



sanofi



SUSTAINABLE BUILDING CHARTER

Office buildings



June 2022

1.1 Work at Sanofi

We are one company, driven by a unifying purpose - we chase the miracles of science to improve people's lives - and a common ambition: to transform the practice of medicine for patients worldwide. We bring this to life through our people, by delivering our strategy and living our Sanofi culture. To be successful, we need to continue reinventing how we work. How? By transforming our workplace into a place where *every Sanofian feels included, valued and able to bring their best selves to work every day.*

We believe our leaders and teams must reflect the vibrant diversity of the communities we serve so that we can act for our patients and customers in a way that makes a difference through our diversity of thought and our actions. Our work experience plays an important role in how we redefine how work gets done at Sanofi. The Play to Win strategy, combined with the changing dynamics of flexible work and talent expectations, have pushed us to think more broadly than the physical office environment.

For Sanofi, progress means possibilities. While the office will remain a significant part of our work experience, we believe that the role of the office has changed for good and will *continue to evolve.*

We are no longer limited to the four walls of a building. In the future, we will work in a variety of environments: offices and labs, in the comfort of our own homes or in the new co-working spaces and cafés, and even while we are in transit. With that in mind, at Sanofi we believe that our view of the employee experience should be one that is rooted in *hospitality principles that support this new way of working from office, home, and elsewhere.*

To make this vision a reality, we got together a group of innovative minds to make sure that when we started this new way of working, it would work for everyone. Over the past five years, we've been busy testing, trialing and learning from our new workplaces all over the world. By learning from one another, empowering fresh, new ideas and not being afraid to explore possibilities, we have built a strategy that will help propel us into a better future. We've done all of this with one North Star: creating a positive, inclusive work experience that allows every person at Sanofi to pursue progress. Let's get started.

We must anchor the Play to Win behaviors across the business to ensure that we leave our old ways of working behind and embrace the new culture we need.

*Natalie Bickford
Executive Vice President,
Chief People Officer*

1.2 Our approach

Sustainability is of paramount importance in every decision that we make corporately and as an individual. Through the definition of the Sustainable Building Charter, we aspire to *promote healthy, effective, and comfortable workplaces for everyone.*

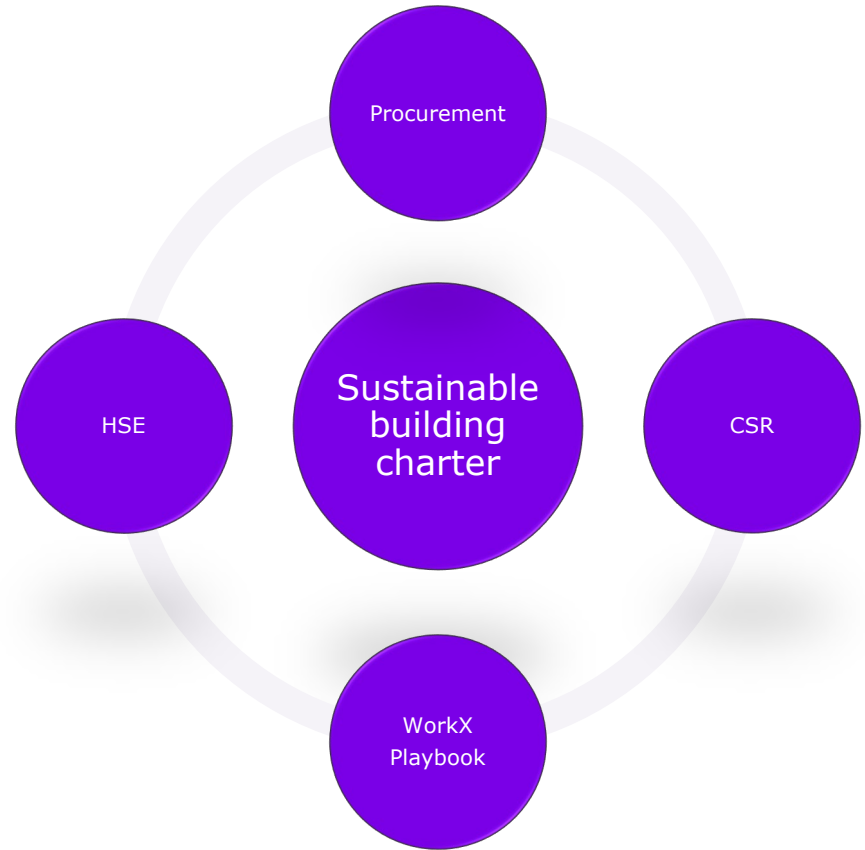
This framework embraces our values and ethics and is intended to operationalize our sustainable goals into tangible, actionable directives across all projects.

