

2021

Sanofi Turkey
*Sustainability
Report*



sanofi



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We chase the miracles of science *to improve people's lives*

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Scientific discoveries don't happen overnight or without hard work... But our determination to find answers for patients motivates us to develop breakthrough medicines and vaccines. And we never settle...

We have become a global healthcare company, thanks to our desire for discovery which is in our DNA. This reflects our quest to make life better for all our stakeholders, chiefly among them are our patients.

As a result of our patient-focused discoveries over the past 50 years, we have become a global leader in healthcare with a rich scientific heritage. With our breakthrough inventions, cutting-edge science and high-quality manufacturing fueled by digital technologies, we transform the practice of medicine, turning the impossible into possible for millions of people around the world.

Our desire to improve human life makes us stronger, driving us to grow, to learn, and to collectively push our limits. By chasing the miracles of science, we aim to be the best- and first-in-class in everything we do for patients...

About the Report

Sanofi Turkey Sustainability Report 2021 is the eighth performance report we published about this topic. Following the release of the first report in 2011, we have started publishing our reports annually ¹⁰²⁻⁵² as of 2017.

This report covers Sanofi Turkey's sustainability performance between January 1 and December 31, 2021 ¹⁰²⁻⁵⁰. When used alone, the 'Sanofi' brand used in the report covers all the global operations of Sanofi, and the 'Sanofi Turkey' brand refers to Sanofi Sağlık Ürünleri Ltd. Şti., Sanofi İlaç Sanayi ve Ticaret A.Ş., Sanofi Pasteur Aşı Ticaret A.Ş., and Opella Healthcare Tüketici Sağlığı A.Ş.

The main topics including the details of the sustainability performance of Sanofi Turkey are published in the 'Sustainability' section of the Sanofi Turkey website. Referrals have been made to this report refers to the information on the website where necessary.

This report has been prepared by the Sanofi Turkey Sustainability Committee, led by our Corporate Communications Department, reviewed and approved by our Sustainability Council.

All our sustainability reports published to date are written in accordance with the reporting framework of the Global Reporting Initiative (GRI).

This report ¹⁰²⁻⁵⁴ has been prepared in accordance with the GRI Standards: 'Core' option. Furthermore, this report presents our actions and contributions towards the United Nations Sustainable Development Goals since 2017.

[Please click here](#) to reach our previous sustainability reports.

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Message From Our Country Lead ^{102-14, 102-15}

Esteemed Stakeholders,

It is with great pride that I announce the completion of Sanofi Turkey's eighth Sustainability Report and achievement of many desired sustainability performances. The value of sustainability becomes evident in the careful, long-term planning and the day-to-day performance of a multitude of tasks. As such, we have sustained our successful performance in line with our company's global commitments.

We are passionately dedicated to working for a better world and our way of working holds all our leaders responsible for our sustainability goals. This way of working has helped us to successfully progress to our position in 2021 in the areas of creating disease awareness, R&D investments, fostering a healthier planet, contributions to local economy, decent workplace for our people, and initiatives for equal opportunity and diversity in our community...

As a global healthcare company, we find it important to produce in Turkey and contribute to our economy. With investments exceeding \$1 billion, we stand out among international pharmaceutical companies in our country. We are leading the field of health sciences in Turkey thanks to our manufacturing capabilities and innovative treatment solutions.

Our investments to reduce our environmental impact continued in 2021. Our manufacturing site now operates on a 100% renewable electricity, a practice subsequently taken up by our head office and distribution center, earning us the "Eco-Friendly Pharmaceutical Company of the Year" award.

2021 has been a year where we continued to place a special focus on healthcare professionals, offering trainings on the diagnosis and treatment of various diseases. We continued the awareness-raising and training efforts in diabetes in the 11th year of our "Diabetes at School Program". Meanwhile, our 30 volunteers assisted the training workshop for 248 preschool children across different cities within the framework of the "Lend a Hand for the Future" project in 2021. We continued to support the participation of young women in the workforce, helping them become better equipped through our "Women Leaders of Future" program, held in collaboration with Women Entrepreneurs Association of Turkey (KAGIDER). As a result of our continued efforts in 2021, the number of the project's alumni reached 1,200.

These are just a few of the impressive figures featured in our report. The following pages provide a more detailed glimpse into our sustainability efforts.

Last but not least, a few words about change. If you have read our earlier Sustainability Reports, you will easily notice that our 2021 Report has a brand-new look, indicative of our change. This is because we have renewed ourselves!

Boasting a rich heritage of half a century of patient-oriented scientific discoveries, Sanofi has undergone a major brand transformation. This transformation highlights Sanofi's ambitious strategy for the future, while aptly reflecting its corporate journey. Our new brand and logo complement our corporate purpose: 'We chase the miracles of science to improve people's lives'.

While you read these lines, we have already rolled up our sleeves to start working on actions that will feature in our next Sustainability Report. Our renewed energy and strong determination will shape our operations going forward because #WeCanDoMore.

Best regards,

Cem Öztürk

Sanofi Turkey Country Lead and
Foundation Community Head, Sanofi Turkey, Africa and Middle East

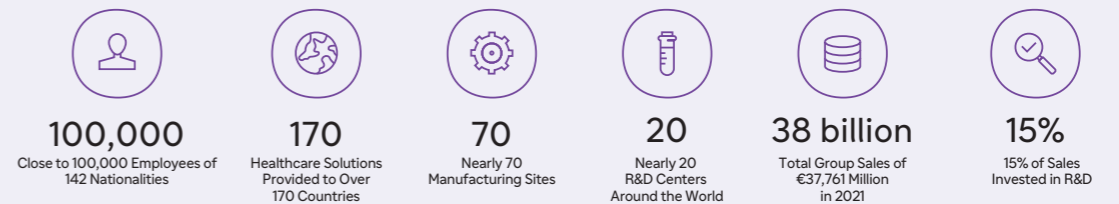


About Sanofi

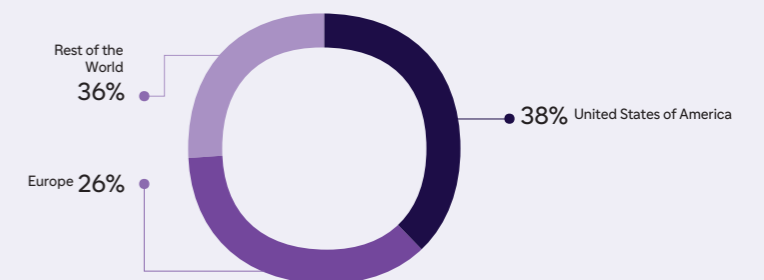
As an innovative global healthcare company, we stay true to our purpose: We chase the miracles of science to improve people's lives. With nearly 100,000 employees worldwide, we are committed to transforming the practice of medicine, turning the impossible into possible. Putting sustainability and social responsibility at the heart of our strategy, we offer healthcare solutions and life-saving vaccines that are bound to change the fate of millions of patients worldwide.

Since our establishment, we have made numerous discoveries that improve people's lives in a wide range of areas from diabetes and cardiovascular diseases to rare diseases and infectious diseases. We take great pride in this rich heritage, and passionately continue our efforts to develop innovative, breakthrough medicines and vaccines.

Sanofi in the World



Distribution of Revenues - by regions 2021



4 Global Business Units in Primary Care Areas

- General Medicines**
 - Diabetes and Cardiovascular
 - Core Products
- Specialty Care**
 - Rare Diseases
 - Multiple Sclerosis
 - Oncology
 - Immunology
 - Rare Blood Disorders
- Vaccines**
 - Diphtheria
 - Tetanus
 - Pertussis
 - Polio
 - Haemophilus Influenzae type B
 - Invasive Meningococcal Disease
 - Influenza
 - Typhoid
 - Hepatitis A/B
- Consumer Healthcare**
 - Allergies, cough and cold
 - Pain care
 - Digestive wellness and nutrition
 - Food supplements

Our efforts are driven by the clear ambition to develop breakthrough medicines and vaccines and get them to the people who need them. We are ready to make a bigger impact than ever to transform the practice of medicine. As we build on our proud heritage, we aim higher, focusing on the first- and best-in-class healthcare solutions for patients.

With a strong focus on hard-to-treat diseases and vaccines, our R&D product pipeline includes 91 projects in various clinical stages, out of which 34 projects in Phase III or pending regulatory approval. Some of these projects involve the discovery of new molecular entities, while others cover existing products with potentially new labels or different formulations.

Clinical Studies



As of Dec. 31, 2021



●
Sanofi
Turkey
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102-1, 102-2,
102-4, 102-5,
102-6

With our 64-year footprint in Turkey, we work to provide innovative healthcare solutions for diseases in our therapeutic areas.

What makes us a leading pharmaceutical company in our country are our over 1,500 employees, our Lüleburgaz plant, one of Turkey's largest pharmaceutical manufacturing sites, and our wide product portfolio. As an indication of the importance we attach to localization, we manufacture 86% in volume and 55% in value of our product portfolio in our country as of the end of 2021.

Our Lüleburgaz plant is one of the biggest in terms of pharmaceutical manufacturing capacity in Turkey, and as such, ranks among Sanofi's top three manufacturing sites globally.

This site has an annual production capacity of 445 million in volume per year and manufactured 300 million in volume in 2021. The site produces high-quality medicines at the global healthcare standards in a wide range of forms. Generic molecules are also developed here at our R&D center located at on site. Fifty-eight new generic molecules have been developed at our R&D center since 2019 when our center received ministerial approval.

SANOFI TURKEY COMPANIES AND BUSINESS UNITS ¹⁰²⁻⁴⁵

SANOFI SAĞLIK ÜRÜNLERİ LTD. ŞTİ.

Our company offers a diverse range of products and services to help people live healthier and better lives with its innovative treatment solutions and integrated disease management approach through its two Business Units: Our 'General Medicines' Business Unit is pursuing solutions to diabetes and cardiovascular, urology, neurology and internal diseases. Our 'Specialty Care' Business Unit, on the other hand, offers treatment solutions in rare diseases, multiple sclerosis (MS), oncology and immunology.

SANOFI İLAÇ SAN. VE TİCARET A.Ş.

Sanofi's generics and industrial company, this affiliate develops and produces modern, high-quality and affordable generic pharmaceuticals. The company believes that manufacturing generics is a responsibility towards the community, and as such, enables increased access to locally produced pharmaceuticals. Our company also contributes to the country's economy and employment through its Lüleburgaz manufacturing site and its exports. It carries out scientific activities at the R&D Center located in its premises.

SANOFI PASTEUR AŞI TİCARET A.Ş.

Sanofi's leading business unit in vaccines, our company is the largest in the world focused exclusively on human vaccines. We manufacture safe and effective vaccines with the vision of a world in which no one suffers from vaccine-preventable diseases. Our company has realized many firsts in Turkey as well, offering the rabies, seasonal influenza, pneumococcal disease, MMR (measles, mumps, and rubella), polio and acellular pertussis vaccines in Turkey. This is also the first company to invest in vaccine manufacturing in Turkey.

OPELLA HEALTHCARE TÜKETİCİ SAĞLIĞI A.Ş.

Established in 2021 as a 'Consumer Healthcare' Business Unit, our company is focused on bringing innovative personal healthcare solutions to support health and wellbeing through protection and self-care. For this purpose, and, in the same vein, to prevent of non-communicable chronic diseases, we offer a non-prescription product portfolio covering cough & cold, allergies, and food supplements. We also offer a wide range of prescription products.

[Please click here](#) for more information about Sanofi Turkey and its companies.

SANOFI TURKEY BUSINESS UNITS

In alignment with its global operations, Sanofi Turkey carries out its activities through its four Business Units: General Medicines, Specialty Care, Vaccines, and Consumer Healthcare.



General Medicines



Specialty Care



Vaccines



Consumer Healthcare

CORPORATE GOVERNANCE

102-18, 102-22, 102-23, 102-24, 102-31, 102-33, 405-1

Sanofi Turkey's commercial and industrial operations are carried out by the Country Council, led by our Country Lead. Our Country Council is our highest governance body responsible for our performance in all fields, including sustainability. Our Country Lead is the head of execution at Sanofi Turkey as well as leading the Foundation Business Unit of Sanofi Turkey, Middle East and Africa.

Sanofi Turkey Country Council convenes quarterly and consists of the appointed General Managers of Sanofi Turkey business units and the heads of Human Resources and Finance. After evaluating proposals coming from different channels, including committees and departments related to critical strategies, processes, and issues of interest to stakeholders, the Country Council takes final decisions. As of the end of 2021, there were no independent members in our Country Council, consisting of seven members, of which three are women.

We have a Local Compliance Committee at the country level, established to support the activities of our Country Council; and there are executive committees established for our various activities, operating in their relevant fields.

RISK MANAGEMENT

102-15, 102-30

As a leading company in the Turkish pharmaceutical sector, we identify and assess our risks at the global and local level. We identify, assess, and take measures against key risks to protect the integrity of our own value chain. Our risk assessment mechanism

mandates our risks to be managed, and the necessary checks and audits be carried out under the leadership of our 'Internal Control' committee at the local level and our 'Risk and Audit' committee at the global level. Our key risks and management approaches are as follows:

Financial Risks

Our Finance department is responsible for ensuring continuous liquidity, managing financial risks, and optimizing the financial structure of all our companies. To this end, periodical forecasts are made in close cooperation with the relevant departments to manage liquidity and exchange rate risks.

In order to reduce business and financial risks, we provide regular reporting and updates, and adapt our financial hedging strategy accordingly. Our credit and customer receivables risks are managed by a clearly defined Credit Management Policy. This policy introduces the use of risk coverage tools based on our customers' ratings, to be updated according to economic developments and potential impacts.

To manage the risks related to our suppliers' potential impact on our ethical, operational, and strategic objectives, we have a specific financial assessment process for all the sourcing activities considered to be critical or risky in our contracts with suppliers.



Climate Change ²⁰¹⁻²

One of Sanofi's global material topics, 'climate change,' is also among Sanofi Turkey's priority risks. Sanofi Turkey strives to mitigate its environmental impact to protect public health and combat climate change at every stage of its business processes within the framework of its global sustainability approach; and encourages its employees to demonstrate the same level of awareness. The Environmental Management System, Waste Management and Energy Management particularly at the Lüleburgaz manufacturing site are implemented at the highest standards, and environmental impact is reduced annually through improvements.

Sanofi aims to use 100 percent renewable energy for electricity in all its manufacturing sites around the world by 2030. Our Lüleburgaz plant took a major step towards this goal in 2020 and switched to the use of 100 percent renewable electricity on site.

For us, one of the most important risks posed by climate change is the security of raw material supply and the continuity of production. With our business continuity plans, we aim to secure business continuity in the pharmaceuticals supply, and manufacturing continuity in the face of contingencies, including risks posed by climate change, thus ensuring patients' access to pharmaceuticals. Our business continuity and relevant risk management mechanisms are reviewed annually, and necessary assignments are reflected in job descriptions.

Product Supply Risk

Product supply plans are made using digital modelling based on pharmacy purchases from wholesalers on a patient need basis. Products are typically supplied according to these annual plans and product trends are monitored in meetings held twice a month. Quantities to be supplied are updated, and plans are revised for products with fluctuating demand according to market information and wholesalers' projections. Market supply strategies are created against risks of a long-term supply crisis for a given product, and our key stakeholders are notified in advance. In addition, when an unexpected fluctuation in sales is foreseen, we undertake the necessary actions in the supply chain and manufacturing site to increase production and maintain product availability at an optimum level. We have developed plans to ensure an 85% weekly availability of stocks throughout 2022 for products with a high priority.

Market Risks

We evaluate our market risks from two perspectives: Internal and external. Our internal risks include those pertaining to sourcing, expansion of portfolio products, and human resources. Our external risks include those pertaining to economic instability and exchange rates, competition, and pricing. We keep a watchful eye on these risks in the market, work out scenarios and develop strategies catering to our purpose. We also provide trainings on 'Vaccines and Vaccine-Preventable Diseases' and develop projects jointly with relevant associations. We identify needs through our discussions with opinion leaders and create new and fit-for-purpose communication plans.

Master Risk Plan for the Lüleburgaz Manufacturing Site

The master risk plan of our Lüleburgaz Site, where we manufacture our medicines and meet the needs of external markets in addition to Turkey's, contains the impact of all the critical risks we foresee and the actions for their management. Risks related to our processes and systems are identified through a proactive risk assessment approach and necessary preventive actions are established. Each year we update our critical employee and equipment list based on our Business Continuity Plan to continue manufacturing critical products even in cases of possible business interruptions.

Emergency Planning for Occupational Health and Safety

We have developed Emergency Plans consisting of likely emergency scenarios. In the event of an incident that may lead to a crisis, our crisis management team will promptly convene and take the necessary decisions. Our crisis management procedure contains the description of the roles of team members. Our occupational health and safety team leads the crisis management team and takes actions related to facility management, and occupational health and safety.

When the pandemic first hit, we established a Covid-19 pandemic crisis management team whose scope included our commercial operations, industrial affairs, and distribution center; and all communication materials and plans were implemented by the decision of this management team. We minimized accidents or delays in communication during crisis and were able to communicate the decisions to our employees in a proactive and consistent manner.

Risk Management Plans in Clinical Trials

There is a specific risk management process related to our clinical trials. This process mostly covers volunteers' access to investigational drugs to secure continuity of care in situations such as natural disasters. In addition, we have designated people in charge of emergencies at our Clinical Study Unit and have a telephone chain system in place.

Product Risk Assessment and Feedback Systems

In collaboration with other related functions, our pharmacovigilance department plays a role in obtaining, coordinating, and pursuing Ministry of Health approvals for our risk management plans, which may be needed to identify, prevent and mitigate risks that may arise from Sanofi Turkey products. Each year it organizes routine trainings for employees to better understand and adopt their roles and responsibilities regarding product safety.

As per the relevant legislation, our pharmacovigilance system is audited by the Turkish Medicines and Medical Devices Agency (TITCK) of the Ministry of Health. It also undergoes regular global internal audits. We also work closely with other external stakeholders such as the Association of Research-Based Pharmaceutical Companies (AIFD), service providers and partner companies, along with other related functions, to fulfill our legal obligations. We guarantee our compliance with obligations by providing pharmacovigilance training at least once a year to all stakeholders with whom we work as per Sanofi procedures.

Patients, families, healthcare professionals, employees, employees of other companies (such as partner, market research and Patient Support Program companies) can send their pharmacovigilance data to our e-mail address at farmakovijilans.turkiye@sanofi.com or communicate them by means of telephone or using our other channels (internet sites, social media, etc.). Additionally, all our employees can make pharmacovigilance notifications via the adverse e-notification app we launched in August 2017 on the intranet.



Sanofi Turkey and *Sustainability*

Sanofi's Global Approach

Sanofi's integrated social impact strategy aims to build a healthier, more resilient world by ensuring access to healthcare for the world's poorest people and bringing focus to addressing broader unmet needs. Integrated within the company's "Play to Win" business strategy, Sanofi's commitment to society will continue the fight against infectious diseases such as sleeping sickness and polio, while accelerating our goal of reducing the environmental impact of our products and of our worldwide operations. Key to tackling the global challenges that face our company are our people, whom we provide an inclusive workplace to unlock their potentials.

Sanofi's globally adopted strategy and policies on sustainability represent a guideline for our operations in Turkey as well. In parallel to this, our efforts have been shaped by our key stakeholders and material topics, identified under the leadership of our Sustainability Council; and our sustainability efforts were integrated into our business practices to create value for all our stakeholders.

OUR SOCIAL IMPACT STRATEGY HAS 4 MAIN PRIORITIES:



AFFORDABLE ACCESS

We contribute to ensuring affordable access to medicines for all while helping to build sustainable healthcare systems.

RESEARCH AND DEVELOPMENT FOR UNMET NEEDS

We consider it essential to identify how our science can bring the greatest benefit to combat diseases common in low-income countries so that people can live their lives to the fullest.



PLANET CARE

We work for a healthier planet and minimize the direct and indirect impacts of our operations and products on the environment. This approach covers the entire life cycle of our products, from raw materials to potential end-of-life impact.

IN AND BEYOND THE WORKPLACE

We unlock the potential of our teams through our culture of inclusion and diversity, which we are proud of, giving our employees a chance to be the leader of change to contribute more to our communities.



