

INCLUSION AND SOCIAL IMPACT 2023 REPORT | NORTH AMERICA

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At the Heart of Equity

DRIVING IMPACT
TOGETHER



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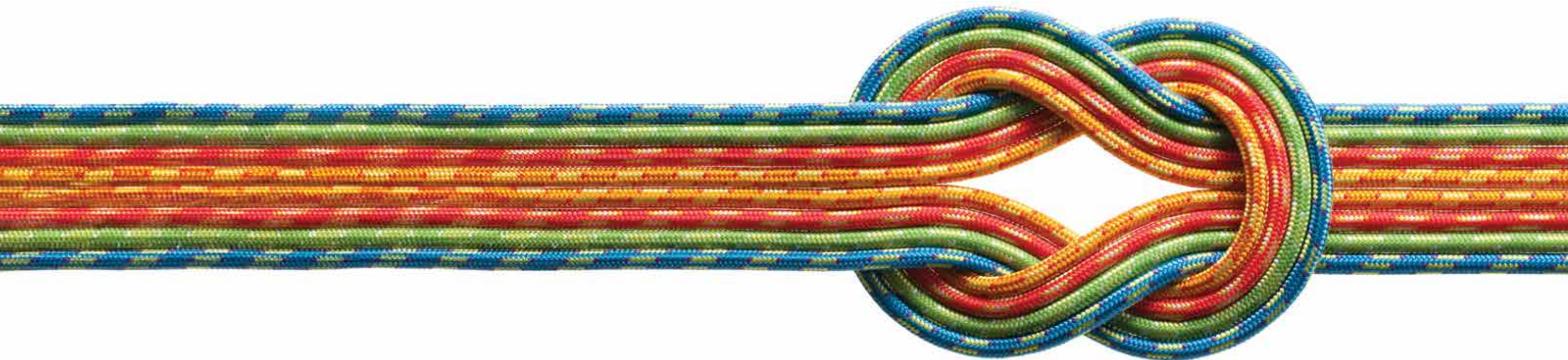
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Introduction

This report highlights the power and impact of the collaborative initiatives between Sanofi’s Diversity, Equity & Inclusion (DE&I), North America, Corporate Social Responsibility (CSR), U.S., and its team members.

It offers an insightful look at the organizational, individual, and personal efforts that drive Sanofi’s momentum in advancing DE&I and social impact. It tells the story of how, *At the Heart of Equity* our teams are *Driving Impact Together*.

We invite you to explore this report and celebrate the ways Sanofians are making a difference. Together, we embody *One Sanofi*, unified by a shared commitment to fostering equitable healthcare for all.



Deborah Glasser
Head of Specialty Care North America and U.S. Country Lead



Subarna Malakar
Head of Diversity, Equity and Inclusion, North America and Global Specialty Care



Diana Blankman
Head of U.S. Corporate Social Responsibility

*Together, we embody **One Sanofi**, unified by a shared commitment to fostering equitable healthcare for all.*



Overview

Sanofi is chasing the miracles of science to improve people's lives, taking on some of the world's most pressing challenges to build a healthier, more resilient world.

At Sanofi, we believe that everyone has a fundamental right to healthcare, yet this is not the reality for many. We know that the resources available in the areas in which we live, the environments in which we grow, and the affordability and quality of services we pay for all play a vital role in achieving good healthcare.

To help realize improvement in people's lives, our Corporate Social Responsibility and Diversity, Equity & Inclusion teams work in collaboration to:

- build systems that mirror the diversity and collective voices of our global community, recognizing that true diversity encompasses a spectrum of perspectives and backgrounds
- develop and support community-based solutions affecting under-resourced communities that are largely impacted by social drivers of health and lack of trust in healthcare.

And we don't do this alone, as we work closely with many internal teams as well as external partners, vendors, and stakeholders to build systems that mirror the diversity and collective voices of our global patients and community.

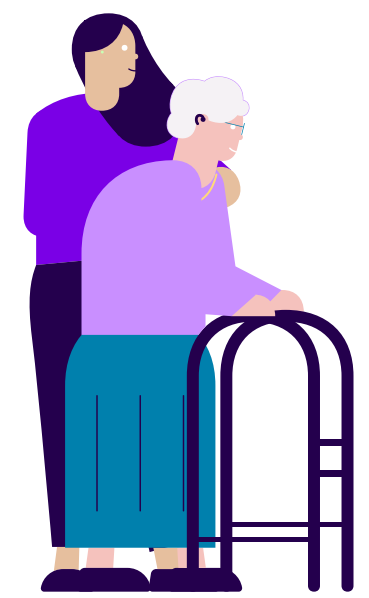
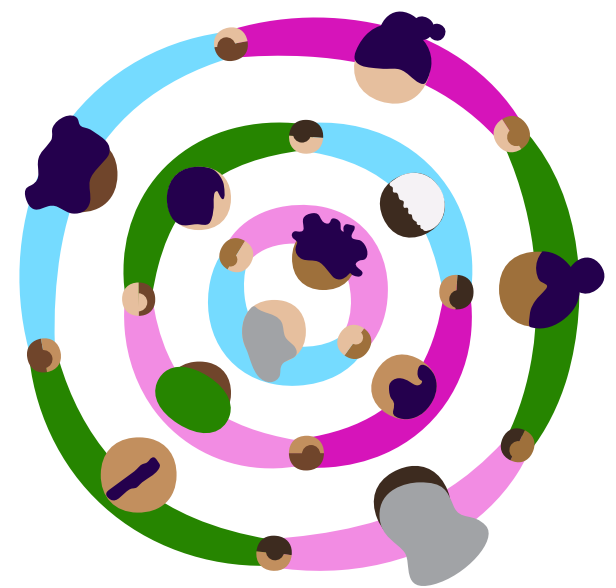
“ At Sanofi, we believe that everyone has a fundamental right to healthcare. ”

