for reporting indicators throughout Sanofi and include definitions, methodological principles, calculation formulae and emission factors. We also use standard data collection tools.

We use the SHERPA system to collect and consolidate health, safety and environmental data across our entire reporting scope.

The reporting period for our environmental indicators for a given calendar year runs from October 1 of the previous year through September 30 of the current year. Environmental indicators are collected during quarterly campaigns except for indicators relating to wastewater discharge and VOC, which are collected annually.

As regards the Planet Mobilization roadmap targets set for 2025 and 2030, companies acquired after 2019 are included in the baseline year according to the following example: a company acquired in 2020 is included in the 2019 baseline year with 2020 values, so that data can be presented on a like-for-like basis.

2.1.4. Additional information and methodological limitations

The methodologies applied for some HR and HSE indicators may be subject to limitations as a result of:

- the lack of nationally and/or internationally recognized definitions, in particular for different types of employment contract;
- the need to rely on estimates and on representative rather than actual metrics, and the limited availability of external data required for calculations; and
- practical arrangements for the collection and input of data.

2.1.5. Consolidation and internal controls

Data are consolidated by our global HR and HSE functions on the basis of information provided by industrial and R&D sites, Sanofi subsidiaries and tertiary sites throughout the world.

Where sites house more than one function, environmental impact is either attributed to the one with the greatest impact or shared among all the functions. Safety and environmental data are systematically checked by HSE coordinators within each activity before being submitted for consolidation. In addition, our global HR and HSE functions perform consistency controls on data during the consolidation process.

These controls include comparisons with prior-year data; any significant variances are investigated.

To ensure that site correspondents have properly understood the HSE indicators and that the right data are being reported, controls over selected HSE reporting data are performed during internal audits conducted at Sanofi sites.

Workforce data are compared with consolidated data in the finance database.

2.2. DETAILED INDICATORS

2.2.1.Social indicators

2.2.1.1. Worldwide workforce

Employees under contract include all employees who have a contract with Sanofi, including apprentices.

Employees are treated as "under contract" if they have an employment contract (permanent or fixed-term) with a Sanofi company on the last calendar day of the year. The figures are expressed in numbers of employees, regardless of hours worked or the date of hiring during the month.

2.2.1.2. Regions

The "Europe" region shown in the workforce data tables is defined as follows:

- Europe: Albania, Austria, Belgium, Bosnia-Herzegovina, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Israel, Italy, Latvia, Lithuania, Luxembourg, Montenegro, Netherlands, North Macedonia, Norway, Poland, Portugal, Romania, Serbia, Slovakia, Slovenia, Spain, Sweden, Switzerland, Ukraine, United Kingdom.

2.2.1.3. New hires and departures

New hires and departures for Sanofi as a whole exclude all intra-group movements such as international, inter-company or inter-site transfers.

Data on movements (new hires and departures) cover more than 99% of the reporting scope, and include new hires and departures for companies that were consolidated for the first time or acquired during the year.

Conversions of fixed-term contracts into permanent contracts are not counted unless there is a gap of more than one day between the two contracts, in which case they are counted as a departure and a new hire.

2.2.1.4. Training hours

Difference between the number of employees receiving training via iLearn in 2021 (105,959) and our total workforce as of December 31, 2021 (95,442):

This difference arises because:

- employees receiving training via iLearn during 2021 who left Sanofi during the year are included in the training data but not in the year-end workforce data; and
- iLearn data include all employees (permanent, fixed-term, apprentices, interns, etc.) other than external contract staff; by contrast, workforce data include only employees on permanent and fixed-term contracts, and apprentices.

2.2.1.5. Employee grades

Executive Posts:

- *Executive Level 2:* in charge of alignment on corporate strategy, with a critical impact on return indicators and corporate image, and a solid contribution to Executive Committee orientations.
- *Executive Level 1:* in charge of translating and implementing corporate strategy, with a critical impact on the results and competitiveness of a Global Business Unit or global support function and an important impact on the overall results of Sanofi.

