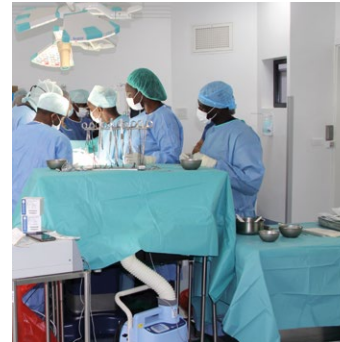


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Let's Volunteer

Annual
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Solidarity, a strong commitment of our Group

Olivier Laureau, President of Servier

In the last two years, the world's economic, geopolitical and social context has caused unprecedented situations that have impacted people's relationships, living conditions and, of course, health.

From the global health crisis to the war in Ukraine, and more recently the earthquakes in Turkey and Syria, emergencies have led to a general outpouring of solidarity.

In the midst of this wave of solidarity, companies have given even more priority to their civic engagements, thereby contributing to meeting the challenges of society.

Thanks to Mécénat Servier and the commitment of our teams, we provide long-term support to non-profit organizations in the areas of health, education, culture and living together.

This year, in response to the crises in Ukraine, Servier contributed €823,350* to

the corporate solidarity fund set up by the French Ministry for Europe and Foreign Affairs, which included donations from our employees around the world, matched by Mécénat Servier Charity Fund. In addition, a pledge was made to provide €12 million for humanitarian aid in Ukraine. Many in-kind donations have also been received.

Other actions in the field of health, education, culture and living together have been launched or are ongoing. To date, we are proud to support 29 non-profit organizations around the world.

This year was also an opportunity to launch a call for projects on expanding access to culture among young people. The goal is to promote open-mindedness about the world among young people by discovering or drawing out their talents. Two new public interest non-profits have therefore come on board as our partners: the *Culturespaces* foundation and the *Art dans la Cité* non-profit organization.



“
**Emergency situations
should lead to a stronger
surge in solidarity.**”

Find us
on social media:
in

I admire our partners who work in the field every day with steadfast dedication.

I would also like to warmly thank our employees for their commitment to representing the Servier Group's values.

In keeping with our mission, Mécénat Servier will continue to expand its involvement around the world to meet the growing needs of vulnerable populations. Mécénat Servier is committed to solidarity.

*As of September 2022



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3 questions for...

Corinne Massin

Director of Corporate Philanthropy, General
Delegate of the Mécénat Servier Charity Fund



What were the defining features of the year 2021/2022 for Mécénat Servier?

This period was marked by the sixth anniversary of the Charity Fund and our ability to innovate, with the launch of our first call for projects on the topic of access to culture. As a result, we have formed two new partnerships, with the *Culturespaces* foundation and *Art dans la Cité*.

Which event had the most impact on the Charity Fund particularly this year?

The war in Ukraine impacted the Group's employees profoundly. From the early days of the conflict, Mécénat Servier actively mobilized to respond to the emergency situation and the needs of the populations. The Servier Group made an exceptional contribution, and employees gave donations that were matched by the Charity Fund. This support was allocated to emergency medical assistance managed by the French Ministry for Europe and Foreign Affairs. In addition, a drive was organized to collect basic necessities for children

on behalf of the *Vent d'Est* non-profit organization. Employees also actively participated in skills-based sponsorship missions proposed by the NGO *Tulipe* to prepare emergency drug kits. These are all examples of solidarity actions that testify to the generosity of the Group's employees.

What is your outlook for the coming months?

We intend to work toward establishing senior skills-based sponsorship in France. This initiative is part of our commitment to developing skills-based sponsorship in all its forms. It will allow Servier employees to prepare a smooth transition to retirement and, perhaps even to discover new vocations. It involves setting up real plans for the future customized with the Group's employees. In addition, we would like to expand our scope of action through a new internal call for projects intended for our international sites and subsidiaries. This initiative should allow us to integrate projects with non-profit organizations in two new countries. 🌱



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Committed to solidarity

Since 2016, the Mécénat Servier Charity Fund has contributed to the activities undertaken as part of the Servier Group's corporate social responsibility and is the embodiment of its corporate citizen convictions. It has supported more than 40 non-profit organizations around the world and encourages individual and collective commitment from Servier Group employees.

4 Areas of commitment



Health & Living together

Committed to therapeutic progress to serve patient needs, Servier aims to promote access to health care for the most vulnerable populations through its Charity Fund. In a holistic approach to physical and mental health, it also supports initiatives in favor of living together that encourage social integration of people in need.

 [More info p. 11](#)



Education & Access to culture

Since its founding, Mécénat Servier has aimed to give everyone, especially the most vulnerable, the same chances of success through access to education and culture. The Charity Fund therefore supports non-profit organizations engaged in these areas, with a particular focus on equal opportunity, career counseling, and fighting exclusion.

 [More info p. 15](#)

4 Employee involvement initiatives

 [More info p. 21](#)



Skills-based sponsorship



L'ARRONDI sur salaire (rounding down salary*)

(*Available only in France)



Solidarity seminars



Congé Solidaire®



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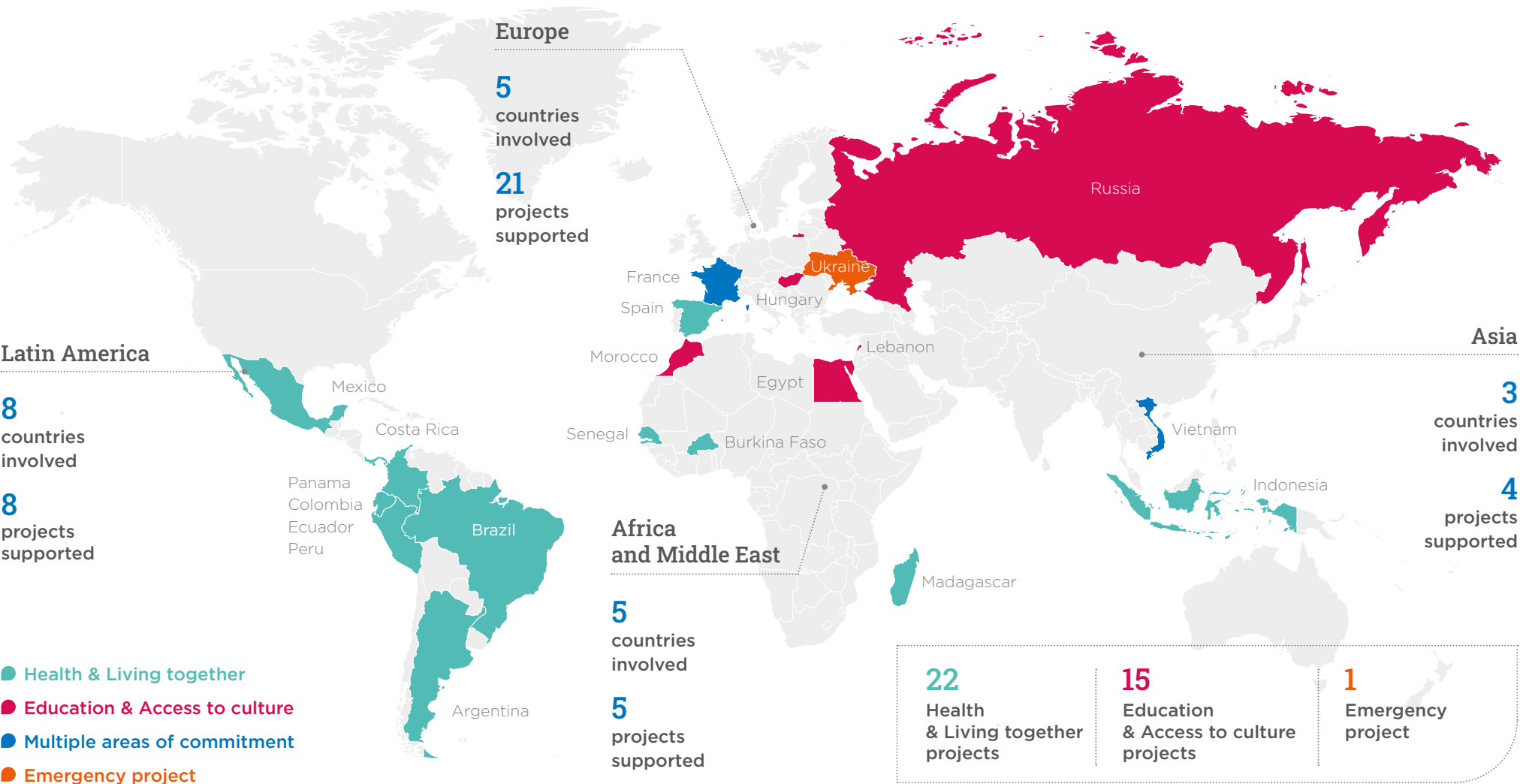
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At a glance