Diversity, Equity & Inclusion (DE&I) Ambition



Corporate Social Responsibility (CSR) pillars

Affordable Access — Innovation for Vulnerable Communities — Planet Care — In and Beyond the Workplace





We are actively listening in communities to learn more about the challenges and obstacles they face in receiving healthcare.



Throughout our company, with our people, we are committed to fostering an inclusive workforce and sense of shared purpose. We believe that diversity is not just about representation but about embracing the richness of unique viewpoints and experiences. We work to cultivate a diverse workforce, allowing us to reflect the diversity of our patient populations and communities, to best learn from, reach, support, and foster trust and engagement with the patients and communities we serve.

Our efforts extend beyond the confines of our organization, aiming to bolster representation in biotech, healthcare, and medical fields for historically underrepresented communities. Through grassroots initiatives, local partnerships, and national programming, we are actively listening in communities to learn more about the challenges and obstacles they face in receiving healthcare and ways that the healthcare community can better work for them. By incorporating their voices into our work, we are better equipped to address systemic barriers to healthcare access, trust in healthcare, and participation in clinical trials.

By embracing the patients and communities we serve as well as diversity in all its forms, and through our collective actions, we aspire to transform healthcare into a more inclusive and equitable domain where every individual has the opportunity to thrive.

At the Heart of Equity

DRIVING IMPACT TOGETHER

Our People

and Their Impact

Across Communities

Champions of Change

Science, Technology, Engineering, and Mathematics (STEM): Fostering a Diverse Pipeline of Talent through STEM Education Equity

A strong, long-held commitment to supporting local communities is foundational to how we operate. That includes doing what we can to foster a diverse pipeline of talent. Through our many STEM-related internships and fellowships, as well as supporting programs at the local and national level, we can help ensure that students in under-resourced communities gain access to innovative, hands-on, science-related education.



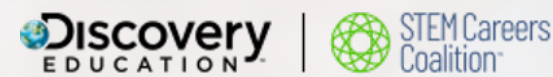
Students 2 Science

Students 2 Science STEM in Baseball program at Somerset Patriots Ballpark



Here's a look at two programs that touch thousands of youths each year:

Discovery Education STEM Careers Coalition (DESCC)



With a focus on diverse careers and underrepresented segments of the workforce, Sanofi is one of a select group of companies that have partnered with DESCSC to address the workforce and inspiration gap by bridging industry and classroom at an unprecedented scale across the country. Working to reach 10 million students in five years, the coalition provides innovative digital content and classroom material to help students explore a broad range of STEM-related careers.

To date, DESCSC reports:

8.4 million middle and high school students reached

67% of teachers reported that SCC resources led students to consider STEM-related careers

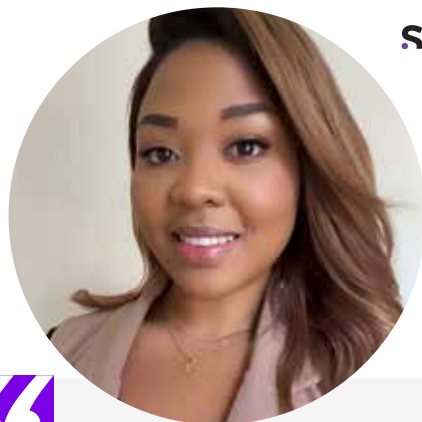
Just A Start

Sanofi has been a longtime supporter of Just A Start's Biomedical Science Careers Program (BSCP) in Cambridge, MA. The program works to increase the representation of underrepresented minority and disadvantaged individuals in all facets of science and medicine, while helping health care institutions, biopharma/biotechnology firms, educational institutions, professional organizations, and private industry members meet their need for a diverse workforce. Participants range from high school to postdoctoral level and attend from across the country.

Sanofi is proud to acknowledge that 20 BSCP graduates have been hired to work across our organization.

To date, BSCP reports:

more than **15,500** students and **1,300** postdoctoral trainees and junior faculty members have participated in Just A Start's program



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INCLUSION AND SOCIAL IMPACT 2023 REPORT

Employee Resource Groups (ERGs)

ERGs are voluntary, employee-led groups at Sanofi that aim to foster a diverse and inclusive workplace by connecting employees with shared interests, backgrounds, experiences, and allyship. ERGs at Sanofi focus on the 4Cs of ERG strategy: Career, Community, Culture, and Commerce.