Senior Leaders: includes executive posts (other than Executive Committee members) and Grade 5 posts. Grade 5 posts are people with senior management responsibilities in product innovation, processes or services, who implement policies within their function. They have an impact on the attainment of financial objectives.

This category was created when we set up our new grading system in 2018.

Managers: employees who manage direct subordinates.

2.2.1.6. Gender pay gap

- Data effective December 31, 2021.
- Data includes all employees except the Executive Committee.
- Excludes all contingent workers.
- In France, also excluded employees who have taken different pre-retirement plans and not working for Sanofi anymore.
- Data sourced from 91 countries.

2.2.2. Safety indicators

2.2.2.1. Lost time injury frequency rate

The lost time injury frequency rate is the number of accidents resulting in lost time of one day or more within a 12-month period, per million hours worked.

For employees working in a fixed location, accidents occurring during the home-workplace commute are not included in this indicator. However, they are included for travelling medical reps, in accordance with our internal reporting rules. Since 2021, work accidents occurring when teleworking have been included in this indicator.

If additional accidents are identified that had not been recorded by the end of the reporting period, or if the classification of an accident is changed after the end of the reporting period, the frequency rate is adjusted retrospectively.

2.2.2.2. Total occupational injury frequency rate

We have decided not to publish the severity rate calculated using the criteria defined by French regulations. Because this rate is calculated solely on the basis of the number of days of lost time, it does not reflect the actual severity of injuries from an international standpoint.

This is because for a given injury, the number of days of lost time may vary considerably from one country to another depending on the applicable regulations and compensation systems. Consequently, we have decided to publish the total occupational injury frequency rate.

The total occupational injury frequency rate is the number of occupational injuries with or without lost time, per million hours worked.

2.2.2.3. Motor vehicle accidents

A motor vehicle accident is any accident that occurs when the driver is at the wheel (driving or parking).

This indicator covers all road traffic accidents involving vehicles owned or leased by Sanofi, or owned by an employee and regularly driven for work purposes (medical reps).

Accidents in public transport or taxis are excluded from our reported data because they are not considered to be Sanofi's responsibility.

2.2.3. Environmental indicators

2.2.3.1. Carbon footprint

Direct emissions are calculated on the basis of Greenhouse Gas (GHG) Protocol data. Indirect emissions from other energy sources purchased from external suppliers are accounted for as follows:

- emissions from electricity generation: emission factors are obtained from data published by the International Energy Agency during the current year, which define emission factors for the year before last. Consequently, those emission factors are applied to data for the baseline year (2015), current year and previous year;
- emissions generated by the production of steam are calculated on the basis of site-specific factors, or estimated using our own internal standards; and
- emissions from vehicles in our medical rep vehicle fleet owned or leased by Sanofi are included in Scope 1. Emissions from vehicles owned by an employee and regularly driven for work purposes (medical reps) are included in Scope 3.

<u>Scope 3 calculation:</u>

- indirect Scope 3 emissions are calculated in accordance with GHG protocol recommendations. We have updated emission factors by using factors from the ecoinvent V3.7 database; for sub-categories not included in that database, we have used other standard calculation methods:

- since 2021, emissions relating to purchased goods and services (Category 1) have been based on our actual volumes, for the same period as our other environmental indicators (October 1 of the previous year to September 30 of the current year). Using an online tool has enabled us to refine the data, giving a more precise analysis of the links between products, models and emission factors:

  - category 1 is calculated based on quantity;
  - category 2 is calculated on a monetary basis;
  - categories 3, 5 and 7 are calculated with Sherpa, our reporting tool for safety and environmental data;
  - category 9 (downstream transport and distribution) excludes the impacts of travel by doctors and nurses; and
  - category 11 (use of sold products) excludes travel by patients to pharmacies.

The calculation of our CO_2 footprint is reviewed by the Independent Third Party.

