CODE OF ETHICS

OUR COMMITMENT TO ACTING WITH INTEGRITY

SANOFI
MESSAGE FROM THE CEO

INTEGRITY IS A COMMITMENT THAT MUST GUIDE OUR BEHAVIORS BEYOND MERE COMPLIANCE WITH LAW AND REGULATION, DRIVING US TO MAKE THE RIGHT CHOICE WHEN FACING ANY SITUATION.

Integrity must guide all of our behaviors.

At Sanofi, our passion is to prevent, treat and cure illness and disease through life. We are driven to improve the health of communities and to find new solutions for patients by combining breakthrough science with advanced technology.

We are inspired by the resilience of patients and strengthened by our heritage. We are always working for new ways to fight chronic, complex and rare diseases with medicines that offer for hope for patients and the future of healthcare.

To build a successful business, we constantly aim to act with integrity. For any decision we have to take, we fully integrate ethical principles. Integrity is a commitment that must guide our behaviors beyond mere compliance with law and regulation, driving us to make the right choice when facing any situation.

This Code of Ethics contains the principles that guide us. Each of us needs to know, understand and apply these principles in our daily work, regardless of our function or level in the company. This reference document is here to support everyone at Sanofi so that we can remain true to our commitments to people, patients, doctors, scientists, partners, investors and society at large.

Each of us has to bring Sanofi’s Code of Ethics to life. I thank you for your continued support and dedication to patients. They inspire us not only to pioneer, but to act with integrity.

Paul Hudson
Chief Executive Officer
MESSAGE FROM
THE CHIEF ETHICS & BUSINESS INTEGRITY OFFICER

Because we aim to act as a health journey partner, it is crucial for us, as Sanofi employees, to act with integrity in any situation we may face. Adopting the right behaviors is our commitment to society. Today more than ever, building sustainable trust with people is essential to the success and the competitiveness of our company.

This document, our Code of Ethics, covers the domains which are essential to our culture of Integrity. It gives practical guidance on how to behave as a Sanofi employee when interacting with any kind of stakeholders.

Ethical decision making is not always an easy path. It requires the use of one’s judgement to evaluate situations and associated risks. Doing the right thing at the right time and for the right reason requires balance, fairness and courage.

Beyond this code, the Ethics & Business Integrity organization has designed programs that provide, among others, on-line trainings, as well as, dedicated intranet site gathering key information aiming at instilling a culture of Integrity at all levels of the organization.

I encourage everyone to engage with the Ethics and Business integrity team to seek for advice and support.

Julien Durand
Chief Ethics & Business Integrity Officer
WHO IS CONCERNED

THIS CODE OF ETHICS APPLIES TO EVERY SANOFI EMPLOYEE AND CONTRACTOR, AND TO EVERYONE CONDUCTING BUSINESS ON BEHALF OF SANOFI.

Each of us is responsible for understanding the content of the Code. If we believe that our ethical standards may be compromised, we have a duty to raise the concern.

HOW TO USE THE CODE OF ETHICS

THE CODE OF ETHICS IS THE REFERENCE TOOL THAT HELPS ALL OF US TO ACT WITH INTEGRITY BY QUESTIONING OURSELVES ABOUT THE BUSINESS SITUATIONS WE ENCOUNTER.

Some situations are not easy to manage. Making ethical decisions sometimes appears difficult, as it goes beyond simply being compliant with a set of rules.

The Code of Ethics is the reference tool that helps all of us to act with integrity by questioning ourselves about the business situations we encounter. In addition to the Code, Sanofi has also implemented a set of policies and procedures that we have to comply with. We must ask questions when necessary to do the right thing in the right way at the right time and for the right reason.

There may be instances when the guidance in this Code varies with the local law or customs of a particular country. In cases where local law or customs impose higher standards than those set in the Code, local law and customs should always apply. If, by contrast, the Code provides for a higher standard, it should prevail.

IF YOU HAVE ANY DOUBT, ASK YOURSELF THE FOLLOWING QUESTIONS:

☐ Am I violating any law, Sanofi Code of Ethics, policies & procedures?
☐ Am I being inconsistent with ethical values?
☐ Am I treating others the same way I would expect to be treated?
☐ Will I owe something in return to anybody?
☐ Could my decision appear improper if published on the front page of a newspaper?

