

U.S. CORPORATE SOCIAL RESPONSIBILITY: HEALTH EQUITY

A Core Belief Connected to the Purpose-Driven Culture of Sanofi

We believe that everyone deserves equal opportunity to thrive: to be healthy, to be an innovator, to be part of a flourishing community. These beliefs form Sanofi's philosophy on Corporate Social Responsibility, and underpin every facet of our business. We believe in listening first, so that we can identify and solve fundamental issues that would benefit most from our unique strengths and yield the biggest impact for our communities. Our US-based strategy aligns to the company's global approach, with activation based on the unique needs of our communities. Over time, as the needs of the communities we serve change, continued input from our partners, employees and the communities themselves will guide how we change alongside them.

3
KEY PILLARS



Local People & Priorities



Health Equity



STEM Education Equity



Health Equity

Everyone deserves the opportunity to be healthy.

When we address what drives health inequities in our society, we can improve long-term health outcomes for all. This is especially true within certain communities: namely, communities of color who are chronically underserved. From our Diversity, Equity & Inclusion specialists, to the Science Policy team, and many functional areas and departments in between, we prioritize our mission to expand society's fundamental right to health in every area of business.

Our commitment

Raising awareness of resources including health programs and services in historically marginalized communities

Running programs rooted in communities to provide access to the resources needed for a healthy life

Understanding the complexity of the issues so we can better provide the resources and tools needed to make the most meaningful impact

Purpose-Driven Programming

Trusted Messengers

What we heard: In 2020, we were called to address historic health inequities magnified by the disproportional impact of COVID-19 on communities of color.

What we did: We launched the Trusted Messengers Project in collaboration with the Allergy & Asthma network, to mobilize leaders from local communities, health advocacy and pharmaceutical organizations and build trust with people of color while providing health services.

How it's going: Our founding partnership helped to provide access to COVID-19 education and testing, asthma and COPD education, and accelerated digital innovation with respiratory long-term follow-up care programs that enrolled over 250 patients since 2020. It also has led to additional funding from other sponsors, enabling the program to focus on the disparity needs and expand its reach to multiple cities throughout the country.

DRIVE

What we heard: According to the National Minority Quality Forum (NMQF), people of color are often associated with a higher risk for severe complications from influenza while being less likely to receive an influenza vaccine.

What we did: In collaboration with NMQF and the Center for Sustainable Health Care, we helped develop the DRIVE program to empower trusted leaders and arm them with the tools and resources needed to improve vaccine rates at the community level.

How it's going: This past year, DRIVE has empowered over 100+ communities, 25+ health systems, and 500 HCPs to deliver trusted tools in underserved communities.

Children's Health Fund

What we heard: For so many reasons, health care remains inequitable, and an enormous challenge for millions of children and families throughout the country.

What we did: As a long-time partner to the non-profit Children's Health Fund's Medical Home Initiative, we've helped ensure comprehensive primary care services to children regardless of where they live or their insurance status.

How it's going: Through fixed, pop-up and mobile medical clinics in Trenton, NJ and Washington, D.C., our partnership served more than 21,492 pediatric patients in 2021 alone.



By the numbers



TRUSTED MESSENGERS
4,200+ patients screened for COVID-19, asthma and COPD



DRIVE
Increased vaccination rates in underserved communities by **5-30%**



CHILDREN'S HEALTH FUND
Provided **88,411** clinical encounters

U.S. CORPORATE SOCIAL RESPONSIBILITY: STEM EDUCATION EQUITY

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STEM Education Equity



STEM Education Equity

Everyone deserves the opportunity to be an innovator.

When educators are empowered to teach STEM effectively – and students have equal access to STEM subject matter – there’s a positive impact across the community. Long-term, that impact translates into potential for more STEM-related job opportunities and more effective, culturally sensitive community health care. The cross-functional programs and initiatives championed by our Talent Acquisition team, Research & Development scientists, Industrial Affairs’ plant managers, and more are essential to making everyone an innovator.