Carbon neutrality is defined as zero greenhouse gas emissions. This can be achieved by the use of renewables, by generating energy directly, or by purchasing energy. The carbon-neutral objective covers Scopes 1 and 2, i.e. it includes production sites, R&D sites and tertiary sites, plus the medical rep vehicle fleet.

2.2.3.2. Wastewater discharge

The data presented correspond to effluents after internal treatment within the footprint of our sites.

The data reported cover all Sanofi sites other than tertiary and logistics sites, which contribute only marginally to COD releases.

2.2.3.3. Waste

The distinction between hazardous and non-hazardous waste corresponds to that used in European regulations for European Union member countries (Decision 2000/532/EC of May 3, 2000), and that used in local regulations for other countries. Waste arising from soil decontamination operations is not included in the published total for our operating activities. The recovery rate corresponds to waste that is recycled, or incinerated off-site using waste-to-energy technology.

The reuse/recycle/recovery ("3R") rate used for the Planet Mobilization project is defined as the sum total of waste recycled externally plus waste subject to energy recovery, as a proportion of the total amount of waste plus solvents recycled on site. Waste includes both hazardous and non-hazardous waste.

A site is considered to be no longer using landfill when its landfill disposal rate is less than 1%.

2.2.3.4. Volatile organic compounds

Current-year emissions determined by extrapolating prior-year emissions and weighting them for actual quantities of solvents purchased in the current year.

3. Report of the Independent Third Party

[GRI 102-50, GRI 102-56]

Year ended December 31, 2021

Independent third party's report on consolidated non-financial statement presented in the management report

This is a free translation into English of the original report issued in the French language and it is provided solely for the convenience of English-speaking users. This report should be read in conjunction with, and construed in accordance with, French law and professional standards applicable in France.

To the Annual General Meeting of Sanofi shareholders,

In our capacity as an independent third party accredited by COFRAC under no. 3-1681 (for the scope of our accreditation, go to www.cofrac.fr) and as a member of the network of one of the statutory auditors of your company (the "Entity"), we have conducted procedures in order to provide a conclusion expressing a limited level of assurance on the compliance of the consolidated non-financial statement for the year ended December 31, 2021 (the "Statement") with the provisions of Article R. 225-105 of the French Commercial Code and on the fairness of the historical information (observed or extrapolated) disclosed pursuant to paragraph 3 of I and II of Article R. 225-105 of the French Commercial Code (the "Information"), as prepared in accordance with the Entity's procedures (the "Reporting Framework") and presented in the management report pursuant to Articles L. 225 102-1, R. 225-105 and R. 225-105-1 of the French Commercial Code.

1. Report on the compliance and fairness of the Statement

Conclusion

Based on the procedures performed, as described in "Nature and scope of the work", and on the elements we have collected, we did not identify any material misstatements that would call into question the fact that the consolidated non-financial statement is not presented in accordance with the applicable regulatory requirements and that the Information, taken as a whole, is not presented fairly in accordance with the Guidelines, in all material respects.

Responsibility of the Entity

It is the responsibility of the Board of Directors to:

- select or establish appropriate criteria for preparing the Information;
- establish a Statement in compliance with legal and regulatory provisions including a presentation of the business model, a description of the main extra-financial risks, a presentation of the policies applied in respect of those risks, and the outcomes of those policies including key performance indicators and the disclosures required under Article 8 of Regulation (EU) 2020/852 (the "green taxonomy"); and
- implement the internal control procedures it deems necessary to ensure that the Information is free from material misstatement, whether as a result of fraud or error.

The Statement was prepared in accordance with the Entity's Reporting Framework as described above.

Responsibility of the independent third party

It is our responsibility, based on our procedures, to provide a report expressing a limited assurance conclusion on:

- the compliance of the Statement with Article R. 225-105 of the French Commercial Code; and
- the fairness of the historical information (actual or extrapolated) provided pursuant to paragraph 3 of I and II of Article R. 225-105 of the French Commercial Code, i.e. the outcomes of the policies, including key performance indicators, and actions related to the principal risks.

