

Sanofi’s individual commitments to act4nature International

INDIVIDUAL COMMITMENTS						REPORT ON THE IMPLEMENTATION OF COMMITMENTS		
Link Common Commitments	Commitment	Scope	Indicators	Measurable target SMART	Deadline	Status	Explanations of the status	Verification method
4 5	Responsible purchasing Continue its responsible purchasing policy with regard to the environment, particularly in terms of biodiversity	Global	For each prioritized convenience, % of purchases made that meet our sustainability criteria	N/A	Permanent	Not started	Between 2022 and 2024, Sanofi conducted a detailed mapping of natural origin products in its value chain (<i>based on the list of “High Impact Commodities” developed by the SBTN</i>). This work led to the prioritization of certain commodities linked to deforestation and should result in the next announcement of new targets for the sustainable sourcing of some of our raw materials derived from these commodities, with a particular focus on issues related to deforestation	Self-assessment
4 5	Genetic resources Strictly comply with the Nagoya Protocol (<i>2010</i>) on access to genetic resources and the fair and equitable sharing of benefits arising from their use	Global	N/A	N/A	Permanent	In progress	This is an ongoing commitment that is fully integrated into our quality management system and our purchasing processes. To achieve this, the Sanofi Group has implemented several tools: <ul style="list-style-type: none">- an intranet site designed to raise employee awareness by providing documentation and training materials- a dedicated working group, the “<i>Nagoya Expert Group</i>”, composed of experts in bioethics, risk management, and research and development- specific procedures and guidelines integrated into our quality management system	Self-assessment
3 4 5	Biodiversity preservation and management Preserve and implement biodiversity management plans within and around all sites identified as sensitive by 2020	Global	% of Sanofi sites that reported implementing at least one biodiversity initiative in the past year	60%	2020	In progress	The deadline for this objective is December 31, 2025, which explains its “ <i>in progress</i> ” status This program, which aims to better understand and reduce the impact of our own activities on local ecosystems and biodiversity, is currently being rolled out at 13 sites around the world, with 70% progress achieved by the end of 2024	Self-assessment
4 5	Protection of biodiversity and natural resources Integrate responsible purchasing criteria into the selection and monitoring of our suppliers for the majority of our spending by 2022	Value chain	% of “ <i>high-risk suppliers</i> ” for which a comprehensive assessment against our sustainability commitments has been completed	60%	2022	Closed	As explained in our “ <i>Sustainable Procurement</i> ” position paper available online (<i>latest version: May 2024</i>), Sanofi has effectively implemented a comprehensive strategy to ensure compliance with our values and commitments in terms of sustainable development in our supply chain The 2022 target (<i>60% assessment of our high-risk suppliers</i>) has been extended to 100% by 2024. At the beginning of 2024, we had successfully covered 93% of these high-risk suppliers, which leads us to believe that the target has been achieved since	Internal audit
8 10	Raise awareness and mobilize our collaborators World Environment Day event at all sites	All countries All sites All activities	N/A	N/A	Permanent	In progress	World Environment Day is celebrated every year at every site within the Group, which explains the “ <i>ongoing</i> ” status	Self-assessment
8 10	Raise awareness and mobilize our collaborators International development of Plan Bee©	All countries All sites All activities	Number of Sanofi sites where the program is implemented Total number of active beehives Total number of volunteers Kg of honey harvested in one year	20 sites 107 active hives 145 volunteers 570 kg of honey harvested	Permanent	In progress	<i>Plan Bee©</i> is a great tool for raising awareness and educating people about biodiversity issues. Performance for 2024 is not yet available, but will be made public at the end of Q2 2025 with the publication of our biodiversity factsheet, which will be available on sanofi.com For information, <i>Plan Bee©</i> was rolled out in 2023 at 20 sites worldwide and had more than 100 beehives. Nearly 150 volunteers took care of our bees and harvested 570 kg of honey, which was sold to benefit our “ <i>Les Enfants de Sanofi</i> ” program The <i>Plan Bee©</i> program is renewed every year, which explains its “ <i>ongoing</i> ” status	Self-assessment
8 10	Raise awareness and mobilize our collaborators Planet Care program (<i>commitment and collective intelligence</i>)	All countries All sites All activities	N/A	N/A	Permanent	In progress	This program completed its fourth edition in 2024, notably with the signing of a two-year partnership with a UK university to develop nature-based solutions for treating drug residues in water. This project was selected from several others after a vote by all group employees and approval by an internal jury The “ <i>Planet Care Challenge</i> ” program is renewed every year, which explains its “ongoing” status	External audit

✓ The reports cover all commitments due by the end of 2024, including those that had already reached their deadline but were not closed in previous reports.