Looking ahead, Sanofi ERGs aspire to amplify, impact, and leverage insights gained to propel initiatives to new heights, driving equitable healthcare access and fostering a future where everyone thrives.



In the last two years, ERGs experienced a tremendous growth in membership, with over **40% of all Sanofi employees in North America** as members of an ERG, far exceeding the 8% industry standard.

Employees want to connect with each other, particularly around things that they care about. The growth in ERGs comes from the authentic, meaningful conversations that happen within each group and the safe space it allows for anyone to flourish.

—Sini Ngobese
Director of Diversity, Equity & Inclusion Initiatives, NA

Our ERGs delivered on a variety of impactful events including:



APEX (Asian American & Pacific Islander Excellence)—facilitated workshops focused on the intersection of identity, culture, and work for the AAPI community



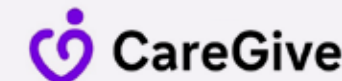
BOLD (Black Organization Leading in Diversity)—hosted a dynamic event with Magic Johnson as keynote speaker



CAN (Capable + Able Network)—developed programming to reduce the stigma of medication for mental health



Cancer & Work Affinity Group—facilitated workshops focused on supporting loved ones through a cancer diagnosis



CareGive—conducted intimate coffee chat sessions for caregivers and employees experiencing grief



DeLTAS (Developing Leaders & Talent Across Sanofi)—hosted coffee chats with senior leaders to exchange career wisdom



Diabetes Connect—facilitated sessions with members to foster community through shared lived experiences



EveryGen—hosted generational diversity awareness events



HOLA (Hispanic Latino Organization for Leadership & Advancement)—led expert panel discussions on healthcare disparities impacting the Hispanic/LatinX community



Interfaith ERG—was established to foster awareness and understanding for Sanofians of all beliefs and none



MOSAIC Canada—hosted engaging multicultural celebrations



North America Indigenous Awareness (NAIA) —continued its awareness programming to advocate for indigenous communities



ParentsConnect—shared impactful resources for parenting neurodiverse children



PRIDE Connect—offered robust workshops on inclusive language and pronouns



Transplant Affinity Group—partnered with the Cancer & Work group to highlight blood cancer awareness and amplify marrow donation



VETS—hosted career development programs to help veterans understand how they can effectively translate their service into transferrable skills in the workplace



WISE (Women Inspiring Sanofi Excellence) —inaugural member summit focused on development and personal growth



Employee Stories

Amelia Conway



A Place of Belonging

For Amelia (Lia) Conway, the past year has been one of change. It began with embracing the world of work by joining Sanofi as a co-op student while preparing to graduate college. Soon after Amelia joined Sanofi full time, she decided to embrace that spirit of change and come out to her coworkers as a transgender woman, bringing them along with her through her transition journey.

Amid uncertainties outside of work, Amelia found a home in Sanofi's employee resource groups. They provided her with the community and understanding she always wanted to have. She recalls, before letting others know of her transition, how Sanofi appeared to be an accepting place. In embracing her full self, Amelia emphasizes how the culture of openness at Sanofi helped her to reaffirm her identity, by giving her the opportunity to share her story through articles, podcasts, and panels.

Amelia recognized that diversity, equity, and inclusion goes beyond the company, and that there's an opportunity to do more. She's engaged as an advocate and ally for the LGBTQ+ community, providing input and direction on DE&I policies and procedures, creating partnerships with university Pride centers, and advocating for the community's mental healthcare needs through Sanofi's A Million Conversations initiative.

Now, as a member of the Global Pride+ ERG leadership team, and the U.S. CAN (disability inclusion and mental health support ERG) leadership team, Amelia passionately "lives out loud," sharing her stories to show others the power of embracing who we are.



Community, care, and compassion all come to mind when I think of Sanofi's ERGs. What I love most about them is that every day, I have the opportunity to hear from someone new!



Employee Stories

Paul Cox



Mentoring the Next Generation

Paul Cox, Health Value Translation Lead, has been igniting students' passion for science and STEM fields for nearly five years as an active member of Sanofi's Corporate Mentor Program with Raritan Valley Community College (RVCC) in New Jersey. Sanofi began the mentor program seven years ago as part of its mission to foster talent and promote personal and professional growth for tomorrow's science leaders.

Along with hands-on training sessions, résumé-building workshops and mock interviews, each year 10-14 students (many of whom are first-generation college attendees) from all majors are given the opportunity to be mentored by Sanofi employees.

Each year, Paul witnesses the profound impact the program has on students' lives once they are exposed to opportunities and networking within a large pharmaceutical company like Sanofi. He notes how, through mentorship, Sanofi is equipping these students with essential skills for their future careers and in life. Even now, Paul remains connected with the students he has mentored over the years so he can see their dreams materialize into reality.

By investing in the next generation of talent and providing them with the tools and resources they need to succeed, Sanofians are not only shaping futures but also helping to build a more inclusive and equitable society.



Mentoring these students is as rewarding to me as it is to them. I'm proud to use my place at Sanofi to help empower these students to pursue their dreams.