Since it is our responsibility to express an independent conclusion on the Information as prepared by management, we are not permitted to be involved in preparing the Information, as that could compromise our independence.

It is also our responsibility:

- to express, at the Entity's request and outside the scope of our accreditation, a limited assurance conclusion on whether the information selected by the Entity and identified by the symbol * in Appendix 1 (the "Selected Information") has been prepared, in all material respects, in accordance with the Reporting Framework (Part 2, "Limited assurance report on the Selected Information"); and
- to express, at the Entity's request and outside the scope of our accreditation, a reasonable assurance conclusion on whether the information selected by the Entity (the "Selected Information") and identified by the symbol ¤ in Appendix 1 has been prepared, in all material respects, in accordance with the Reporting Framework (Part 3, "Reasonable assurance report on the Selected Information").

It is not our responsibility to express an opinion on:

- the Entity's compliance with other applicable legal and regulatory provisions, in particular as regards the disclosures required under Article 8 of Regulation (EU) 2020/852 (the "green taxonomy"), the French duty of care law and anti-corruption and tax avoidance legislation;
- the fairness of the Information required under Article 8 of Regulation (EU) 2020/852 (the "green taxonomy"); or
- the compliance of the Entity's products or services with applicable regulations.

Regulatory requirements and applicable professional standards

Our procedures as described below were performed in accordance with Articles A. 225-1 et *seq* of the French Commercial Code; the professional standards of the professional guidance of the French Institute of Statutory Auditors ("CNCC") applicable to this engagement, as equivalent to a program of verification; and international standard ISAE 3000 as revised[34]:

Independence and quality control

Our independence is defined by reference to Article L. 822-11 of the French Commercial Code and the Code of Ethics of our profession. In addition, we have implemented a quality control system, including documented policies and procedures, to ensure compliance with applicable laws and regulations, ethical standards, and the ethical requirements and French professional guidance.

Resources

Our procedures involved eleven professional staff and took place between September 2021 and February 2022, over a total engagement period of twelve weeks.

In carrying out those procedures, we obtained assistance from our specialists in the fields of sustainable development and social responsibility. We conducted about thirty interviews with the persons responsible for preparing the Statement, including representatives from Corporate Social Responsibility, Human Resources, Product Quality and Pharmacovigilance, Bioethics, Ethics and Business Integrity, HSE and Procurement.

Nature and scope of our procedures

In planning and conducting our procedures, we took account of the risk of material misstatements in the Information.

We believe that the procedures performed, based on our professional judgement, are sufficient to provide a limited level of assurance:

- we obtained an understanding of the operations of all the entities included in the scope of consolidation, and of the summary of principal risks;
- we assessed the appropriateness of the criteria of the Reporting Framework in terms of its relevance, completeness, reliability, impartiality and clarity, with due consideration of industry best practices where applicable;
- we verified that the Statement includes each category of social and environmental information set out in article L. 225.102-1 of the French Commercial Code;
- we verified that the Statement presents the information specified in Article R. 225-105 II of the French Commercial Code where such information is relevant to the principal risks, and includes, where

[34] *ISAE 3000 (as revised) – Assurance engagements other than audits or reviews of historical financial information.*

applicable, an explanation of the non-disclosure of any information required by the second paragraph of Article L. 225-102-1 III of the French Commercial Code;