Mécénat Servier operates in 21 countries through its partnerships with non-profit organizations and the missions of the Group's employees on *Congé Solidaire*® (international solidarity leave). In 2021/2022, the Charity Fund made 16 financial contributions, in France and internationally.



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non-profit organizations supported financially

€56,787

collected thanks to *L'ARRONDI sur salaire* (rounding down salary) and Mécénat Servier's matching contribution



2,208

employee commitments

3,813

hours of skills-based sponsorship

924

donors in *L'ARRONDI sur salaire* (rounding down salary*)

*Available only in France

15

Through its actions, Mécénat Servier contributes to 15 of the 17 Sustainable Development Goals (SDGs) set by the UN for 2030.

275

attendees of solidarity seminars

21

countries involved



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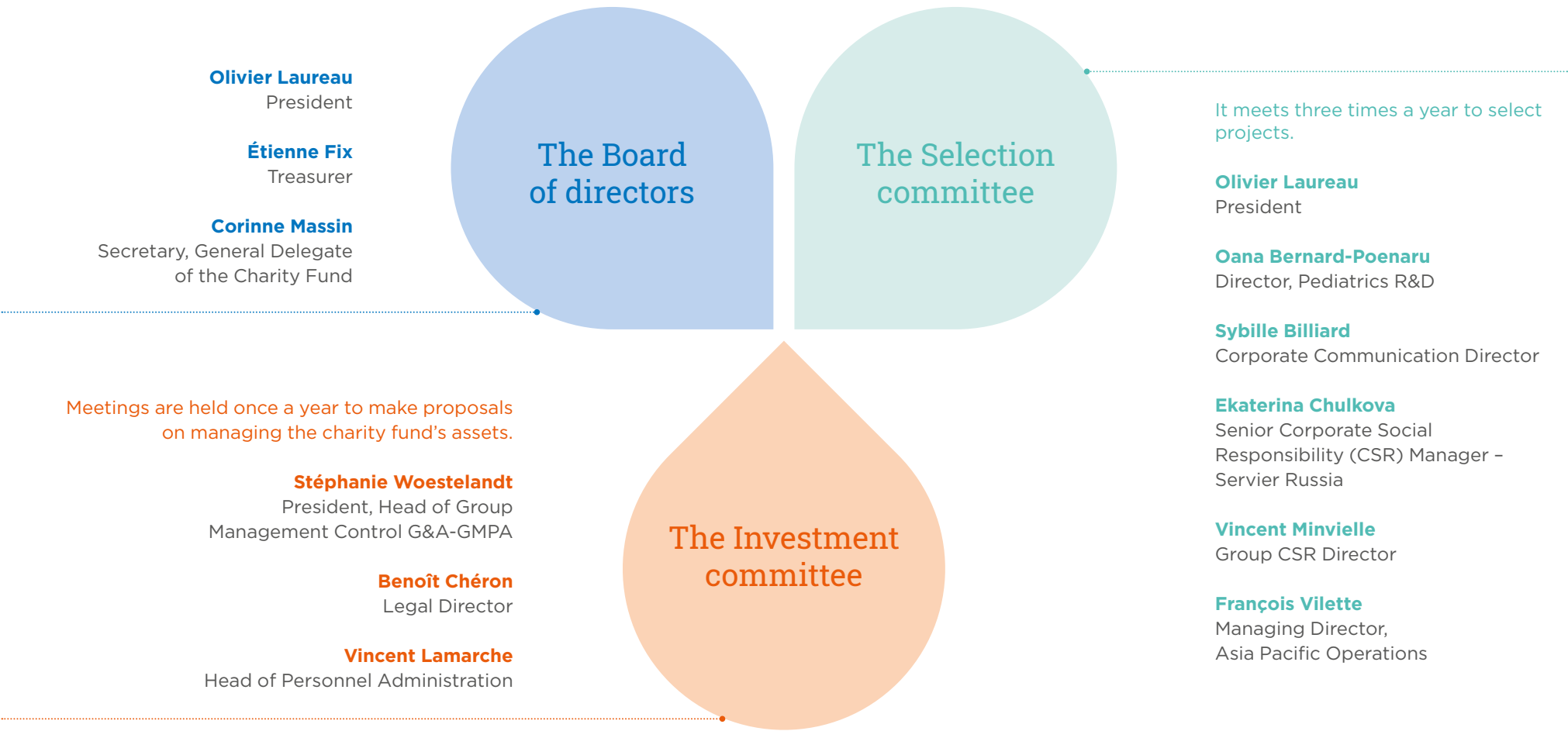
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A collective adventure

Mécénat Servier is a collective adventure that brings together employees of the Servier Group worldwide, partner non-profit organizations and all who participate in their activities. Dedicated governance has been established to manage the Charity Fund assets and to select projects to be funded.



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3 questions for...

Bianca Ciampolini

Project Manager, *Culturespaces foundation*



In a few words, can you tell us about the *Culturespaces foundation*, and more specifically the “Art in Immersion” program?

The Foundation was established in 2009 to provide access to art and heritage for children most affected by illness, disability, or social instability. “Art in Immersion” is an educational and cultural program that we have developed in partnership with three immersive digital arts centers in Paris, Les Baux-de-Provence, and Bordeaux. It aims to introduce children to an artist’s world in a playful and original way, to create connections with their work, and to awaken creativity and curiosity.

How did the partnership between Mécénat Servier and the *Culturespaces foundation* start?

It was simple! We responded to the Charity Fund’s call for projects, and we were selected! This support allows us to develop, deepen and sustain the “Art in Immersion” program. In 2022, 7,000 children were able to discover the painter Paul Cézanne at the *Atelier des Lumières*, the artistic heritage of Venice at the *Bassins*

des Lumières and the *Carrières des Lumières*. Through an interactive four-step guided tour, facilitated by docents from the *Culturespaces foundation* (or their teachers, at school), the children were able to learn about the works beforehand. After the visit, they participated in an art workshop.

What is the outlook for “Art in Immersion”?

Our assessment shows that this program has a positive impact not only on children’s behavior, but also on their supervisors. It meets the varied needs of program participants in an innovative and inclusive way, and is adapted to the different profiles of its beneficiaries. In addition, we plan to expand the program internationally.

In France, we will work on our educational kits for teachers, and develop new partnerships with childcare facilities to make the program available to a wider audience. 🌱

+ Watch the “Art in Immersion” video



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November 2021

Guillaume Boudy, Mayor of Suresnes, presents the 2021 Local Engagement Trophy to Olivier Laureau, President of Servier.

December 2021

Mécénat Servier celebrates International Day of Human Solidarity, which encourages unity, mutual assistance, and a spirit of sharing around the world.

January 2022

Mécénat Servier celebrates International Day of Education and reaffirms its commitment to equitable, accessible and quality education.