IF THE ANSWER TO ANY OF THESE QUESTIONS CAUSES YOU CONCERN, DO NOT KEEP IT TO YOURSELF—RAISE THE CONCERN.
HOW TO RAISE A CONCERN

IF A SANOFI EMPLOYEE HAS A CONCERN OR BELIEVES IN GOOD FAITH THAT A LAW, REGULATION, PROVISION OF AN INDUSTRY CODE OF CONDUCT, SANOFI POLICY OR STANDARD, OR ONE OF THE PRINCIPLES OF THE SANOFI CODE OF ETHICS HAS BEEN OR IS ABOUT TO BE VIOLATED, HE/SHE HAS THE DUTY TO RAISE THE CONCERN THROUGH THE CHANNEL HE/SHE CONSIDERS TO BE THE MOST APPROPRIATE.

The Sanofi employees are nevertheless encouraged to raise their concerns directly to the Ethics & Business Integrity department, through the relevant Head of Ethics & Business Integrity (Compliance Officer) or through the Compliance Helplines, as follows:

- All countries excluding North America:
  - online: https://sanofiaventisgroup.ethicspoint.com
  - alternatively, by telephone: Local dial-in numbers are listed on your intranet, or you may use our international collect call number: 0044 1249 661 808

- North America:
  - Phone: 1-800-648-1297
  - Email: NACompliance@sanofi.com
  - Online: www.sanofi.ethicspoint.com

In addition, any Sanofi Employee to whom a concern has been reported must promptly refer the matter to the relevant Head of Ethics & Business Integrity (Compliance Officer) or to the secured Compliance Helplines above.

Employees who raised concerns will not be subject to discipline or discrimination, provided that they act in good faith and with no malicious intent, even if the facts reported prove to be inaccurate or no further action is taken.

The Ethics & Business Integrity Department will investigate the allegations reported, supported by other Sanofi functions when necessary.

When the reported allegations have been confirmed by the investigation, Sanofi is addressing them by corrective and/or disciplinary actions and legal proceedings if deemed necessary.
RESPECT & PROTECTION OF PEOPLE AND THE ENVIRONMENT

For a stimulating, creative & safe working environment
Sanofi is committed to:

- Prohibiting any conduct that may negatively affect a person’s dignity.
- Maintaining a zero tolerance for harassment and all forms of discrimination on grounds such as:
  - gender
  - gender identity
  - age
  - origin
  - religion
  - sexual orientation
  - physical appearance
  - health
  - disability
  - trade union activity
  - political opinions
  - nationality
  - family situation.
- Supporting equal opportunity for each employee or job applicant in recruitment, training access, compensation, welfare, internal mobility and career development. Skills, experience and personal aptitude are the only factors we consider.
- Promoting diversity, as we believe the distinct identities of our people and external business partners are a source of strength and a key ingredient of our success.

We expect that our external business partners adhere to the fundamental principles of the International Labor Organization, especially those relating to child labor, forced labor, working hours, pay, freedom of association and nondiscrimination.

At Sanofi, we must:

- Respect others, behaving towards them as they deserve to be treated as fellow human beings.
- Never tolerate or engage in any form of harassment (e.g. physical, sexual, psychological, verbal, or of any other form).
- Challenge our bias and avoid prejudice about the opinions, appearance or attitudes of our colleagues.
- Create or contribute to creating a positive work environment for people working in or for Sanofi.
- Encourage external business partners to respect these same principles in their interactions.
PRESERVING HEALTH & SAFETY
AND PROTECTING PEOPLE
AND THE ENVIRONMENT

AT SANOFI, PRESERVING
HEALTH AND SAFETY
AND PROTECTING
PEOPLE AND THE
ENVIRONMENT
ARE ESSENTIAL.

SANOFI IS COMMITTED TO:

› Preserving the health, quality of work
  life and safety of employees and
  every person connected to us, even
  beyond our immediate interactions.
  This commitment implies we will assess,
  prevent and control physical, chemical
  and biological risks inherent in our
  activities.

› Limiting the environmental footprint
  of our activities and products across
  its value chain, by conserving water
  and energy, and lessening its residual
  impact through the reduction of emissions,
  effluents and waste. Sanofi recognizes its
  role in addressing climate change.