- we verified that the Statement presents the business model and a description of the principal risks associated with the operations of all the entities included in the scope of consolidation, including where relevant and proportionate risks associated with their business relationships, their products or services, and their policies, actions and outcomes, including key performance indicators relating to the principal risks;
- we consulted documentary sources and conducted interviews to:
  - assess the process for selecting and validating the principal risks, and the consistency of outcomes (including the key performance indicators used) with respect to the principal risks and policies presented; and
  - corroborate the qualitative information (actions and outcomes) that we regarded as the most important, as presented in Appendix 1. For certain risks (product pricing, product quality, product safety for patients and consumers, patient safety in clinical trials, animal protection, ethics and business integrity, and supply chain continuity), we performed our procedures at consolidating entity level. For the other risks, we performed our procedures at consolidating entity level and in a selection of other entities: Sanofi China, Sanofi Mexico, Marcy IO, Sisteron Chemistry, ICF Unit API (DBO), Frankfurt R&D, Ocoyoacac Pharma, Ocoyoacac Vaccines, Vitry SCO, Vitry Research, Val-de-Reuil, Aramon Chemistry, EUROAPI Chemistry (Frankfurt Chemistry), Ujpest Chemistry, Singapore Chemistry;
- we verified that the Statement covers the consolidated scope, i.e. all the entities included in the scope of consolidation in accordance with article L. 233-16 of the French Commercial Code, subject to the limitations set out in the Statement;
- we obtained an understanding of the internal control and risk management procedures applied by the Entity, and assessed the data collection process intended to ensure the completeness and fairness of the Information;
- for the key performance indicators and other quantitative outcomes that we regarded as the most important (as presented in Appendix 1), we carried out:
  - analytical procedures to verify that the data collected had been correctly consolidated, and to check the consistency of data trends;
  - substantive tests using sampling or other selection techniques, in order to verify that the definitions and procedures had been properly applied and to reconcile the data with the supporting documents. Those procedures were conducted at a selection of contributing entities as listed above, and cover between 9% and 75% of the consolidated data selected for those entities (9% of the workforce, 32% of hazardous waste, 40% of VOC emissions, and 75% of COD emissions); and
- we assessed the overall consistency of the Statement based on our knowledge of all the entities included in the scope of consolidation.

The procedures carried out in a limited assurance engagement are less extensive in scope than those that would be required for a reasonable assurance engagement conducted in accordance with professional standards; a higher level of assurance would have required us to perform more extensive verification procedures.

2. Limited assurance report on the Selected Information

Conclusion

Based on the procedures performed, we did not identified any material misstatement that causes us not to believe that the Selected Information has been prepared, in all material respects, in compliance with the Reporting Framework.

Nature and scope of our procedures

For the Selected Information as identified by an asterisk (*) in Appendix 1, we performed procedures of the same nature as described in section 1 of this report. We performed those procedures in accordance with ISAE 3000[35] and with professional standards applicable in France.

The sample selected represents between 18% (water consumption) and 29% (energy consumption) of the quantitative environmental information presented.

We believe that the procedures performed, based on our professional judgement, are sufficient to provide a basis for our limited assurance conclusion; a higher level of assurance would have required us to carry out more extensive procedures.

3. Reasonable assurance report on the Selected Information

Conclusion

Based on the procedures performed, the Selected Information has been prepared in compliance with the Reporting Framework in all material respects.

Nature and scope of our procedures

For the Selected Information identified by the symbol ¤ in Appendix 1, we performed procedures of the same nature as described in section 1 of this report for those key performance indicators and other quantitative outcomes that we regarded as the most important, but in greater depth, especially as regards the scope of the tests. We performed those procedures in accordance with ISAE 3000 and with professional standards applicable in France.

The sample selected represents 57% (for direct and indirect greenhouse gas emissions) of the quantitative environmental information presented for France.

We believe that our procedures were sufficient for us to express reasonable assurance about the Selected Information.

Paris-La Défense, February 22, 2022

The Independent Third Party

EY & Associés

Christophe Schmeitzky

Partner, Sustainable Development

[35] *ISAE 3000 – Assurance engagements other than audits or reviews of historical financial information.*