March 2022

Mécénat Servier supports three new solidarity initiatives in France: the *CELIJE* in Suresnes, *Handi-Cap-Prévention* in Chatou and Croissy-sur-Seine, and the *Cours Antoine de Saint-Exupéry* in Asnières-sur-Seine, a primary and middle school in the *Espérance banlieues* network.

May 2022

Mécénat Servier celebrates International Day of Living Together in Peace.



June 2022

Mécénat Servier partners with *Enfance Maghreb Avenir* in Morocco after its second international call for projects.

[+ More info p. 15](#)

July 2022

Corinne Massin, General Delegate of Mécénat Servier, publishes "A guidebook to corporate philanthropy."

September 2022

The Mécénat Servier team visits the renovated castle on the premises of the *L'Arche d'Écorchebeuf* non-profit organization (Seine-Maritime department, France).

February 2022

Mécénat Servier launches the call for projects "Culture, a window on the world."



September 2022

Mécénat Servier joins forces with *Culturespaces* foundation to increase children's access to art and cultural education.

[+ Watch the video on the volunteer.servier.com website](#)



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3 questions for...

Gabriel Ciss

Head of Thoracic and Cardiovascular
Surgery Department, [Cuomo Cardiopaediatric
Center](#) in Dakar (Senegal)



Since 2016, Mécénat Servier has provided support for Cuomo Cardiopaediatric Center (CCPC) teams caring for children who have to undergo open-heart surgery, and for training the center's medical staff.

What impact has this partnership had on the CCPC?

The guidance from Mécénat Servier focused on two aspects: care and training. After funding an initial six-month training for CCPC's pediatric cardiac surgery teams in Vietnam, the Charity Fund supports their continuing professional development. Three years later, the CCPC is in turn training African teams, either at the Center or by traveling to various locations.

In addition, the CCPC recently celebrated its thousandth open-heart surgery since opening in January 2017.

What are the potential development prospects for the CCPC in the coming years?

The CCPC will work to develop its pediatric cardiac surgery activities, and focus on skills acquisition and development for all its teams. We will also host and train foreign teams that contribute to the cooperation between African teams. In addition, we will develop rheumatic heart disease prevention as well as care for younger children.

Which encounter particularly made a mark on you at the CCPC in 2021/2022?

The meeting with Mécénat Servier's General Delegate, Corinne Massin, at the Cuomo Cardiopaediatric Center, was a great time of sharing that allowed us to take stock of the partnership and to embrace the future with confidence. 🌱



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Health, at the heart of the Group's DNA

Although the Covid-19 pandemic continued to affect the missions of Mécénat Servier's partners in the areas of health and living together, the 2021/2022 financial year marked a return to a form of normalcy, with some activities starting up again.

In this context, Mécénat Servier has renewed its support for several historical partners, such as *Les Amis de L'Arche* foundation, *La Maison de Parents Ferdinand Foch*, *L'ENVOL*, *Le Rocher Oasis des Cités* in France, and *Helen Keller Europe* in Vietnam.

The Charity Fund also welcomed a new partner, *Handi-Cap-Prévention*, with which Servier's French teams in Croissy-sur-Seine (Yvelines) and Suresnes (Hauts-de-Seine) were already familiar. Since 2008, they have participated in *Roulez petits bouchons*, which collects and recycles plastic bottle caps.

Internationally, Mécénat Servier continued its commitment alongside *Planète Urgence*, through TAPIA and MERCI forest preservation and restoration projects respectively in Madagascar and Indonesia. At the same time, the Group has once again approved international solidarity missions with the *Congé Solidaire*® for the 2022/2023 financial year. To this end, it launched a call for applications in June 2022 for 20 new volunteers, in addition to the 20 employees whose programs were postponed at the start of the pandemic. 

Non-profit organizations that received a contribution in 2021/2022

L'ENVOL €70,000  France	Handi-Cap-Prévention €19,000  France
Les Amis de L'Arche foundation €35,000  France	Helen Keller Europe €70,000  Vietnam
French Ministry for Europe and Foreign Affairs Corporate Solidarity Fund €823,350  Ukraine	La Maison de Parents Ferdinand Foch €78,800  France
	Le Rocher Oasis des Cités €70,000  France

Projects approved in previous financial years

The Cuomo Cardiopaediatric Center €1,000,000 awarded since 2016/2017  Senegal	Physionoma €21,840 awarded in 2018/2019  Burkina Faso
Foch foundation €53,408 awarded in 2020/2021  France	Planète Urgence €421,800 awarded since 2016/2017  Benin, Cameroon, Guadeloupe, India, Indonesia, The Philippines, Madagascar, Nepal and Zimbabwe
Juan XXIII Roncalli foundation €100,000 awarded in 2020/2021  Spain	Les Restos du Cœur €25,000 awarded in 2019/2020  France
Ordre de Malte France €82,000 awarded in 2017/2018  France	TECHO €175,000 awarded in 2018/2019  Argentina, Brazil, Colombia, Costa Rica, Ecuador, Mexico, Panama and Peru



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13 tons of bottle caps

This is what the new truck loading machine funded by Mécénat Servier for **Handi-Cap-Prévention** in Croissy-sur-Seine, can load in 2.5 hours.

#France #health #disability

A senior's club at L'Arche d'Écorchebeuf

With a quarter of its members now over the age of 60, **L'Arche d'Écorchebeuf** continues to renovate its buildings with the support of Mécénat Servier. In addition to adapting its facilities for the elderly or installing an elevator, **L'Arche** is launching a senior's club. It puts on activities regularly, like hands-on workshops, gardening, and lounge for relaxing, beauty salon, etc.

#France #livingtogether #disability

I felt as strong as a hippo because I'm supported by good people.

Aboubacar, 8 years old, after a trip with **L'ENVOL**.

Let's all gather at the "Garden of Dreams"

Winner of the "International Joint Initiatives" call for projects, the **Juan XXIII Roncalli foundation** built and developed a therapeutic garden in a specialized education center in Madrid. Four full days of volunteering were organized to make progress on the project, accounting for nearly 30 commitments by employees from Servier Spain.

#Spain #health #volunteers

A new location for ChildSight®

A Mécénat Servier partner for four years, **Helen Keller Europe** rolled out its **ChildSight®** program in Giao Thuy Province in Vietnam in 2021/2022. Over the course of this year, 11,883 schoolchildren had their vision tested. In addition, 4,383 children and teachers had a refraction test, and 1,231 received a free pair of glasses.

#Vietnam #health #ophthalmology

S n a p s h o t s

France: In 2021/2022, **La Maison de Parents Ferdinand Foch** welcomed 745 residents, for a cumulative total of 4,993 overnight stays. **France:** Three employees from the Servier Group participated in the **Le Rocher Oasis des Cités** activities in Bondy, Mureaux or Paris. **Madagascar and Indonesia:** Mécénat Servier helped plant 102,675 trees through the TAPIA and the MERCI **Planète Urgence** projects. 🌱


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Setting a course for disability prevention

Created in 2005 by Ségolène Rottembourg, now President of the non-profit organization, *Handi-Cap-Prévention* collects and recycles plastic bottle caps in Île-de-France to finance equipment that people born with disabilities require. Through its efforts, *Handi-Cap-Prévention* makes everyday life easier for people with disabilities and promotes their social integration.

How did the partnership with Mécénat Servier start? What values and commitments bring you together?

Servier and *Handi-Cap-Prévention* share not only a commitment to health, but also to the values of solidarity, honesty, service and listening. Our partnership came about naturally.

I first met with the research center in Croissy-sur-Seine in 2005 to collect plastic bottle caps. When the non-profit organization grew, starting in 2016, we sought regular assistance from Group employees to load trucks. Their missions then expanded in 2020 to sort the bags of bottle caps collected upon request from our recycler.