We have set global goals to steer our sustainability efforts within the framework of our Social Impact Strategy:









Our Global Commitment and 2021 Performance															
Affordable Access	Research and Development for Unmet Needs	Planet Care	In and Beyond the Workplace												
<p>Sanofi Global Health, our non-profit Business Unit, to provide access to 30 essential medicines in 40 of the poorest countries.</p> <table border="1"> <thead> <tr> <th>2021</th> <th>Number of patients under treatment</th> <th>Countries</th> </tr> </thead> <tbody> <tr> <td>Malaria</td> <td>9,276,504</td> <td>23</td> </tr> <tr> <td>Tuberculosis</td> <td>146,356</td> <td>28</td> </tr> <tr> <td>Non- communicable diseases</td> <td>40,439</td> <td>16</td> </tr> </tbody> </table>	2021	Number of patients under treatment	Countries	Malaria	9,276,504	23	Tuberculosis	146,356	28	Non- communicable diseases	40,439	16	<p>Sleeping sickness to be eradicated by 2030.</p> <p>In 2020</p> <ul style="list-style-type: none"> 1,6 million people tested for HAT 663 patients treated (data indicated with a delay of one year) 	<p>By 2025, all new products to have an eco-friendly design.</p> <p>Four Life Cycle Analyses performed in 2021.</p>	<p>Until 2025, our senior leadership community to be representative of the society.</p> <p>In 2021, 34.2% of our managers and 40.1% of our senior leaders were women.</p>
2021	Number of patients under treatment	Countries													
Malaria	9,276,504	23													
Tuberculosis	146,356	28													
Non- communicable diseases	40,439	16													
<p>At least 100,000 vials to be donated to patients suffering from rare diseases.</p> <p>In 2021</p> <ul style="list-style-type: none"> 1,083 patients under treatment 109,677 vials donated 	<p>Polio to be eradicated.</p> <p>In 2021, 50.5 million IPV doses donated to UNICEF for GAVI countries.</p>	<p>Blister-free vaccine packages by 2027.</p> <p>29% of vaccines produced in 2021 were blister-free</p>	<p>Social and economic engagement activities will be carried out (e.g. volunteer work) wherever we operate.</p> <p>In 2021</p> <ul style="list-style-type: none"> 2,623 volunteers 17,461 hours worked (Data from France, USA, India and China) 												
<p>A plan to be created to ensure global access to all our new products within two years after launch.</p> <p>Pilot work was launched in 2021.</p>	<p>Treatments for childhood cancers to be developed.</p> <p>In 2021, 2 assets were identified, preclinical studies were started.</p>	<p>All sites to be carbon-neutral by 2030.</p> <p>As of Q3 2021:</p> <p>Renewable electricity use</p> <ul style="list-style-type: none"> 50% renewable electricity at sites 100% renewable electricity at 57 head offices <p>Vehicle Fleet</p> <ul style="list-style-type: none"> 26.2% ecological fleet 	<p>Social Impact activities to be integrated into the career development goals of our leaders.</p> <p>'From Leaders to Citizens' program in 2022 expected to start</p>												

With these commitments, we contribute to Sustainable Development Goals, the United Nation's universal call for action to protect our planet and ensure that all people live in peace and prosperity. Our relevant goals and performance are also released annually in our

global sustainability reports. Thanks to our efforts, we enter the rankings of various indices in the world and evaluated by rating agencies

102-12

Sanofi's Rankings in International Sustainability Indices - 2020/2021

	Dow Jones Sustainability Indices (DJSI) In 2021, we were included in the DJSI World Index for the 15th time and the DJSI European index for the 3rd time in a row.	Score: 86/100 2 nd among 91 pharmaceutical companies
	MSCI	Score: A (Ratings from CCC to AAA) 4 th among 6 top pharmaceutical companies
	Sustainalytics	Rating: 22.9 Medium Risk (Ratings range between 0 and 40, where lower scores indicate better performance) 11 th among 483 pharmaceutical companies
	ISS ESG	Rating: B (Prime Status) (Ratings from D- to A+) Sanofi in the top 3 among 476 pharmaceutical companies
	FTSE4Good	Rating: 3.9/5 (Higher scores indicate better performance)
	CDP Climate Change	Score: A
	CDP Water	Score: A
	ATM index	5th among 20 pharmaceutical companies
	Vigeo Eiris	Score: 62 (out of 100) 1 st among 57 pharmaceutical companies

[Please click here](#) for detailed information about Sanofi's sustainability efforts around the world.

SUSTAINABILITY AT SANOFI TURKEY ¹⁰²⁻²¹

We are working with great diligence to transform Sanofi's global commitments into reality in our country, while continuing to strengthen our social impact.

Our Sustainability Approach is shaped by the opinions of our senior management and business units based on material issue analyses and stakeholder expectations obtained from different platforms. This way, we can design our ways of doing business according to both global and sectoral priorities and focus on the areas where we can make the highest contribution to our performance indicators.

At Sanofi Turkey, we have been providing solutions to meet the needs of our stakeholders through our successful projects for many years.

- Our **Diabetes at School Program** aims to raise awareness about diabetes among students, parents and teachers, and improve the quality of life of children with diabetes at school.
- Our **Women Leaders of Future** project in cooperation with the Women Entrepreneurs Association of Turkey (KAGİDER) support the participation of young women in the workforce, helping them become better equipped in professional life.

We continue to change the way we do business so that we can leave a more habitable world for future generations.

MATERIAL TOPICS AND STAKEHOLDERS ^{102-15, 102-29, 102-31, 102-40, 102-42, 102-43, 102-44, 102-46, 102-47}

We have identified our material topics and stakeholders in sustainability through workshops organized by our Sustainability Committee using an international materiality and stakeholder determination methodology and based on Sanofi's global strategy and priorities.

In this regard, we inquire the economic, social, and environmental aspirations and expectations of each stakeholder group, devise appropriate action plans, and regularly convene with each stakeholder group on different dialogue platforms. We collaborate with government authorities, opinion leaders, academics, universities, and researchers through these dialogue platforms.

The key impacts contained in this report are based on the assessment of concerns and expectations of stakeholders collected through various communication platforms and are updated annually. Employees from various

departments who have significant knowledge about stakeholder groups due to their direct communication with them participate in the related trainings and workshops. [Please click here](#) for detailed information about Sanofi Turkey's stakeholder list, stakeholder engagement approach, participation platforms, memberships and collaborations.

Sanofi Turkey sustainability performance and material topics are collected under 4 main topics in alignment with our social impact strategy. Applicable to all of Sanofi Turkey's companies, these topics also shape the structure of our report. We present our performance in the relevant fields to address industrial norms, provide facts and figures as well as comparisons with previous years.



AFFORDABLE ACCESS

- Continuity of Health



RESEARCH AND DEVELOPMENT FOR UNMET NEEDS

- R&D Investments



PLANET CARE

- Environmental Management System
- Waste Management
- Environmental Awareness



IN AND BEYOND THE WORKPLACE

- Social and Economic Engagement
- Decent Workplace
- Equal Opportunity and Diversity
- Responsible Business

SUSTAINABILITY MANAGEMENT 102-19, 102-20, 102-26, 102-27, 102-28, 102-29

We have different mechanisms in place to ensure that our sustainability performance be managed according to its intended purpose. The strategic approach for monitoring, evaluating, and setting targets for sustainability areas in Sanofi Turkey was created in 2011. In the first stage of our work, we established a Sustainability Council and Sustainability Committee.

Sustainability efforts are carried out under the leadership of our Country Lead, and the members of the Sanofi Turkey Country Council are also members of the Sustainability Council, managing our sustainability performance. They are responsible for identifying the risks and opportunities, developing, and implementing strategies and policies, and identifying targets related to sustainability, and when necessary, delegate powers and assign responsibilities. Our Country Council Members evaluate the information contained in sustainability reports and closely monitor and guide the activities of the Sustainability Committee, which reports on the developments in relevant areas.

In addition, our Sustainability Committee, established to ensure the effective and coordinated execution of our sustainability efforts at the department level, regularly reviews our economic, social, and environmental impact vis-a-vis our strategy, policies, and material areas. At the same time, our committee members have a mission to lead the other employees in conducting processes with a view to sustainability.

Sustainability efforts of Sanofi Turkey, headed by our Country Lead, and coordinated by our Corporate Communications Department, are reported regularly to the Sustainability Council, who regularly reviews the areas for improvement.





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Support to United Nations Sustainable Development Goals

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As one of the world's leading biotechnological pharmaceutical companies, we have a responsibility. To protect our planet and ensure that all people live in peace and prosperity, we contribute to Sustainable Development Goals, the United Nation's universal call for action. We have established a Social Impact Strategy to be able to make a meaningful and sustainable contribution to the lives of the communities where we operate, our patients and the millions to whom we provide healthcare. We first started reporting our contribution to

UN SDGs in the Sustainability Report we released in 2017. And in 2018, we aligned our sustainability goals and efforts with UN SDGs in cooperation with our Sustainability Committee.

The Sustainable Development Goals endorsed by our priorities and goals are presented below. Detailed assessments of our performance in these areas are contained in the relevant sections of our sustainability report.

Material Topics	Our Goal	Our 2020 Performance	Our 2021 Performance	UN SDG
Continuity of Health	To raise awareness by promoting health literacy in the society through various disease awareness efforts; become part of preventive and innovative solutions	Face-to-face trainings under the Diabetes at School Program suspended due to the pandemic.	Awareness activities conducted at schools under the Diabetes at School Program; trained 500 school nurses and 200 community health nurses and dietitians.	3,4,17
		Number of Physicians Reached via Rare Touches Awareness Meetings: 50 (face-to-face)	Number of Physicians Reached via Rare Touches Awareness Meetings: 6,190	
		Number of Physicians Reached to Raise Awareness in the Diagnosis and Treatment of Lysosomal Storage Disorders: 1,145	Number of Physicians Reached to Raise Awareness in the Diagnosis and Treatment of Lysosomal Storage Disorders: 35,000	
R&D Investments	To contribute to the wealth of knowledge and employment by bringing technologies not present in Turkey; ensure the uninterrupted supply of quality and affordable products	Number of Molecules Whose Development Studies Have Been Completed Since 2009: 56	Number of Molecules Whose Development Studies Have Been Completed Since 2009: 58	3,9,17
		Number of Clinical Study Projects: 53	Number of Clinical Study Projects: 48	
Environmental Management System	To make continuous improvements in all processes related to the use of raw materials, supplies and energy in our sphere of impact through efficiency studies	Energy Consumption per Package: 180 Wh	Energy Consumption per Package: 171 Wh	6,13,15
		Direct CO ₂ Emissions per Package: 19 gr	Direct CO ₂ Emissions per Package: 18 gr	
		Water Consumption Per Package: 0.537 lt	Water Consumption Per Package: 0.544 lt	

Waste Management	To manage the processes related to the reduction of emissions, wastewater and other wastes resulting from our activities in an eco-friendly manner	Paper Waste Sent to Recycling: 592 tons	Paper Waste Sent to Recycling: 467 tons	6,15
		Hazardous Waste per Package: 1.8 gr	Hazardous Waste per Package: 1.8 gr	
Environmental Awareness	To conduct awareness-raising activities at all our key stakeholders to develop sensitivity in this area	Awareness-raising communication with internal and external stakeholders.	Awareness-raising communication with internal and external stakeholders.	13,15
Social and Economic Engagement	To increase value-added on the local scale by supporting Turkey's economic objectives and especially the policy of localization of value-added products in the pharmaceutical sector	Manufacturing Capacity: 445 million (in volume)	Manufacturing Capacity: 445 million (in volume)	4,5,8,9
		Local Procurement Rate: 33%	Local Procurement Rate: %35	
		Localization Rate: 86% (in volume)	Localization Rate: 86% (in volume)	
		Exports amounting to \$ 29 million	Exports amounting to \$ 22 million	
Decent Workplace	To make continuous improvements with our employees to be the most admired organization with the best conditions to work in our industry	Number of Employees: 1,789	Number of Employees: 1,594	4,8
		Number of Eureka Ideas implemented: 122	Number of Eureka Ideas implemented: 160	
		Number of OHS Committee members: 56	Number of OHS Committee members: 55	

Equal Opportunity and Diversity	To provide equal opportunities to all our employees without discrimination; to be a role model by creating awareness around diversity and inclusion	Female Employee Rate: 30%	Female Employee Rate: 30%	4,5
		Promoted Female Employees: 57%	Promoted Female Employees: 51%	
		Total number of Women Leaders of Future graduates: 1,000	Total number of Women Leaders of Future graduates: 1,200	
		Human rights clauses are included in supplier selection criteria, supplier audits and assessments.	Human rights clauses are included in supplier selection criteria, supplier audits and assessments.	
Responsible Business	To execute processes and demonstrate behavior at the highest standards to achieve targeted results	Ethics Training given to 100% of New Hires.	Ethics Training given to 100% of New Hires.	3,8
		Human rights clauses are included in supplier selection criteria, supplier audits and assessments.	Human rights clauses are included in supplier selection criteria, supplier audits and assessments.	
		The quality system at our Lüleburgaz manufacturing site in conformity with ISO 9001:2015, ISO 14001, ISO 18001 and ISO 27001 standards.	The quality system at our Lüleburgaz manufacturing site in conformity with ISO 9001:2015, ISO 14001, ISO 18001 and ISO 27001 standards.	





Affordable Access

Our Global Commitment: We contribute to ensuring affordable access to medicines for all while helping to build sustainable healthcare systems.

As a global healthcare company, we carry an important responsibility together with other actors such as governments, healthcare professionals, NGOs and the private sector to provide enhanced access to quality healthcare. We are aware that in order to improve access to medicines and vaccines, we need to adapt to local healthcare systems and patients' needs. We know that collaborations are also necessary to achieve success.

The pandemic reminded us of the importance of access to healthcare. Even the most developed of the countries and the healthiest of the individuals had to compete to gain access to medicines and vaccines. Healthcare professionals paid extraordinary efforts. We, too, continued

to operate in Turkey and around the world without interruptions to navigate through this period in the safest and quickest way.

We are working to ensure that every individual benefits from healthcare opportunities, and to this end, we are constantly renewing and improving our systems. Our efforts to increase disease awareness in the society fall under Continuity of Health. We want to fulfil our responsibility to ease the suffering of individuals from certain diseases through the social responsibility programs we develop.

Our Affordable Access Performance

Our Performance	2020	2021
Total number of students reached through 'Diabetes at School' Program	Face-to-face trainings suspended due to the pandemic	Awareness activities conducted at schools; trained 500 school nurses, and 200 community health nurses and dietitians.
Number of Physicians Reached via Rare Touches Awareness Meetings	50 (Face-to-face)	6,190
Number of Physicians Reached to Raise Awareness in the Diagnosis and Treatment of Lysosomal Storage Disorders	1,145	35,000

CONTINUITY OF HEALTH

The aim of our policies on the Continuity of Health is to create health literacy in the community with a variety of disease awareness activities; to contribute to building consciousness and be a part of prevention-focused innovative solutions. ^{103-1, 103-2, 103-3, 416-1, 417-1}

We owe a lot to healthcare professionals

More than ever, we relied on healthcare professionals, with whom we entrusted our health, our life, and the lives of those we cared about during the pandemic. While many of us stayed at home to protect ourselves, they selflessly rushed - and still do - to help those in need. Despite their increased physical and psychological burden, we asked for more. But thanks to them, we are navigating this tough period with the least amount of damage and in hope. We are grateful to each and every one of them! We are forever indebted...

FIELDS OF SPECIALTY

General Medicine

Diabetes and Cardiovascular Diseases:

As lifestyles change, diabetes and cardiovascular diseases have become a global public health issue. As a partner on the health journey, we lead the fight against diabetes and cardiovascular diseases with a century of global experience, innovative treatment solutions and integrated disease management; and stand by patients on their health journey.

Specialty Care

Rare Diseases: Rare diseases are diseases that affect one in every 2,000 people. Globally, there are about 8,000 types of rare diseases and disorders affecting about 350 million people. Eighty percent of rare diseases are of genetic origin, usually chronic and life-threatening, and while the symptoms may appear in later stages, they continue throughout life.

We believe that every individual living with rare diseases is entitled to receive high-quality care, treatment, and support. To this end, we have a holistic approach that covers doctors, nurses, and patients to meet the medical needs in rare diseases. Our Rare Diseases group includes enzyme treatments for Gaucher, Fabry, Pompe and MPS I diseases.

Multiple Sclerosis: We are leading the way with innovative treatment solutions, awareness-raising projects developed jointly with patient associations, and practical training programs for physicians in the field of multiple sclerosis for over a decade, working to instill hope in patients and improve their lives.

Immunology: Sanofi's scientific discoveries for innovative healthcare solutions extend to cover immunology, which boasts a strong portfolio of chronic dermatologic disorders, and respiratory and gastrointestinal diseases. We are determined to help people with conditions such as immune, autoimmune and inflammatory diseases, which, for long, were either untreated or undertreated.

Vaccines

Specialized in vaccines, this BU of Sanofi's works with a vision of a world where no one suffers from a vaccine-preventable disease. We are proud to help protect ourselves and our loved ones at every stage of life from vaccine-preventable diseases with the one billion doses of vaccines we provide around the world every year.



Consumer Healthcare

Personal health is important because being aware of one's own health and maintaining it through prevention and self-care are the basis for preventing the potential future outbreaks of non-contagious chronic diseases. At Sanofi, we offer a wide variety of products ranging from cold and cough to allergies and food supplements in more than 150 countries around the world for everyone to lead healthier and fuller lives.

LOCAL ACTIVITIES AND PROJECTS

PROJECTS OF THE GENERAL MEDICINES BUSINESS UNIT

Diabetes at School Program



There around 20,000 children under 18 living with Type 1 diabetes in our country, and at least 15 thousand of them are at school-age.

Today, the treatment of children with Type 1 diabetes includes blood glucose measurement 6-10 times a day or glucose monitoring by a sensor, and insulin injections or pump treatment upto 4 times a day based on these readings. Children with Type 1 diabetes can lead a normal and successful life when their treatment is provided as required. Children with diabetes spend at least 30 hours a week at school and need the support of their teachers to continue their treatments without interruption and participate in all school activities like their peers. Therefore, the role of teachers in the treatment of diabetes is gradually increasing. Teachers should be trained on what to do in cases of low blood glucose and other emergencies. Children with diabetes must be allowed leeway to take their snacks and administer their insulin; and efforts must be paid for them to attend school just like their peers without any discrimination.

We launched the Diabetes at School Program in November 2010 in association with the Ministries of National Education and Health to solve problems that children with diabetes are faced with at school. The objectives of this program are to strengthen the care of children with diabetes at school and to assist early diagnosis through educating teachers and students about the signs of diabetes in children.

Through the Diabetes at School Program, which completed its 11th year, we are working to raise diabetes awareness among students, parents and teachers, and improve the quality of life of children living with diabetes at schools. The importance of raising awareness becomes all too lucid when we consider the 8 million diabetes patients in our country. The program, implemented with the Ministry of National Education, Ministry of Health and the Society for Pediatric Endocrinology and Diabetes, and supported unconditionally by Sanofi, aims to support the early diagnosis of Type 1 Diabetes. In the 11 years of the project, we managed to reach out to 60 thousand schools, 585 thousand teachers, 580 thousand parents and 7.5 million students. Despite the interruption in 2020 due to the pandemic, trainings started again in 2021:

- On November 14, World Diabetes Day, diabetes awareness activities were held at schools across the country.
- Prof. Dr. Şükrü Hatun gave lectures on diabetes in children and diabetes care at schools to 500 school nurses in two sessions in association with the Ministry of National Education.
- Two hundred community health nurses and dietitians working in schools were educated on diabetes in children and diabetes care at schools in association with the Ministry of Health.

PROJECTS OF THE SPECIALTY CARE BUSINESS UNIT

3Gen Project

We are dedicated to a 360-degree management of rare diseases. Sanofi is a leader in Turkey and around the world about lysosomal storage disorders (LDH), which are rarely seen genetic diseases. In this context, we develop projects for all our stakeholders in the treatment of rare diseases that cater to their needs. The 3Gen Project and its brands are globally registered and enriched to include training programs for physicians and nurses, and other supportive programs.

GenPro (Physician Support Program)

GenPro is a physician support program that brings together specialists working in the diagnosis and treatment of lysosomal storage disorders for many years to add to their know-how. Our program aims to bring together physicians of different specialties to share their current knowledge and clinical experiences. We aim to diagnose lysosomal storage disorders, which require a multidisciplinary treatment approach, as early as possible.

In 2021, we held 44 GenPro meetings on Gaucher, Fabry and MPS I Diseases in various cities. We helped raise the awareness of 694 physicians of different specialties attending these meetings and establish patient referral systems between specialties.



A MULTI-DIMENSIONAL PROJECT UNDER A SINGLE UMBRELLA



- Patients are at the heart of everything we do at Specialty Care
- With 3Gen, we will continue to change patients' lives.

GenPart (Nurse Support Program)

GenPart is a support program aiming to update nurses' knowledge and skills about the preparation and administration of infusions used in the treatment of lysosomal storage disorders. Since the treatment to be administered in lysosomal storage disorders is prepared as an infusion through a special procedure, it is extremely important for nurses to have excellent knowledge in this area to ensure patient's adequate response to treatment and achieve the best possible results.

In 2021, we organized 7 trainings on GenPart Infusion Techniques across Turkey to which 42 nurses attended and reinforced their knowledge and skills in preparing and applying infusions used in the treatment of lysosomal storage disorders. Eighty-four percent of our nurses, who took the GenPart training at their departments, stated the content met their expectations.

GenTree (Genetic Support Program)

GenTree is a project developed to inform physicians about the importance of patients' diagnoses and family screening in lysosomal storage disorders, which are genetically transmitted. The GenTree Program consists of two parts; 'Ask the Expert' and 'Training of Trainers.'

Ask the Expert: A geneticist explains the significance of genetic transition and family screening to specialists involved in diagnosing the disorder, with the aim of increasing survival rates and improving quality of life for more patients.

Training of Trainers: In Turkey, the number of geneticists who understand the genetic transition in lysosomal storage disorders in depth is quite limited. The aim of this training is to foster a better understanding among geneticists and to help them cascade this information to other specialists diagnosing these disorders.