Appendix 1: Information regarded as the most important

Environmental information	
Quantitative information (including key performance indicators)	**Qualitative information (actions and outcomes)**
Total quantity of hazardous waste.	Measures to prevent, recycle and eliminate hazardous waste.
Quantity of hazardous waste recycled/incinerated with energy-recovery.	Measures to prevent, reduce or remediate releases into the air (management of volatile organic compounds), water (management of environmental releases of pharmaceutical substances) and the soil.
Quantity of hazardous waste recycled.	
Quantity of hazardous waste incinerated with thermal recovery.	
Quantity of hazardous waste incinerated without thermal recovery.	Water consumption and supply in light of local constraints*, percentage reduction in water consumption versus the 2019 baseline year*.
Quantity of hazardous waste sent to authorized landfills.	
Total quantity of non-hazardous waste*.	Measures to improve energy efficiency and the use of renewables*.
Quantity of non-hazardous waste recycled/incinerated with energy-recovery*.	Percentage reduction in direct and indirect emissions (Scopes 1 & 2) versus the 2019 baseline year*.
Quantity of non-hazardous waste recycled*.	
Quantity of non-hazardous waste incinerated with thermal recovery*.	Proportion of production sites assessed for pharmaceutical substances emissions (cumulative, since 2016).
Quantity of non-hazardous waste incinerated without thermal recovery*.	
Quantity of non-hazardous waste sent to authorized landfills*.	
Landfill disposal rate of hazardous and non-hazardous waste.	
Total reuse/recycle/recover rate of hazardous and non-hazardous waste.	
Number of sites not sending hazardous and non-hazardous waste to landfills.	
Wastewater discharge (chemical oxygen demand).	
Air emissions (total consumption of solvents, percentage of solvents recycled, emissions of volatile organic compounds).	
Total water consumption, and split by source of supply*.	
Total energy consumption, and split by energy source*.	
Renewable energy consumption*.	
Direct and indirect greenhouse gas emissions (Scopes 1 & 2) – worldwide*.	
Direct and indirect greenhouse gas emissions (Scopes 1 & 2) – France.¤	
Greenhouse gas emissions generated as a result of the company's operations, including Scope 3* categories.	

Societal information	
Quantitative information (including key performance indicators)	**Qualitative information (actions and outcomes)**
Number of whistle-blowing reports received by Ethics & Business Integrity, and number of related dismissals or resignations for misconduct.	Measures taken in ethics and business integrity.
Number of whistle-blowing reports to Ethics & Business Integrity substantiated.	Measures taken in product pricing.
Number of doses of inactivated polio vaccine (IPV) supplied to UNICEF*.	Actions on access to healthcare*.
Number of doses of inactivated polio vaccine (IPV) supplied to Brazil, India, Indonesia and the Philippines*.	Measures taken in product quality.
Number of GQA internal audits.	Measures taken in product safety (pharmacovigilance).
Number of regulatory inspections, and split by authority.	Combating falsified medicines and illicit trafficking.
Number of recalls, including Class 1 recalls.	Measures taken in medical ethics and bioethics.
Number of internal audits and inspections relating to pharmacovigilance.	Measures taken in animal protection.
Percentage of individual pharmacovigilance cases submitted to European health authorities within the regulatory deadline.	Actions in support of human rights, especially compliance with International Labor Organization (ILO) fundamental conventions*.
Number of signals.	Measures taken in supply chain continuity.
Number of clinical trials with information-sharing.	Consideration of social and environmental responsibility in relations with suppliers and subcontractors*.
Number of inspections conducted on activities relating to clinical trials.	
Number of scientific papers published.	
Number of evaluations of compliance with animal protection principles conducted on suppliers and contract research organizations.	
Number of AAALAC International accreditations for Sanofi sites.	
Number of animals used by Sanofi sites.	
Number of countries that responded to the internal control questionnaire on compliance with human rights policies*.	
Number of Sanofi Contract Manufacturing Organization (CMO) audits*.	
Number of audits of active pharmaceutical ingredient (API) suppliers*.	
Number of audits of miscellaneous suppliers: packaging, distribution and contract research organization (CRO) categories, etc*.	
Global service level.	
Number of doses seized in efforts to combat falsified medicines and illicit trafficking.	

** Information which the entity has voluntarily elected to produce and disclose in its management report*