Handi-Cap-Prévention has participated in the highlights of the Servier Group on disability, in particular by lending suitable bicycles, wheelchairs or games to raise awareness of its issues.

More recently, we were invited to visit Servier's facilities, which allowed us to meet other non-profit organizations at an event.

How does this partnership impact your non-profit organization?

It is very positive. We have made friendly connections with a few people; others have made a personal commitment to our non-profit organization. This is very helpful and beneficial, as it helps us diversify our resources and skills.

In addition, Mécénat Servier's generosity allowed us to procure a truck loading mat. This means we work more safely, do less physical handling, and save a considerable amount of time.

What is the outlook for *Handi-Cap-Prévention*?

We would like to continue to grow our network, increase the number of collection points for plastic bottle caps and extend this recycling to other plastic objects. This could allow us to generate new funds to provide more equipment to those in need. *Handi-Cap-Prévention* helps people born with disabilities and we work as much as possible with families over the long term. 🌱



We have made friendly connections with a few people; others have made a personal commitment to our non-profit organization.

Ségolène Rottembourg, President of *Handi-Cap-Prévention*



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3 questions for...

Aurélie Cocheril

Development, Communication
and Partnerships Manager,
Enfance Maghreb Avenir (EMA)



Enfance Maghreb Avenir (EMA) has been supporting underprivileged children in their schooling Morocco since January 2016.

How did the partnership between EMA and Mécénat Servier start?


EMA and Servier had established ties in Morocco thanks to Najate Limet, the founder of the non-profit, and Guillaume Recorbet, General Manager of Servier Morocco in 2019. Alongside EMA, Group employees committed to the Bouzanyine school. When Mécénat Servier launched its call for projects on “International Joint Initiatives,” we responded right away. We were delighted to find out that we had been selected. This allowed us to build a broader partnership, in the form of financial support and skills-based sponsorship.

What project is this partnership specifically about?

EMA is now focused on developing “second chance” schools. Mécénat Servier supports this approach, in particular through the refurbishment

of an apprentice training center dedicated to food service, IT and computer graphics professions in Nouaceur, in an underprivileged district in the suburbs of Casablanca. The center is open to young people between the ages of 15 and 20 who have dropped out of school. It offers them both theoretical and practical courses, as well as social services and psychological support.

What kinds of skills-based sponsorship missions will be open to Servier employees in Morocco?

They will be able to participate in a wide variety of concrete actions such as the finishing touches of the center (painting, design, etc.), and supporting the non-profit organization in administrative, graphic design, and accounting matters, etc. The next missions will be defined according to the needs of the students and the desires of the Group’s employees who would like to get involved. 



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Giving everyone the same chances for success

Since its founding, Mécénat Servier has supported non-profit initiatives that promote children’s educational and cultural development, with a particular focus on youth from disadvantaged backgrounds.

Convinced that access to culture — and more broadly to cultural and art education — should be open to all, Mécénat Servier launched the “Culture, a window to the world” call for projects in 2021/2022 to support innovative initiatives for young audiences. Then, the Charity Fund selected the *Culturespaces foundation*, which fights inequalities in access to art and heritage through its “Art in Immersion” program, and the *Art dans la Cité* non-profit organization, which implements large format digital works of art in pediatric ward rooms and spaces in hospitals.

Mécénat Servier has also established new partnerships to bolster its action in the area of “Education & Access to culture” with *1001mots* and *CELIJE* in France, and *Enfance Maghreb Avenir* in Morocco.

The Group’s employees also actively participated in the skills-based sponsorship missions proposed by *Life Project 4 Youth* (Lebanon) and the *Real Pearl foundation* (Hungary), the winners of the last internal call for “International Joint Initiatives” projects. 🍷

● Non-profit organizations that received a contribution in 2021/ 2022

1001mots
€70,000 | 📍 France

ACTION ENFANCE
€60,000 | 📍 France

Art dans la Cité
€50,000 | 📍 France

CELIJE
€40,000 | 📍 France

Cours Antoine de Saint-Exupéry*
Asnières-sur-Seine
€66,000 | 📍 France

Cours la Galiote*
Poissy
€50,000 | 📍 France

Enfance Maghreb Avenir
€100,000 | 📍 Morocco

Culturespaces foundation
€60,000 | 📍 France

Un Stage et Après
€20,000 | 📍 France

**Primary and middle schools in the
Espérance banlieues network*

● Projects approved in previous financial years

Amis de Jeudi Dimanche
€60,000 awarded in 2019/2020
📍 France

Arithmetic of Good
€130,000 awarded in 2018/2019
📍 Russia

Enfants d’Asie
€109,000 awarded since
2018/2019
📍 Cambodia, Vietnam

Life Project 4 Youth
€100,000 awarded in 2020/2021
📍 Egypt, Lebanon

The Real Pearl foundation
€87,000 awarded in 2020/2021
📍 Hungary



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Middle school students in the priority education network were hosted by Servier for a short job shadowing experience through *Un Stage et Après*.

#France #education

15 elementary school students set a course to middle school

As part of its program at *le Cours Antoine de Saint-Exupéry* primary and middle school in Asnières-sur-Seine, member of the *Espérance banlieues* network, Mécénat Servier supports a class of 9- to 10-year-old pupils over a three-year school cycle. In March 2022, ten Group employees spent a day with this class. The program included an introductory workshop on the pharmaceutical industry, a picnic and visit to the Army Museum in Paris.

#France #education

The first building block for a second chance

In June 2022, construction kicked off for the Zaouia apprentice training center, new generation “second chance” school located in the province of Nouaceur, Morocco. Work was launched by *Enfance Maghreb Avenir* with the Governor and local Servier teams present.

#Morocco #education

All together for art

In June 2022, the *Real Pearl foundation* organized two mission days. One aimed to promote health through art at a local school in Berettyójfalu, Hungary. At the end of the day, the children — from disadvantaged backgrounds — participated in a large awards ceremony with their families, Servier teams, and the local school district administrator. The other activity involved renovating the Foundation’s new location.

#Hungary #education #art

It’s nice getting to speak with you, it gets me out of the hospital.

Gaëlle, 13 years old, long-term patient (over three months) at the Pau Hospital Center, after meeting Alexandre Muttoni and Gabrielle Sibieude, artists from *Art dans la Cité*.

S n a p s h o t s

France: Thanks to the donations from Servier employees via *L'ARRONDI sur salaire* (rounding down salary) and matching contributions from Mécénat Servier, 50 children and young people from *ACTION ENFANCE* were able to benefit from a year of tutoring. France: 90 young people were trained at the *Bel Espoir II*'s shipyard thanks to the *Amis de Jeudi Dimanche* non-profit organization. France: *Le Cours la Galiote* of *Espérance banlieues* in Poissy opened three new classes for the 2021/2022 school year.

Immersion in the world of art

Since 1999, *Art dans la Cité* in Paris has aimed to bring contemporary visual arts into hospitals, with the assistance of artists in residence. For several years, it has developed interactive and immersive experiences for health care facilities. We met with its President, Raphaël Vialle, University Professor and Head of Orthopedic and Reconstructive Surgery for Children at the Armand Trousseau Hospital (Paris).

Can you briefly introduce us to *Art dans la Cité*?

Art dans la Cité brings art, in all its forms, into health care institutions like hospitals, care facilities, retirement homes, etc. We offer “traditional” activities, such as decorating treatment areas with artwork or murals, and more innovative activities through the Illuminart project. In concrete terms, we project immersive digital artwork that is contemplative or interactive — starry skies, walks through the forest, etc. We also offer virtual museum tours for adults.

How does an Illuminart experience work?

It unfolds in three phases. First, the art is created. One or more digital artists come together to work toward a specific goal. For example, we worked with four artists from the worlds of illustration, animation and video games — Alexandre Muttoni, Gabrielle Sibieude, Géraud Zucchini and Antoine Druaux — to design the graphic and educational *Cache-cache Parc* game. The health care staff at the Pau and Angers Hospital Centers was also involved in this creation.