FabryKa Project

The FabryKa project was developed with the aim of raising awareness about Fabry disease among physicians and ensuring treatment adherence. Fabry disease has a prevalence of approximately 1 in 40,000. Awareness across both physicians and patients is unfortunately very low due to rarity of this disease. Patient adherence is also low due to the intravenous administration of the medication every two weeks in a hospital.

As a result of low disease awareness and patient adherence, patients must undergo a series of tests after they have been diagnosed to fully understand how Fabry disease affects them. Close and regular follow-up of these test results by the physicians is of utmost importance during the course of treatment.

Organized because of the important nature of patient monitoring, the regular meetings of the FabryKa project have had significant and sustained outcomes. Thanks to our FabryKa project;

- Physicians now have heightened awareness and knowledge about Fabry disease.
- Physicians now have a greater know-how, experience and motivation about the diagnosis and treatment of Fabry disease.
- Physicians reinstated treatment in patients, who discontinued treatment due to lack of proper follow-up, or those, whose analysis values were inconclusive.
- Physicians state that patients, who received more comprehensive and regular information from their physicians, had a better treatment adherence.

In 2021, 14 physicians attended the FabryKa meeting, organized online due to the pandemic.

Rare Touches Awareness Meeting Series

In 2019, we kicked off 'Rare Touches Awareness Meeting' series in Asia Minor to create awareness about the diagnosis of Lysosomal Storage Disorders (LSDs) and shorten the time-to-treatment of patients. Following the first meeting bringing together nearly 50 physicians from different specialist fields in Van, we carried this project to the digital environment in 2020 and in 2021, we reached out to 6,190 physicians with 19 webinars for internal medicine.

Lysosomal Storage Disorders Summit

We organized a Lysosomal Storage Disorders Summit on 4-5 September 2021. The two-day long digital summit hosted 160 physicians who listened to global and national opinion leaders discuss Gaucher, Fabry and MPS I diseases and management options, asked their questions and provided their input.

Fark Yaratan Eller ('Hands That Make a Difference') Knowledge and Awareness Website



FarkYaratanEller

Nadir Hastalıklar
Bilgi ve Farkındalık Platformu

FarkYaratanEller is a web platform developed to provide accurate information on Rare Diseases in an easily accessible way, meeting the need for a reliable resource in Turkish. Our platform is designed as an open source of information for patients and families, who are in need of reliable information in Turkish, as well as nurses who would like to update their knowledge. Having reached 420 thousand unique visitors in total, our website has won various prizes thanks to its unique content.

Diagnosis and Treatment Webcasts

In 2021, we held 34 webcasts through association sponsorships to raise awareness on the diagnosis and treatment of Fabry, Gaucher and MPS I diseases among physicians and reached out to nearly 3,500 physicians.

High-Risk Testing (HRT) Survey

The High-Risk Testing (HRT) survey aims to carry out tests in order to understand the incidence of rare diseases in a given patient group. We support screening tests for Gaucher, Fabry, MPS I and Pompe Diseases where treatments solutions are available. Over 10,000 such tests have been taken over the past three years. We also aim to provide epidemiological data in Turkey by determining the incidence of diseases.

Atopic Dermatitis Burden of Disease Study

It is estimated that there are more than 1.5 million patients with atopic dermatitis in Turkey. Shedding light on the problems faced by atopic dermatitis patients in their daily lives for the first time in our country, this research report was published by dermatologists and the Life with Allergies Association with the support of Sanofi Turkey. Enrolling 100 atopic dermatitis patients in 12 cities, the study aimed to understand the social, psychological, economic, and unmet needs of atopic dermatitis patients from the onset of their symptoms to post-treatment monitoring and revealed important information on the prevalence and impact of this common and chronic skin disease in our country.

PROJECTS OF THE VACCINES BUSINESS UNIT

Training Family Practitioners

We organize trainings to raise the professional standards of one of our key stakeholders, the family practitioners. These include:

- Vaccination for healthcare professionals,
- Vaccine awareness and the heightened importance of vaccines in the national immunization program during the Covid-19 period,
- Influenza and vaccination awareness,
- Psychological barriers to vaccination and communication for healthcare professionals.





Research and Development for Unmet Needs

Our Global Commitment: We consider it essential to identify how our science can bring the greatest benefit to combat diseases common in low-income countries so that people can live their lives to the fullest.

One of Sanofi's top priorities today is to discover solutions for the world's most pressing medical needs in the areas where we can make a difference. That is why we allocate nearly 15 percent of our worldwide revenues to R&D. With the advancement of science and the emergence of new treatment approaches, we continue our efforts to develop medicines for the most difficult-to-treat diseases and our combat against chronic diseases that mostly affect vulnerable communities around the world. We are working ceaselessly to transform the latest knowledge and developments into state-of-the-art therapies, and building new partnerships with regulatory agencies, advocacy, and patient associations around the world.

We continue to invest in Turkey, as well, with full awareness that R&D, innovation, and infrastructure needed to discover treatments for new and currently untreated diseases are very important to build.

Our R&D center located in our Lüleburgaz plant obtained its R&D Center Certificate in 2009. We have continuously consolidated our leading position in our country in clinical studies. In addition, Turkey has become the center of clinical study projects in its region for Sanofi's global operations, successfully managing 45 clinical trial projects in 14 different countries as of 2021.

We aim to lead through R&D and innovation in our country based on our thirst for Research and Development for Unmet Needs.

Research and Development for Unmet Needs in Figures

Our Performance	2020	2021
Number of Molecules Whose Development Studies Have Been Completed Since 2009	56	58
Number of Molecules and Products Released to the Market	3 molecules, 7 products	1 molecule, 3 products
Number of Lüleburgaz R&D Center Employees	37	21
Lüleburgaz R&D Center Total R&D Investment (million TL)	40	33
Total R&D Investment in Clinical Studies (million TL)	33	53
Total R&D Investment (million TL)	73	86
Number of Clinical Study Sites	369	252
Number of Specialist Clinical Study Staff	38	43
Number of Clinical Study Projects	53	48

R&D INVESTMENTS

At Sanofi, we develop treatments that change the course of diseases, driven by science and innovation. Our Clinical Study Unit in Turkey and R&D Center located at the Sanofi Turkey manufacturing site are leading our R&D efforts ^{103-1, 103-2, 103-3}

We present our R&D investments in our country under two sections in this report: 'Investments and the R&D Center,' where we share our activities at our Lüleburgaz manufacturing site, and 'R&D and Clinical Studies,' where we specify the activities carried out in our country jointly through global and local cooperation.

In 2021, we invested approximately 86 million TL to R&D for Developing Generics and Clinical Studies.

R&D Investments (m TL)	2021
Lüleburgaz R&D Center R&D Investment	33
R&D Investment in Clinical Studies	53
Total	86

INVESTMENTS AND R&D CENTER

With a vision to develop high-quality, easily accessible, cost-effective, and world-class pharmaceutical dosage forms to meet patient expectations, our R&D Center earned an R&D Center Certificate in 2009. Research and development operations are underway at our Center on solid, liquid, and semi-solid pharmaceutical dosage forms used in antivirals, and in the treatment of osteoporosis, diabetes, hypertension, schizophrenia, migraine, asthma and obesity.

Making a big contribution to our pipeline, our Research and Development Center aims to be the first producer of generics in domestic and global markets and meet the domestic market requirements. Our R&D Center operations are designed to adapt easily to the rapidly evolving and changing global dynamics, and our scientific efforts give priority to human health in line with our global vision.

We develop new equivalent products for domestic and foreign markets and engage in technology transfer and process improvements. Our R&D Center consists of formulation development, analytical method development, pilot production, patenting, and project management subunits, enjoying seamless transversal cooperation.

Our R&D Center develops products for the domestic and foreign markets, making a significant contribution to the export capacity of our company. Sanofi R&D center has completed the development of 58 molecules since 2009. Of these molecules, 32 have been placed on the market and 26 have received regulatory approval.



The total number of new molecules and products either developed in our Lüleburgaz R&D Center or transferred from Sanofi's Development Centers in other countries and launched in our country over the past 5 years is as follows:

Quantity	2017	2018	2019	2020	2021
Number of Molecules Placed on the Market	12	3	4	3	1
Number of New Products of Different Doses Placed on the Market	19	7	10	7	3

Our R&D center operations are meticulously designed to cater to patient safety and reduce the potential risks to patients. In addition, we help accelerate and facilitate patients' access to medicines through planning, ensuring the timely delivery of products to the market.

Our R&D Center also benefits from government incentives.²⁰¹⁻⁴ In this context, we benefited from the grant support of up to 60% for original and innovative projects with a high R&D quality and national economic return provided by the Technology and Innovation Funding Programmes Directorate (TEYDEB) of the Scientific and Technological Research Council of Turkey (TUBITAK), and since 2007 we have successfully completed 10 projects. Our R&D Center works to achieve our common goals, carrying out its operations in an innovative and creative approach, keeping abreast of the scientific and technological developments and in compliance with Sanofi's ethical values.

COVID and Global R&D Operations

Since the very early times of the pandemic, our company has been at the forefront of the fight against COVID at all fronts. We have also begun to work actively on vaccines globally very early on in the pandemic process. At the initial stage, we worked on mRNA-based vaccines. However, we decided to halt the clinical studies of this vaccine candidate in light of the fact that the supply of the licensed mRNA-based COVID-19 vaccines would be sufficient to meet the global public health needs. Instead, we joined forces with GSK for a common goal: To develop an adjuvant vaccine against COVID-19 and produce it in enough quantities for millions of people. The Phase III studies are in full swing as of the end of 2021 following positive Phase I and 2 readings. In parallel with these efforts, we continue to meet the global public health needs by producing up to half a billion doses of the marketed COVID-19 vaccines for three pharmaceutical companies.

GLOBAL PROGRAM MANAGEMENT

We embark on technology collaborations to boost our science- and technology-based activities within the scope of our Research and Development operations and run joint projects with other R&D Centers within Sanofi, taking important steps in the transfer of know-how. Some of our key activities include:

- Joint product development
- Technology transfer
- Chemical and physical analyses
- Pre-formulation
- In-vivo and In-vitro correlations
- Formulation development studies, laboratory and pilot scale productions
- Preparation of Technical Documents in conformity the requirements of the health authorities of different countries

We carry out product development in different business packages under the responsibility of different departments. To illustrate, each of the project creation, product development, project licensing, and commercial production operations is performed as a separate business package. The Global Program Management department monitors and is responsible for all these business packages. Routine project reviews are held where Project Managers at our R&D Center and the Global Program Management department review the status of each project periodically.



We also lend our support to the bioequivalence and drug interactions studies for Phase I, and efficacy and safety studies for Phase III within the scope of value-added product development. We provide samples to different countries to be used in Phase I and Phase III studies.

In 2021, joint work was carried out to develop prototypes of 2 molecules with Latin America, 1 with Russia, 1 with China, 3 Globally (in Europe), 1 with Turkey, and 1 within the scope of the Global health project, in addition to technology transfer and technical data support.

CLINICAL STUDIES

We contribute to the development of the R&D environment in our country, collaborating on a range of activities in partnership with decision makers, associations, and universities, thereby supporting the country's development goals. We continue our operations in line with the requirements of both domestic and global markets. We also benefit from VAT exception as the research we carry out for companies abroad is regarded as an exported service.

We have a total of 252 Clinical Study sites across 25 cities in the 7 geographical regions of our country (Adana, Ankara, Antalya, Aydın, Bursa, Denizli, Diyarbakır, Edirne, Eskişehir, Gaziantep, Hatay, İstanbul, İzmir, Kayseri, Kocaeli, Konya, Kırıkkale, Kütahya, Malatya, Manisa, Mersin, Rize, Samsun, Tekirdağ, Trabzon) as of the end of 2021.

We are one of the top research-based pharmaceutical companies in our country with 43 expert staff members working on clinical studies in our Clinical Study Unit (CSU), 48 clinical study projects carried out in 2021, and 2 the feasibility projects planned. The breakdown of our research and development projects is as follows:

- A total of 40 Phase I to Phase IV studies in the fields of cardiovascular diseases, central nervous system, diabetes, hematology, oncology, immunology, infectious diseases, vaccines, and rare diseases
- Five observational studies
- An early access program, and
- Two programs for the supply of investigational products to patients

In addition to our team, we employ 78 field workers at the study sites supporting researchers in data entry and coordination in projects in line with the relevant local regulations.

Contributions of Clinical Studies to Our Country

Clinical studies contribute to the generation of knowledge needed to develop new medicines in addition to providing volunteers early access to potential treatments and foster scientific collaboration by enabling investigators to take part in international scientific platforms. They also improve the quality of diagnosis and treatment thanks to an exposure to the early phase results of medical research. In addition, clinical studies reduce the burden of disease diagnosis and treatment on governments and contribute to the improvement of physical and technological infrastructure and means in study sites through the contributions of sponsors.

Clinical studies enjoy the great potential in Turkey thanks to its harmonized local regulations, the presence of a large number of well-trained researchers and a constantly growing population. Tapping into this potential is important in many respects. Clinical studies contribute to the medical, scientific, and economic development of our country, allowing it to be represented more effectively in scientific circles. In addition, the dissemination of research methodology across the country is one of the key benefits of clinical trials.

PATIENT HEALTH AND SAFETY IN CLINICAL TRIALS

Clinical study volunteers' data are collected by study investigators in line with Good Clinical Practices, and data integrity is checked by the Sanofi CSU team during regular monitoring visits. Any side effects or adverse drug reactions defined in study protocols are reported to health authorities and Sanofi's Drug Safety Units at required intervals as prescribed by national and international regulations.

Our global quality and project teams make regular controls of our systems and study sites. Additionally, relevant authorities conduct inspections on the regulatory compliance of the study sites and the sites belonging to the sponsor or contracted organization, documents and records of studies, quality assurance measures, all bodies related with the study, including the ethics committees.

We take all the necessary measures to protect the privacy and personal information of study participants in accordance with Good Clinical Practices, the Helsinki Declaration and the relevant local and global legislation related to Personal Data Protection. As set out in the Good Clinical Practices guidelines, records relating to the identity of volunteers shall be protected to respect the rules pertaining to private life and confidentiality as per the relevant legislation.

CLINICAL STUDIES ON THE MOLECULES WE DEVELOP

Sanofi Turkey does not act as an R&D Center in Phase I-2-3 studies. However, our units abroad carry out bioequivalence studies to demonstrate the equivalence of the products developed at our R&D center. Samples to be used in such studies are prepared by our R&D Center and related raw materials are provided to relevant units.

OUR COLLABORATIONS

We cooperate with patient associations on clinical study processes with the permission of the Medicines and Medical Devices Agency of the Ministry of Health. In this scope,

- In cooperation with the Pink Traces Social Outreach and Solidarity Association Economic Enterprise, we published information on our ongoing clinical studies in a website to build patients' awareness and to give them access to our up-to-date clinical information

- In cooperation with the Multiple Sclerosis Association of Turkey, we published information on our ongoing clinical studies in a website to build patients' awareness and to give them access to our up-to-date clinical information.
- We held a Gaucher Disease patient panel on December 28, 2021, in cooperation with the Mucopolysaccharidosis and Similar Lysosomal Storage Disorders Association

As a board member of the Good Clinical Practice Committee of the Association of Research-Based Pharmaceutical Companies (AIFD), we play an active role in improving the clinical study environment in Turkey.

- We played an active role in drafting the directives on the compensation of investigators in clinical studies to be carried out in hospitals affiliated with the Turkish Public Hospitals Authority (TKHK), established within the scope of transformation in healthcare, thanks to our close cooperation with the Authority.
- We also played an instrumental role in updating the regulations of the Ministry of Health on Clinical Studies, thereby accelerating the processes.

In addition, we are on the board of directors to contribute to the work of TUCRIN, Turkish Clinical Research Infrastructures Network, established to improve the quality of clinical research and the safety of volunteers in Turkey.



Planet Care

Our Global Commitment: We work for a healthier planet and minimize the direct and indirect impacts of our activities and products on the environment. This approach covers the entire life cycle of our products, from raw materials to potential end-of-life impact.

Perhaps the most pressing issue in our era is climate change. It poses enormous risks to people's lives and health. Extreme weather conditions, food shortages, lack of access to clean water, air pollution and disease outbreaks are bound to become inevitable with rising temperatures. World Health Organization estimates an additional 250 thousand lives lost each year due to climate change after 2030. And the only solution we have is to reduce our impact on the environment and move towards a carbon-neutral world.

Taking concrete steps towards a more habitable environment is also one of our global material topics. We are working hard to reduce the direct and indirect environmental impact of the products and services used in manufacturing during their life cycle starting from raw materials. The Environmental Management

System, Waste Management and Energy Management at our Lüleburgaz Site in particular are carried out at the highest standards. Thanks to our efforts for improvement, we constantly reduce our environmental impact every year.

We steer our operations by the relevant ISO standards to manage our environmental impact. We invest in efficiency and develop various projects to reduce our energy consumption. We have transitioned to renewable energy sources to further reduce our carbon footprint.

Year by year, we reduce our waste, generated in manufacturing, per package, including greenhouse gas emissions. We have installed various filtration systems to make our liquid waste compatible with nature.

Perhaps one of our most important efforts is our environmental awareness raising activities for our employees and families, and for our country. We know that we can succeed only if we work together.

Planet Care in Figures

Our Performance	2020	2021
Total Energy Consumption (kWh)	70,647,200	67,680,629
Energy Consumption per Unit Package (Wh/package)	180	171
Total Water Consumption (m ³)	174,688	172,850
Water Consumption per Unit Package (lt/package)	0.537	0.544
Direct CO ₂ Emissions (tons)	6,172	5,586
Direct CO ₂ Emissions per Unit Package (gr/package)	19	18
Indirect CO ₂ Emissions (tons)	0	0
Indirect CO ₂ Emissions per Unit Package (gr/package)	0	0
Direct N ₂ O Emissions (kg)	11	10
Direct N ₂ O Emissions per Unit Package (mgr/package)	0.03	0.03
Direct CH ₄ Emissions (kg)	543	490
Direct CH ₄ Emissions Per Unit Package (mgr/package)	1.69	1.55
Direct Hazardous Waste Amount per Unit Package (gr/package)	1.8	1.8
Amount of Paper Waste Sent to Recycling (kg)	592,470	466,480
Awareness-raising communication with internal and external stakeholders	Done	Done

ENVIRONMENTAL MANAGEMENT SYSTEM ^{103-1, 103-2, 103-3}

Our Environmental Management System Policy complies with our Health, Safety and Environmental Policy in all the regions we operate. This policy provides a framework of our organization's practices for both employees and business partners. We aim to raise awareness among all stakeholders and the society so that they grow sensitive about their impact; and we continuously improve all processes to reduce our environmental impact through our actions towards raw material, material, and energy efficiency.

A significant portion of our environmental footprint traces back to our Lüleburgaz Plant, where we carry out our industrial operations. Hence, it is the focus of all our environmental activities. Our Lüleburgaz site was designed with a consideration of its impact on the environment, and cutting-edge technology is used to cater to the needs of the pharmaceutical industry. We have obtained ISO

14001 and ISO 45001 certificates for our sites. We go to great lengths to make continuous improvements and always achieve clean environmental conditions because they play an important role in the quality of production as well.

ENVIRONMENTAL INVESTMENTS

We continuously invest in our manufacturing site within the scope of our environmental improvement efforts. A significant portion of our environmental investment amounting to approximately TL 2.3 million in 2021 was made for a scrubber (waste gas cleaning) unit. In addition to the 3 scrubber units, we currently use in solid manufacturing processes, we installed another scrubber to the fluid bed drier, which uses alcohol in its processes, to reduce the amount of alcohol released to the atmosphere. We invested EUR 150,000 on this improvement.

Environmental Investments and Expenses (TL)

	2020	2021
Sanofi Commercial Operations	288,095	87,406
Lüleburgaz Manufacturing Site	2,137,600	2,218,393
Waste disposal	600,000	551,261
Environmental management	37,600	45,000
Improving water quality	65,000	57,132
Environmental protection measures	1,400,000	1,500,000
Environmental improvements	35,000	65,000
Total	2,425,695	2,305,799

ENERGY EFFICIENCY 302-1, 302-3, 302,4

We implement various savings projects based on digitalization throughout our factory (such as ventilation systems) to reduce our energy consumption. Thus, we move away from traditional control methods, equipping our infrastructure systems with automated controls. This allowed us to save approximately 5,000 MWh hours in 2021. Our activities in this area:

- We halted the use of 12 individual dust collectors, one for each tablet printing machine, and installed a centralized dust collection system instead, saving 22,000 kWh of energy.
- We installed a new cooling tower, saving 83,000 kWh of energy.
- We prevent excess energy consumption by using speed control units that adjust the rotation speed of electric engines as needed in systems with variable loads (such as factory water supply pump, closed cold water circulation pump, belt drive).
- We use an economizer to recover heat from flue gas (5%) at the outlet of steam boilers.
- We have transformed the steam boiler feed pumps from constant speed drive to variable speed drive.
- Instead of pump and fan engines with relatively low energy efficiency, we use engines with a high energy efficiency.
- We save energy by feeding recirculated air in our ventilation systems as permitted by the shop floor.
- We minimize our mechanical losses by using direct power transmission systems instead of the classic V-belt drive systems used in fans.
- Our air handling units are automatically shut down or run within a wide heating/cooling range during non-working times.
- We prefer the use of LED lights instead of fluorescent bulbs.



