TRUST BY DESIGN

Reimagining AI for Health

A Charter for Human-Centered, Equitable AI in Healthcare

Artificial intelligence has the potential to transform healthcare - accelerating discovery, improving diagnosis and treatment, supporting healthcare professionals and expanding access to quality care.

Yet technological progress does not automatically benefit everyone. Without deliberate action, AI can reinforce existing inequalities, introduce algorithmic bias and create disparate impacts across populations. The choices we make about whose needs AI serves, whose voices shape its development and how its benefits and risks are distributed will determine whether AI advances health equity or deepens existing gaps.

At the *Trust by Design: Reimagining AI for Health Summit* on November 12, 2026 at Sanofi's Morristown office, we come together around a shared conviction: **AI should serve people, strengthen healthcare and improve health outcomes for all. Trust must be earned through meaningful participation, demonstrated benefits, transparency and accountability.**

We affirm four shared principles to guide the responsible use of AI in healthcare.

1. Put People and Their Health First

- *Prioritize human needs and outcomes.* AI should address meaningful healthcare challenges, improve patient outcomes and augment - not replace - human judgment, empathy and relationships in care.
- *Protect patient agency and human oversight.* Patients and healthcare professionals should understand when and how AI informs consequential decisions, including its capabilities and limitations. A named human dec*ider* should have the information, authority and time to challenge or override AI-informed decisions.
- *Safeguard privacy and data rights.* AI should be developed and deployed with responsible data governance, privacy protections and appropriate cybersecurity safeguards.

2. Design With Communities, Not Just For Them

- *Recognize lived experience as essential expertise.* Patients and communities, particularly those historically undersupported by healthcare systems, should *have a voice in deciding* which *problems* AI addresses and shape how solutions are designed, evaluated and deployed.
- *Make participation meaningful and consequential.* Engagement should be accessible, appropriately compensated and embedded throughout the AI lifecycle. Organizations

should demonstrate how community voices influence priorities, decisions and outcomes, including what has changed as a result.

3. Build AI That Is Safe, Effective and Equitable

- *Evaluate fairness and disparate impact.* AI should be assessed for clinical validity, safety and performance across the populations it will serve, identifying algorithmic bias, skewed outcomes and potential harm. Representative data alone does not guarantee equitable outcomes.
- *Make risks and limitations transparent.* Organizations developing or deploying AI should undertake proportionate risk assessments, subgroup performance testing and – where needed - appropriate independent validation in real-world care settings, communicating material limitations and residual risks.
- *Monitor, mitigate and remain accountable.* AI systems should be monitored throughout their use for model drift, emerging bias and unintended consequences, with clear responsibilities and mechanisms for corrective action, escalation or withdrawal where necessary.

4. Make the Benefits of Innovation Accessible to All

- *Design for accessibility from the outset.* AI-enabled healthcare should account for different abilities, languages, levels of health and digital literacy, and access to technology, with accessibility and usability tested across diverse needs.
- *Prevent algorithmic exclusion and expand opportunity.* AI should address unmet health needs and reduce barriers to quality care, particularly for historically undersupported communities. Human-supported alternatives should remain available where needed to help ensure equitable access.
- *Measure who benefits and who is left behind.* Success should be assessed not only through technical performance and adoption, but through real-world impact on access, patient experience and health outcomes across communities.
- *Build AI literacy and trust*. Patients, communities, and healthcare professionals should have access to trusted, culturally responsive education about how AI is used, so they can engage with it confidently, ask informed questions, and help shape its use.

Our Collective Commitment

No single organization can deliver trustworthy and equitable AI alone. Progress requires collaboration among patients, communities, healthcare professionals, researchers, industry, technology developers and policymakers.

We commit to advancing these principles within our respective spheres of influence, sharing evidence and lessons learned, and taking action when AI falls short of its intended benefits.