

INVITATION LETTER WITH HEALTHCARE ORGANIZATION (HCO)

Sanofi Oy, a company duly registered under the laws of Finland, under the business identity number 1048723-8 and having its registered office located at Revontulenkujä 1, 02100 Espoo, Finland (hereinafter referred to as "Sanofi"), hereby informs

Katri Salin, Kanta-Hämeen keskussairaala, Hämeenlinna, Finland (hereinafter referred to as the "Institution") that Sanofi would like to invite one (1) pulmonologist involved in treating asthma and/or COPD from the HCO to the following event (the "Event"):

Meeting date:	<u>5. - 9.9.2026</u>
Venue:	<u>Fira Gran Via, Barcelona</u>
Subject:	<u>The ERS Congress 2026</u>

Please inform us by email whether you accept or decline the invitation. In case you accept please provide Sanofi Event coordinator with the name and contact information of the healthcare professional you select for this Event by 26.2.2026 (hereinafter referred to as the "Guest").

Estimated Expenses for the Event participation per Guest is: Registration appr. 750 Eur, accommodation appr. 1500 Eur, travel costs appr. 400 Eur.

This invitation letter (the "**Letter**") is from Sanofi to the Institution (as defined above). The Institution and Sanofi are hereinafter referred to individually as the "**Party**" or collectively as the "**Parties**".

GENERAL TERMS

1. Ethic Codes.

According to the applicable laws and in accordance with: (i) the EFPIA code for healthcare professionals of the European Union or (ii) the IFPMA code for healthcare professionals from outside of the European Union, related to the promotion of drugs, Sanofi's coverage is strictly limited to the expenses provided under this Letter. No personal expenses will therefore be reimbursed, nor costs related to individuals accompanying the Guest.

2. Tax.

Institution shall inform the Guest(s) that all taxes and social benefit contribution which could be payable due to the benefits received under this Letter shall be supported by the Guest(s). If necessary due to reporting requirements to authorities, Guest(s) further agrees to provide to Sanofi such information as is reasonably required in relation to the receipt of such benefits.

3. Transparency.

As requested by codes of ethics and/or laws and/or regulations applicable to the pharmaceutical industry, including EFPIA Code of transparency, Sanofi and/or its Affiliates have to disclose the existence, the scope and the financial transfers provided under this Letter. In accordance with applicable data privacy laws, the Guest(s) will be able to prohibit such disclosure by sending their disclosure prohibit decision to julkaisu.finland@sanofi.com.

For the purpose hereof, "**Affiliate(s)**" shall mean Sanofi parent company "**Sanofi**" (registered in PARIS, France under the n°395 030 844, hereinafter "**Sanofi SA**") and any legal entity which is controlled by Sanofi SA or under common control with Sanofi SA or controlling Sanofi SA. For the purpose hereof, "**Control**" shall mean the direct or indirect ownership of at least fifty per cent (50%) of the share capital or the voting rights of such entity.

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4. Data Privacy.

Sanofi will process all personal data obtained during the course of the Letter in accordance with applicable data protection laws.

5. Anti-Bribery.

Institution and Sanofi agree that the arrangements set out in this Letter do not take effect and are not intended to take effect as an incentive or reward for a person's past, present or future willingness to prescribe, administer, recommend (including formal recommendations), purchase, pay for, reimburse, authorize, approve or supply any product or service sold or provided by Sanofi or as an incentive to grant an interview for any sales or marketing purposes. Institution warrants, that it will comply with the requirements of all applicable anti-bribery regulations, codes and/or sanctions, both national and foreign, including but not limited to the US Foreign Corrupt Practices Act, the UK Bribery Act and the OECD Convention dated 17th December 1997 (the "**Anti-Bribery Laws**") and; therefore that it has not and will not make, promise or offer to make any payment or transfer anything of value (directly or indirectly) to (i) any individual, (ii) corporation, (iii) association, (iv) partnership, or (v) public body, (including but not limited to any officer or employee of any of the foregoing) who, acting in their official capacity or of their own accord, are in a position to influence, secure or retain any business for (and/or provide any financial or other advantage to) Sanofi by improperly performing a function of a public nature or a business activity with the purpose or effect of public or commercial bribery, acceptance of or acquiescence in extortion, kickbacks or other unlawful or improper means of obtaining or retaining business. Institution will immediately notify Sanofi if, at any time during the term of this Letter, its circumstances, knowledge or awareness changes such that it would not be able to repeat the warranties set out above at the relevant time.

Sanofi Oy

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