Digitalization of Energy

In 2017, we installed more than 100 energy analyzers and started to monitor and report the energy we consumed. These reports became useful tools to prioritize energy efficiency projects. We develop our continuous energy monitoring systems at points of energy consumption in line with our global 2030 goal of 'zero carbon footprint'. Our Lüleburgaz Plant was the first to participate in the 'Energy Monitoring' project launched by our global Energy Unit to support this approach. In addition to monitoring and evaluation, we continue our operations in accordance with the requirements of ISO 50001 Energy Management System. We also aim to seize new opportunities, such as increasing our Energy Efficiency by integrating with Sanofi Global Energy Tracking System in 2022.

IT Energy Efficiency Studies

When our IT system was moved to a different floor during the renovation of our head office, we discarded the unused technologies and systems, making our infrastructure more efficient. Our server room, which previously took up 30 m² of office space, was reduced to 10 m² with this optimization, while the number of cabinets was brought down to 2 from 5, resulting in reduced electricity consumption.

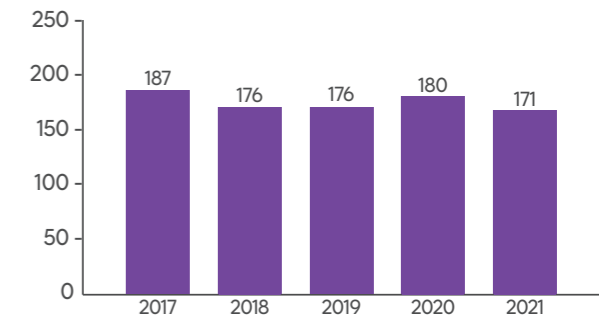
Energy Consumption

SANOFI COMMERCIAL OPERATIONS		
	2020	2021
Non-Renewable Energy Consumption from Primary Source		
Natural Gas Consumption (m ³)	68,588	65,237
Fuel Consumption (lt)	23,751	3,474
Diesel (lt)	1,003,010	1,102,286
LPG (kg)	0	0
Total Non-Renewable Energy Consumption from Primary Source (kWh)	11,692,368	12,522,280
Electricity Consumption (kWh)	1,229,811	1,276,904
Total Energy Consumption (kWh)	12,922,179	13,799,184

LÜLEBURGAZ MANUFACTURING SITE		
	2020	2021
Non-Renewable Energy Consumption from Primary Source		
Natural Gas Consumption (m ³)	3,156,663	2,870,316
Fuel Consumption (lt)	0	0
Diesel (lt)	25,000	12,592
LPG (kg)	1,845	2,070
Total Non-Renewable Energy Consumption from Primary Source (kWh)	33,851,292	30,676,785
Electricity Consumption (kWh)	23,873,729	23,204,660
Total Energy Consumption (kWh)	57,725,021	53,881,445

TOTAL ENERGY CONSUMPTION (kWh)		
	2020	2021
Non-Renewable Energy Consumption from Primary Source		
Sanofi Commercial Operations	11,692,368	12,522,280
Lüleburgaz Manufacturing Site	33,851,292	30,676,785
Total Non-Renewable Energy Consumption from Primary Source (kWh)	45,543,660	43,199,065
Electricity Consumption(kWh)		
Sanofi Commercial Operations	1,229,811	1,276,904
Lüleburgaz Manufacturing Site	23,873,729	23,204,660
Electricity Consumption (kWh)	25,103,540	24,481,564
Total Energy Consumption (kWh)	70,647,200	67,680,629

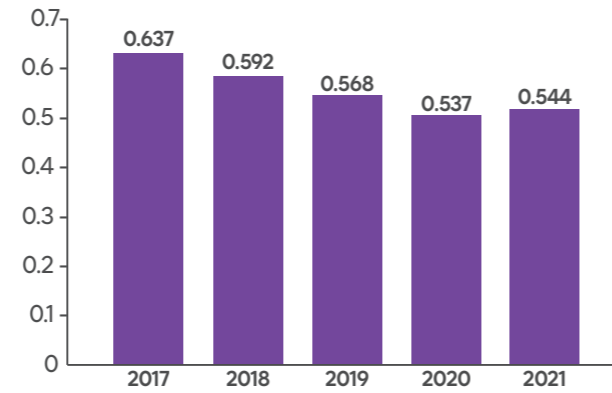
Energy Consumption Per Unit Package (Wh/package)



WATER CONSUMPTION 103-1, 103-2, 103-3, 303-1, 303-3

We use groundwater for the manufacturing processes at our Lüleburgaz plant. Our water consumption per unit package is continuously reduced thanks to the improvements made to keep our water consumption at the lowest levels. Our 2021 target water consumption per unit package was 0.60, whereas our actual consumption remained 0.54 liters. We contain our water consumption by taking various actions such as re-using washing machines, machine washing instead of manual cleaning of materials, and changing in the sanitation method.

Water Consumption per Unit Package (lt/package)



TOTAL WATER CONSUMPTION (m ³)		
	2020	2021
Sanofi Commercial Operations	2,008	1,251
Lüleburgaz Manufacturing Site	172,680	171,599
Total	174,688	172,850



EMISSION 305-1, 305-2, 305-4

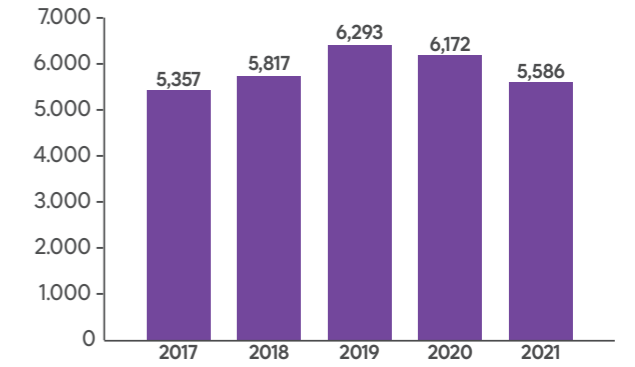
Emissions Based on Energy Use

We took a major step in 2020 and transitioned to 100% renewable electricity use at our Lüleburgaz plant. This allowed us to meet nearly 25 thousand MWh of our plant's energy needs from renewable sources annually. In parallel with this project, we started to use 100% renewable electricity at Sanofi's Tuzla Warehouse and at the Sanofi Head Office. This practice qualified us for the 'Eco-Friendly Pharmaceutical Company' award at the İstanbul Economy Summit, whose theme was 'Green Economy' in 2021. We will continue to change the way we do business so that we can leave a more habitable world for future generations.

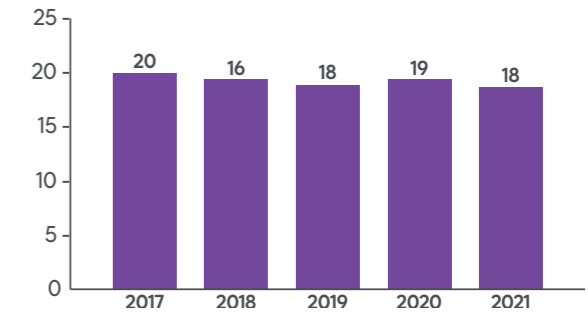
Direct Emissions

At our Lüleburgaz site, regular emission measurements are made with samples taken from industrial chimneys every two years. The measurement results for 26 chimneys obtained in 2020 remained below the regulatory threshold. The next measurement will be made in 2022. The main emissions measured at the Lüleburgaz site are as follows:

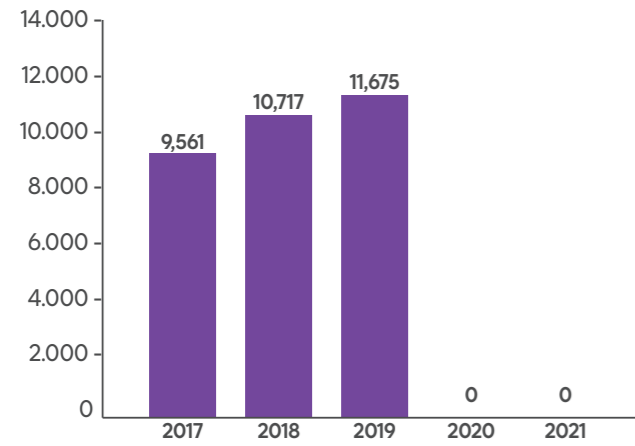
Direct CO₂ Emissions (from natural gas, diesel, LPG) (tons)



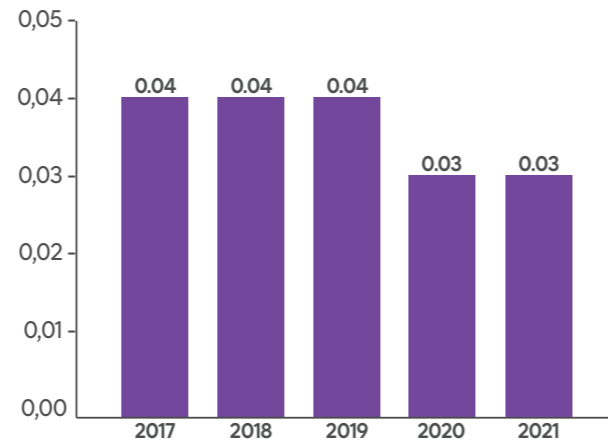
Direct CO₂ Emissions (from natural gas, diesel, LPG) per Unit Package (gr/package)



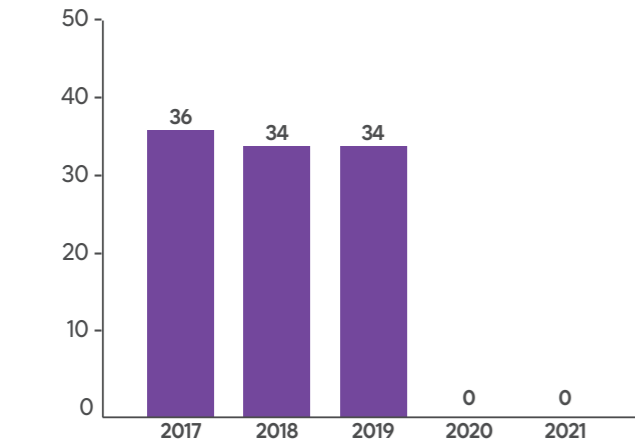
Indirect CO₂ Emissions (from electrical power) (tons)



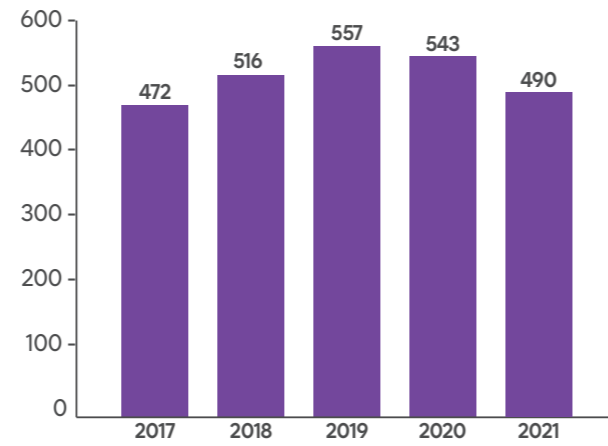
Direct N₂O Emissions per Unit Package (mgr/package)



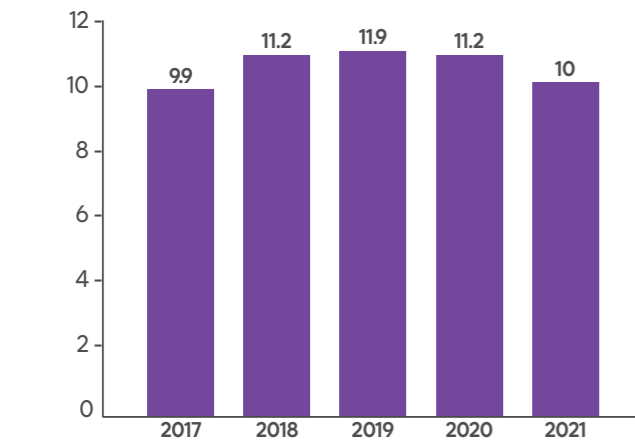
Indirect CO₂ Emissions (from electrical power) per Unit Package (gr/package)



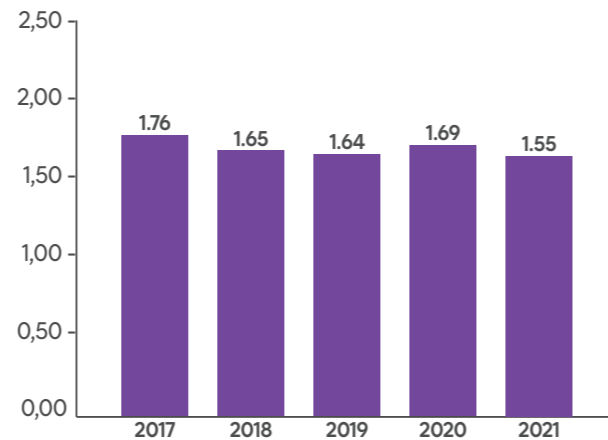
Direct CH₄ Emissions (kg)



Direct N₂O Emissions (kg)



Direct CH₄ Emissions per Unit Package (mgr/package)



Emissions from Travels

The routes of the employee shuttles and medicine delivery trucks at our warehouses are optimized so that they operate in the most efficient way possible. We have thus reduced our CO₂ emissions by saving fuel. We are cautious about keeping the CO₂ emissions of our fleet below the CO₂ limits set by Sanofi globally. Instead of face-to-face meetings, we organize teleconferences or video conferences as much as possible to reduce our travels. For this purpose, we built a video and audio-conferencing infrastructure at our facilities.

WASTE MANAGEMENT 306-1, 306-2, 306-3, 306-5

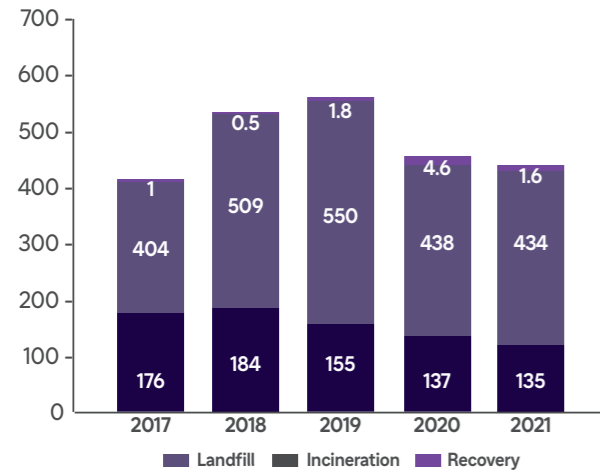
We manage the waste resulting from our industrial and commercial operations in different ways. Due to the precision of pharmaceutical manufacturing, solid waste forms only in trace quantities during manufacturing. In addition, contaminated packaging, electronic waste, waste oils, etc. are classified and sorted as hazardous waste. Our non-hazardous waste, on the other hand, consists of uncontaminated packaging materials used for the transportation of raw materials, and domestic waste, such as paper, glass, plastic, metal, and wood. We have separate waste bins for paper, plastic, glass, and domestic waste in our offices and at our distribution warehouse. All recyclable hazardous and non-hazardous waste is sent to licensed recycling/recovery companies.

Hazardous Waste

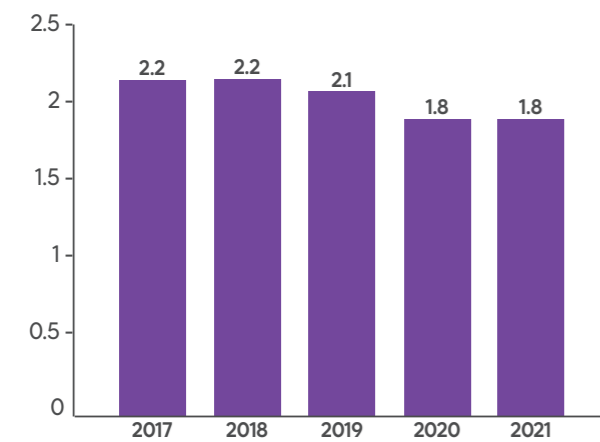
Our chemical waste resulting from the production of medicines and pharmaceuticals is stored at the Hazardous Waste Storage Area in separate compartments marked with waste codes in compliance with the Waste Management Regulation. They are then transferred to licensed companies for disposal by authorized companies.

Other industrial hazardous wastes (such as contaminated barrels, canister drums, laboratory chemicals, waste oils, and electronic waste) are collected regularly and transferred to recovery companies.

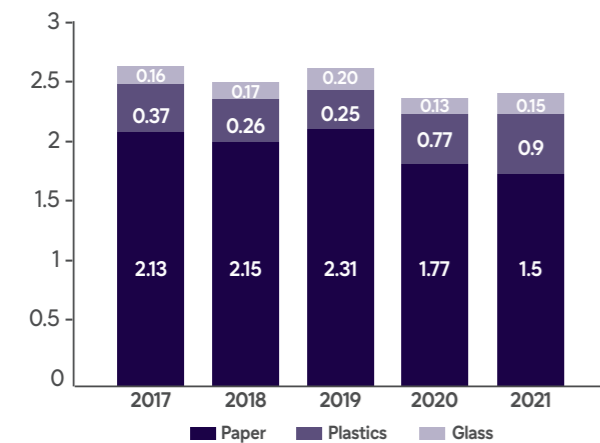
Hazardous Waste and Disposal Methods (tons)



Hazardous Waste Amount per Unit Package (gr/package)



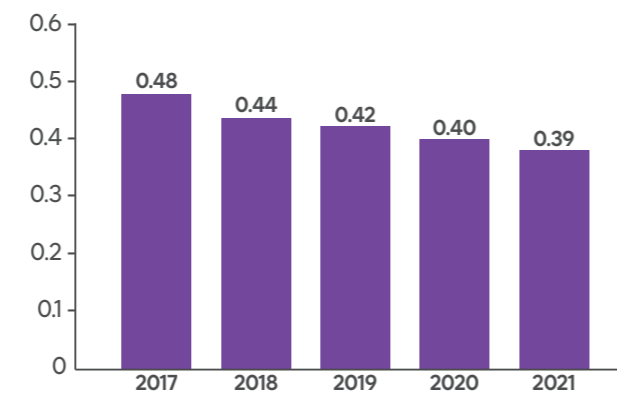
Solid Waste Amount per Unit Package (gr/package)



Wastewater ^{303-1, 303-2, 303-4}

Domestic and industrial wastewater from our sites is brought to a treatment plant via separate channels, where they are purified in chemical, biological and advanced treatment units of **550m³/day capacity**, then released to the environment with values below the wastewater outlet pollution parameters. The quality of treated water is regularly checked by accredited environmental laboratories. Our site has an Environmental Permit covering Wastewater and Emissions in accordance with the applicable legal legislation. The treatment sludge generated as a result of the treatment of wastewater is delivered to the incineration facilities to be burned for energy recovery. Moreover, the water treatment system on site can halt all manufacturing operations in case a problem occurs in the water treatment system.

Wastewater per Unit Package (lt/package)



Wastepaper

All our paper waste is collected and sorted at the source and then sent to licensed recovery companies. In 2021, we delivered 466 tons of paper waste to recycling companies.

AMOUNT OF WASTEPAPER (KG)		
	2020	2021
Sanofi Commercial Operations	23,210	5,340
Lüleburgaz Manufacturing Site	569,260	461,140
Total	592,470	466,480

Note: 100% of the wastepaper collected is sent to recycling.

Waste Management in IT Processes

All electronic waste generated at our IT department (such as computers, printers, modems, etc.) is sent to licensed electronic waste recovery companies. About 50 pieces of such equipment were recycled in 2021. We are also working to reduce our paper

and printer use. Printer cartridges are re-filled, while the expired are sorted as hazardous waste and sent to a licensed hazardous waste disposal plant.



ENVIRONMENTAL AWARENESS

We are in constant communication with the Ministry of Environment, Urbanization and Climate Change, Ministry of Agriculture and Forestry, Ministry of Labor and Social Security on such topics as occupational health and safety within the context of the current environmental and legal legislation and ensure that regulations are respected. We contribute to the work carried out by the relevant ministries (such as improving wastewater quality across the country, and waste generated by the pharmaceutical industry).

We also offer environmental trainings along with OHS trainings to our supplier companies. The waste disposal and recycling/recovery facilities of our suppliers are periodically inspected. We pay attention to working with suppliers who have in place an Environmental Management System and the necessary permits and licenses.

We also have practices in place for our employees. We regularly provide information on the effective use of natural resources through trainings and the use of bulletin boards and inquire about our employees' expectations from us regarding environmental awareness activities in satisfaction surveys. As part of our awareness-raising practices at our Tuzla warehouse, we have designated employees who switch off the lights in workspaces during lunch and tea breaks. Our security personnel make rounds to prevent energy consumption outside working hours.

Our Lüleburgaz plant enjoys 110,000 m² of lawn grass and more than 1,000 trees planted on a 20,000 m² green area. We also make contributions to official projects and campaigns for the protection and development of natural areas.