Our commitment

Supporting teachers through tools and training so they can better support students as they develop and deepen knowledge and skills

Advancing an equitable talent pipeline that is continually filled with qualified STEM students from underserved communities

Listening to identify opportunity gaps and determine where financial investments would make the biggest positive impact

Purpose-Driven Programming

STEM Careers Coalition

What we heard: In underserved communities across the country, budgets do not support the kind of STEM training and coursework needed for teachers or students to build those skills.

What we did: We collaborated with a select group of companies as a member of Discovery Education's STEM Careers Coalition to tackle the lack of diversity and unequal access to opportunity in the STEM workforce pipeline by bridging industry and classrooms at unprecedented scale. With the goal of reaching 10M students in more than 5K schools, we share one vision which is to build the next generation of solution seekers.

How it's going: Schools across the country are receiving access to a flexible learning platform that connects educators to a vast collection of compelling, ready-to-use STEM lessons and hands-on activities to enhance core curriculum.

Students 2 Science

What we heard: For students in economically challenged communities, it can be a burden to offer the kind of hands-on STEM experiences that get kids interested and inspired to learn.

What we did: We collaborated with Students 2 Science on their mission to inspire, motivate, and educate our nation's future STEM leaders by closing education, access, and opportunity gaps—and bring STEM learning to life for elementary through high school students.

How it's going: Our involvement has helped deliver countless hands-on and virtual STEM experiences, including virtual webinars featuring Sanofi STEM career pathways.

By the numbers



STEM CAREERS COALITION

4.5M students reached
since 2019 launch



STUDENTS 2 SCIENCE

33,008 students served via hands-on, real-world STEM experiences



U.S. CORPORATE SOCIAL RESPONSIBILITY: LOCAL PEOPLE & PRIORITIES

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Local People & Priorities

Everyone deserves to be part of a thriving community.

When the people who live in our communities know that their life- and health-related concerns are a priority to those around them, their quality of life and the health measurements of their community improves. That's why we're dedicated to helping solve community concerns at the local level in our many locations. Our own cross-functional partnerships are essential to building long-term partnerships between local people and qualified experts, clinicians, investors and local businesses.

Our commitment

Collaborating to provide meaningful impact that takes into account the complexity of community issues

Addressing issues at the local level to address the challenging dynamics that affect and undermine support structures for underserved populations

Building an engaged employee culture and actively promoting community awareness, engagement and volunteerism

Purpose-Driven Programming



Community Foodbank of New Jersey (CFBNJ)

What we heard: In New Jersey, around 800,000 people face hunger every day—one fourth of whom are children. Since the pandemic began, CFBNJ’s network has seen a 50% increase in demand for food assistance.

What we did: Our employees in Bridgewater, NJ activated a longtime partnership with CFBNJ through volunteering and financial contributions.

How it’s going: Since the pandemic began and during a time of immense need, we helped to support the distribution of more than 88 million meals.

Pocono Services for Families and Children (PSFC)

What we heard: In a place where Sanofi employees work and live, Monroe County, there is a large population of children and families who live in poverty.

What we did: We partnered with PSFC to help fund its “cradle to career” continuum, which enrolls children in quality preschool/school-age programming while offering financial, health care, housing, educational and employment security resources to parents.

How it’s going: In addition to seeing the positive impact made on individuals in our community, in 2019 PSFC was recognized as the national recipient of the Dr. Edward Zigler Award for innovation in community development.

Boston Dimock Center

What we heard: During COVID-19, low-income people of color were significantly impacted, which make up the majority of the Dimock Center’s patients and families. Roughly 45% delayed health care and 56% experienced worsening chronic health conditions.

What we did: Through our collaboration with the Dimock Center, a community health center that offers the full continuum of substance use treatment on one campus, we helped create a specialized care unit offering vital services for those with a substance use disorder who test positive for COVID-19.

How it’s going: The Dimock Center provides over 19,000 people annually with convenient access to high quality, low-cost health care and human services that might not otherwise be available.

By the numbers



82% of employees have volunteered to serve in their local communities



5,130 employees have signed up for Sanofi’s volunteer portal