Canada

Sanofi Canada's Diversity, Equity and Inclusion (DE&I) strategy continues to evolve, delivering great impact to both internal and external communities.

Cultivating STEM (science, technology, engineering, and math) talent of tomorrow

The Sanofi Biogenius Canada Grant program supports select public high schools nationwide by providing better access to hands-on STEM learning and education to inspire scientific discovery.

The Sanofi Biogenius Canada Competition encourages high school students to engage in real-life STEM research to help build the skills required for future success, along with an opportunity to gain access to a network beyond the classroom.

Canada Diversity, Equity and Inclusion Council

The Council delivers on Sanofi's DE&I strategy with a focus on the needs of Canada. As part of the Council's charter, new members engage Canadian business leaders who are passionate about DE&I and recognize the value it brings. The Council, buoyed by the inclusion of new members in 2023, continues to drive the importance of self-identification for employees throughout the organization and reinforces to all managers the important role they play in being inclusive leaders and delivering on the company's DE&I strategy.

Challenge Your Bias Training

Planning took place throughout the year to deliver, in a company-wide rollout, training that seeks to underscore the important role all employees play in building a respectful work environment.

We Volunteer

We Volunteer is Sanofi's global community service initiative that focuses on reinforcing a shared sense of purpose where Sanofians see themselves as key drivers in solving challenges facing our communities. In the U.S., the program provides employees with two full days of paid time off to volunteer/support initiatives they are passionate about.

In 2023, our U.S. We Volunteer online volunteer opportunity portal was created to cultivate meaningful engagement for employees while addressing key issues in the communities in which we live and work.

We Volunteer by the Numbers

21K+
hours volunteered
(+44% YOY)

15
employee We Volunteer
ambassadors across the
country

3,500+
employee participants
(+61% YOY)

\$636K
value of donated time



Social Impact Awards

We take pride in celebrating the outstanding efforts of colleagues, many of whom go the extra mile to support the communities where we live and work. We know that building a just and equitable future requires the commitment and efforts of an organization and the buy-in of its people. The U.S. Social Impact Awards is an annual national recognition program that honors just a few of the thousands of colleagues who, every day, strive to make a difference in the lives of our patients and those around the country in need.

Nominated by their peers, the event honors individual employees or teams who go above and beyond in the areas of **Health Equity, STEM Education Equity, and Community Service.**

In addition, one colleague is recognized each year with the Tony Whalen Mentorship Award for their passion, role modeling, spirit of service, and mentorship.

All honorees receive a \$5,000 donation to the charity of their choice in recognition of their efforts.

HONORING
OUTSTANDING
CSR & DEI
INITIATIVES

Our 2023 award winners



Health Equity Award:

Health Equity Advocacy Acceleration

Core Team: **Angie Bricco, Madison**

Blagrove, Eric Racine, Bernadette Wang,

Elizabeth Franklin, Cassandra Goodman,

Melissa Chiarolanza, Jessica Pansini,

Matt Reynolds, Martha Knittel, Subarna

Malakar, April Ruggiero, Courtney Peters,

and **Rachel Solomon**

Among other accomplishments, the Health Equity Advocacy Acceleration

Core Team launched the **Health Equity**

Acceleration Awards, which fosters new

ideas from the advocacy community

and provides funding to organizations

exploring 10 hard-to-solve health disparity

challenges.



STEM Education Equity Award:

Zohreh Amoozgar, William Lythgoe,

Laura Powers, Lucie Rochard, and

Samantha Stewart

The Oncology Social Committee created the Model Pharma program to educate

students about drug discovery and careers in the pharmaceutical industry. The program has been successfully implemented with students from organizations including Big Brothers and Big Sisters of Eastern MA and interns from the Harvard Family Van Mobile Clinic.



Local People, Local Priorities Award:

Corinne Moran: For becoming a foster parent 3 years ago and opening her home to 20 children ranging from 4 months to 14 years old, all while continuing to care for her biological children and work at Sanofi full time.

James Kuzmak: As a volunteer firefighter and EMT, including 13 years as a PA state fire academy instructor, James has made a significant impact in both his local community and across the state, supporting several local fire departments and training both novice and experienced firefighters.

Adam Edwards: A board member of the NFL Players Association — Oklahoma Chapter where his efforts help raise funding for grants and scholarships awarded to more than 25 Oklahoma athletic departments and individual student-athletes. In addition, he volunteers with the National Football Alumni Association – Oklahoma Chapter as a Degree Completion Ambassador, guiding former Oklahoma student-athletes through the process of their degree completion journey.

Stephanie Thomas: Stephanie is a volunteer for numerous organizations including: St. Joseph’s School for the Blind in New Jersey where she helps collect food and conduct fundraisers for families; Sarah’s Daughters, a non-profit organization that helps families who have been affected by domestic violence; Blacks in Law Enforcement Serving the Community where she mentors children and conducts presentations on safety in senior living homes; and Safe & Sound Somerset, an organization dedicated to

helping domestic violence and sexual assault survivors, where she also serves as a member of the board.