Safe and Ecological Driving

We track ecological driving data with our Safe Driving Assistants. The Safe Driving Assistants assessment includes 80% safe driving practices (such as compliance with speed limits, sudden accelerations, sudden turns, and driving for too long without a rest), and 20% ecological driving practices (excessive speeding, sudden accelerations and brakes, and auto start-stop parameters). We started an award system for ecological driving at the end of 2021. Thanks to our ecological driving trainings, where we share our emission reduction goals, and the evolving maturity of our Safe Driving Assistant program, we were able to curb our emissions by 11.22% in the past year regardless of mileage.

Online for the Nature

Our Online for the Nature project aims to accelerate Sanofi Turkey medical representatives' adaptation to remote detailing to healthcare professionals while creating a social benefit at a time when the face-to-face visits of our field force were suspended due to the pandemic. With this project, we aimed to motivate our field force, and build environmental awareness across Sanofi Turkey. The project was designed in association with TEMA Foundation (The Turkish Foundation for Combating Soil Erosion) where a tree would be planted for every three remote calls to doctors, and we started planting saplings in the Sanofi Health Forest.



We completed our project in 98 days, reaching our 10,000-tree target earlier than our original target of 100 days. However, we decided to extend the scope of our project in order to provide a middle to long-run relief against the forest fires raging across the country in the summer of 2021. We have tripled our goal, planting a total of 30,000 saplings in our Health Forest and contributing to the reforestation of our country.





In and Beyond the *Workplace*

Our Global Commitment: We unlock the potential of our teams through our culture of inclusion and diversity, which we are proud of, giving our employees a chance to be the leader of change to contribute more to our communities.

Our employees are our most important lever to do good. Sanofi is staffed with thousands of people who would love to do more for the society and the environment. To enable that, we must provide them with the necessary tools and opportunities, and the best working environment for them to grow and make the sort of contribution they want. We are aware that the best indicator of unlocking our potential is making our global know-how available for local resources. In this context, our contribution to social and economic fields becomes manifest in our localization activities and the volunteer efforts of our employees.

At Sanofi Turkey, we aim to provide the best workplace for our employees in every aspect. We are aware that such a working environment is the one that offers equal opportunities, therefore Diversity and Inclusion are among our indispensable principles.

Within the scope of Responsible Business conduct, we are raising the bar and taking our ethical practices, controls, and procedures to a higher level. We aim to promote respect to Human Rights on every platform not only for our own employees, but also for our suppliers, who we view as a part of our organization. In order to protect the health of our patients, our efforts focus on achieving highest quality in all our products and processes and ensuring the health and safety of our products.

In and Beyond the Workplace in Figures

Our Performance	2020	2021
Manufacturing Capacity (millions - in volume)	445	445
Local Procurement Rate (%)	33	35
Localization Rate (% - in volume)	86	86
Export Amount (million \$)	29	22
Total Number of Employees	1,789	1,594
Number of Eureka Ideas Implemented	122	160
Number of Employees on OHS Committee	56	55
Total Female Employee Rate (%)	30	30
New Hires	189	101
Rate of Newly Recruited Female Employees (%)	32	44
Total Number of Promotions	100	116
Rate of Female Employees Promoted (%)	57	51
Number of Disabled Employees	36	33
Women Leaders of Future Graduates	1,000	1,200
Employment Rate of Graduates (%)	92	92
New Hires Completing Ethics Training (%)	100	100
Presence of Human Rights Clauses in Supplier Selection Criteria, Supplier Audits and Assessments	Included	Included
Quality Systems Applying Global Standards in Lüleburgaz Manufacturing Site	ISO 9001:2015, ISO 14001, ISO 18001, ISO 27001	ISO 9001:2015, ISO 14001, ISO 18001, ISO 27001
Number of Local SOPs Updated	22	9

SOCIAL AND ECONOMIC ENGAGEMENT

SUSTAINABLE DEVELOPMENT AND LOCALIZATION ^{103-1, 103-2, 103-3, 102-7, 203-2}

We are a global, as well as a local organization, committed to contributing to Turkey's future in healthcare, investing and manufacturing in our country, creating employment and working for the future of our country.

We aim to make a meaningful contribution to Turkey's development goals and localization policy in value-added products by deepening our contribution to our country's economy and healthcare industry.

Turkey is a globally competitive power for many industries due to its highly qualified human resources, advantageous geographical location, and relatively reasonable costs, and as such, holds an important position for Sanofi. In light of this, we act as Turkey's "strong and reliable solution partner" in healthcare.

Our improved economic performance reflects on our investments. We are among the leading players in the pharmaceutical industry with our manufacturing capability and our quality. We meet the needs of both domestic and foreign markets through local production. While supporting development through direct and indirect employment, we also support our country to become a global player through our technology transfers and contribution to public policies.

ECONOMIC PERFORMANCE ^{201-1, 203-1}

Sanofi Turkey provides a wide range of products including innovative treatment solutions, biotechnological medicines, vaccines, consumer healthcare products and branded generics, bringing value added to the local economy and growth. We rank 3rd in the pharmaceutical sector with a 4.3% market share (excluding Overseas Pharmaceutical and Public Vaccine Sales) based on IMS data.

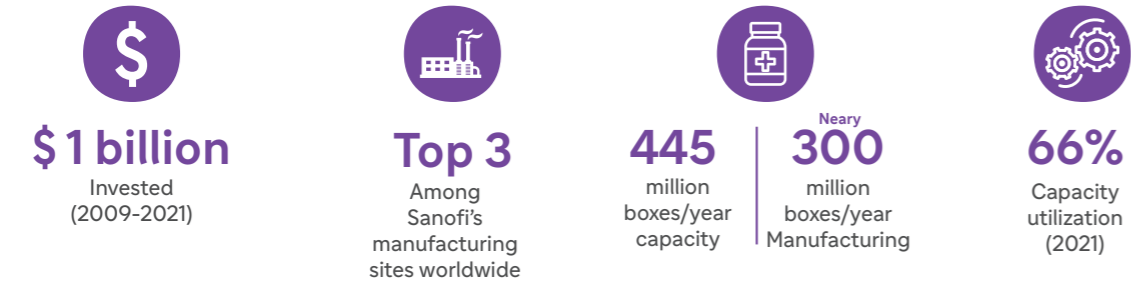
Basic Economic Indicators	2020	2021
Gross Sales (million TL)	4,809	6,073
Net Sales (million TL)	3,746	4,738
Sales (million - in volume)	519	501
Market Share (%)	4.6	4.3
Payments to Suppliers (million TL)	3,551	4,044

Investments and Localization Focus

Our investment of over \$1 billion makes us the top global pharmaceutical company in terms of investments in Turkey. With a capacity of 445 million in volume, our plant is among the

top three of Sanofi's manufacturing sites around the world.

Manufacturing Experience and Technology Investments



Located in Lüleburgaz, our plant manufactures highest quality products in many different forms in conformity with global healthcare standards. Our plant has successfully passed the audits of

22 countries' health authorities, which proves its reliability and high quality in production alongside its GMP certificates. Our share in of the overall pharmaceutical manufacturing in Turkey was 15% in 2021.

Local Manufacturing Power



We invested TL 62 million to our Lüleburgaz plant in 2021 on items such as sachet filling line improvements, employee affairs, ventilation savings projects for the solid manufacturing processes and other projects as well as capacity building, performance improvement, and energy saving.

The summary of our investments are as follows:

- **Capacity:** Commissioning of the sachet filling and packaging machine with mechanical and electronic improvements

- **Quality and compliance with OHS (Occupational Health and Safety):** New car park and security center development project, two emergency exit stairs, integration of a waste gas flushing unit to the existing fluidized bed dryer, first phase of the five-year-long PAL-MAL (Personnel and Material Air Traps) project, anti-fraud level elimination system, sprinklers (fire extinguishing system), data integrity, environmental monitoring system for the shop floor
- **Energy savings:** A four-year Ventilation Savings Projects program with global stakeholders
- **Maintenance:** Improvements on a range of packaging and manufacturing machines, storage, and transfer equipment
- **IT solutions:** Necessary equipment and software updates and developments

- **Performance:** A ramp to serve penicillin tank, installation of a new cooling tower and efforts to improve manufacturing performance
- **R&D:** Improvement and efficiency assessments of existing equipments

CONTRIBUTION TO LOCAL MANUFACTURING AND TECHNOLOGICAL KNOW-HOW

Sanofi does not only import medicines, but also manufactures them in our country, exporting to foreign markets. Our plant located in Lüleburgaz accounts for 15% of the total production of Turkish pharmaceutical sector. We export 11% of our total production to 49 countries, including Germany, Britain, France, Australia, and Japan. It is a source of great pride and pleasure for us to contribute to the economy of our country by producing 86% of Sanofi Turkey's product portfolio in volume.

	2020	2021
Imports (million \$)	54	60
Exports (million \$)	29	22

Our Exporting Power



Local Employment and Procurement ²⁰⁴⁻¹

We create a significant employment with more than 1,500 employees. We tap into local human resources especially when recruiting for our Lüleburgaz manufacturing site. On the job training programs implemented in our plant and organized with İşkur (Turkish Employment Agency) offer opportunities to candidates residing in and around Lüleburgaz, who are at the beginning of their careers, or are interested in getting trained to acquire a profession.

Our contribution to indirect employment, on the other hand, is made through our local procurement practices. We source about 1/3 of all types of products and services used in our operations from domestic suppliers, thereby contributing indirectly to the economy and employment.

	2020	2021
Number of Employees	1,789	1,594
New Hires	189	101
Local Procurement Amount (TL)	1,160	1,435
Local Procurement Ratio (%)	33	35

Localization of Vaccine Manufacturing

We became the first company in Turkey to invest in local vaccine manufacturing through our business unit specialized in vaccines. Sixty-eight million doses of combined childhood vaccines have been manufactured in Turkey with the technology transfer to Birgi Mefar, protecting 27 million children in Turkey from vaccine-preventable diseases. This attempt marks Turkey's first biomanufacturing operation in vaccines.

Local Insulin Project

We continue our efforts to implement our country's first technology transfer project in diabetes, the 'Sanofi Original Insulin Local Manufacturing Project', developed in the field of biotechnology to support transitioning to value-added manufacturing, reducing import-dependency in our country and improving export potential, thereby reducing the current account deficit.

Currently, our company locally manufactures 55% in value and 86% in volume of all the products on the market in our country. When the insulin localization project is finalized, we estimate Sanofi Turkey's localization rate to rise to 75% on a value basis.

Consolidating Scientific Activities for Rare Diseases

Our Specialty Care business unit embarked on an important cooperation with the Rare Diseases Application and Research Center of Ankara University (NADIR) in 2021. This cooperation aims to consolidate the scientific activities to be carried out at NADIR. We are willing to contribute to the objectives of the center, established to improve the quality of life of patients by conducting research on the modern diagnostic and treatment methods on rare diseases, by our global experience and experience in rare disease research. We will support academicians working in the field of rare diseases to develop new technologies by offering them the chance to conduct scientific research.

Contributions to the Development of a Local R&D Environment

We undertake important work for our country in the field of R&D and clinical studies, fully cognizant of the fact that R&D, innovation, and the infrastructure required are very important to explore treatments for new diseases which are yet to remain treated. Fifty-eight molecules have been developed at our R&D center located in our Sanofi Lüleburgaz plant since 2009 when we received an R&D center certificate approved by the Ministry.

We are a leader in clinical studies in our country. For Sanofi, Turkey has become a center of clinical study projects in its region, and as such, is successfully running clinical study projects across 14 different countries as of the end of 2021. We have 48 ongoing studies in 252 sites in Turkey, and 2 studies in the feasibility phase as of 2021.

Supporting Innovation and Innovative Ideas - PharmUp

As an organization that develops and offers innovative solutions in healthcare in Turkey, we highly encourage brilliant ideas and initiatives in this field. Our entrepreneurship program called 'PharmUp' is a project implemented to unveil and support innovative research and innovation initiatives in the field of health in Turkey. Selected entrepreneurs take part in the program, where scalable, leverageable, and sustainable ideas in healthcare are brought to life and obtain the right to join a 3-month priming period involving mentoring support and trainings. Selected entrepreneurs participate in an acceleration program organized in partnership with Endeavor, where they benefit from workshops and mentoring support to grow their startups, while meeting the relevant units of Sanofi Turkey to develop collaborations.

Among the 5 entrepreneurs eligible to participate in the acceleration program in its first year, Aksense became the first with its bedside diagnostic device for the early and rapid diagnosis of hospital infections. In 2021, 6 entrepreneurs graduated from the PharmUp program. Oruba, which came first among our graduates who participated in our acceleration program to prime their ideas in a course of three months, develops operator-free point of care testing devices using robotic process automation.

Contribution to Public Policies

We regard Turkey's goals for the pharmaceutical industry as our own organizational priorities. Among the prominent goals are becoming a center of global R&D and production in the pharmaceutical industry and being self-sufficient in medicines thanks to new investments bringing domestic value added.

We are among the leading representatives of the pharmaceutical industry, a highly important industry in achieving the future goals of our country, and we have accumulated significant knowledge thanks to our global experience. With this in mind, we undertake projects and actions to support the development of policies to ensure the timely and effective access of our patients to medicines and treatments in Sanofi's portfolio, authorized by the healthcare authorities.

Our current investments and new projects contribute to all the national policies and targets established by the Presidential Program, Development Plan and Strategy Documents. Among such projects is the **'Sanofi Local Original Insulin'** manufacturing project, developed in the field of biotechnology, to support transitioning to value-added manufacturing to reduce our country's dependence on imports, enhance its

export potential, thereby reducing the current account deficit.

We work with patient associations to better understand the needs of patients and contribute to the making of healthcare policies which cater to these needs. We launched **'ROTA: Patient Associations Development Academy'** to contribute to the managerial and organizational development of patient associations. Rota Academy offers patient associations a year-long training to support their organizational development, providing them a platform to exchange opinions and learn from one another.

While contributing to the organizational development of Patient Associations, we also provide funding for some of the projects we selected in alignment with our priorities. In 2021, we made a call to the non-governmental organizations and specialist associations in the field of oncology treatments to take action on the special needs of aging patients. We made contributions to two projects in Turkey who responded to our call: The Pinkline project (online psychological support line) of the **Pink Traces Women Cancers Association**, and the online health support project of the **Breast Diseases Coalition Association**.

Our Pharmacovigilance Department was on AIFD's ICH Harmonization Committee (International Council for Harmonization) and worked to facilitate the harmonization process before and after the ICH membership of the Turkish Medicines and Medical Devices Agency in 2020 and 2021.

Furthermore, through our representatives in the working groups of the relevant associations, we provide our opinions on draft regulations. Our Public Affairs department undertakes a holistic approach to external stakeholders including governmental or non-governmental national and local institutions, health authorities, policymakers, NGOs, opinion leaders, key trade associations and patient groups.

EMPLOYEE VOLUNTEERING

We can be a sustainable and responsible organization only if our employees act with social and environmental responsibility. At this point, employee volunteering comes into play as an important culture that we want to embed in our organization. One of the projects our volunteers took an active part was the 'Lend a Hand for the Future' project carried out in 2021.

Lend A Hand For The Future

Lend a Hand for the Future project is based on the tenet that every step in the way of education is a great investment in the future; and society and aims to reach pre-school children between 36-66 months who need the most support. Our goal is to help raise a self-confident, well-read and articulate generation by investing in the future of our children at one of the most critical periods of their development, pre-school age.

'The School Starts at Home,' prepared by Dr. Mentor in this project, Prof. Selçuk Şirin and his team, is a book prepared specifically for this project. The book is a compilation of suggested activities that support maths, cognitive and language development, keeping their spirit of curiosity and discovery alive, appropriate for pre-school children and their development stages. Reviewed and approved by the Ministry of National Education, the book was distributed to children living in districts with the highest dropout rate in İstanbul in 2019 in line with the instructions of the Ministry. We delivered our book to 25,000 children in 5 different cities in 2020, and to 30,000 children in 6 different cities in 2021 in cooperation with the Ministry of National Education.

Sanofi Turkey employees voluntarily support our project. Before setting off to work, our volunteers are trained by preschool experts, and then they start working with children on the exercises in the book either face-to-face or online. Within the scope of this project, 30 of our volunteers met 248 children and their families in various cities in 2021.



DECENT WORKPLACE

“We strive to become the most preferred company in the industry providing a great workplace, while keeping employee satisfaction at high levels, protecting their rights, and attaining the highest standards in occupational health and safety.” 103-1, 103-2, 103-3

We create a significant employment with more than 1,500 employees. About half of our employees work at our Lüleburgaz plant and the other half in our Commercial Operations. We measure our people’s satisfaction with global studies and take their suggestions through our Eureka System. We offer general as well as customized trainings for personal growth to

support their career plans. We carry out special work for the children of our employees.

We put in place various workplace practices with our OHS committees to ensure the health of our employees. We provide health education and focus on intensive hygiene and preventive measures especially during the pandemic.

Headcount	2020	2021
Sanofi Turkey Headcount	1,789	1,594
Sanofi Commercial Operations	885	771
Lüleburgaz Manufacturing Site	904	823
New Hires	189	101
Promotions	100	116
Number of Employees on OHS Committees	56	55

EMPLOYEE SATISFACTION

Measuring Employee Satisfaction

We measure the satisfaction of our employees through our global Employee Satisfaction Surveys. Based on the results of the survey, we take actions across the board according to the priorities sponsored by our senior management. Managers with more than five survey respondents in their teams determine actions based on their internal dynamics and key results.

The Engagement score calculated by parameters such as success, development, management support, freedom of expression and workload was comparable with global averages at 6.4/10 in the 2021 survey where participation from Turkey was fairly high (89%). Confirming this fact was the “Best Employer” certificate we earned for the third time in Turkey and globally. Innovative and successful HR practices in the fields of talent strategy, learning and development opportunities, performance management, leadership development, remuneration and benefits, and corporate culture play an important role in this award given by the Top Employers Institute, an independent research company.

Employee Suggestion System

Our Lüleburgaz site has a suggestion system in place called Eureka that all our employees are welcome to use. Our main goal is to improve quality processes, promote occupational health and safety, reduce accidents, costs, develop processes, boost efficiency and profitability, save supplies and time, improve the working environment and customer satisfaction at the plant. Suggestions lodged through the system are collected regularly, reviewed by our evaluation committee, and reported to

the senior management. In 2021, 160 such suggestions have been translated into life.

Applications for Employee Satisfaction

- During the pandemic, we put in place a flexible model of working based on the following principles:
 - Employees are given the autonomy to decide where and how to work, having full control in planning their workdays.
 - The obligation to work within a 2-hour radius of the office has been removed.
 - Employees are not obliged to work from the office.
 - Employees willing to use the office premises as per their work plans may come to the office 2-3 days a week on appointment.
 - Working from office is encouraged in cases that require teamwork and collaboration, creativity, or to celebrate achievements.
 - Within the scope of remote work, employees have been paid a single equipment allowance for the purchase of either desks or ergonomic chairs or monitors.

- Rules have been established that discourage calling employees after 18:30 on working days, and during weekends and holidays, unless there is an emergency.
- We established meeting-free hours on weekdays for employees to enjoy their lunch break between 12.00 pm and 101.00 pm All employees' slots between 12.00 pm and 01.00 pm have been closed to meeting invitations.
- A total of 3.5 days of paid leave was granted on working days before or after the official holidays.
- We treated all employees to bairam chocolates during Eid al-Fitr and Eid al-Adha.
- We gave all our employees gift vouchers as a New Year's gift. Gifts were migrated to the iChoose platform, a new online platform for gifts and prizes.
- We continued to recognize the special days of our employees:
 - When an employee had a baby, we planted 7 tree saplings through ÇEKÜL Foundation and had a certificate issued in the baby's name.
 - We also planted tree saplings through ÇEKÜL for every new hire and sent our new colleagues electronic certificates. We continued to plant saplings in the Sanofi woods located in the Sivas Tavra mountain pass in 2021.
 - We made donations to the Turkish Education Foundation in the demise of first-degree relatives of employees.

Our Little Bundles of Joy, Our Hopes for the Future

'Sanofi Children's Day' is organized at our Head Office every year on the first business day following April 23 for the children of Sanofi employees. Children spend time in their parents' offices and attend a children's festival, which features entertaining shows and activities in the conference hall. There is also an educational-informative event sponsored by Enfants de Sanofi. In 2021, 600 children participated in this event, which took place online due to the pandemic. Science kits had been sent to children's homes and an interactive program awaited them. The event included a range of experiences, including a cartoon drawing workshop, a puppet show and science experiments to appeal to different age groups.

Enfants de Sanofi

Enfants de Sanofi is a non-profit organization established in 1993 in France to provide support for the children of Sanofi employees in health, education and family related issues. It is funded globally by Sanofi and the donations of its employees, and provides support in the following areas:

- Individual Support: Provides financial support for children with medical problems, disabilities or difficulties in education, where social security institutions fall short.
- Collective Events: Organizes collective events such as vaccination and health screenings, informative events on health and education to cater to the needs of countries.
- Special Operations: Provides support in case of major events or natural disasters.

Enfants de Sanofi has provided EUR 550,000 to support 80 children of Sanofi Turkey employees in Turkey since 1995.



