

Business Responsibility and Sustainability Report (BRSR)

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L24239MH1956PLC009794
2.	Name of the Listed Entity	Sanofi India Limited
3.	Year of incorporation	1956
4.	Registered office address	Sanofi House, CTS No. 117-B, L&T Business Park, Saki Vihar Road, Powai, Mumbai – 400072
5.	Corporate address	Sanofi House, CTS No. 117-B, L&T Business Park, Saki Vihar Road, Powai, Mumbai – 400072
6.	E-mail	igrc.sil@sanofi.com
7.	Telephone	(022) 28032000
8.	Website	www.sanofiindia.com
9.	Financial year for which reporting is being done	January 2025 – December 2025
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11.	Paid-up Capital	₹ 230 million
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Dr. Kavita Chaudhari, India CSR & ESG Manager & MCO CSR Lead Address: Sanofi House, CTS No. 117-B, L&T Business Park, Saki Vihar Road, Powai, Mumbai – 400072, India Tel. No.: (022) 28032000 E-mail: igrc.sil@sanofi.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures made in this report are on a standalone basis.
14.	Name of assurance provider	Not Applicable
15.	Type of assurance obtained	Not Applicable

II. Product / Services

16. Details of business activities (accounting for 90% of the turnover):

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacture and trading of drugs and pharmaceutical products	Drugs and Pharmaceuticals	100%

17. Products / Services sold by the entity (accounting for 90% of the entity's Turnover):

Sr. No.	Product / Service	NIC Code	% of total Turnover contributed
1.	Drugs and Pharmaceuticals	21002	100%

III. Operations

18. Number of locations where plants and / or operations / offices of the entity are situated:

Location	Number of Plants	Number of Offices	Total
National	1	2	3
International	0	0	0

19. Markets served by the entity

a. Number of locations

Location	Number
National (No. of States / Union Territories)	27 States & 5 Union Territories
International (No. of Countries)	25 (The number of international countries served by Sanofi India is for products exported to its affiliates)

b. What is the contribution of exports as a percentage of the total turnover of the entity?

13.31%

c. A brief on types of customers.

Our Company caters to a diverse customer base comprising stockists, healthcare professionals (HCPs), and government institutions. Products are supplied to these stakeholders through a structured engagement approach that supports effective distribution and optimal utilization. The Company emphasizes building collaborative relationships grounded in reliability, quality, and mutual value creation. By maintaining a strong focus on service excellence and customer satisfaction, we seek to foster enduring partnerships across all customer segments, thereby supporting improvements in healthcare delivery and broader public health outcomes.

IV. Employees

20. Details as at the end of financial year:

a. Employees and Workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B / A)	No.(C)	%(C / A)
EMPLOYEES						
1.	Permanent (D)	871	733	84%	138	16%
2.	Other than Permanent (E)	7	2	29%	5	71%
3.	Total employees (D+E)	878	735	84%	143	16%
WORKERS						
4.	Permanent (F)	226	220	97%	6	3%
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total workers (F+G)	226	220	97%	6	3%

b. Differently abled Employees and Workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B / A)	No.(C)	%(C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	3	2	66.60%	1	33.33%
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D+E)	3	2	66.60%	1	33.33%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total differently abled workers (F+G)	-	-	-	-	-

21. Participation / Inclusion / Representation of women:

	Total (A)	Number and percentage of Females	
		No.(B)	%(B / A)
Board of Directors	9	1	11%
Key Management Personnel (apart from Directors)	1	0	0%

22. Turnover rate for permanent employees and workers:

(Disclose trends for the past 3 years)

	CY 2025			CY 2024			CY 2023		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	18%	18%	18%	11%	19%	12%	12%	16%	13%
Permanent Workers	1%	0%	1%	3%	0%	3%	0%	0%	0%

V. Holding, Subsidiary and Associate companies (including joint ventures)**23. a. Names of holding / subsidiary / associate companies / joint ventures**

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding / Subsidiary / Associate / Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes / No)
1	Hoechst GmbH	Holding Company	60.37%	No
2	Sanofi S.A.	Ultimate Holding Company	0.02%	No