Walt Kosar: This past year, Walt coordinated financial support for the Boys and Girls Club After School Program, Outreach Center for Community Resource’s Toyland Workshop and Marley’s Mission’s Client Transportation and Holiday Needs. Additionally, he coordinated a “Baby Shower” donation drive to benefit local new moms, and he is creating a volunteer opportunity for Sanofians for caroling at the Boys and Girls Club for their upcoming holiday event.

Antwaun Cook: A member of many volunteer initiatives such as For the Struggle, Roof Above, Democracy NC, and Active Plus, as well as the President of the Charlotte Chapter of the National Sales Network (NSN), Antwaun is actively supporting his community and assisting sales and marketing professionals going through the job search process. He also organized a sleep-out to raise awareness and collect donations for the unhoused.



Tony Whalen Mentorship Award:

Beth Brooks

In addition to her day-to-day role as Head of Patient Insights and Behavioral Sciences, Beth serves on the leadership team for the Capable & Able Network employee resource group, helping make Sanofi a place where people with disabilities thrive. Outside of the workplace, she has worked with the Rollins School of Public Health to set up Applied Practice opportunities at Sanofi and supervised two students obtaining industry experience. She has been a youth scout volunteer for 23 years, serving as a Troop Leader and Service Unit Manager for the Girl Scouts, and as a Merit Badge Counsellor, Committee Member, Advancement Chair, and Assistant Scoutmaster for Scouts BSA. She also teaches First Aid/CPR/AED classes for the American Red Cross.

REFLECT

the diversity of our patients
and communities

UNLEASH

the full potential of our employees

TRANSFORM

healthcare to be more inclusive
and equitable

Celebrating Inclusion: The Inclusion Awards 2023

In 2023, we launched the Sanofi Inclusion Awards to recognize individuals and teams whose exceptional efforts advanced diversity, equity, and inclusion (DE&I) across our strategic pillars of Reflect, Unleash, and Transform.

Reflect the diversity of our communities. *Unleash* the full potential of our employees. *Transform* healthcare to be more inclusive and equitable.

Following are our 2023 Inclusion Award winners, colleagues who went above and beyond to foster collaboration and drive tangible change at Sanofi. Their efforts, and the efforts of so many others, emphasize our shared goal of driving impact toward equity and inclusion.

Reflect

Duane Clark (General Manager—U.S. Rare Diseases)—honored for his dedication to building an environment that values every voice

Derek Green (Director of Marketing, U.S. Oncology)—celebrated for championing inclusion and diversifying talent acquisition

Unleash

Katrina Roby (Area Business Manager, Pulmonology)—recognized for fostering an inclusive culture where all employees feel empowered to create innovative ideas and solutions

Luis Silva, Elena Roemish, Rita Bartley, and **Emily Pasqualini** (Protein Sciences M&S Play to Win DE&I team)—lauded for nurturing an inclusive workplace culture

Transform

Amelia Conway (Business Excellence COE Analyst)—recognized for her impactful advocacy around inclusivity within the PRIDE Connect ERG

Sara Hammad (U.S. Associate Medical Director Transplantation), **Dalila Masic** (Director, U.S. General Medicines Medical Omnichannel), and **Amulya Tatachar** (U.S. Diabetes Medical Scientific Liaison)—each exemplified our commitment to engaging diverse communities and forging connections beyond the workplace

Inclusion Month

A series of dynamic events and activities were held throughout October 2023 to deepen the understanding and celebration of diversity, equity and inclusion, and our over 15,000 North America employees, all of whom bring unique identities, experiences, and perspectives that contribute to building a more inclusive and equitable workplace.

Led by employees, the activities fostered greater *Awareness*, promoted *Allyship*, and inspired *Action*, along with commemorating various cultural and identity milestones, including National Disability Employment Awareness, Hispanic Heritage, and LGBTQ+ History Months, as well as Indigenous People's, National Coming Out, and World Mental Health Days. Over 4,300 participants were actively engaged in diverse panel discussions, interactive workshops and cultural celebrations.



Sanofi Recognitions & Awards

The ongoing dedication of our employees to foster an inclusive workplace is at the foundation of the many external recognitions and awards that we receive.

Being recognized for our efforts means we're making a difference.

Our 2023 awards and recognitions included:



At the Heart of Equity

DRIVING IMPACT TOGETHER

*Driving Impact
Within Communities*

Partners in Purpose

Children's Health Fund: Community Health Equity & Engagement Roundtables (CHEER)

Sanofi has been a partner with the Children's Health Fund for more than 20 years. As the Founding Sponsor of CHEER, the program brings together community members, social service organizations, public health practitioners, educators, and policymakers to identify localized social drivers of health and collaboratively strategize solutions.

Held in various cities across the country, the roundtables position patients and families as essential decision-makers in the issues that matter most to them.

To date, eight CHEER events have been conducted, each resulting in new and innovative programs to reduce barriers to healthcare access, as well as new collaborations to drive sustainable impact.

A CHEER Boston event, in partnership with the Dimock Center, trained community members to use blood pressure cuffs as part of the Heart Health and the Hood Initiative.

