Our Commitment to Preventing Sexual Harassment of Job Applicants and Candidates

Sanofi K.K. (hereinafter "the Company") is committed to ensuring that all job applicants and candidates involved in our recruitment activities can pursue their job search with peace of mind. To this end, we have implemented measures to prevent sexual harassment.

1. Who This Applies To (Job Applicants and Candidates)

This commitment applies to all of the following individuals:

- Individuals who apply for positions with the Company
- Individuals who participate in recruitment interviews, company information sessions, or job-related events
- Individuals who visit Company employees for informational purposes (alumni/informal visits)
- Internship participants
- Individuals undergoing educational or nursing practicums, or other forms of training
- Individuals participating in any other Company activities related to recruitment

2. Activities Covered (Job-Seeking Activities)

The following recruitment-related activities are covered, including interactions conducted online or via social media:

- Recruitment interviews and company information sessions (individual or group)
- Recruiter meetings and alumni/informal visits
- Internships and other Company activities related to recruitment
- Educational, nursing, or other practicums

3. Definition of Sexual Harassment

Sexual harassment is defined as sexual conduct or remarks by Company employees that interfere with the job-seeking activities of applicants or candidates during the Company's recruitment activities.

Examples of Sexual Conduct or Remarks

Category	Examples
Sexual remarks	Asking about sexual matters, making sexual jokes or teasing, spreading sexual information
Sexual conduct	Coercing a sexual relationship, unnecessary physical contact, showing or sending obscene images or videos
Comments on personal life	Questions about relationship or marital status, sexual orientation, or gender

	identity; commenting on personal content on social media
Comments on appearance	Evaluative remarks about appearance, body shape, or clothing; comments on physical features

4. Company Rules for Recruitment Activities

To ensure that job applicants and candidates can take part in our recruitment process with confidence, the Company has established the following rules.

Timing

- Interviews and other recruitment activities are, in principle, conducted on weekdays between 9:00 a.m. and 6:00 p.m.

Exceptions may apply due to time zone differences or at the request of the applicant/candidate for a different schedule.

Location

- Recruitment interviews and meetings are, in principle, held at the office or online.
- When a meeting is held outside the office, it will take place only in open spaces (e.g., open seating areas in cafes, hotel lounges).
- Meetings are never held in hotel rooms, izakayas, bars, vehicles, or employees' private residences.
- One-on-one meetings in closed/private rooms are not conducted.
- Alcohol is never consumed during recruitment interviews or meetings.

Operating Structure

- Recruiters and employees conducting alumni/informal visits must be pre-registered and are managed by the People & Culture (Talent Acquisition) team.
- Interviewers and recruiters complete training on the prevention of sexual harassment in advance.

Communication and Social Media

- Communication with applicants and candidates is, in principle, conducted through official Company channels (e.g., email).
- Directing applicants or candidates toward highly personal social media platforms (such as Instagram, Facebook, LINE, or WhatsApp) or exchanging personal mobile phone numbers is prohibited.

Exceptions: connection requests or direct messages sent by applicants/candidates to Company employees via LinkedIn, and scouting activities conducted by the Company's Talent Acquisition team.

- Sending direct messages or emails without a clearly explainable business purpose is prohibited.

Prohibited Questions and Conduct

Company employees do not engage in the following questions or conduct during

interviews or meetings:

- Questions about relationship or marital status, or plans for marriage or childbirth
- Questions about sexual experience, sexual orientation, or gender identity
- Evaluative remarks about appearance, body shape, or clothing
- Sexual jokes, teasing, or the presentation of obscene content
- Invitations to dates or private meals
- Remarks suggesting that compliance could influence selection outcomes (e.g., "this might work in your favor during the selection process")

5. Contact for Concerns

If you experience, or feel that you have experienced, sexual harassment during our recruitment activities, please contact the following channel.

Speak Up Helpline
The Company has established the Speak Up Helpline as a global point of contact for reporting concerns.

- **Reporting portal:** http://speakup-sanofi.com/
- All reports are handled with strict confidentiality, and the privacy of the reporting individual is protected.
- No individual will face any disadvantage in the selection process as a result of making a report.

The website supports multiple languages, and reports can be submitted in Japanese.

6. Protection of Privacy

To protect the privacy of reporting individuals and other parties involved, the Company strictly adheres to the following:

- Personal information of the reporting individual is disclosed only to those personnel directly involved in handling the matter (e.g., People & Culture Labor Relations representatives, Speak Up Helpline personnel).
- Sharing the details of a report via social media, internal chat tools, or similar channels is prohibited.
- The content of a report or the identity of the reporting individual will not be disclosed to the alleged party without the reporting individual's consent

7. Prohibition of Retaliation

The Company will never subject job applicants or candidates to any of the following disadvantageous treatment on the grounds that they made a report or cooperated with a fact-finding investigation:

- Termination of the selection process or rejection
- Lowering of ranking or evaluation in the selection process
- Withdrawal of a job offer, or unfavorable changes to the terms of an offer already extended
- Unfavorable treatment in placement or working conditions after joining the Company

Selection decisions are made fairly, based solely on job performance ability and suitability, regardless of whether a report has been made.