VI. CSR Details**24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes / No):** Yes

(ii) Turnover (in ₹) 18,374 million

(iii) Net worth (in ₹) 7,492 million

VII. Transparency and Disclosures Compliances**25. Complaints / Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes / No) (If Yes, then provide web-link for grievance redressal policy)	CY 2025			CY 2024		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, we have a mechanism in place to receive and redress stakeholder complaints. (web link Sanofi India (sanofiindia.com))	Nil	Nil		Nil	Nil	

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes / No) (If Yes, then provide web-link for grievance redressal policy)	CY 2025			CY 2024		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Shareholders	Yes, the Company has established mechanisms to receive and redress stakeholder complaints. Grievances may be submitted directly to the Company through the investor contact portal at https://www.sanofi.com/en/india/investors/shareholder-corner/contact-us , or to the Registrar and Share Transfer Agents through https://web.in.mpms.mufg.com/helpdesk/Service_Request.html . Additionally, shareholders are encouraged to register and track their service requests through the SWAYAM portal at https://swayam.in.mpms.mufg.com .	18	0		15	1	
Employees and workers[#]	Yes, the Company has an internal Whistleblower Policy that provides a confidential mechanism for stakeholders to report concerns and ensures their fair and timely redressal, with safeguards against retaliation. The policy is available at: https://www.sanofi.com/assets/countries/india/docs/Investors/disclosures-under-reg-46-of-the-listing-regulations/code-of-conduct-and-policies/sil-whistle-blower-policy.pdf	29	7*		20	17	
Customers	Yes, the Company has an Whistle Blower Policy that provides a confidential mechanism for stakeholders to report concerns and ensures their fair and timely redressal, with safeguards against retaliation. The policy is available at: https://www.sanofi.com/assets/countries/india/docs/Investors/disclosures-under-reg-46-of-the-listing-regulations/code-of-conduct-and-policies/sil-whistle-blower-policy.pdf	1,254	Nil		816	Nil	

[#]includes employee and worker complaints, as well as anonymous complaints from unknown sources

*1 out of 7 complaints have been closed after close of the year. Investigations in under progress for remaining cases.

26. Overview of the entity's material responsible business conduct issues. Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along with its financial implications, as per the following format:

S. No.	Material issue identified	Indicate whether risk or opportunity (R / O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Ethical Business Practices	Risk	Running our daily activities in an ethical way (e.g. ethical marketing, lobbying, anti-bribery measures, etc.)	Development of Code of Conduct	Any instances of unethical practices have the risk of tarnishing our reputation and attracting fine / penalty / lawsuits which can in turn affect business continuity.