TALENT MANAGEMENT AND BENEFITS

Performance and Career Management ^{102-28, 404-3}

We use Sanofi's global performance assessment system to measure the performance of our employees to be able to make appropriate career and training plans for employees. In this system, employees' priorities for a given year are established at the beginning of the year, a conversation is scheduled in the middle of the year, and the whole year is evaluated at the end of the year.

Performance appraisals of all employees, including senior managers, are performed on two axes: An assessment of 'what' (i.e., priorities) they perform, and behaviorally 'how' (i.e., competencies) they perform it. Employees' own comments, appraisals by their line managers, and opinions of the other stakeholders (such as employees on the same project team or

functional managers) are also included in the process. Performance grades given by line managers on two axes are then reviewed and calibrated by more senior managers. Performance is graded as "Above Expected", "As Expected" and "Below Expected" on both axes and then converted into a score on a biaxial scale called 9-box.

Performed using an electronic system, this process is also used to determine employees' possible future positions and estimated timelines. Announcements about open positions are made internally over the Sanofi system, where diverse career opportunities are offered to our employees. We also offer Career Support Programs to employees whose employment is terminated.

Employees in Performance Management (%)	2020	2021
Sanofi Commercial Operations	100	100
Lüleburgaz Manufacturing Site	43	43
Total Sanofi Turkey	71	71

The performance management system identifies the development areas of our employees and assigns different development actions such as trainings.

Trainings ⁴⁰⁴⁻²

The trainings we offer to our employees can be classified into 3 groups as classroom, electronic (e-learning) and one-on-one. These are:

- Leadership trainings
- Upskilling, and
- Orientation

We offer an online language learning platform to all our employees through our global contract.

We also offer interest-free loans to our employees to enroll in graduate programs in pursuit of furthering their education. Employees willing to participate in these programs may benefit from flexible working hours in contact with their managers.

Regularly enriched through global agreements, our e-learning platform allows employees to access our training modules anytime and anywhere. We also share supportive learning actions before and after the training on this e-learning platform.

Our employees can also become our internal trainers in some trainings offered globally.

Our field force has a designated training team that adjusts our global content to the dynamics and needs of the field, designing training content according to local needs. In addition, employees at our plant are provided on-the-job training by their line managers or subject experts under Good Manufacturing Practices, including methods and regulations, as well as hands-on machinery and equipment training.

Remuneration ^{102-35, 102-36, 102-37}

We take part in the pharmaceutical industry remuneration research conducted annually by specialized consultant companies to make effective decisions on remuneration. The results of this research are analyzed, and wage brackets are created according to Sanofi's tiers and business family structures to be uploaded to Workday, our global Human Resources Information System. Remuneration decisions are made annually on Workday. When making a proposal, our managers can view an employee's current fee and where it stands in the wage bracket, performance grade, and previous remuneration information on the system.

Wages are established in March, taking into account the data from the market research, wage increase budget and individual performances. Bonus payments based on annual performance appraisals are made in the March of the following year. The wage conditions of our blue-collar employees under collective agreement are established for two years through negotiations with their unions.

Private Pension Plans ²⁰¹⁻³

White-collar employees with one year of seniority are entitled to join the company-sponsored group personal pension plan. Employees and employers make co-payments to the private pension plans according to the domestic legislation, and employees decide what funds to channel their savings to in our group pension plan.

Collective Agreement ¹⁰²⁻⁴¹

Collective agreements are signed every two years covering the blue-collar workers of the Lüleburgaz plant. The most recent collective agreement was signed in 2021. Fifty-six percent of our employees in our plant and 27% in total are covered by Collective Agreements.

Employees covered by Collective Agreements (%)	2020	2021
Sanofi Commercial Operations	0	0
Lüleburgaz Manufacturing Site	57	56
Sanofi Turkey	27	27

EMPLOYEE HEALTH AND SAFETY 103-1, 103-2, 103-3, 403-1, 403-3, 403-5, 403-6, 403-8

As one of the leading organizations in the field of health, we are obliged, above all, to create a safe and healthy environment for our employees to work in, provide the necessary opportunities for the continuity of their health, and take measures against the occupational, environmental, and social risks, which affect the physical as well as psychological well-being of our employees and their families. In this framework, we have put in place many practices in the organization, and we follow the relevant laws and regulations.

Our new hires undergo medical examinations by our full-time workplace physician and examination reports are prepared. Periodic examinations are repeated every 3 years for our employees working in lower risk areas. Refresher trainings are provided for the special risk groups such as people who are 60 years and above, 18 years and below, disabled, pregnant and nursing, or had more than 6 months of absenteeism. Refresher trainings and medical examinations are provided after occupational accidents. Those with chronic diseases undergo frequent medical examinations and follow-up.

During the pandemic in 2021, we monitored employees, who had either suspected or confirmed Covid-19, and performed a medical examination on their return to work. In addition, employees, who were in the at-risk group, continued to work from home.

Measures during the Pandemic

We have shaped all our operations in a way that safeguards the health of our employees and their families with science-backed advice to prevent the spread of COVID-19. We updated our models for remote and flexible work according to circumstances. Moreover, as we already had a

remote work policy in practice, we were able to adapt to this new normal easily. We took quick steps with the aim of creating a more efficient and pleasant working environment from home.

In the midst of the pandemic in 2021, we held 35 Covid-19 Crisis Management meetings. We trained employees on measures to protect against biological risk factors and hand hygiene. We re-assessed the risks in all workspaces and took large scale disinfection actions at our office spaces, field, meeting areas, and employee shuttles and disinfected our unassigned but available company vehicles in the carpark twice a week. We installed Hepa filters in our air conditioners at our offices.

During the pandemic, we reduced the capacity of our İstanbul and Ankara offices by half in addition to our hygiene measures. We managed the capacity reduction through an Office Booking System. Our employee shuttles started bringing our employees to work using different routes every day. Checklists were prepared and actions were taken in accordance with the Occupational Health and Safety Law No. 6331 regarding remote work before all our employees started working from home.

Our pharmacy medical representatives were educated on the risks in the field by our Occupational Health and Safety department regularly. In addition, pharmacy displays were interrupted and face-to-face calls completely cancelled at certain periods when the pandemic was on a rise based on risk analyses. Even when face-to-face calls were allowed, our pharmacy team was encouraged to refer to multichannel engagement to reduce the number of face-to-face calls and risks.

Occupational Diseases

Among the most frequently seen occupational diseases among our employees, musculoskeletal diseases related to ergonomic risk factors come first. Others are weight gain, obesity, digestive and circulatory disorders caused by psychosocial factors, work stress, long working hours, low activity, working without breaks, lack of exercise and improper body posture. Informative trainings and awareness-raising activities are organized to prevent risks related to ergonomics and specialist support is sought. We provided financial assistance to every employee to create an ergonomic working environment at home.

Our workplace physician offers information and advice on ergonomics such as correct sitting positions, size of desks, the importance of adjustable seating height for health, selecting ergonomic keyboards and mice, regular stretching exercises and techniques for resting the eyes. We have mobile phone applications that reminds employees to take a break and move every 50 minutes and inform them about proper nutrition.

Health Training Sessions	Number of People	Duration (minutes)
Ergonomics Training	590	120
Health Affairs Policy	8	30
Restricted Work Policy	7	30
Healthy Nutrition	11	60
Stress Management	12	60
Hygiene and Hand Cleaning	8	60
E-learning <ul style="list-style-type: none"> Occupational Diseases: Causes and Preventive Measures Principles of Disease Prevention and Application of Prevention Techniques Biological and Psychosocial Risk Factors Harms of Tobacco Products and Passive Smoking Chemical, Physical and Ergonomic Risk Factors Sleep Health COVID-19 	754	248

Actions for the Health and Safety of Our Employees

- We support our employees and their families in six wellbeing categories with wellbeing programs and activities for them to lead healthy lives and make healthy choices.
- We launched a comprehensive, web-based cell phone application to strengthen the social bonds among our employees, offering them one on one expert consultations for health and wellbeing in March 2021.
- We organized an online event on financial wellbeing and hosted a specialist.
- The yoga classes we had with a professional instructor in the office once a week at noon to encourage healthy living were migrated to the online environment during the pandemic and our weekly live classes continued.
- Ten Sanofi Social and Athletic Clubs remained active in 2021.
- We had yogurt, ayran (a yogurt drink), mineral water and fruit yogurt always available at our office.
- Our employees and their family members continued to enjoy private health insurance coverage.
- Our security guard located at our İstanbul office continued to patrol 24/7. Our floor entrances are monitored by CCTV camera system and only card access is possible.
- Our Crisis Management team and Security unit have a satellite phone for use in an emergency. Our floors are protected by burglar alarm systems.

Actions on Employee Data Privacy

Activities related to KVKK (Law on the Protection of Personal Data) were initiated in 2019. Personal data is shared only with relevant persons. KVKK is an integral part of the service level agreements we conclude with our suppliers. Health data is only kept at the office of our workplace physician in files stored in fireproof lockers. If an employee needs to undergo an action related to his/her health condition, this is shared with his/her managers without revealing the details of the action.

Occupational Health and Safety Committees

We have two OHS committees, one at our Head Office and one at our Ankara Regional Office, due to the continuous nature of the job and that we have more than 50 employees in both offices. In addition, we have separate OHS Committees conducting their operations at the Tuzla Distribution Center and Lüleburgaz plant. The decisions of the Committees are logged in their meeting minutes.

Number of Employees in Occupational Health Safety Committees	2020	2021
Sanofi Commercial Operations (Ankara and İstanbul)	21	22
Tuzla Distribution Center	17	15
Lüleburgaz Manufacturing Site	18	18
Total	56	55

EQUAL OPPORTUNITY AND DIVERSITY ^{103-1, 103-2, 103-3}

Diversity and Inclusion are some of the most important values that make us who we are and the indispensable foundation of how we do business.

- We respect the diversity, backgrounds, and experiences of our employees, without making any discrimination based on color, language, religion, race, gender, age, disability, sexual inclination, and marital status.
- We believe in and uphold the power of inclusive diversity.
- We support gender balance and different generations working in harmony.
 - To promote gender balance, it is our hiring policy to have at least one female candidate among the short-listed three candidates for any position.
 - We hire new graduates in our field force and office staff, as the case was in 2021.

At Sanofi, we carry out all our Diversity and Inclusion activities under our global program called 'All In'. While creating equal hiring opportunities, we also work to ensure that no one is subject to discrimination in any of our processes. We take action to raise awareness. 'Challenge Your Bias', a global training program and workshop developed by Sanofi in 2021 contributed to heightened awareness among our employees. On the occasion of May 21, Cultural Diversity Day, we organized a panel with our foreign managers working at Sanofi Turkey to raise awareness. We were inspired by a keynote speaker on International Day of Persons with Disabilities to overcome obstacles in our minds. All diversity-related activities are sponsored by the 'Inclusive Diversity Ambassadors', comprised mainly of the male leaders in our company.

In addition to these, we also launch actions for our female employees, parents and young talents.

SUPPORTING WOMEN IN BUSINESS

Increasing the ratio of our female employees and managers and engaging in awareness actions through different programs are valuable acts for Sanofi Turkey. We aim to balance the gender distribution in our organization by taking a more egalitarian approach to career opportunities and talent management.

To take a more active role in business life, it is important that women gain access to training, and then support in professional life. We are acting as one of the leading organizations related to women's involvement in the

workforce, fully cognizant of our responsibility in this regard.

As of 2021, our female employees accounted for 30% of our entire workforce, 50% of the executive and senior executive positions, 57% of our Lüleburgaz R&D Center employees, 44% of our new hires and 51% of promoted employees. We are among the top 50 companies with the highest number of women in its R&D department in Turkey.

Our Female Employee Ratio (%)	2020	2021
Sanofi Commercial Operations	35	37
Lüleburgaz Manufacturing Site	26	24
Sanofi Turkey	30	30

Ratio of Women Employees among New Hires (%)	2020	2021
Sanofi Commercial Operations	42	54
Lüleburgaz Manufacturing Site	25	20
Sanofi Turkey	32	44

Ratio of Women Employees in Promotions (%)	2020	2021
Sanofi Commercial Operations	62	53
Lüleburgaz Manufacturing Site	53	41
Sanofi Turkey	57	51

Ratio of Female Employees at the Lüleburgaz R&D Center (%)	2020	2021
R&D Center Employees	37	21
Number of Female Employees at the R&D Center	21	12
Ratio of Female Employees at the R&D Center	57	57

Our priority goals are to increase the number of women employees in all positions, especially field force and operations management, while maintaining our female ratio in management. Our hiring policy is to have at least one female candidate among the short-listed three candidates for any position. We are also proud of the fact that nearly 50% of the Turkish expatriates at Sanofi is women.

Every year on **International Women's Day**, we organize events that raise awareness about equal opportunities, and bring opinion leaders and our employees together. On March 8 International Women's Day, we presented our female employees gifts from an NGO, which supports women's work, to draw attention to gender equality, and we carried out activities for our female employees with messages and announcements emphasizing gender balance. We have also made a video of our good practices for our female employees and society.

SUPPORTING PARENTS

We are working to eliminate gender-oriented barriers. New mothers usually breastfeed their babies for up to one year. Yet, business travel is also a part of business life. That is why we are taking actions for all employees, who are parents, to lift barriers in front of women in a way that also includes fathers.

- Our female employees are entitled to unpaid leave after birth giving if they so request in addition to maternity leave.
- Our employees can take business trips with their babies up to the age of 1, accompanied by a relative or caregiver, and we cover all their expenses.
- We have breastfeeding rooms at our Head Office and the Lüleburgaz site.
- We provide kindergarten support to the children of our female employees up to 6 years of age.
- With flexible working hours, we support the work-life balance of all our employees, including parents.
- Employees, who are parents, may use administrative leave on the first and last day of school if they so request.



Fourteen Weeks of Paternity Leave

We increased the paternal leave to 14 weeks, effective as of 2022, which went up from five days to two weeks in 2019, within the framework of our equality at work approach, considering their spouses at home. Our employees will now have the opportunity to spend more time with their children. This includes all fathers in our company whose spouses give birth to or adopt a baby, allowing parents to establish a healthy bond with their babies. At Sanofi, we are pleased to have our employees feel that we are there for them at the most crucial moments in their lives. We view this action as having a positive impact on employee motivation and engagement, and a very valuable step to promote gender equality.

We also took some special actions during the pandemic:

- We granted parents a leave on the first day of the end of the lockdown for children.
- We organized a host of employee support programs for parents and children, which included online trainings and lectures by invited speakers titled 'Parenting in the days of Corona', and 'Back to school support' with the start of the face-to-face education.

Our Employees Taking Maternity or Paternity Leave	2020	2021
Female Employees	24	25
Male Employees	48	55
Total Sanofi Turkey	72	80

Note: In 2020 and 2021, 100% of our employees who took maternity or paternity leave resumed work at the end of their leaves.

Sponsorship of the Global Women's Forum

Assuming a leading role in the world by sponsoring the Women's Forum since 2010, Sanofi requires a female candidate for each managerial position in line with this global program, aiming to empower women employees. At the first step of the program, a 'Diversity and Inclusion Department' was established, and a network was created to cover 500 women employees selected without any discrimination from 90 countries where Sanofi operates. This network carries out activities seeking to expand women's role in business life, create equal opportunities, and augment women's contribution to the economy.

to get acquainted with different sectors during the training period. We bring participants together with entrepreneurs and professional role models in an opportunity to meet corporate representatives from different sectors. In 2021, 250 successful young women, who newly graduated from university or in their senior year, yet were deprived of equal opportunities, were selected from all over Turkey.

We trained 1,200 young women since the beginning of this program and gave them a 'Future Women Leaders' certificate. We are proud that 92% of the Women Leaders of Future program alumni are active participants of the workforce, advancing in their careers.

WOMEN LEADERS OF FUTURE TRAINING PROGRAM

The training program we carry out in cooperation with the Women Entrepreneurs Association of Turkey (KAGİDER) since 2011 aims to promote young women's participation in the economy and social life. The program aims to provide training and mentoring to young women, who have newly graduated from university or in their senior year, with a high potential for success yet deprived of equal opportunities in order to make them better equipped in business life.



We offer training on topics such as essential knowledge and skills for business, career development and management perspectives, and employability skills in the scope of the two-day 'Women Leaders of Future' program. Successful women chosen to be a part of this program are offered training and mentoring support on what they need to know when looking for a job by KAGİDER and Sanofi Turkey. At the same time, we offer participants the opportunity to contact professionals from various organizations

YOUNG TALENTS OUTREACH

Sanofi communicates with both current and potential employees globally and in Turkey through a well-designed and consistent Employee Value Proposition. As a healthcare company that chases the miracles of science to improve people's lives, our Employee Value Proposition is based on exploring the unusual and pursuing development. Progress happens with people who come from different backgrounds, all united around a single goal: A desire to make miracles. For this purpose, we participate in university events, career days and digital events in order to reach out to new and diverse talents outside the organization and help them explore Sanofi. We participate in these events with our employees from different departments and positions, and we aim to inspire potential employees and to reinforce Sanofi's appeal as an employer through speeches on an overview of our organization, speakers' career journeys, life at Sanofi and opportunities offered by Sanofi, including business and internship opportunities.

All types of communication and programs addressing our employees and candidates, including recruitment programs designed to bring in new and diverse talents to Sanofi, are done in a manner consistent with our Employee Value Proposition messages. In 2021, we participated in 20 different career events, reaching out to thousands of young talents. We provided about 100 students with the opportunity to experience the different functions and departments of Sanofi through a long-term internship program called 'Young Power'. We aimed for students, who undertook different responsibilities by becoming part of local and global projects, to shape their careers and pursue progress by attending practical and digital trainings during their internships.

RESPONSIBLE BUSINESS

Sanofi is fully aware of its responsibilities towards its stakeholders and conducts all its businesses in an ethical and transparent way. This approach forms the basis of our relationship with each of our stakeholders. We strongly believe that ethics and transparency are real drivers of value creation, essential and undisputed to preserve and strengthen the trust.

All businesses, products and services adhere strictly to our ethical rules. They are also applicable to our external stakeholders, starting with our suppliers. We set high standards in all controls and procedures, resulting in increased efficiency of our processes. Digitalization efforts provide added value to meet the needs of our stakeholders.

We apply and maintain the highest standards across all our industrial and commercial operations and ensure the highest level of product health and safety at every stage for protecting the health of our patients.

HIGH STANDARDS IN ETHICS, CONTROLS AND PRACTICES

PRACTICES BASED ON

ETHICAL RULES ^{103-1, 103-2, 103-3, 102-16, 412-2}

At Sanofi Turkey, we carry out our activities in line with the ethical values and related policies adopted by our organization globally. We manage all our operations in accordance with applicable laws and regulations, and we are committed to adhering to the principles of the United Nations Declaration of Human Rights, International Labor Organization and Economic Cooperation and Development Organization.

In addition to our policies and practices, we carry out training and awareness-raising activities to ensure compliance with the Code of Business Ethics, which is at the heart of all our processes without exception. All of our new hires sign the Sanofi Code of Ethics upon starting work and all employees receive Ethical Principles Training every year. Our key ethics policies are as follows:

Sanofi Code of Ethics: The Code of Ethics defines Sanofi's expectations from all its employees and business partners relating to ethical processes in their operations. 'Code of Ethics' is part of the 'Welcome Pack' provided to new hires. We obtain signed attestations from our employees stating that they agree, declare and undertake to fully comply with these codes, and that they shall be personally liable if they violate these codes. Every new hire is provided with 'Ethics and Business Integrity in Recruitment Processes' training and orientation training, which gives an overview of the Code of Ethics.

Financial Code of Ethics: The aim of the Financial Code of Ethics is to guide our managers to refrain from seeking self-interest in their personal and professional relationships, adhere to the principle of integrity, and address the conflicts of interest in their personal and professional lives according to the highest ethical standards. It also ensures that managers immediately notify the CFO or the duly-authorized Country Council Members of such conflicts, or significant transactions and relationships that may result in such conflicts, make sure the reports provided by the company are complete, fair, accurate, objective and understandable, comply with the company's local and international policies and regulations, as well as the principles of goodwill, responsibility, competence and objectivity, respect company privacy and adopt principles of ethical behavior towards employees. General Managers and Finance Directors read and sign this document every year.

Procurement Ethics Regulation: The Procurement Ethics Regulation lays down the principles of integrity and transparency between our procurement officers and suppliers, relations with and behavior towards suppliers, potential conflicts of interest, relations with government officials and civil servants, limitations on foreign travel and imports, and competition laws to guide decisions on how to behave when faced with difficult or delicate situations.

Ethics and Proper Communication ^{103-1, 103-2, 103-3 417-1}

Our medical team acts as a science service and guarantees compliance with the following regulations, guidelines and principles using various consent platforms during its interactions with external stakeholders such as Healthcare Professionals, healthcare organizations, state authorities, and patients in on all kinds of activities conducted, and information and materials provided on behalf of Sanofi:

- Regulation on the Promotional Activities of Medicinal Products for Human Use' and its guidelines published by the Turkish Medicines and Medical Devices Agency (TITCK),
- IFPMA (International Federation of Pharmaceutical Manufacturers & Associations),
- EFPIA (European Federation of Pharmaceutical Industries and Associations), and
- 'Good Promotional Practices' of AIFD (Association of Research-based Pharmaceutical Companies).