Next the workshop phase is held at the hospital, where artists come to showcase their work and engage with health care staff and children. In *Cache-cache Parc*, children explore the jungle, savanna, mountain or marsh to learn about animals and biodiversity. Children love animals! In the hospital where I work, we have a unit about the seabed and the savanna.

Then, we provide the Illuminart device (a tablet, a projector, and the digital content) to treatment areas, where they can be used without our intervention. We are delighted to have been selected as part of the call for projects that Mécénat Servier launched on the topic of access to culture for young people.

What are the benefits of Illuminart for patients and their families?

I’m going to share two stories that I think illustrate the impact of Illuminart. The first is a child with a tumor in his knee. He was operated on and then stayed in the hospital for several weeks.

We introduced him to the Musical Planetarium, which allows him to interact — accompanied by music — with the stars projected onto the ceiling. He was engrossed in this experience for two hours, allowing his exhausted parents to leave the hospital and take some time for themselves. Illuminart provided respite for the child and their parents.

The second story is about how Illuminart is used during check-ups, when hospital nurses use it to distract children while changing their dressings. Thanks to the device, they were able to work in better conditions — even when wearing a headlamp in low light when the Illuminart is used — which shows that it also benefits health care professionals. Finally, Illuminart is also an essential part of quality of work life in our hospitals. 🍷



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Encouraging reading to prevent dropouts

From birth, children’s brains are very sophisticated. They are incredibly skillful at understanding the world around them. Since 2017, **1001mots** in Paris has been supporting parents in underprivileged areas or remote locations so that they can share more quality time with their children from ages 0 to 3 years old, especially around books. To learn more, we met with Camille de Montigny, Corporate Sponsorship and Philanthropy Manager for this organization that is innovating to prevent dropouts.

Can you introduce us to the 1001mots non-profit organization?

1001mots was created five years ago to prevent academic failure by stimulating language development and by giving children under the age of 3 a taste for reading. In fact, there are already significant differences between children in terms of language development and reading when they start preschool. Children who start school without good speaking skills are more likely to have difficulty reading until the end of elementary school.

The environment that the child is exposed to before starting school therefore plays a critical role in their future academic success. Thanks to the brain’s neuroplasticity, the 0- to 3-year period is the most conducive for language learning. That’s why 1001mots supports parents to raise awareness of the role they can play in their child’s development by creating a stimulating environment for their language skills. Books are an amazing tool for this!

How did the partnership with Mécénat Servier start?

We contacted Mécénat Servier because we identified education as one of their priority areas and that the Charity Fund supported non-profit organizations whose actions are complementary to ours.

Together, we sketched out what the partnership project would look like. The long-term commitment from Mécénat Servier is really reassuring for 1001mots, which has great ambitions for growth. This partnership will help us grow in the Yvelines region, one of our five pilot areas. We supported more than 650 children in 2022 with the assistance from French Centers for Maternal and Infant Protection in the cities of Trappes and Plaisir. In all, we plan to support 3,000 children over three years.

This type of partnership is very useful because it allows us to fund innovation, which focuses primarily

on instructional design. As the program evolves, we want to conduct a large impact study in 2024-2025 that will supplement those we conducted in 2019 and 2021. Innovation and impact are two strong values that bring us together with Mécénat Servier.

What feedback have you received from parents and children on 1001mots?

For families, support spans six to twelve months, during which they receive age-appropriate books, ideas and advice by text message, and calls from a speech therapist or psychologist. These professionals answer their questions and follow up on the child’s development. Recently, Samia’s mom was surprised that since the program began, “it was as if Samia no longer needed to watch TV.” Leonardo’s mother, Oksana, told us that the book he had received had become his ‘security blanket’ and that he was sleeping with it under his pillow. These strong testimonials make us want to see 1001mots grow even more. 📖



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Ten years of *Espérance banlieues*

For the past decade, *Espérance banlieues* has created schools in priority neighborhoods in France so that every child has their chance and can develop their talents. The goal is for each student in the network to find their place in society and develop self-confidence and the will to succeed. Meeting with François-Denis Bée, Executive Director of the *Espérance banlieues* non-profit organization.

Espérance banlieues has been a partner of Mécénat Servier since 2019. What is the value of this type of long-term partnership?

By making a commitment to our non-profit organization, Mécénat Servier enables us to run long-term programs, which is appropriate in education. After the *Espérance banlieues* school in Le Mans (*Le Cours Jules Verne*) and Poissy (*Le Cours La Galiote*), Mécénat Servier partnered with the school in Asnières-sur-Seine (*Le Cours Antoine de Saint-Exupéry*) by offering financial support for three years. This allows a class of 15 fourth graders to be sponsored long-term. Such support is particularly useful for funding school activities and cultural or historical field trips. A new three-year partnership has recently been signed with the *Cours la Boussole* in Mantes-la-Jolie. This approach is part of a shared objective, which is to prevent dropouts by relying on the three dimensions of our educational project: academics, instruction and culture.

Espérance banlieues looks forward to this long-term partnership, beneficial for our schools — especially

since our visions are aligned. Mécénat Servier's values are in line with those of the *Espérance banlieues* network that sparks educational innovation and research, with the aim of setting students up for success.

Which event or meeting had the greatest impact on you in the past 18 months?

Last spring, as part of a solidarity seminar, nine Servier Group employees came to spend the day in a fourth grade class at the *Cours Antoine de Saint-Exupéry* in Asnières-sur-Seine. The students participated in a workshop on medicines and research. The morning ended with adults and children working together to clean the school. The afternoon was spent visiting the *Hôtel National des Invalides* monuments in Paris. It was a great day of rewarding exchanges for both our students and the employees present.

What is the outlook for *Espérance banlieues* in the coming months?

At the end of January 2023, we held a symposium at the Senate on the theme of school. It was a way



By making a commitment to our non-profit organization, Mécénat Servier makes long-term programs possible.

François-Denis Bée,
Executive Director of
Espérance banlieues

for us to be more visible in an institutional setting, the year we celebrate our ten-year anniversary. This is a tangible representation of our strategy of agreements with the government, which we would like to start experimenting with soon. At the same time, we are continuing to roll out our school model in all regions. In September 2023, we will launch the 18th school in our network in Bordeaux, as our movement continues to grow! 🌱



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3 questions for...

Fernanda Caso

Communication Officer and Executive Assistant to the General Manager, Servier Mexico



What prompted you to engage in the TECHO project with Mécénat Servier?

I participated in skills-based sponsorship missions on this project to help those in need. It's a very rewarding experience. I also believe that by building and providing a stable roof for the most vulnerable, we help them aspire to a better quality of life. More than just a house, we create hope.

What event or encounter from your mission with TECHO made a mark on you?

I am always touched when we get together — all volunteers — with families to share a meal prepared by them. It's a wonderful moment, the one I prefer most, because volunteers and rehoused family members can get to know each other better. It's a very powerful moment when we share our stories and strengthen our connections.

What would you say to one of your colleagues who is hesitant to commit to making the leap?

Dare! Stop asking "why should I participate?" The question should be, why not? It's an experience that changes your whole perspective. You won't regret it. 🌱



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How to get involved with Mécénat Servier

Lack of time, lack of knowledge of the non-profit sector, fear of not knowing how... To clear the way for making a positive impact, Mécénat Servier has encouraged and facilitated commitments from Servier Group employees since its creation.

Mécénat Servier puts both economic and human resources to work for its partners in the non-profit world. Employees can commit through these four forms of involvement:



Skills-based sponsorship

to share professional or personal expertise with non-profit organizations during work hours, to contribute to projects related to the Fund's areas of commitment

"Engaging with Mécénat Servier is an opportunity to meet great people, feel useful and belong to a committed community."