Our collective engagement is to ensure Sanofi a safe and
healthy workplace for our employees and external partners,
to minimize the environmental footprint of our activities and
products and to protect surrounding communities.

AT SANOFI, WE MUST:

☞ Comply with applicable laws and
  regulations where Sanofi operates.

☞ Implement relevant health, safety
  and environment requirements,
  expert recommendations, best
  practices and share learning
  experiences.

☞ Leverage the health, safety and
  environment mindset in a transparent,
  respectful and accountable way
  across the organization.

☞ Strive to prevent accidents, avoid
  health risks, promote wellbeing as well
  as reduce environmental impacts.

☞ Engage our partners, suppliers and
  contractors to adopt responsible
  health, safety and environmental
  protection policies.

☞ Promote a constructive attitude
  of transparency and dialogue with
  stakeholders on their health, safety
  and environmental protection
  strategy.
PROTECTING PRIVACY AND PERSONAL DATA

AT SANOFI, PROTECTING THE PERSONAL DATA OF OUR EMPLOYEES, PATIENTS, HEALTHCARE PROFESSIONALS AND OTHER BUSINESS PARTNERS IS CRITICAL.

Privacy and Personal data protection is a fundamental right. At Sanofi, protecting the personal data of our employees, patients, healthcare professionals and other business partners is critical, especially given the development of communication and information technologies.

Sanofi is committed to protecting personal data and to processing it only within the boundaries of applicable law.

“Personal data” means any information that can directly or indirectly associate individuals with an identification number or with one or more factors specific to their physical, physiological, mental, economic, cultural or social identity (e.g. name, date of birth, social security number, physical characteristics, email address, computer ID, and health-related or genetic information).

To facilitate transfers of data within Sanofi, and in accordance with the European Directive, we have issued a set of “Binding Corporate Rules”, which govern data transfers from a European subsidiary to a non-European Sanofi subsidiary.

Sanofi must:

- Comply with applicable laws and regulations of the jurisdictions in which we collect, store and use personal information.
- Collect, use, disclose or store the minimum amount of personal data necessary to achieve a legitimate purpose.
- Only retain data for as long as is necessary for their processing purpose, in compliance with local legislation.
- Protect personal data while we collect, process, use, disclose and store it.
- Report data privacy incidents to one’s manager, site security officer or Global Privacy Office (Privacy-Office-Global@sanofi.com).
INTEGRITY IN MANAGING COMPANY INFORMATION

To protect and preserve our competitiveness, image & reputation
“Confidential information” means any information, whatever its form, that is not in the public domain, and that we must protect from any inappropriate use or disclosure, because such use or disclosure could potentially harm the Company.

Examples of confidential information include:

- the company’s business and financial condition
- strategic/business plans
- pricing information
- marketing plans and business development strategies
- clinical data, research and technical data, inventions, and innovations
- confidential information entrusted by business partners.

Confidential information is one of our most valuable assets. At Sanofi, protecting any confidential and sensitive information is essential. This commitment applies equally to information about our Company, our employees, and our business partners.

Inappropriate use or disclosure of such information can cause serious harm to our company, business partners, suppliers and customers, weakening our competitiveness, exposing us to liability, and damaging our reputation.
**PREVENTING INSIDER TRADING**

**IT IS PROHIBITED TO TRADE ANY SHARES OF SANOFI OR ITS SUBSIDIARY COMPANIES WHILE POSSESSING NONPUBLIC INFORMATION LIKELY TO SIGNIFICANTLY AFFECT THE MARKET VALUE OF THESE SHARES.**

Insider trading occurs when a person trades in a company’s securities while aware of material nonpublic information about that company. The most typical examples of insider trading are selling shares before bad news causes the share price to drop, or buying shares before good news causes the shares to go up.

Sanofi considers an insider any individual possessing significant confidential, price-sensitive information regarding Sanofi, its affiliates and listed partners. Consequently, this insider must abstain from trading shares of the relevant company, from selling performance shares, or from exercising options.

Insider trading can occur when shares are bought or sold before the announcement of news that could have a positive or negative effect on the market price of shares in Sanofi or in a current or potential partner, and the purchase or sale of these shares is based on inside information in relation to, among other factors:

- financial results
- proposed acquisitions or divestments
- important clinical trial results
- issuing marketing approval for a new product
- losing or gaining a major contract
- ongoing litigation.