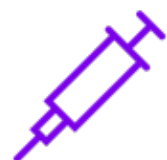


Equity in Action:

Sanofi's Commitment to Health Access Through Advocacy Partnerships

There are countless advocacy organizations across the country and world-leading efforts to bridge barriers to healthcare access and create a world where all individuals have equitable access to innovative medicines and vaccines.

Sanofi's 2023 Health Equity Accelerator Awards awarded innovative solutions from the U.S. advocacy community that helped overcome difficult disparities. The winning projects in 2023 made a profound difference:



More than 100,000 people in underserved communities were vaccinated for the flu



Over 200 people received lung screening and virtual coaching for asthma and over 40 people enrolled in the program—reducing symptoms and improving asthma management



African American patients were offered more programs to improve the odds of finding a transplantation match



Adults at Historically Black Colleges and Universities learned about autoantibody screening and treatment for Type 1 Diabetes



A celebration, in recognition of the 30 advocacy heroes behind the winning projects, was held in Washington, DC along with 250 guests. The work of advocacy organizations teaches us about building trust, embracing diversity, and the importance of service to others. By championing these causes, we are not just fulfilling our corporate responsibility—we are actively participating in a larger movement to transform medicine to be more inclusive and equitable, thereby making a tangible difference in the communities we serve.

Supplier Diversity

Sanofi has made significant progress in enhancing our company and supplier diversity program, committing to a €1.5 billion spend by 2025 and doubling our support to women-owned suppliers.

By 2023, we achieved 97.67% of the target set for 2025, surpassing the doubling of women-owned business spend two years ahead of schedule, reaching €262 million from a baseline of €62 million. Beyond financial gains, our program has positively impacted communities, brand perception, and talent attraction.

Sanofi’s socioeconomic impact practices enable us to mitigate risks, align strategies with societal needs, and maximize positive outcomes. These efforts have led to Sanofi being ranked 19th in the 2023 Top Companies for Supplier Diversity by Fair360 (formerly Diversity Inc) and receiving the Local Corporation of the Year award by New York and New Jersey Minority Supplier Development Council.

Overall, our Supplier Diversity program underscores intentional, inclusive, and responsible sourcing, fostering socioeconomic growth, innovation, and equal opportunities for small and diverse businesses within our supply chain.

SUPPLIER EFFORTS MAKING AN IMPACT

We partnered with Sodexo to integrate Kogi coffee into our supply chain, positively impacting 4,000 individuals and promoting sustainability.



We support Afrileadtech, a Black women-owned CRO specializing in clinical trial management, aligning with our goal to reduce the health equity gap and benefit approximately 15,000 individuals across 11 villages.



We support initiatives like “Supplier Diversity Thru Art” with BetterShared, a leading platform to discover and shop contemporary art, to convey messages about diversity and inclusion through visuals.



Sanofi ranked 19th in the 2023 Top Companies for Supplier Diversity by Fair360

At the Heart of Equity

DRIVING IMPACT TOGETHER

*Impacting
Inclusive Healthcare
For All*

Bridging Gaps to Health

A Million Conversations (AMC)

In 2023, Sanofi invested €50 million to launch a global effort to close the Trust Gap by building a bridge of trust between healthcare and diverse communities to improve engagement and health outcomes by 2030. The AMC initiative was launched in five markets—U.S., France, UK, Brazil, and Japan — and has already made significant progress.

Inclusive Dialogues

Sanofi launched AMC with internal and external partners at a Black History Month event featuring Magic Johnson. Since then, we have facilitated eight 90-minute dialogues led by our ERGs. Our Black, LatinX, Asian, Women, and Disability ERGs held dialogues in which their members spoke directly about their experiences in the healthcare industry and provided solutions on how Sanofi and other healthcare companies can improve customers' experiences to build trust.

In addition, we conducted external dialogues with community partners in MA, NJ, and PA that focus on getting those in underserved communities the care they have a right to. Our open and honest conversations led to recommendations on how we can help accelerate progress and build trust in diverse communities.

We look forward to continued engagement with key stakeholders and having internal and external dialogues throughout 2024.

QUICK FACT

30+ community conversations with external organizations and hundreds of employees involved in inclusive dialogues



Three key themes that came out of these dialogues:

1. *The need for cultural competency training for Health Care Providers*
2. *The need to engage more with Community Health Workers.*
3. *Health equity advocacy and external engagement*

Sanofi NextGen Scholarships

Through a global scholarship initiative in the U.S. through partnership with the Thurgood Marshall Scholarship Fund, 50 scholars from HBCUs and 10 scholars from Rutgers' Ernest Mario School of Pharmacy were awarded scholarships. As part of the program, we onboarded all the scholars and conducted development sessions around communications and how to brand yourself. By summer 2024, we will launch a mentoring program in which all scholars will pair with a Sanofi employee mentor. Our goal is to have at least 75% of the scholars work at Sanofi through internships, fellowships, or permanent hires. You can meet the scholars and our partners for the program [here](#).

Trust, Inclusion & Equity (TIE) Summit: Inclusion Reimagined Sanofi's inaugural Trust, Inclusion, and Equity (TIE) Summit brought together a diverse range of over 180 in-person and 500+ virtual participants across Sanofi NA at our Cambridge Crossing, MA, office, including Sanofi executives, employees, CSR & DE&I colleagues, community health workers, local government leaders, and subject-matter experts.