Marie



Congé Solidaire®

for employees to perform two-week international solidarity missions with Planète Urgence financed by the Charity Fund during their time off

"Making a difference through Congé Solidaire® is a way for us to learn and grow!"

Nagarajan



Solidarity seminars

to connect the Group's values to the greater good

"Solidarity seminars gives us the opportunity to live out the shared values of generosity, kindness and sharing."

Alexandre



L'ARRONDI sur salaire (rounding down salary*)

for Servier employees in France who wish to make a monthly micro-donation to the non-profit of their choice, deducted directly from their salary

"Rounding down salary is very easy: just sign up!"

Catherine

*Available only in France

4

ways for employees to make a difference

Employee commitments

1,009

employee commitments to skills-based sponsorship

924

donors via L'ARRONDI sur salaire (rounding down salary*)

275

participants in solidarity seminars

After all Congé Solidaire® (international solidarity missions) were put on standby during the Covid-19 crisis, Servier has reauthorized these trips. **40 missions** are planned for 2022/2023.



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When volunteering is the easy answer

Each year since the creation of Mécénat Servier, hundreds of Servier Group employees commit to the Charity Fund's partner non-profit organizations through one of the four ways to participate. Myriam Maurin, Business Analyst, and Sébastien Richard, Program Director, employees from the Servier Group Digital, Data and Information Systems (DDIS) Department, volunteered in 2021/2022.

DISCOVER THE MÉCÉNAT SERVIER COMMITMENT MECHANISMS

It was through Mécénat Servier that Myriam Maurin first worked with a non-profit organization. "I've always wanted to get involved, but between my work and personal life, I couldn't figure out how to get organized. When I learned that Servier encouraged skills-based sponsorship by offering employees a special day to volunteer, I didn't think twice. I started with a day of decorating the reception areas for the children of *L'ENVOL*."

As for Sébastien Richard, he was already regularly involved with Mécénat Servier. He had previously invested in skills-based sponsorship and *Congé Solidaire*® missions when he discovered that the Charity Fund also offered solidarity seminars. "I had heard of this concept before. When Mécénat Servier launched the solidarity seminars, I wanted to take action."

Once Sébastien and his colleagues from the Servier Group's Projects and Programs team of the Digital, Data and Information Systems (DDIS) Department had made their decision to commit, the challenge was to "find a non-profit organization close to Suresnes that would be able to put around 20 people

to good use for a day." Mécénat Servier with the support of *KOEO*, a social and solidarity-based enterprise, suggested by the *Red Cross* branch in Suresnes. "This humanitarian non-profit helps the most vulnerable populations. It was the perfect match for the type of organization we wanted to help by donating our time," says Sébastien.

After Myriam's first day volunteering, when she was "received a warm welcome, and worked in a caring atmosphere," she was "excited by the principle of skills-based sponsorship." In 2021/2022, she chose to volunteer again with *Un Stage et Après (USEA)*.

EXPERIENCING SOLIDARITY FIRST-HAND

For Sébastien and his colleagues, the day began with a breakfast presentation of Red Cross' missions and the activities of the Suresnes branch: "I was far from imagining the extent of their work. I did not know, for example, that the Red Cross offered groceries in solidarity."

Myriam found herself back in the classroom "at a high school in eastern part of Paris, where everything was organized to discover new professions and exchange with students."

When I learned that Servier encouraged skills-based sponsorship by offering employees a special day to volunteer, I didn't think twice.

Myriam Maurin, Business Analyst, Digital, Data and Information Systems (DDIS) Department, Servier Group Committed via skills-based sponsorship



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The sense of purpose strengthens connections because not only do we enjoy ourselves, we also donate our time to people who help and contribute to the greater good.



Sébastien Richard, Program Director,
Digital, Data and Information Systems (DDIS) Department, Servier Group
Participated in a Solidarity Seminar with his team

After a few minutes to get acquainted, Sébastien and his colleagues got started cleaning an ambulance and two storage areas. “We quickly created three teams with a few Red Cross volunteers, and then went about the work to tidy up, clean, install shelves, etc. in good spirits.” Mission accomplished according to Sébastien, who was very happy with the “positive feedback from Red Cross volunteers for whom assistance from around 20 people for a day helped move important projects forward and saved a lot of time.” The second goal was team building and “from this point of view, it was a very moving experience, more than if we had done a classic seminar.” For Sébastien, who is used to giving back, “the sense of purpose strengthens connections because we not only enjoy ourselves, we also donate our time to people who help and contribute to the greater good.”

Myriam recalls “the many questions students asked. They were very curious, you could tell they wanted to do something in their lives.” She was particularly marked by a meeting with a teenager who at the end of the session came to ask her “what

degree you needed to work in IT.” Very committed to introducing young girls to the science and technology sectors, Myriam saw this as the sign of the first seed planted.

WHAT'S NEXT?

Myriam and Sébastien are both accustomed to participating in Mécénat Servier’s activities, which gave them the chance to get to know L’ENVOL. Sébastien has now been “committed to it for several years, and now outside the framework of Mécénat Servier, where [he] chaperones children’s trips.” Myriam hopes that the Charity Fund will set up skills-based sponsorship so that senior employees can continue their commitments. She plans to “continue with L’ENVOL once retired, because [she] greatly appreciates this type of commitment to sick children, and how the team invests itself.” She is also considering tutoring at-risk children.

In the meantime, she encourages Servier Group employees “take advantage of the volunteer opportunities offered by Mécénat Servier.” On Internal IT Day, she therefore “manned the booth

to recruit new volunteers, reminding them that it costs nothing for them to try it out, that the missions are varied and suitable to all interests, and that once you get started you won’t want to stop.” Sébastien is also convinced: “Mécénat Servier helps some employees to take the plunge into commitment, as these are turnkey missions where good support is provided.” For his team, “it became clear that our upcoming seminars would be solidarity seminars.”



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An alliance for skills-based sponsorship

On January 16, 2019, 16 corporate executives signed the skills-based sponsorship manifesto, encouraged by the results from the first survey on the subject. A year later, they created *l'Alliance pour le Mécénat de compétences*. It now boasts 27 member companies, including Servier since April 2019.



The *Alliance* aims to spearhead skills-based sponsorship, and is open to companies of all sizes that share its values and ambitions, regardless of their experience in this area.

The strength of the *Alliance* lies in the commitment and volunteerism of the leaders of member companies. It is based on the seven commitments expressed in its manifesto:

- Implement corporate skills-based sponsorship or further develop existing programs
- Offer a variety of missions to all employees
- Give value to employee commitments made
- Evaluate program results
- Share experiences and best practices in France and abroad
- Support research on the impacts for the company and society
- Encourage companies of all sizes to implement similar programs



As the new President of l'Alliance pour le Mécénat de compétences, I plan to work on defining the impact of skills-based sponsorship, with support from a study conducted by Kimso.

Corinne Massin, President of l'Alliance pour le Mécénat de compétences



A word from the President of Servier, Olivier Laureau

"We witness people giving of themselves in our neighborhoods, in our surroundings, our families, we also see it in our company. By providing opportunities for our employees to express this spirit of giving, we not only help them grow, develop, and live out our values, and at the same time, we create a sense of belonging, we create unity, and we find meaning in our actions — in what we do every day."



Watch the video



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Companies committed to the common good

Isabelle Million has been General Delegate of *l'Alliance pour le Mécénat de compétences* since June 2022. Convinced by the benefits of this type of commitment, she invites everyone to join the movement!

What is the purpose of *l'Alliance pour le Mécénat de compétences*?

The *Alliance pour le Mécénat de compétences* aims to promote skills-based sponsorship in all its forms:

- for a short or even very short duration, which allows employees to commit anywhere from a few hours to a few days a year, e.g., for tutoring;
- “a breather,” which allows mid-career employees to take a break for a few months to refresh, learn new things and reconsider their relationship with the company;
- “senior,” which allows employees close to retirement to spend up to two years passing on their skills.