4MPromoMATs System

4M-PromoMats material management system is used to make assessments and confirm the compliance of all promotional and non-promotional information and documents with regulations and promotional principles before being delivered to external stakeholders. The 4M-PromoMats internal approval system allows promotions to be carried out in compliance with Good Promotion and Good Communication Principles and the Regulation on the Promotional Activities of Human Medicinal Products. Compliance with the Regulations, Good Promotion Principles and Ethical Principles is ensured through this control mechanism, and communication with stakeholders is done after the completion of the approval processes. In 2021, 2,827 items were uploaded and assessed by the 4M-PromoMats system.

Ethical Marketing

All our marketing activities are carried out in accordance with the Promotional Activities Regulation of the Ministry of Health, Codes of AIFD, and Sanofi compliance policies and standard operating policies. We establish project steps together with our legal, compliance and medical departments in our activities intended for physicians and patients. We ensure that our medical content to be presented to physicians in particular pass the approval of the medical and regulatory departments.

Ethics Hotline ¹⁰²⁻¹⁷

If a Sanofi employee has concerns that a law, regulation, industry's code of conduct or Sanofi's Code of Ethics has been or is about to be violated, he/she is encouraged to make a notification of the concern through a channel he/she finds appropriate (either directly to the Ethics and Business Integrity Department, the Compliance Hotline, or the online platform). The Ethics and Business Integrity Department shall launch an independent internal investigation of each notification.

ANTI-CORRUPTION AND PREVENTION OF CONFLICT OF INTEREST ²⁰⁵⁻²

We work diligently to place the standards relating to compliance and ethics at the heart of all our activities, and to prevent conflicts of interest and corruption. We have a successful track record in this area, particularly thanks to the efforts of our Sanofi Turkey Compliance Committee and the periodical audits carried out by independent internal and external bodies.

Processes affecting the finances, reputation, operational continuity, and obligations of Sanofi Turkey's companies to official authorities, as well as Good Practice (GxP) processes and interactions with external stakeholders are regularly audited. In this context, annual risk assessments, self-assessments and controls are carried out in all our units. Findings of these studies are shared with relevant departments, action plans are created and closely monitored by our Internal Control and Processes Department.

Our Internal Control and Processes Department conducts annual self-assessment activities on processes, runs year-round effectiveness tests, and ensures that process owners take action to reduce the risk of non-compliance in accordance with relevant policies. In addition, our departments within the 'Internal Control Champions Program' keep a close eye on the developments and changes in global processes. With this program, we aim to create a culture of Internal Control whereby each department gathers the information relevant to its own risks, identifies possible problems and opportunities, and raises experts capable of reporting them.

In Orientation and Journey to Excellence, our human resources trainings for our employees, we address compliance with audits, policies, and code of ethics. These trainings offered by our Ethics and Business Integrity department are mandatory for all and include modules on 'Anti-bribery and anti-corruption' as well as 'Compliance at Sanofi'.

Anti-Bribery and Anti-Corruption ^{103-1,103-2,103-3}

We implement Sanofi's global 'Anti-Bribery' policy on bribery and corruption. In a nutshell, this policy prohibits Sanofi employees and third parties from giving, promising, or allowing to give something of value to any public official, or any other person directly or indirectly for an inappropriate reason such as to influence any act or decision of the relevant person, and/or the organization represented by the relevant person, in order to obtain an improper advantage, or to be awarded or retain a job.

Prevention of Conflict of Interest ¹⁰²⁻²⁵

The Sanofi Code of Ethics involves a separate section entitled 'Prevention of Conflicts of Interest'. The section summarizes the potential conflicts of interest and what our employees should refrain from doing to prevent their occurrence. Each year, employees who may be exposed to the threat of bribery and corruption, chiefly our Country Council members and team leaders, give their conflicts of interest statements to be evaluated by our Ethics and Business Integrity department. Once collected, the statements are checked for accuracy, and action plans are put in place to address existing or potential conflicts of interest.

In addition, our new hires at Sanofi Turkey are expected to fill out conflicts of interest statements to be collected by our Human Resources department. From there, these statements are relayed to our Ethics and Business Integrity department for review.

HUMAN RIGHTS PRACTICES AT SUPPLIERS ^{102-9, 412-1, 414-1}

We locally manufacture about 86% (in volume) of our products in Turkey and we also export to foreign markets. Within this framework, we make about 1/3 of our procurement from suppliers in our country. Therefore, our suppliers in our country and abroad are of critical importance to us.

Due to the sensitive nature of our industry, we manage all procurement processes meticulously and aim for the highest level of compliance with quality and standards. We rely on our global systems to measure suppliers' performance. When choosing our suppliers, we consider elements such as human rights, employee rights, employee health and safety, and environmental impacts as part of our selection criteria. In addition, we regularly educate our suppliers on our Anti-Bribery and Anti-Corruption practices.



Risk management activities and audits to address the economic, social, and environmental negative impacts of our suppliers are part of our sustainability approach managed globally and carried out locally by countries.

PROCESS AND BUSINESS EFFICIENCY

We implement different actions to improve business efficiency in all processes of Sanofi Turkey. Some of the key actions in 2021 were:

Lüleburgaz Plant Process Tracking and Improvement System

We create a 'Plant Priority Poster' as soon as our goals are established so that the processes in our plant can be tracked. We prepare our priorities and objectives on an annual basis within the scope of our Long-Term Plan in Turkish and English.

Our priorities are displayed on our 'Commitment Boards' placed in plant management and group management offices. These boards include a given unit's priorities, key performance indicators, projects, and monthly follow-up tables based on the plant priority posters for the relevant department. Daily line meetings are held to follow the progress regarding goals with activities in the field.

Meeting-free Wednesdays

Launched in 2019 in the Specialty Care team and continued in 2020 and 2021 with our internal stakeholders, the 'Meeting-free Wednesdays' initiative aims to accelerate efficiencies in our business processes. This initiative allows us to focus more on our work, gives us the opportunity to communicate more effectively and continuously with our external stakeholders, while also creating space for our personal development.

SADE Team

With members from various departments, to secure a wide range of experiences and perspectives, our SADE team (Sanofi Rational Transformation Team) is in charge of making rational and convenient simplifications, where unlike other projects, various subject matter experts come together to work on different scenarios using the simplest and leanest methods in line with Sanofi's 'Play to Win' strategy. Established in 2019, the 36 simplification ambassadors of the SADE team including 16 members from different functions in Sanofi Turkey's group companies and members from the Field Force works on the results of the Employee Simplification Surveys. After focusing on systems and practices, relations with external stakeholders, policies, processes, and organizations, more than 20 simplification and transformation projects have been implemented since 2020 and their results shared with our employees.

DIGITAL TRANSFORMATION

We observe that change is taking place rapidly in a world that is getting ever more digital to meet the needs of our stakeholders. To this end, we are the first to launch unique practices in our sector. An example is our online Kampus Sanofi platform where we publish a wealth of medical content including articles, medical studies, and outputs of scientific congresses targeting all healthcare professionals in our country. We have also implemented a solution, a first in its field, for another important stakeholder of ours, the pharmacists. Positioned as pharmacists' digital assistant, The Rechate platform can instantly contact Sanofi Turkey to find answers to pharmacists' questions and notify them of our commercial campaigns 24/7.

Some other important actions in this area were:

Chatbot

Our communication activities revealed that our consumers became increasingly interested in a probiotic product of our Consumer Healthcare Business Unit and that there was a growing number and variety of questions about this product. We used to answer these questions individually through our social media accounts or e-mail replies, but then we developed an artificial intelligence chatbot and were able to answer them instantly and 24/7. Not only did the chatbot reduce the burden of the social media and website admin team, but it also interacted with 103,000 consumers for 120,000 hours in just one year. A total of 6.5 million messages were sent between consumers and our chatbot. The value of our consumer interaction was valued at TL 1.5 million thanks to an investment valued at TL 100 thousand. This translated into great savings in terms of time and money. Using artificial intelligence and

machine learning technologies, the chatbot not only responds to frequently asked customer questions, but also directs consumers to relevant people when asked questions it cannot respond.

ESCalate Digital Journey Project

We completed our specialty based ESCalate Digital Journey project in 2021 to adopt to and learn the agile working method. ESCalate is Sanofi Turkey's specialty-based, personalized, omnichannel transformation project targeting cardiologists. With this project, we informed our physicians of the scientific developments of the European Society of Cardiology Congress before, during and after the congress in a personalized and agile manner through omnichannel management. Personalized content was prepared according to physician profiles. At the same time, social media analyses were made and topics gaining the greatest traction, the most widely shared content, and most mentioned physicians were analyzed and shared with cardiologists for the first time.

Prizma Portal

Prizma Portal is an online platform designed to manage our end-to-end customer services. It has various features such as weekly and monthly stock tracking, order status, real-time shipment tracking, sales and commercial terms management. By combining and simplifying many business processes on a single platform, it aims to enhance both efficiency and customer experience. The platform is designed to improve the availability of our products on the market, ensure long-term sales and better use of resources through digital transformation, and improve customer experience quantitatively.

Based on the feedback we received from the results of a survey conducted with 65 participants in 2021, we started the groundwork of the Prizma 2.0 structure, which would enhance customer experience, provide ease-of-use and boost customer loyalty. Our purpose is to reinforce customer experience through accessibility and order placement 24/7, easy access and customer complaint entry in addition to the existing Prizma Portal features. At the second phase of this project, we aim to develop a chatbot application to provide our customers instant status reports and notifications.

OUR DIGITAL JOURNEY

The solutions we created due to the impact of the pandemic availed us the opportunity to reach out to a wider community of Healthcare Professionals. We put a special focus on the quality of our technical solutions and made major investments to simplify and transform our digital footprint.

We developed cloud-integrated, easy-to-use systems, creating significant advantages, especially for our field team, enabling us to see the outcomes of our interactions with stakeholders. We have integrated our Athena system into the Global Sanofi SAP system. We have also included our raw material weighing system, Inova, into this integration.

Moreover, we have successfully commissioned the digital 'e-OEE' solution, which enables us to instantly monitor the operational efficiency of our manufacturing and packaging equipment and provides reports. This solution allows us to compare our plant's operational performance with that of other Sanofi plants in our global

network. That way, we aim to establish areas for improvement and help other sites leveraging our strengths on a common platform.

In addition, we continue to support the development of our laboratory equipment with digital tools as per our vision of 'paperless production'. Once our laboratories are fully digitalized, we will migrate our manufacturing lot records to the digital environment under our 'electronic lot records' project.

We are taking robust steps to achieve increased industrial efficiency, agility and 'first time right' rate through our intense focus on automation and digitalization projects across all our plant's processes.

We also implemented a 'Kampus' website (kampus.sanofi.com.tr) for Healthcare Professionals. On Kampus, we provide scientific information covering different therapeutic areas, and detailed information on our patients' treatments and our medicines.





PROTECTING PATIENT HEALTH

We strive to accompany patients in every step of their health journey with innovative solutions, produce integrated treatment solutions that empower life and improve the quality of patients' treatment process. We apply and maintain the highest standards across all our industrial and commercial operations and our business partners, primarily our suppliers, and we work to ensure the highest level of product health and safety at every stage. ^{103-1, 103-2, 103-3.}

QUALITY ACTIVITIES

Sanofi implements its own global quality standards which include international best practices in healthcare to maintain and continuously improve the quality of its products and processes. This approach allows Sanofi's departments in all countries to speak the same language and continue to progress at the same pace. Such an alignment brings about success.

An important term in quality and, as such, often used in our report, GxP includes key activities for quality in healthcare, covering good healthcare practices based on patient safety and product effectiveness.

Our management structure reflects the importance we attach to quality issues in Sanofi Turkey. Our Quality Assurance, Quality Control and Plant Regulatory departments operate under the Sanofi Quality Compliance Group. Our Quality Assurance department is in charge of releasing batches, examining customer complaints and deviations in manufacturing processes, monitoring corrective and preventive actions, performing quality audits at suppliers, and ensuring compliance with national and international 'Good Manufacturing Practices' (GMP) requirements. Our Quality Control department is in charge of ensuring the conformity of raw materials and packaging materials arriving at the manufacturing site, performing the quality control of finished products and stability analyses during their shelf life. Our Plant Regulatory department oversees the monitoring the regulatory processes of our products at the Ministry of Health.

We undertake the following activities to raise the standards of our quality processes:

- Streamlining our quality processes through as much digitalization as possible,
- Fostering an awareness and culture of quality in the organization using social media and the latest communication tools,
- Monitoring the quality processes of the producers and suppliers from whom we buy services, and, if necessary, bringing them on a par with Sanofi standards,
- Organizing monthly meetings to ensure compliance with Sanofi standards in the Turkey, Iran and Levant region,
- Creating a system to steer the activities related to quality processes in priority projects and structures,
- Sharing of trainings and questionnaires with related departments to raise awareness around GxP.

Our Quality Group and GxP departments evaluate questions and demands related to quality at their meetings held regularly, and manage them through continuous improvement, deviation, and change management processes, as required. In 2021, we conducted three trainings related to quality processes. Two instances of change in the GxP processes were monitored through the change control and management system, and 14 deviations were identified and improved through corrective and preventive actions.

Our Quality Goals for 2022 are as follows:

- Performing activities related to quality processes for strategic product launches and priority projects,
- Simplifying and improving quality processes,
- Effectively monitoring the trainings on the procedures involved in GxP processes using the training platform,
- Planning trainings to increase efficiency in the implementation of quality processes,
- Leading new quality practices and sharing best experiences with internal and external stakeholders,
- Working to embed a culture of quality within the institution (e.g. Quality Week),
- Increasing the share of innovation and technology in quality processes,
- Demonstrating a human health-centered approach in quality processes in line with our 'Play to Win' strategy,
- Reducing risks through quality risk management activities.

Quality Activities at the Lüleburgaz Manufacturing Site

We manufacture pharmaceuticals in accordance with the requirements of GxP, the national and international standard applied in the manufacturing of pharmaceuticals. In addition to Sanofi's Global Quality Policies, our manufacturing site has in place a quality system that complies with ISO 9001:2015, ISO 14001, ISO 18001, and ISO 27001 standards. Moreover, there are 22 GMP Certificates issued by the health authorities of Turkey, the European Union, Japan, Brazil, Russia, GCC and MCC countries for the different dosage forms manufactured at our site.

We prepare and update as required Standard Operating Procedures (SOPs) to monitor the processes of the departments. We also provide our employees SOP refreshers as part of their on-the-job training plans at certain intervals based on the criticality of the SOPs.

We ensure the information security of our customers with ISO 27001 standards. We also have systems in place such as access restrictions and protection, encryption, and firewalls. In this context, we provide annual trainings for users, and conduct internal as well as supplier audits to ensure the conformity of the processes.

We periodically review our process flowcharts prepared according to ISO 9001. We monitor our quality goals at regular intervals. In addition, risk and opportunity analyses have been completed and an asset list has been prepared to ensure that our processes operate at the highest quality and efficiency.

Moreover, we have planned out and we carry out yearly activities to foster a culture of quality within our organization to continuously improve and develop our employees' understanding and awareness of quality.

Quality Standards in Clinical Studies

Quality standards play an extremely important role in improving the efficiency and quality of our operations. Our Clinical Quality Processes Manager is the first point of contact for local teams in Turkey and other countries under his/her responsibility for the harmonization and integration of the procedures of the Clinical Science and Operations Department and local regulations. He/she supports the local teams with training, coaching and risk management regarding best practices, procedures, and regulation.

In this context, in 2021:

- 9 local SOPs were updated,
- Our activities in the context of quality and process education:
 - Training to 15 new staff members, 3 Cluster Trainings and 5 CSU (Clinical Study Unit) Team Trainings
 - A total of 3 full days of quality visits to 2 study sites before the FDA inspection
 - Two third party audits and Preliminary Approval Audits for 2 clinical trials
 - Support to CSU team during the Turkey GxP Audit
 - Two Clinical Study Site FDA inspections
 - An audit with other internal departments on Financial and Internal Control processes
 - Quarterly evaluation of quality documents in Turkey

- Annual Third-Party Risk Assessments for 18 CSU third parties
- Activities to improve the quality of important documents received from other countries under the responsibility of CSU Turkey and align them with global timing:
 - Three national Medical Affairs (MA) study outline reviews
 - Twelve local SOP reviews
 - Help with the preparations for a GxP audit
 - Help with UAE Ministry of Health inspection
 - Help with 2 Ethics Committee audits
 - Twenty instances of quarterly quality document reviews for 5 countries
 - Risk assessments for each third party involved in the Clinical Study processes in 5 countries

Clinical study volunteers' data are collected by study investigators in line with Good Clinical Practices, and data integrity is checked by the Sanofi CSU team during regular monitoring visits. We report any deviations from research protocols, side effects or adverse drug reactions to health authorities and Sanofi's Drug Safety Units at required intervals as prescribed by national and international regulations.



Quality in Regulatory Processes

We regularly update the labeling information and package leaflet of human medicinal products to ensure accurate use for health and safety. In doing so, we act according to the Regulation, Annex and Guidelines on the Labeling, Package Leaflet and Tracing of Human Medicinal Products published by the Turkish Medicines and Medical Devices Agency (TITCK), Summary of Product Characteristics (SPC), and Standard Assessment Procedure.

We write SOPs in the relevant areas for the accurate and proper management of our processes, and we update them at certain intervals and when a regulation changes. In addition, our operations are periodically inspected by internal audits. Up-to-date product information and actions related to changes in the quality and safety of products are recorded in global regulatory databases in predetermined periods to ensure the continuity of supply.

In 2021, we filed our applications for 2 products, and received regulatory approval for 4 products.

PRODUCT HEALTH AND SAFETY ⁴¹⁶⁻¹

It is our primary responsibility to ensure continued access to those who need treatments and medicines. For this reason, product health and safety efforts are monitored regularly by meticulously applied procedures and systems at each stage from the development of our products to after-sales.

To this end, our Product Safety Quality Management Systems and additional actions in our logistics system play an important role in addition to the quality activities and feedback systems in our industrial affairs and commercial operations explained in this report.

Our Quality Management systems and actions in this area are:

- Management of Technical Complaints for Products
- Management of Product Withdrawals
- Management of Quality/Product Alerts
- Management of Deviation and Change Control processes in third parties as per Sanofi standards
- Quality control and temperature deviation monitoring until products are placed in the market
- Quality conformity assessment and auditing of contract manufacturing sites, management of contract sites according to quality contracts
- Evaluation and auditing of all third parties from whom services are purchased within the scope of Good Health Practices, and management of these third parties in accordance with quality contracts

As part of our Distribution Center operations, we provide appropriate storage conditions for our products from their entry to the distribution center to their distribution to customers, and we document our operations to ensure traceability within the scope of data integrity. Products arriving at the distribution center from manufacturing sites are analyzed at entry and checked for certificates, temperature readings, quantities, physical inspections, and conformity with their licenses. Batches whose results are favorable are released to the market. Products are stored in the distribution center in

conformity with the required storage conditions, and then shipped to customers identified and approved by the Ministry of Health. QR code printing, aggregation and secondary packaging processes at our facility are carried out in accordance with GMP. In addition, product and facility security is provided by a security team working round the clock, restricted entry and exits via an access system and CCTV monitoring.