The rules on insider trading apply not only to Sanofi shares, but also to the shares of any third party with which the company has a relationship.

**AT SANOFI, WE MUST:**

- Comply with laws and regulations that apply to insider trading, whatever our position in the organization.
- Disclose confidential information strictly on a need-to-know basis. We should be wary of chain mails and conversations in public spaces, such as trains, planes, restaurants, conferences, open space environment.
- Ensure that the third parties preserve the confidentiality of the information we provide to them, in particular by use of confidentiality undertakings or clauses.
- Preserve the confidentiality of information we may have received from third parties.
- Realize that information not material to Sanofi may be material to our partners.
- Consult the Legal Department before buying or selling shares, if in doubt.
PROTECTING OUR IMAGE
WHEN USING SOCIAL MEDIA

SANOFI EMPLOYEES MUST USE SOCIAL MEDIA RESPONSIBLY.

In the recent years, the use of social media has become part of our daily life. Posting or commenting on online content can easily affect the image and reputation of our company, employees, or business partners. Therefore, Sanofi employees must use social media responsibly. Besides only designated employees are authorized to communicate on behalf of Sanofi about our company or products on social media.

Protecting the company’s image and reputation requires Sanofi employees to use social media appropriately, both professionally and privately. This requirement applies to all digital media that can be used interactively, such as social networking sites (e.g. Facebook®, LinkedIn® and Twitter®), blogs, and photo/video sharing sites (e.g. YouTube®, Flickr®), wikis and forums.

A Sanofi employee posting online content or taking an action (e.g. shares, likes, rates) on social media, even in private use, must remember that this activity could be attributed to Sanofi and negatively affect Sanofi’s image and reputation. Consequently, any employee who uses social media should do so responsibly and consider the consequences for Sanofi.

AT SANOFI, WE MUST:

- Keep in mind that any information posted on the internet could affect the persons mentioned and Sanofi’s image and reputation.
- Act responsibly when disclosing information, statements or opinions on social media. Do not comment or discuss content about activities of Sanofi, health authorities or competitors, posted by third parties or the general public.
- Report any negative comment or web discussions about problems associated with Sanofi products to the Corporate Communications Department and Global Pharmacovigilance (GPE). Relevant contact details are available on the intranet.
- Refer media requests to the media relations team.
- Contact the appropriate manager or the relevant communication team if in doubt about the policy of activities related to it.
INTEGRITY IN OUR BUSINESS PRACTICES

To maintain trust in our relationships with company stakeholders—patients, customers, shareholders, suppliers and other business partners, and members of the civil society—in which Sanofi operates
DEALING WITH CONFLICT OF INTEREST

IT IS ESSENTIAL TO IDENTIFY ANY POTENTIAL CONFLICT OF INTEREST AND HANDLE IT EFFECTIVELY.

A conflict of interest is a situation posing a risk that personal interest will interfere, or has the appearance of interfering, with Sanofi’s legitimate business interests. Any conflict of interest creates an appearance of impropriety, which may undermine confidence in Sanofi. For these reasons, it is essential to identify any potential conflict of interest and handle it effectively.

Sanofi is committed to proactively detecting and disclosing any conflict of interest situations, and provides a measure to eliminate or mitigate them.

To prevent a conflict of interest, any Sanofi employee must be vigilant and adopt appropriate behavior in situations in which the objectivity of his/her business decision may be impaired, especially in:

- **External commitments**
  - Working for or receiving compensation from a Sanofi vendor or customer.
  - Maintaining a financial interest in or a relationship with a Sanofi competitor, customer or vendor, or with any third party doing business with Sanofi.
  - Acquiring or owning, directly or indirectly, any interest in property or assets of any kind for the purpose of selling or leasing it to Sanofi.
  - Soliciting personal benefits from a third party for influencing a favorable decision by Sanofi towards such third party.
  - Engaging in any outside activity substantial enough to raise questions about your ability to devote appropriate time and attention to your assigned responsibilities.

- **Personal relationships**
  - Interacting with a relative working for, or applying to work for, Sanofi, a competitor, vendor or customer of Sanofi.
  - Purchasing goods or services on behalf of Sanofi from a relative or a firm in which a relative has any interest.

- **Receiving an item of value**
  - Accepting a gift might cause the receiver to feel an obligation, potentially undermining the objectivity of his/her decisions, and may be perceived as a gift intended to corrupt him/her or another Sanofi employee.