More than ever, this is what places the *Alliance* at the heart of the employee engagement ecosystem because it offers the company, the employees, and the non-profit organization a win-win relationship for everyone.

What are the benefits of skills-based sponsorship for the parties involved?

An impact study carried out in 2022 by *Kimso* indicates that 95% of non-profits that benefited

from skills-based sponsorship are satisfied with the system. Employees, specifically, appreciate being able to make their civic engagement a reality during their workday. Finally, companies can bolster their contribution to the common good through these types of actions, while retaining their employees.

In concrete terms, what actions are carried out by the *Alliance*?

The 27 members of the *Alliance* meet regularly either as part of working groups or as part of events open to a wider audience, such as the Presidents’ Summit. Working groups are useful for sharing experiences and continuing to learn about the challenges of skills-based sponsorship. Open events are part of our advocacy mission.

Why should companies join the *Alliance pour le Mécénat de compétences*?

The *Alliance* is a collective initiative that works to raise awareness of skills-based sponsorship. As a result, when there are more members, actions to expand skills-based sponsorship will be more impactful. All companies, regardless of size, are welcome to participate in this movement that is a

particularly relevant one at a time when people are seeking meaning and commitment. 🌱



SPONSORSHIP OR SKILLS-BASED SPONSORSHIP?

Skills-based sponsorship involves an employee who commits to volunteering with a non-profit organization during the workday, with the support of their company. Sponsorship refers to a company that makes a financial donation to a non-profit.

 alliance-mecenas-de-competences.org



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Everyone's getting involved with *Let's Volunteer*

In September 2021, Mécénat Servier launched the *Let's Volunteer* website, which introduces Servier Group employees to the Charity Fund's partners and news. The site also allows them to sign up for skills-based sponsorship missions on their own.

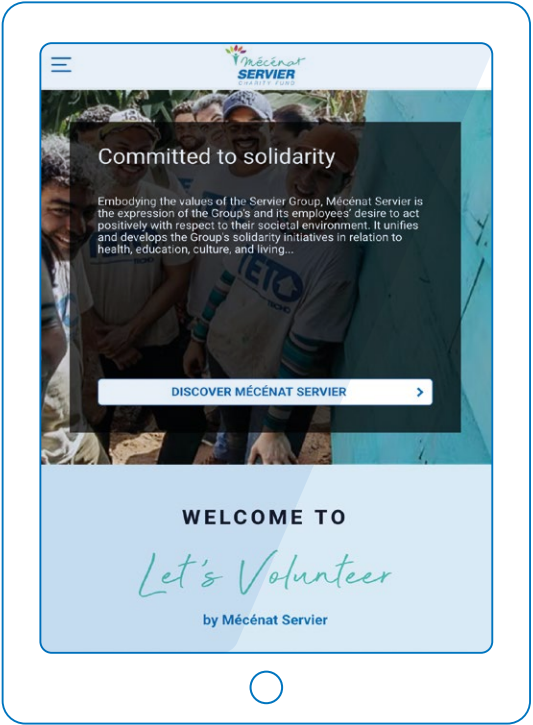
Since its founding, Mécénat Servier has aimed to put partner non-profit organizations and employees of the Servier Group at the heart of its ambition and projects. The Charity Fund stands out because of its long-term commitment to partners, who can therefore develop their programs while experimenting with new methods of support for their audiences.


As a result of these close ties and its deep knowledge of the needs of non-profit organizations, Mécénat Servier is able to contribute to promoting their missions and actions to a broad audience, starting with the employees of the Servier Group. Following on from events held since 2016 to mobilize teams — meetings with non-profits, awards ceremonies for the most engaged employees, celebrations for the Fund's fifth anniversary, and so forth — *Let's Volunteer* helps raise awareness of Servier's values and commitments

throughout the year. It also allows them to identify and select skills-based sponsorship missions based on their geographic location and area of commitment.

For example, Servier Group employees can provide support in guiding students in a priority education network with *Un Stage et Après (USEA)*. They can also use their talent as photographers in favor of *Art dans la Cité* in Paris, build emergency accommodations with *TECHO*, or participate in impact assessments for *L'ENVOL*.

Thanks to *Let's Volunteer*, which is also available to the general public in five languages, Servier's partner non-profit organizations benefit from a new communication channel, making their search for volunteers easier. More broadly, organizations that wish to do so may use the platform to connect with the Charity Fund and apply for support.



By bringing its stakeholders together in a single platform, Mécénat Servier acts as a network coordinator and accelerates commitment. Visit volunteer.servier.com to find out more. 

40

projects available on *Let's Volunteer* as of 09/30/2022

15

public news items posted on *Let's Volunteer* in 2021/2022



volunteer.servier.com




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ASSETS	FINANCIAL YEAR N (according to ANC 2018-06)			FINANCIAL YEAR N-1 (according to ANC 2018-06)
	Gross	Amortizations and depreciations (to be deducted)	Net	Net
FIXED ASSETS				
Intangible assets				
Property, plant and equipment				
Financial fixed assets				
TOTAL I	€0	€0	€0	€0
CURRENT ASSETS				
Inventories and WIP				
Receivables				
Customer receivables, users and related accounts				
Receivables received by bequests or donations				
Other	€15,341		€15,341	€0
Investment in securities				
Cash	€12,074,801		€12,074,801	€29,098
Prepaid expenses				
TOTAL II	€12,090,141	€0	€12,090,141	€29,098
GENERAL TOTAL (I + II)	€12,090,141	€0	€12,090,141	€29,098

EQUITY & LIABILITIES	FINANCIAL YEAR N (according to ANC 2018-06)	FINANCIAL YEAR N-1 (according to ANC 2018-06)
EQUITY		
Equity without reversal rights		
Equity with reversal rights		
Revaluation reserve		
Reserves		
Consumable allocations	€12,039,193	€15,159
Consumable allocations	€18,176,675	€4,390,000
Consumable allocations recorded in the profit and loss statement	€-6,137,482	€-4,374,841
Surplus or deficit for the financial year		
TOTAL I	€12,039,193	€15,159
PROVISIONS		
Provisions for contingencies		
Provisions for charges		
TOTAL II	€0	€0
LIABILITIES		
Loans and similar debts		
Trade accounts payable	€50,948	€13,939
Bequest or donation debts		
Tax and social security debts		
Other debts		
Deferred income		
TOTAL III	€50,948	€13,939
GENERAL TOTAL (I + II + III)	€12,090,141	€29,098



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PROFIT AND LOSS STATEMENT	FINANCIAL YEAR N (according to ANC 2018-06)	FINANCIAL YEAR N-1 (according to ANC 2018-06)
OPERATING REVENUE		
Sales of goods and services		
Third-party financier revenue		
Reversals of amortization, depreciation, provisions and transfers of charges		
Consumption of the allocation	€1,762,640	€1,029,704
Other income		
TOTAL I	€1,762,640	€1,029,704
OPERATING EXPENSES		
Purchases of goods		
Changes in inventory		
Other purchases and external expenses	€67,437	€41,159
Financial assistance granted (donations)	€1,695,203	€988,546
Allowance for depreciation of fixed assets and goodwill		
Allocations to provisions		
Other expenses		
TOTAL II	€1,762,640	€1,029,704
1. OPERATING RESULT (I-II)		
2. FINANCIAL RESULT (III - IV)		
3. CURRENT RESULT BEFORE TAXES (I - II + III - IV)		
4. EXCEPTIONAL RESULT (V - VI)		
TOTAL INCOME (I + III + V)	€1,762,640	€1,029,704
TOTAL EXPENSES (II + IV + VI + VII + VIII)	€1,762,640	€1,029,704
EXCESS OR DEFICIT	€0	€0
VOLUNTARY CONTRIBUTIONS IN KIND		
Donations in kind		
Services in kind	€108,866	€25,784
Volunteering		
TOTAL	€108,866	€25,784
VOLUNTARY CONTRIBUTIONS IN KIND EXPENSES		
Assistance in kind		
Free provision of goods		
Services in kind	€108,866	€25,784
Volunteer staff		
TOTAL	€108,866	€25,784



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APPENDIX

On the balance sheet for the financial year ended September 30, 2022, for a total of €12,090,141 and on the income statement for the financial year, presented in the form of a list, for which the total income is €1,762,640.