Ultimately, our actions answer to the *Group Planet Mobilization* stakes and aim to attract the best talents.

It is important to note that all projects from design to operation should strive for the embodiment of Sanofi's sustainable mission, above the achievement of *building certifications.*

Local regulations must be applied if more constraining than this charter.

- Water and Air emissions
- Noise emissions at site limit
- Visual aspects Compliance with local permitting process, building codes and architectural requirements

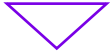


1.2 Our approach



PEOPLE

Providing a healthy, safe and comfortable work setting for our employees and stakeholders.

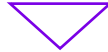


- **HEALTH:** Promote healthy work environments
- **COMFORT:** Provide comfortable workplaces for all
- **MIND:** Enhance psychological wellbeing through positive work environments



PLANET

Reducing the environmental footprint of our administrative sites to preserve natural resources, as there is no "Planet B".

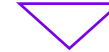


- **RESOURCES:** Reduce the asset consumptions and emissions
- **BIODIVERSITY:** Protect and develop local flora and fauna
- **CLIMATE:** Mitigate our impact on climate change and adapt to its effects



COMMUNITY

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



- **INCLUSION:** Take on its role as an ordering party to have a positive impact on the society
- **MOBILITY:** Support public networks and promote environmentally-friendly means of transportation
- **PARTNERSHIP:** Develop constructive relations with the economic partners and local community

2.1 People



Providing healthy, safe and comfortable work settings for our employees and stakeholders.

HEALTH

- INDOOR AIR - Implement the conditions for healthy indoor air for all building users.
- DRINKING WATER - Provide and maintain drinking water points accessible to all building users.
- HARMFUL PRODUCTS - Design an environmentally-friendly and pesticide-free building management approach.
- ELECTROMAGNETIC WAVES - Consider current national regulatory guidelines to limit the electromagnetic impacts on occupants of technical and telecom equipment.

COMFORT

- VISUAL - Give every workstation access to natural light, outdoor views and high-quality artificial lighting.
- ACOUSTIC - Ensure high acoustic performance in all areas of the building.
- OLFACTORY - Maximize olfactory comfort in all occupied spaces.
- HYGROTHERMAL - Work on thermal comfort factors for occupants by creating various thermal environments.

MIND

- SOCIALIZATION - Combat social isolation by facilitating formal and informal exchanges between occupants using building design.
- ACTIVE DESIGN - Encourage movement within the site using building design.
- MULTI-AMBIENCES - Accommodate the specific needs of building users by creating various ambiances using a multisensory approach for interior design.
- BIOPHILIA - Facilitate a connection with natural elements and an experience of nature for occupants.

2.2 Planet



Reducing the environmental footprint of our administrative sites to preserve natural resources, as there is “no planet B”.

RESOURCES

- ENERGY - Minimize energy consumption.
- WATER - Maximize the amount of drinking and non-drinking water saved.
- WASTE - Reduce impacts related to waste production.
- CIRCULAR ECONOMY - Identify the materials and furniture that can be reused in-situ, resold or given.

BIODIVERSITY

- NATURAL SPACES - Limit impervious surfaces and maximize planted areas and flower meadows.
- REMARKABLE SPECIES - Promote local and protected flora and fauna by favoring remarkable species and limiting invasive or allergenic species.
- ECOLOGICAL MAINTENANCE - Implement a green spaces maintenance that respects living beings and proscribes pesticides.

CLIMATE

- CARBON FOOTPRINT - Limit greenhouse gas emissions throughout the life-cycle of the asset.
- NATURAL HAZARDS - Prevent the consequences of global warming acceleration.
- MIXED-USE - Combat the technical and usage obsolescence of the building to extend its lifetime and to foster a feeling of sharing between occupants

2.3 Community



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

INCLUSION

- SITE CHOICE - Maintain the original social and environmental value of land parcels chosen for Sanofi's locations.
- CORPORATE CITIZEN - Act as a committed company providing local support to the city and local community.

MOBILITY

- URBAN DENSITY - Support public transportation existing networks and foster their development.
- EMPLOYEE EMPOWERMENT - Promote the use of public transit and other environmentally friendly means of transportation for all staff, considering the specific needs of disabled people and elderly people

PARTNERSHIP

- DUE DILIGENCE - Make informed and responsible purchase decisions throughout the building life-cycle.
- IMPACT SOURCING - Support local economic system and community through real estate projects.
- CULTURE - Showcase the occupants' talents by developing an art project or festive events onsite.

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Thank you
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