Sanofi employees must disclose actual or potential conflicts of interest as part of the hiring process.

AT SANOFI, WE MUST:

- Disclose any actual or potential conflict of interest before engaging in the transaction, activity or relationship leading to the reportable situation.
- Disclose actual or potential conflicts of interest annually when being a Sanofi Exposed Employee, defined as first-line managers and all Sanofi employees regularly involved in contracting, purchasing, selling or leasing services, materials, property or products.
- Abstain from serving on a board of directors of any Sanofi customer, vendor or competitor. Serving on external board, outside of Sanofi employees’ professional responsibilities is possible, after approval, only for Executive Committee members and must be limited to services compatible with their duties to Sanofi.
- Ask one’s manager or one’s Head of Ethics & Business Integrity (Compliance Officer) how to handle a conflict of interest rather than rely solely on one’s own interpretation, as our self-assessment may be impaired by the situation.

Sanofi is committed to proactively detecting and disclosing any conflict of interest situations, and provides a measure to eliminate or mitigate them.
Sanofi operates with transparency, honesty and integrity when participating in public life. No employee or representative of Sanofi may act or speak on public matters as a representative of the company without authorization. Sanofi employees may engage in public life independently as long as their participation is clearly a personal endeavor with no connection to Sanofi.

As a corporate citizen, Sanofi is involved in the public life of the countries and regions where it operates. This may include engaging in discussions on matters of public interest, participating in the development of public policy, and making donations or financial contributions to public organizations to convey support of the organizations’ missions.

In each of these efforts, we always seek to make a positive contribution to public life and never conceal our activities. We always act in accordance with applicable laws.

We welcome the participation of our employees in public life in their personal capacities. To avoid misunderstanding, employees must make clear that they are participating as a personal endeavor, not on behalf of Sanofi.

Only authorized employees may speak for the company in public. No Sanofi employee or representative has authority to commit the company to support a political party, politician, or electoral candidate in any way or to use an association with Sanofi in political activities. In the United States, Federal law authorizes the creation of corporate Political Action Committees (PACs), which may contribute to candidates for federal and some state elections. PACs are registered with the Federal Election Commission and/or state agencies as required by law. Sanofi has established the Sanofi US Services Inc. Employees’ PAC as well as a state PAC in Massachusetts, the Sanofi Massachusetts Political Action Committee, each of which receives contributions from eligible individuals and makes contributions to support federal and state candidates who support public policies that incentivize research, ensure patient access to medicines, and reward innovation.

As a corporate citizen, Sanofi is involved in the public life of the countries and regions where it operates. This may include engaging in discussions on matters of public interest, participating in the development of public policy, and making donations or financial contributions to public organizations to convey support of the organizations’ missions.

In each of these efforts, we always seek to make a positive contribution to public life and never conceal our activities. We always act in accordance with applicable laws.

We welcome the participation of our employees in public life in their personal capacities. To avoid misunderstanding, employees must make clear that they are participating as a personal endeavor, not on behalf of Sanofi.

Only authorized employees may speak for the company in public. No Sanofi employee or representative has authority to commit the company to support a political party, politician, or electoral candidate in any way or to use an association with Sanofi in political activities. In the United States, Federal law authorizes the creation of corporate Political Action Committees (PACs), which may contribute to candidates for federal and some state elections. PACs are registered with the Federal Election Commission and/or state agencies as required by law. Sanofi has established the Sanofi US Services Inc. Employees’ PAC as well as a state PAC in Massachusetts, the Sanofi Massachusetts Political Action Committee, each of which receives contributions from eligible individuals and makes contributions to support federal and state candidates who support public policies that incentivize research, ensure patient access to medicines, and reward innovation.
RESPECTING FREE COMPETITION

SANOFI SUPPORTS A COMPETITIVE MARKETPLACE, RESPECTING AND ADHERING TO FAIR COMPETITION AND TRADE PRACTICE LAWS.

Competition and antitrust issues may arise from contacts between Sanofi and its competitors, suppliers or customers. All employees must comply with competition and antitrust laws and refrain from all unfair behaviour towards competitors. Anti-competitive behaviours may include:

- Entering into agreements, including informal understandings, with competitors for price fixing, bid rigging, market allocation and agreements to restrict supply.
- Exchanging competitively sensitive information with competitors.
- Abusing a potential position of market dominance.
- Imposing restrictions on customers or suppliers.
- Entering into certain mergers and acquisitions.