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*Sanofi Turkey
Sustainability Performance
in Figures* 102-8, 401-1, 401-3,
405-1, 405-2
●

EMPLOYEES

NUMBER OF EMPLOYEES						
	Number of Female Employees 2020	Number of Female Employees 2021	Number of Male Employees 2020	Number of Male Employees 2021	Total Number of Employees 2020	Total Number of Employees 2021
Sanofi Commercial Operations	313	286	572	485	885	771
Lüleburgaz Manufacturing Site	232	199	672	624	904	823
Sanofi Turkey	545	485	1.244	1109	1.789	1.594

EMPLOYEE TURNOVER (%)		
	2020	2021
Sanofi Commercial Operations	7.46	25
Lüleburgaz Manufacturing Site	13.7	14
Sanofi Turkey	10	20

NEW HIRES AND PROMOTIONS								
	New Hires 2020	New Hires 2021	Number of Newly Hired Female Employees 2020	Number of Newly Hired Female Employees 2021	Total Number of Promotions 2020	Total Number of Promotions 2021	Number of Promoted Female Employees 2020	Number of Promoted Female Employees 2021
Sanofi Commercial Operations	71	71	30	38	42	94	26	50
Lüleburgaz Manufacturing Site	118	30	30	6	58	22	31	9
Sanofi Turkey	189	101	60	44	100	116	57	59

NUMBER OF EMPLOYEES BY DISTRICT		
DISTRICT	2020	2021
ADANA	49	42
ANKARA	83	67
ANTALYA	29	18
BURSA	28	18
İSTANBUL	557	508
İZMİR	70	60
KAYSERİ	0	8
KOCAELİ	9	8
KONYA	26	8
LÜLEBURGAZ	879	823
MALATYA	24	9
SAMSUN	35	24
TRABZON	0	1
GAZİANTEP	0	0
TOTAL	1,789	1,594

NEW HIRES BY DISTRICT				
DISTRICT	2020		2021	
	Number	%	Number	%
ADANA	0	0	0	0
ANKARA	5	2.65	1	1
ANTALYA	1	0.53	0	0
BALIKESİR	0	0	0	0
BURSA	2	1.06	0	0
İSTANBUL	56	29.63	64	67
İZMİR	4	2.12	0	0
KAYSERİ	0	0	0	0
KOCAELİ	0	0	0	0
KONYA	1	0.53	0	0
LÜLEBURGAZ	115	60.85	30	31
MALATYA	2	1.06	0	0
SAMSUN	3	1.59	0	0
TRABZON	0	0	1	1
TOTAL	189	100	96	100

TURNOVER OF NEW HIRES BY DISTRICT				
DISTRICT	2020		2021	
	Number	%	Number	%
ADANA	0	0	0	0
ANKARA	0	0	0	0
ANTALYA	0	0	0	0
BALIKESİR	0	0	0	0
BURSA	0	0	0	0
İSTANBUL	1	1	5	8
İZMİR	0	0	0	0
KAYSERİ	0	0	0	0
KOCAELİ	0	0	0	0
KONYA	0	0	0	0
LÜLEBURGAZ	1	3	0	0
MALATYA	0	0	0	0
SAMSUN	0	0	0	0
TRABZON	0	0	0	0
Total	2	1	5	5

OCCUPATIONAL HEALTH SAFETY COMMITTEES		
Number of Employees in Occupational Health Safety Committees	2020	2021
Sanofi Commercial Operations (Ankara and İstanbul)	21	22
Tuzla Distribution Center	17	15
Lüleburgaz Manufacturing Site	18	18
Total	56	55

COLLECTIVE LABOUR AGREEMENT		
	Percentage of Employees Covered by Collective Labour Agreement (2020)	Percentage of Employees Covered by Collective Labour Agreement (2021)
Sanofi Commercial Operations	0	0
Lüleburgaz Manufacturing Site	57	56
Sanofi Turkey	57	27

PERFORMANCE MANAGEMENT				
	Employees in Performance Management 2020	Employees in Performance Management 2021	Ratio of Employees in Performance Management to Total Employees % 2020	Ratio of Employees in Performance Management to Total Employees % 2021
Sanofi Commercial Operations	885	771	100	100
Lüleburgaz Manufacturing Site	392	356	43	43
Sanofi Turkey	1.277	1.127	71	71

FEMALE TO MALE SALARY RATIOS		
	Female to Male Salary Ratios (%) 2020	Female to Male Salary Ratios (%) 2021
Sanofi Commercial Operations	141.2	134.93
Lüleburgaz Manufacturing Site	128.25	133.18

TURNOVER BY GENDER			
	2020	2021	2020
	Number of Women Leaving Work	Number of Women Leaving Work	Number of Men Leaving Work
Sanofi Commercial Operations	32	69	34
Lüleburgaz Manufacturing Site	32	42	82
Sanofi Turkey	64	111	116

TURNOVER BY GENDER (CONTINUE)			
	2021	2020	2021
	Number of Men Leaving Work	Total Number of Employees Leaving Work	Total Number of Employees Leaving Work
Sanofi Commercial Operations	127	66	196
Lüleburgaz Manufacturing Site	75	114	117
Sanofi Turkey	202	180	313

EMPLOYEE RATIOS BY GENDER AND POSITIONS				
	2020		2021	
	% Female	% Female	% Male	% Male
Senior Executive	38	63	38	63
Executive	51	49	50	50
Field Employee	17	83	17	83
Other White Collar	58	42	57	43
Blue Collar	6	94	3	97
Total	30	70	30	70

NEW HIRES BY GENDER			
	2020	2021	2020
	Number of Women Hired	Number of Women Hired	Number of Men Hired
Sanofi Commercial Operations	30	37	41
Lüleburgaz Manufacturing Site	30	6	88
Sanofi Turkey	60	43	129

NEW HIRES BY GENDER (CONTINUE)			
	2021	2020	2021
	Number of Men Hired	Total Number of Hires	Total Number of Hires
Sanofi Commercial Operations	34	71	71
Lüleburgaz Manufacturing Site	24	118	30
Sanofi Turkey	58	189	101

TURNOVER BY GENDER IN NEW HIRES			
	2020	2021	2020
	Turnover of Female New Hires	Turnover of Female New Hires	Turnover of Male New Hires
Sanofi Commercial Operations	1	3	0
Lüleburgaz Manufacturing Site	1	0	0
Sanofi Turkey	2	3	0

TURNOVER BY GENDER IN NEW HIRES (CONTINUE)			
	2021	2020	2021
	Turnover of Male New Hires	Turnover of Total New Hires	Turnover of Total New Hires
Sanofi Commercial Operations	2	1	5
Lüleburgaz Manufacturing Site	0	1	0
Sanofi Turkey	2	2	5

NUMBER OF EMPLOYEES BY AGE GROUPS				
	2020	2021	2020	2021
	Under 21	Under 21	21-30	21-30
Sanofi Commercial Operations	0	0	96	91
Lüleburgaz Manufacturing Site	0	0	359	303
Sanofi Turkey	0	0	455	394

NUMBER OF EMPLOYEES BY AGE GROUPS (CONTINUE)				
	2020	2021	2020	2021
	31-40	31-40	41-50	41-50
Sanofi Commercial Operations	346	295	391	345
Lüleburgaz Manufacturing Site	339	361	164	123
Sanofi Turkey	685	656	555	468

NUMBER OF EMPLOYEES BY AGE GROUPS (CONTINUE)		
	2020	2021
	51-60	51-60
Sanofi Commercial Operations	52	39
Lüleburgaz Manufacturing Site	42	36
Sanofi Turkey	94	76

NEW HIRES BY AGE GROUPS				
	2020	2021	2020	2021
	Under 21	Under 21	21-30	21-30
Sanofi Commercial Operations	0	0	35	31
Lüleburgaz Manufacturing Site	0	0	93	27
Sanofi Turkey	0	0	128	58

NEW HIRES BY AGE GROUPS (CONTINUE)				
	2020	2021	2020	2021
	31-40	31-40	41-50	41-50
Sanofi Commercial Operations	26	31	9	8
Lüleburgaz Manufacturing Site	24	3	1	0
Sanofi Turkey	50	34	10	8

NEW HIRES BY AGE GROUPS (CONTINUE)		
	2020	2021
	51-60	51-60
Sanofi Commercial Operations	1	1
Lüleburgaz Manufacturing Site	0	0
Sanofi Turkey	1	1

TURNOVER BY AGE GROUPS				
	2020	2021	2020	2021
	Employees Under 21 Leaving Work	Employees Under 21 Leaving Work	Employees (Age 21-30) Leaving Work	Employees (Age 21-30) Leaving Work
Sanofi Commercial Operations	0	0	10	21
Lüleburgaz Manufacturing Site	0	0	18	20
Sanofi Turkey	0	0	28	41

TURNOVER BY AGE GROUPS (CONTINUE)				
	2020	2021	2020	2021
	Employees (Age 31-40) Leaving Work	Employees (Age 31-40) Leaving Work	Employees (Age 41-50) Leaving Work	Employees (Age 41-50) Leaving Work
Sanofi Commercial Operations	30	61	21	80
Lüleburgaz Manufacturing Site	21	20	30	19
Sanofi Turkey	51	81	51	99

TURNOVER BY AGE GROUPS (CONTINUE)				
	2020	2021	2020	2021
	Employees (Age 51-60) Leaving Work	Employees (Age 51-60) Leaving Work	Total Number of Employees Leaving Work	Total Number of Employees Leaving Work
Sanofi Commercial Operations	5	34	66	196
Lüleburgaz Manufacturing Site	45	58	114	117
Sanofi Turkey	50	92	180	313

TURNOVER OF NEW HIRES BY AGE GROUPS				
	2020	2021	2020	2021
	Under 21	Under 21	21-30	21-30
Sanofi Commercial Operations	0	0	0	3
Lüleburgaz Manufacturing Site	0	0	1	0
Sanofi Turkey	0	0	1	3

TURNOVER OF NEW HIRES BY AGE GROUPS (CONTINUE)				
	2020	2021	2020	2021
	31-40	31-40	41-50	41-50
Sanofi Commercial Operations	1	2	0	0
Lüleburgaz Manufacturing Site	0	0	0	0
Sanofi Turkey	1	2	0	0

TURNOVER OF NEW HIRES BY AGE GROUPS (CONTINUE)		
	2020	2021
	51-60	51-60
Sanofi Commercial Operations	0	0
Lüleburgaz Manufacturing Site	0	0
Sanofi Turkey	0	0

NUMBER OF DISABLED EMPLOYEES				
	Number of Disabled Employees 2020	Disabled Employees 2020 (%)	Number of Disabled Employees 2021	Disabled Employees 2021 (%)
Sanofi Commercial Operations	14	1,6	11	1,4
Lüleburgaz Manufacturing Site	22	2,4	22	2,7
Sanofi Turkey	36	2,01	33	2,1

MOTHER-BABY PRACTICES				
	Number of Employees Taking Maternity Leave 2020	Number of Employees Taking Maternity Leave 2021	Number of Employees Taking Paternity Leave 2020	Number of Employees Taking Paternity Leave 2021
Sanofi Commercial Operations	13	11	20	14
Lüleburgaz Manufacturing Site	11	14	28	41
Sanofi Turkey	24	25	48	55

PARENTAL PRACTICES (CONTINUE)				
	Number of Female Employees Resuming Work After Childbirth 2020	Number of Female Employees Resuming Work After Childbirth 2021	Number of Male Employees Resuming Work After Childbirth 2020	Number of Male Employees Resuming Work After Childbirth 2021
Sanofi Commercial Operations	13	11	20	14
Lüleburgaz Manufacturing Site	11	14	28	41
Sanofi Turkey	24	25	48	55



Sanofi Turkey *Sustainability Committee*

Name	Department
Ahmet Çeltikçi	Corporate Communications
Ahmet Oğuzhan Divarçı	Internal Control and Compliance
Alkan Tamer	Innovation and Project Management
Aslıhan Çetin	Pharmacovigilance
Ayça Aldemir Potur	Industrial Affairs
Ayşegül Çevik	Distribution Center
Ece Demirkır	Market Access
Ecem Karacakaya	Foundation
Gökçe Özkan	Business Operations
Gregory Coolen	Digital Channels
Hazal Yıldırım	Finance
İpek Çobanoğlu Kesler	Sanofi Purchasing
Lal İlter	Revenue Management and Commercial Operations
Meliha Yiğitalp	Information Technologies and Solutions
Meltem Asım	Sanofi Consumer Healthcare Business Unit
Merve Cansever	Corporate Relations
Merve Ünlü	Sanofi Specialty Care Business Unit
Muhammet Kocaman	Law
Okan Mazlumoğlu	Sanofi Vaccines Business Unit
Özge Andıç	Sanofi Specialty Care Business Unit
Özlem Akan	Human Resources
Reyhan Aksu Sağlam	Clinical Studies
Selin Öter	Human Resources
Sevgi Köklü	Facility Management and Occupational Health and Safety
Simay Öncebe	Regulatory
Yağmur Alukan	General Medicines Business Unit
Yasemin Dinç	Quality
Yiğit Berik	Supply Chain
Zeynep Çetin	Medical



●
GRI
*Content Index*¹⁰²⁻⁵⁵
●

Sanofi Turkey 2021 Sustainability Report is prepared according to the GRI Standards. GRI has checked the clarity of the report within the scope of Materiality Disclosures Service and the appropriate placement of references 102-40 and 102-49 in the report. The Service was received for the Turkish Report (English GRI Content Index).



GRI Standard	Disclosure	Page/URL/Direct Answer
GRI 102 GENERAL DISCLOSURES 2016		
ORGANIZATIONAL PROFILE		
	102-1	9
	102-2	9
	102-3	67
	102-4	9
	102-5	9
	102-6	9
	102-7	65
	102-8	101
	102-9	89
GRI 102: General Disclosures 2016	102-10	There were no significant changes at Sanofi Turkey or its supply chain during the reporting period.
	102-11	Sanofi Turkey acts in compliance with Sanofi regarding the Precautionary Principle.
	102-12	19
	102-13	https://www.sanofi.com.tr/tr/surdurulebilirlik/surdurulebilirlik-raporlari
STRATEGY		
	102-14	5
	102-15	5, 13, 21
ETHICS AND INTEGRITY		
	102-16	86
	102-17	88

GOVERNANCE		
	102-18	12
	102-19	22
	102-20	22
	102-21	20
	102-22	12, There are no independent members in the Country Council. All have executive duties.
	102-23	12
	102-24	12
	102-25	89
	102-26	22
	102-27	22
GRI 102: General Disclosures 2016	102-28	22, 75
	102-29	21, 22
	102-30	13
	102-31	12, 21
	102-32	The Sustainability Report was finalized after receiving the suggestions and approvals from the Country Council.
	102-33	12
	102-34	There were no concerns to be considered as critical communicated to the Country Council in the reporting period.
	102-35	77
	102-36	77
	102-37	77
	102-38	The remuneration analysis of the Country Council is not declared as it is not a norm in the countries we operate.
	102-39	The remuneration analysis of the Country Council is not declared as it is not a norm in the countries we operate.

STAKEHOLDER ENGAGEMENT	
102-40	21
102-41	77
102-42	21
102-43	21
102-44	21
REPORTING PRACTICE	
102-45	10
102-46	21
102-47	21
102-48	There have been no restatements.
102-49	There were no significant changes in material topics nor in topic boundaries.
102-50	2
102-51	The previous report covered the year 2020.
102-52	2
102-53	67
102-54	2
102-55	117
102-56	The report has not been externally assured.

GRI 102: General Disclosures 2016

GRI Standard	Disclosure	Page/URL/Direct Answer
MATERIAL TOPICS		
GRI 200 ECONOMIC STANDARD SERIES		
ECONOMIC PERFORMANCE		
GRI 103: Management Approach 2016	103-1	65
	103-2	65
	103-3	65
GRI 201: Economic Performance 2016	201-1	65
	201-2	13
	201-3	77
	201-4	44
MARKET PRESENCE		
GRI 103: Management Approach 2016	103-1	65
	103-2	65
	103-3	65
GRI 202: Market Presence 2016	202-2	100% of the Country Council Members are citizens of the Turkish Republic.
INDIRECT ECONOMIC IMPACTS		
GRI 103: Management Approach 2016	103-1	65
	103-2	65
	103-3	65
GRI 203: Indirect Economic Impacts 2016	203-1	65
	203-2	65
PROCUREMENT PRACTICES		
GRI 103: Management Approach 2016	103-1	65
	103-2	65
	103-3	65
GRI 204: Procurement Practices 2016	204-1	68

ANTI-CORRUPTION		
GRI 103: Management Approach 2016	103-1	89
	103-2	89
	103-3	89
GRI 205: Anti-corruption 2016	205-2	88
	205-3	The contracts of one intermediary agency and several employees were terminated due to cases of corruption.
ANTI-COMPETITIVE BEHAVIOR		
GRI 103: Management Approach 2016	103-1	86
	103-2	86
	103-3	86
GRI 206: Anti-competitive Behavior 2016	206-1	There were no legal cases during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant.

GRI 300 ENVIRONMENTAL STANDARDS SERIES		
ENERGY		
GRI 103: Management Approach 2016	103-1	51
	103-2	51
	103-3	51
GRI 302: Energy 2016	302-1	52
	302-3	52
	302-4	52
WATER AND EFFLUENTS		
GRI 103: Management Approach 2018	103-1	54
	103-2	54
	103-3	54
GRI 303: Water and Effluents 2018	303-1	54
	303-2	58
	303-3	54
	303-4	58
BIODIVERSITY		
GRI 103: Management Approach 2016	103-1	51
	103-2	51
	103-3	51
GRI 304: Biodiversity 2016	304-1	Sanofi Turkey does not have operations in high biodiversity areas.
	304-2	Sanofi Turkey does not have operations in high biodiversity areas.
	304-3	There are no habitats protected nor restored.
	304-4	There are no special species affected by operations.

EMISSIONS		
GRI 103: Management Approach 2016	103-1	51
	103-2	51
	103-3	51
GRI 305: Emissions 2016	305-1	55
	305-2	55
	305-4	55
WASTE		
GRI 103: Management Approach 2016	103-1	51
	103-2	51
	103-3	51
GRI 306: Waste 2020	306-1	57
	306-2	57
	306-3	57
	306-5	57
ENVIRONMENTAL COMPLIANCE		
GRI 103: Management Approach 2016	103-1	51
	103-2	51
	103-3	51
GRI 307: Environmental Compliance 2016	307-1	There were no significant fines nor any non-monetary sanctions for non-compliance with environmental laws and regulations during the reporting period.
SUPPLIER ENVIRONMENTAL ASSESSMENT		
GRI 103: Management Approach 2016	103-1	51
	103-2	51
	103-3	51
GRI 308: Supplier Environmental Assessment 2016	308-2	No significant incidents about supplier environmental issues were reported during the reporting period.

GRI 400 SOCIAL STANDARDS SERIES		
EMPLOYMENT		
GRI 103: Management Approach 2016	103-1	72
	103-2	72
	103-3	72
GRI 401: Employment 2016	401-1	101
	401-2	Health and life insurance, pension plan, preschool services, business gsm lines and some other social support are provided to full-time permanent employees only.
	401-3	101
LABOR/MANAGEMENT RELATIONS		
GRI 103: Management Approach 2016	103-1	72
	103-2	72
	103-3	72
GRI 402: Labor/ Management Relations 2016	402-1	Minimum notice periods regarding operational changes are in line with laws and regulations.
OCCUPATIONAL HEALTH AND SAFETY		
GRI 103: Management Approach 2018	103-1	78
	103-2	78
	103-3	78
GRI 403: Occupational Health and Safety 2018	403-1	78
	403-3	78
	403-5	78
	403-6	78
		78
	403-9	There were no work accidents resulting in fatalities during the reporting period.
TRAINING AND EDUCATION		
GRI 103: Management Approach 2016	103-1	72
	103-2	72
	103-3	72
GRI 404: Training and Education 2016	404-2	76
	404-3	75

DIVERSITY AND EQUAL OPPORTUNITY		
GRI 103: Management Approach 2016	103-1	81
	103-2	81
	103-3	81
GRI 405: Diversity and Equal Opportunity 2016	405-1	13, 101
	405-2	101
NON-DISCRIMINATION		
GRI 103: Management Approach 2016	103-1	81
	103-2	81
	103-3	81
GRI 406: Non- discrimination 2016	406-1	There were no incidents of discrimination during the reporting period.
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING		
GRI 103: Management Approach 2016	103-1	86
	103-2	86
	103-3	86
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	There are no known operations or suppliers where the right to freedom of collective bargaining may be at risk.
CHILD LABOR		
GRI 103: Management Approach 2016	103-1	86
	103-2	86
	103-3	86
GRI 408: Child Labor 2016	408-1	There are no known operations or suppliers at significant risk for child labour.

FORCED OR COMPULSORY LABOR		
GRI 103: Management Approach 2016	103-1	86
	103-2	86
	103-3	86
GRI 409: Forced or Compulsory Labor 2016	409-1	There are no known operations or suppliers at significant risk for forced or compulsory labour.
SECURITY PRACTICES		
GRI 103: Management Approach 2016	103-1	86
	103-2	86
	103-3	86
GRI 410: Security Practices 2016	410-1	100% of security employees receive human rights training from their companies
RIGHTS OF INDIGENOUS PEOPLES		
GRI 103: Management Approach 2016	103-1	86
	103-2	86
	103-3	86
GRI 411: Rights of Indigenous Peoples 2016	411-1	There were no incidents of violations involving rights of indigenous peoples.

HUMAN RIGHTS ASSESSMENT		
GRI 103: Management Approach 2016	103-1	86
	103-2	86
	103-3	86
GRI 412: Human Rights Assessment 2016	412-1	89
	412-2	86

SUPPLIER SOCIAL ASSESSMENT		
GRI 103: Management Approach 2016	103-1	86
	103-2	86
	103-3	86
GRI 414: Supplier Social Assessment 2016	414-1	89
	414-2	There were no negative social cases reported on suppliers during the reporting period.

PUBLIC POLICY		
GRI 103: Management Approach 2016	103-1	65
	103-2	65
	103-3	65
GRI 415: Public Policy 2016	415-1	Sanofi Turkey does not provide any political contributions.

CUSTOMER HEALTH AND SAFETY		
GRI 103: Management Approach 2016	103-1	94
	103-2	94
	103-3	94
GRI 416: Customer Health and Safety 2016	416-1	32, 98
	416-2	There were no incidents regarding health and safety of our products in the reporting period.

MARKETING AND LABELING		
GRI 103: Management Approach 2016	103-1	86
	103-2	86
	103-3	86
GRI 417: Marketing and Labeling 2016	417-1	32, 87
	417-3	There were no incidents regarding product information or labeling in the reporting period. There were no legal cases regarding marketing communications, however there were some administrative fines regarding public advertisements about food supplements.

CUSTOMER PRIVACY		
GRI 103: Management Approach 2016	103-1	86
	103-2	86
	103-3	86
GRI 418: Customer Privacy 2016	418-1	There were no cases concerning breaches of customer privacy or losses of customer data during the reporting period.

Sanofi Turkey Project Management Team ¹⁰²⁻⁵³

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