The financial year lasts 12 months, from October 1, 2021 to September 30, 2022.

The Mécénat Servier Charity Fund was created in November 2016, and its purpose is to promote, participate in or carry out, directly or indirectly, any initiative, project or activity of public interest in France or abroad in the fields of health, research, social issues relating to living together, education and any cultural activities, in any form whatsoever.

EVENTS CHARACTERIZING THE FINANCIAL YEAR

The health crisis related to Covid-19 and the promulgation of multiple health emergencies constitute major events for the financial year that ended on September 30, 2022. As such, the health crisis had no impact on the valuation of its assets and liabilities when its accounts were prepared on September 30, 2022.

Activity related to skills-based sponsorship that had slowed during the previous financial year was able to resume during the 2021/2022 period.

The Charity Fund did not seek financial assistance from public authorities.

This year, in order to respond to emergencies in Ukraine, the Mécénat Servier Charity Fund donated €823,350 to the French Ministry for Europe and Foreign Affairs Corporate Solidarity Fund. This amount includes €700,000 in exceptional contributions received from *Les Laboratoires Servier* as well as €36,675 of donations received from Servier Group employees worldwide matched by the Charity Fund, and finally a contribution of €50,000 at the end of the financial year. In addition, on September 30, 2022, *Les Laboratoires Servier* contributed a sum of €12 million to Mécénat Servier that the Charity Fund will allocate to finance humanitarian actions with organizations or projects of public interest in Ukraine.



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ACCOUNTING PRINCIPLES APPLIED

The annual accounts for the financial year are presented in accordance with French accounting regulations:

- ANC 2014-03 et seq. relating to the rewriting of the applicable general accounting plan at the end of the financial year;
- ANC 2018-06 relating to the annual accounts of non-profit private legal entities.

The general accounting conventions were applied, in accordance with the principle of prudence, in accordance with basic accounting assumptions:

- Going Concern;
- Economic Entity;
- Consistency.

CHANGE IN ACCOUNTING POLICIES

None

GENERAL INFORMATION

As the endowment of the Charity Fund is consumable, in accordance with the Articles of Association, the terms of consumption are determined by the Board of Directors.

The donations received by the Charity Fund for the financial year 2021/2022 totaled €13,786,675 and were allocated as a consumable allocation (as liabilities on the balance sheet), then allocated to account 757 in the amount of €1,741,481. A total of €15,159 in previous consumable allocations was used during the 2021/2022 financial year and allocated to account 757.

For the 2021/2022 financial year, the Charity Fund granted €1,695,203 in donations, recorded in account 623, after decisions made by the Board of Directors. Details of the donations granted are presented below in the Details of Donations Granted section.

VOLUNTARY CONTRIBUTIONS IN KIND

In accordance with ANC Regulation No. 2018-06 voluntary contributions in kind are booked with the following methods of identification, quantification and valuation:

- The nature of voluntary contributions mainly concerns skills-based sponsorship carried out by employees of Servier entities in France and abroad.
- Skills-based sponsorship for projects in the 2021/2022 financial year represents 3,813 hours valued at €108,866.
- Identification methods: Project schedule, per person.
- Quantification methods: Tracking of skills-based sponsorship hours.
- Valuation methods: Average hourly rate per country calculated on the payroll charged based on the subsidiaries' financial positions for the financial year ended September 30, 2022.



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Table of changes in associative funds

Nature of provisions and reserves	Amount at the beginning of the financial year	Allocation of income and restatement	Financial year allocation	Financial year reversal	Amount at the end of the financial year
Equity					
Associative funds without reversal rights (consumable allocation)	€15,159	-	€13,786,675	€1,762,640	€12,039,193
Reserves					
Balance carried forward					
Net result of the period					
Other associative funds					
Associative funds with reversal rights					
Regulated provisions					
TOTAL	€15,159	-	€13,786,675	€1,762,640	€12,039,193



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Details of donations granted in 2021/2022

ACTION ENFANCE	€60,000
ART DANS LA CITÉ	€50,000
CELIJE	€40,000
COURS ANTOINE DE SAINT-EXUPÉRY	€66,000
CULTURESPACES	€60,000
ENFANCE MAGHREB AVENIR	€100,000
ESPÉRANCE BANLIEUES POISSY	€50,000
FRENCH MINISTRY OF EUROPE AND FOREIGN AFFAIRS CORPORATE SOLIDARITY FUND*	€823,350
HANDI-CAP-PRÉVENTION	€19,000
HELEN KELLER EUROPE	€70,000
LE RÉFLEXE SOLIDAIRE	€28,394
LE ROCHER OASIS DES CITÉS	€70,000
L'ENVOL POUR LES ENFANTS EUROPÉENS	€70,000
LES AMIS DE L'ARCHE	€35,000
MAISON DE PARENTS FERDINAND FOCH	€78,800
MILLE ET UN MOTS	€70,000
PHYSIONOMA	€-15,341
UN STAGE ET APRÈS	€20,000
TOTAL DONATIONS GRANTED	€1,695,203

**Of which €36,675 from employees*



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France
volunteer.servier.com

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Publishing Director:
Corinne Massin

Editorial Committee:
Corinne Massin, Elodie Borges
and Eric Fohlen-Weill

Design/Editing:
Alicia Couderc (Labrador)

Artistic Director:
Céline Berthaut

English Copyediting:
Amber Marcum Combaud

CONTRIBUTORS (IN ORDER OF APPEARANCE):

For the Servier Group:

Olivier Laureau
Corinne Massin
Fernanda Caso
Marie Walle
Nagarajan Shanmugasundaram
Alexandre Prigent
Catherine Jouguelet
Myriam Maurin
Sébastien Richard

For Mécénat Servier partners:

Bianca Ciampolini (*Culturespaces* foundation)
Gabriel Ciss (Cuomo Cardiopaediatric Center)
Ségolène Rottembourg (*Handi-Cap-Prévention*)
Aurélie Cocheril (*Enfance Maghreb Avenir*)
Raphaël Vialle (Armand Trousseau Hospital, Paris)
Camille de Montigny (*1001mots*)
François-Denis Bée (*Espérance banlieues*)
Isabelle Million (*l'Alliance pour le Mécénat de compétences*)

P h o t o c r e d i t s

TECHO Peru (cover, p. 21), Veronika Vehofsits (cover, p. 4), Alexandre Fouquet (cover, p. 10), Corinne Massin (cover, p. 11), Isaure Lambert (cover, p. 10, p. 15), Jacques Grison (p. 3), Studio Julke (p. 4, p. 24), Cyril de la Motte Rouge (p. 9), Gabriel Ciss (p. 11), *Handi-Cap-Prévention* (p. 14), Aurélie Cocheril (p. 15), Raphaël Vialle (p. 18), Camille de Montigny (p. 19), François-Denis Bée (p. 20), Fernanda Caso (p. 21), Myriam Maurin (p. 23), Georges Vignal (p. 25, p. 26), Getty Images (p. 27)

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COMMITTED TO SOLIDARITY

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Corinne Massin
+33 (0) 1 55 72 36 31
corinne.massin@servier.com

Elodie Borges
+33 (0) 1 55 72 77 38
elodie.borges@servier.com