At Sanofi, we must:

- Never allow new recruits to share confidential information about competitors for whom they used to work.
- Not exchange with competitors, directly or indirectly through suppliers or other intermediaries, information including:
  - price scales, pricing methods, cost of goods and services or products, chargebacks, promotional and billing terms, profits or margins, and discounts
  - terms of sale
  - marketing plans and strategies of our products
  - industrial capacity, production and shipping logistics, product quality, future expansion plans
  - market allocation by region, customer or therapeutic field
  - tenders and the intention to bid or not bid for them
  - suppliers or customers
  - any sensitive and confidential information of a business relevance.
- Avoid informal contacts with competitors to discuss issues that might violate antitrust or competition law. Examples of such meetings are forums, conferences, and trade association meetings.
- Never, when dealing with customers and suppliers,
  - restrict the customer’s freedom to set the resale price
  - exclude competitors from the marketplace.
- Not enter into agreements to boycott customers or suppliers.

Antitrust or competition laws may vary significantly from country to country, in case of doubt, seek advice from your Legal Department.
FIGHTING BRIBERY & CORRUPTION

AT SANOFI, FIGHTING ALL FORMS OF CORRUPTION IS A PRIORITY.

Corruption deters economic development, as it can undermine fair competition and destroy trust in a company or individual. At Sanofi, fighting all forms of corruption is a priority. Promoting a culture of ethics and integrity is key to maintaining the trust of patients, stakeholders and society. Sanofi is committed to fostering a culture of integrity throughout the organization and clearly communicating expectations to reduce the risk of corruption.

Sanofi employees are prohibited from giving, promising to give or offering to give anything of value, to any person for the purpose of influencing any act or decision, notably when interacting with Healthcare Professionals (HCPs) and government officials.

This prohibition also applies to indirect corruption, that is, acts carried out by a third party in the name or on behalf of Sanofi.

Anything of value may include but is not limited to:
- cash
- gifts
- entertainment, accommodations and meals
- travel expenses
- services
- employment offers
- loans
- donations or contributions
- any transfer of value, even of nominal value.

In light of international treaties and laws, companies involved in corruption may face serious reputational damages and be liable for heavy civil and criminal fines. They may also face significant adverse commercial consequences (e.g. loss of contracts).

In addition to putting companies at risk, corrupt employees may also be personally liable for civil and criminal penalties, including heavy fines and prison sentences.

Given the extraterritorial application of some anti-corruption regulations, corrupt practices committed in one country may result in sanctions in multiple countries, further exposing violators to penalties.

In order to promote a culture of ethics and integrity, as well as, to comply with all applicable anti-corruption anti-bribery laws and regulations, Sanofi has implemented a comprehensive set of policies and standards defining clear rules that must be complied with by all Sanofi employees and, when applicable, by third parties.

These policies and standards govern certain activities to ensure they are implemented for genuine and legitimate business reasons and include specific provisions aiming at preventing bribery and corruption.

Sanofi prohibits Facilitating Payments, even when legally permitted.

These policies and standards are not meant to be exhaustive in addressing all the circumstances that may arise. If a particular situation is not covered or the provisions of the policies and standards are not clear to a Sanofi employee, the latter must consult his or her manager and/or the Legal and Ethics & Business Integrity Department.

Comply with all applicable anti-corruption and anti-bribery legislations and conventions in every country where Sanofi does business, and require that contractors do the same. Examples include the 1997 OECD Convention, the U.S. Foreign Corrupt Practices Act (FCPA), the UK Bribery Act (UKBA), the French anticorruption law and the China Anti Unfair Competition Law.

Comply with all global policies aiming to prevent, directly or indirectly, a corruption risk.

Conduct risk-based, anti-bribery due diligence on third parties before engaging them.
INTERACTING WITH PATIENTS

SANOFI IS COMMITTED TO ENHANCING APPROPRIATE INTERACTIONS WITH PATIENTS AND PATIENT GROUPS.

As a health journey partner, and in order to understand how individuals live with a disease and what they expect from healthcare providers, Sanofi is committed to enhancing appropriate interactions with patients and patient groups by exchanging ideas, building trustful relationships, ensuring their inputs matter, and developing better solutions.