Aligned with our global "A Million Conversations" initiative, the TIE Summit focused on rebuilding trust in healthcare, particularly with underrepresented groups such as ethnic minorities, women, people with disabilities, and LGBTQ+ communities.

The summit featured several keynote speakers:

Eric Alva (Iraq War veteran, LGBTQ+ rights activist, and diversity advocate)

Frans Johansson (Global DE&I and innovation thought leader, bestselling author, and CEO of Via Renaissance)

Uche Blackstock, MD (Author, CEO, and Founder of Advancing Health Equity LLC)

The TIE Summit
garnered a
96%
favorable rating

Inclusion Reimagined is not about playing it safe; it's about questioning norms and venturing into uncharted territory. We've embraced emerging technologies—artificial intelligence, mobile health apps, and personalized medicine—exploring how they can prioritize equity and work for everyone.





Attendees gained new perspectives on DE&I and health equity and left with a clearer vision of how to actively contribute to these important causes.

The summit's impact and collaborative approach extended beyond Sanofi, attracting external partners such as the Thurgood Marshall College Fund, Mass Bio, and Boston Children's Hospital Trust.

Sanofians gathered in Boston, MA, to speak directly with community partners, health experts, and those most impacted by healthcare barriers.



[The TIE Summit] was an incredible collaboration between Sanofians, community partners, and subject matter experts to gain an honest understanding of healthcare barriers and how they can be addressed.

— Adam Gluck
Head of U.S. and Specialty Care Corporate Affairs



Supporting Community Health Workers (CHWs)

Sanofi is committed to developing community-based solutions to health navigation and improving access to critical health resources in under-resourced communities. In doing so, we have made a long-term commitment to strengthen workforce capacity for Community Health Workers.

Through our signature partnership with the National Association of Community Health Workers (NACHW), more than 200 employees donated their time to aid in the development of a CHW digital platform that will, for the first time, unify and support the workforce across the country. In addition, Sanofi is working with NACHW on policy and reimbursement issues that are essential to their livelihood and patient outcomes.



Ideation roundtable as part of the Sanofi Employee Innovation Journey to design NACHW's first national digital platform

SIGNIFICANT IMPACT

- First national CHWConnector Digital Platform to launch June 2024
- 75 CHWs trained and participated in 117 legislative meetings on Capitol Hill
- The CHW Access Act was introduced in March 2024 to help ensure that “Medicare eligible persons have access to the health and social services of a local and trusted Community Health Worker without a copay.”

Beacon of Hope major achievements

1. *Launched clinical trial network center of excellence framework*
2. *Developed strategic roadmap & tactical plan for implementation*
3. *Completed a site readiness assessment & investment plan for each CoE*
4. *Attended & led a panel discussion at the inaugural beacon of hope annual convening*
5. *Established program-level & CoE-specific key performance indicators*

Clinical Trial Diversity

In 2023, the Diversity & Inclusion Clinical Trials (DICT) team set its multi-year goals and priorities, which include refining its governance and team structure, developing a global strategy and strategic pillars, demonstrating a year-over-year increase in its U.S. DICT KPIs, and launching the diversity plan and strategy outside the U.S. in Brazil and the UK.

To ensure the implementation and execution of those priorities, the team grew, doubling in size, allowing the team to build the necessary infrastructure to deliver on its mission and strategic pillars.

We also achieved the following:

- Improved U.S. DICT KPIs year over year
- Exceeded Brazil DICT KPIs 2023 goals
- Launched the global roadmap for expanding DICT efforts in additional regions

The team also continues to strengthen our partnership with **Beacon of Hope**—an initiative focused on co-creating effective, measurable solutions to advance health equity—by establishing Clinical Trial Centers of Excellence with a healthy trial network, resource plan, and growth strategy at Morehouse School of Medicine, Meharry Medical College, and Howard University College of Medicine.

The team achieved its 2023 goal of establishing our Sanofi-specific investment strategy to support Beacon of Hope—and is on target to achieve its goal of having at least one study at each CoE by 2025.

Monique Adams, Executive Director, Global Head, Diversity and Inclusion in Clinical Trials, moderates a panel with other experts on improving collaboration in Clinical Trial Diversity.