At Sanofi we foster interactions with patients and patients groups all along the product life i.e. from clinical trials to the use of the product by the patient in his/her daily life. Sanofi is committed to ensuring that all these interactions are respectful of high ethical standards and compliant with applicable laws and industry guidelines.

Sanofi makes sure that the rights and health of human research participants and patients, and the integrity of Sanofi scientific and medical activities, are protected. Relating to clinical trials, Sanofi recruits patients and healthy subjects all over the globe. In the frame of these clinical trials Sanofi:

- may involve patients in the review of study documents such as Informed Consent Forms and Protocols, or in providing advice to better address their needs.
- makes sure that processes are designed so that patients enrolled in clinical trials give their free and informed consent based on clear, complete information that is expressed in an understandable and non-technical style.

Also, Sanofi believes that making clinical trial information available to the public benefits patients, healthcare providers, and the scientific community. As such, Sanofi is committed to publicly disclosing information on clinical trials and results on an ongoing manner.

Beyond clinical trials, Sanofi supports:

- interactions with patients and patients associations to better understand the impact of the product on the patient’s quality of life and capture potential needs for improvement. Outcomes may be integrated in the development of future healthcare solutions.
- the connection among patients in order for them to share their experience with their health conditions.

AT SANOFI, WE MUST:

- Make patient interactions strictly voluntary at all times.
- Respect the independence of patients and patient groups and not exercise any undue influence on their views and decisions.
- Enter into contracts or projects with complete transparency and conduct collaborations with mutual consent and benefit.
- Protect patient privacy by fully complying with local laws and regulations. We must plainly inform patients about how their personal information will and will not be used, and clearly state in consent forms how their privacy will be protected.
- Report immediately adverse events patients experience in using our products according to Sanofi’s pharmacovigilance requirements.
- Respect the principle of transparency in all our interactions with patients and patient groups in line with applicable laws and industry guidelines i.e. EFPIA, IFPMA.
- Disclose information publicly on clinical study protocols and results, and respond to related external public requests in line with:
  - our commitment to transparency
  - international and local legal, regulatory and ethical requirements
  - commitments established by the Pharmaceutical Industry Associations.
INTERACTING WITH THE SCIENTIFIC COMMUNITY

Sanofi interacts with the medical and scientific community in many ways, including:

› Supporting their medical education by providing fair and balanced information about our products and their appropriate use.
› Organizing medical or scientific meetings or events, or contributing to scientific and educational meetings organized by third parties.
› Entering into compensation-for-service arrangements with external experts to perform a meaningful service or activity in medical or scientific-related domains for legitimate needs, such as conducting studies, participating in scientific meetings, and providing consulting services.

Engaging an expert for services must not constitute an inducement to prescribe, purchase, sell, administer, or recommend formulary placement of any Sanofi product or service. We select experts using objective criteria based on the defined need not on the expert’s past or expected future use or recommendation of Sanofi products. Sanofi must be reasonable in reflecting the fair market value of the service when determining compensation of experts for services.

Disclosing transfers of value to healthcare professionals and healthcare organizations consistent with all applicable laws and regulations requirements.

Restrict information we give to healthcare professionals to regulatory and therapeutic aspects of the product, and comply with the marketing authorization.

Refrain from offering or providing gifts, hospitality or anything else of value to healthcare professionals to induce or obtain favourable decisions about our products and services.

Comply with international codes such as IFPMA and EFPIA, and local laws and codes, which may be more restrictive than our policies.

Interacting with the scientific community is legitimate and essential in ensuring that patients and customers have access to the products they need and that they use Sanofi products correctly for their optimal benefit. These interactions also enable us to obtain feedback and advice about our products. Medicines in research and development, as well as in clinical practices, greatly benefit from these interactions. Sanofi also supports medical education, which provides a forum for scientific experts to share their clinical experiences and to learn continuously. Sanofi is committed to acting with the highest standards of integrity and honesty when interacting with the scientific community.
Sanofi communicates transparently about its products and ensures that information about the efficacy and safety of its products is continuously monitored and updated throughout their lifecycle.

We are keen to account for—and even anticipate—patient expectations. We aim at providing relevant, clear and accessible information to ensure the proper use of our products.