2023 Sanofi Patient Support Programs by the Numbers

3.6 Million

of redemptions of a Sanofi copay assistance card

\$1.48 Billion+

patient savings from use of copay assistance programs

127,369

of patients who received free medicine through patient assistance programs

\$1.71 Billion+

Value of medicine provided via patient assistance programs

128,609

of times Insulins Valyou Savings Program was used

\$61.9 Million+

patient savings from use of Insulins Valyou Savings Program

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INCLUSION AND SOCIAL IMPACT 2023 REPORT

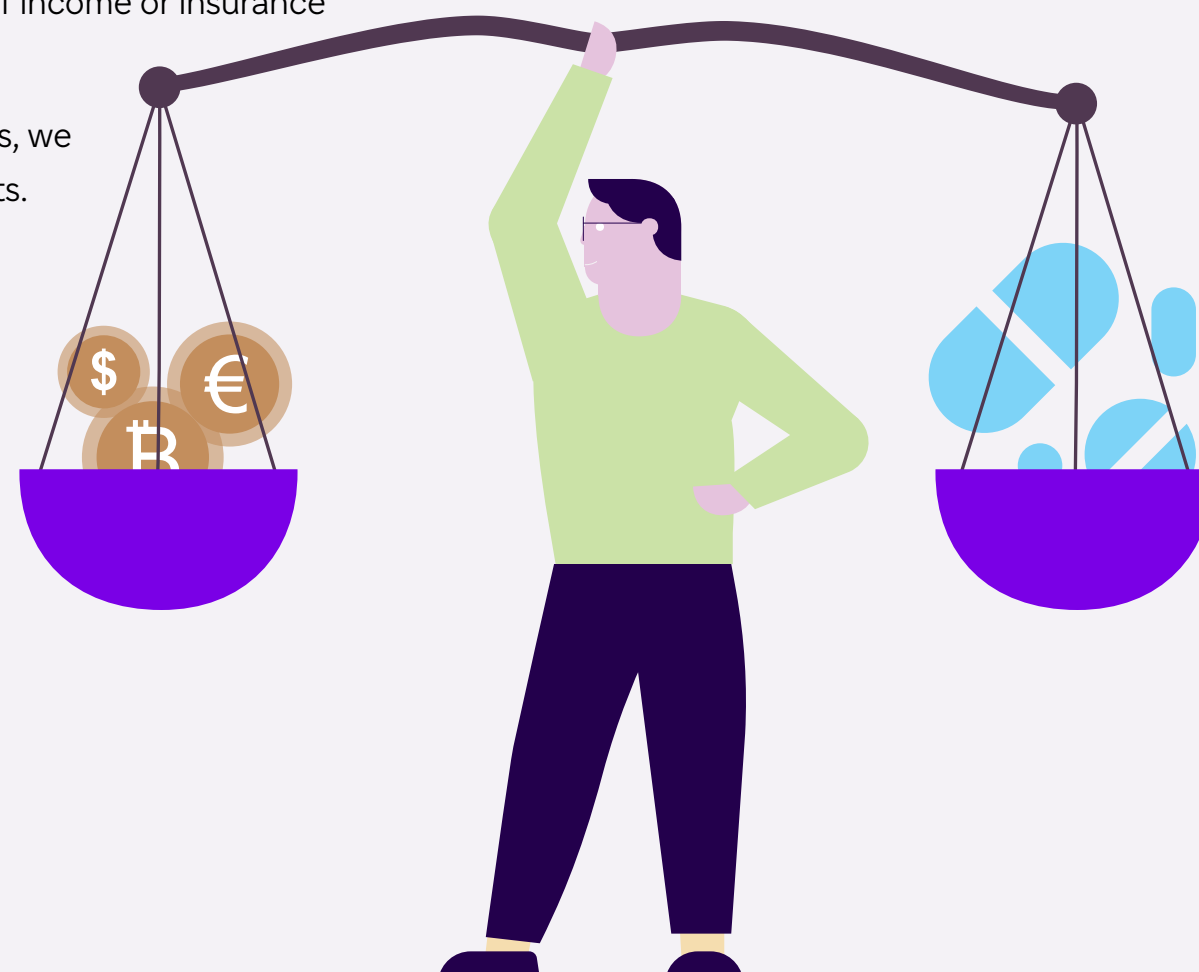
Pricing Principles: 2024 Pricing Report/Patient Assistance Overview

For years, Sanofi has been committed to making our treatments accessible and affordable to those in need. Through patient support programs, we've helped reduce prescription medicine costs for patients in need, regardless of their insurance or income level. Sanofi was the first company to introduce a program through which uninsured patients could access one or more of our medicines at a set price.

Today, our patient-centric savings programs help most people reduce the cost of several of our insulin medicines to a price of \$35 or less for a 30-day supply, regardless of income or insurance status.

And, through several patient assistance programs across therapeutic areas, we also provide free medications to qualified low- and middle-income patients.

As we look forward, we will continue to review and evolve our programs to better serve and improve affordability for patients.



Looking Forward

In 2023, the Sanofi CSR and DE&I teams demonstrated our collective impact by actively listening to our communities and working to create positive change both within our organization and beyond, with impact both seen and felt within and outside of our organization.

We are inspired by the significant strides made across the company in 2023 towards building a more equitable and healthier future for all. Among those, and most notably, we shine a spotlight on the launch of the A Million Conversations initiatives that are working to rebuild trust with diverse communities and healthcare industries.

As we move into and lead through 2024, we are excited to continue to push boundaries and achieve greater impact for our employees, patients, and the communities we serve. Together, our teams are particularly motivated by our upcoming initiatives on health equity and its potential to make a sustained impact, which we know will entail continuing engagement with our employees and community partners.

We remain united and committed to continuing to embody our theme:

At the Heart of Equity—Driving Impact Together.

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