S. No.	Material issue identified	Indicate whether risk or opportunity (R / O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2.	Safe and qualitative treatments for patients and clinical trial participants	Risk and Opportunity	Ensuring the safety of patients and clinical trial participants by delivering high-quality, safe, and effective medicines, while systematically recording, monitoring, and communicating any safety or quality concerns in a timely and transparent manner.	We recognize our responsibility to provide consumers with safe and effective products that contribute positively to health outcomes. Our Quality and Pharmacovigilance teams proactively monitor regulatory and non-regulatory complaints and grievances, ensuring that they are assessed and addressed in a timely and appropriate manner.	Any health and safety incident may erode customer trust and adversely affect product demand. Additionally, non-compliance with applicable product marketing and labeling requirements could result in legal exposure and reputational risk for the Company.
3.	Employee health, safety, wellbeing and working condition	Risk and Opportunity	Providing a safe & healthy (both physical and mental) work environment for all employees, contractors and ensuring fair employment practices (e.g., upholding labor rights, freedom of association)	<ul style="list-style-type: none"> i. Implementation of a Companywide robust HSE management system ii. Ensuring periodic internal and external audits iii. Training all employees and workers on safe working practices iv. Investigation of each reported case and taking corrective actions to avoid reoccurrence 	The nature of operations exposes Sanofi India's employees and contractors to a wide range of occupational health hazards as well as safety risks due to complexity of operational requirements.
4.	Responsible governance practices	Opportunity	Governing our business in a responsible way by considering ESG factors in our operational and strategic business decisions (e.g. remuneration, providing transparency to stakeholders, capital allocation, etc.)	-	Leadership oversight on the ESG strategy, action plan and performance promote the Sanofi India's positive impact on environment and community. It also enables us to further embed robust ESG mechanisms across our business operations.
5.	Health system strengthening	Opportunity	Contributing to the strengthening of healthcare infrastructure, expanding access to quality healthcare services, and advancing health education initiatives, including health literacy and disease prevention awareness.	-	We strive to strengthen healthcare systems across the markets in which we operate, recognizing our responsibility as a trusted healthcare organization. We remain focused on addressing challenges related to product availability and affordability, while pursuing sustainable, long-term business growth.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1 a. Whether your entity's policy / policies cover each principle and its core elements of the NGRBCs. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available.	Policies are uploaded on the website of the Company at www.sanofiindia.com and on the Company's intranet portal.								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes / certifications / labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Sanofi India Limited has established policies that are aligned with the statutory regulations, including the Factories Act, 1948, the Companies Act, 2013, SEBI (Listing Obligations and Disclosures Requirements) Regulations, 2015, and other applicable statutes. These policies are also consistent with globally recognized standards and frameworks, such as those of the United Nations, the International Labour Organization, and relevant ISO standards. In line with its commitment to the principles of the United Nations Global Compact, Sanofi has signed the United Nations Decade of Action for Road Safety pact and is a member of the Alliance for Water Stewardship (AWS), a global network focused on advancing effective water stewardship practices. The Company also supports various frameworks and initiatives that contribute to the transition towards a sustainable and responsible economy.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<ul style="list-style-type: none"> To reduce GHG emissions from own operations (Scope 1 and 2) by 55% by 2030, compared to the 2019 baseline To reduce GHG emissions across the value chain (Scope 3) by 30% by 2030, compared to the 2019 baseline To transition to 100% renewable electricity sourcing by 2030 To promote and expand a low-carbon vehicle fleet, achieving 80% low-carbon fleet adoption by 2030 To achieve Net Zero by 2045, with a 90% reduction in GHG emissions versus 2019 across own operations (Scope 1 and 2) and the entire value chain (Scope 3) To implement water efficiency plans with local targets across all sites by the end of 2030, with priority sites covered by the end of 2025 To implement biodiversity management plans at all priority sites by the end of 2025, and to extend these plans to all sites located near environmentally sensitive areas by the end of 2030 To apply eco-design principles to all top-20 selling products by the end of 2030 								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6. Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.									
	<ul style="list-style-type: none"> • A 70% reduction in Scope 1 and 2 GHG emissions has been achieved compared to the 2019 baseline • Green Energy procurement started at Goa site • Energy efficiency projects in progress • Scope 3 GHG emissions have decreased by 14% over the same period • Renewable sources now account for 74% of the total electricity procured • Water stewardship plans have been implemented • ETP upgradation in progress 								

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p>Our commitment to Environmental, Social, and Governance principles is embedded in our operational DNA through concrete, measurable actions that drive meaningful impact. We are actively reducing our carbon footprint and optimizing resource utilization across our value chain, while fostering an empowering workplace through inclusive well-being and development initiatives that enable every individual to contribute their authentic selves to our shared mission. Our CSR initiatives promote healthy lifestyles and deliver vital screening to underserved communities. We uphold strong governance standards, prioritize safety, and maintain our focus on delivering high-quality products with minimal environmental and social impact. As we advance our ESG commitments, we are embedding sustainability across operations to strengthen Sanofi’s long-term resilience, leveraging emerging technologies, automation, and our customer-centric approach to accelerate scientific innovation that improves lives and creates lasting value for all stakeholders.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<p>The Managing Director periodically apprises the Board of the progress made on the Company’s ESG objectives.</p>								
9. Does the entity have a specified Committee of the Board / Director responsible for decision-making on sustainability related issues? (Yes / No). If yes, provide details.	<p>At Sanofi India Limited, Mr. Deepak Arora, Managing Director, chairs a dedicated management-level committee overseeing Environmental, Social, and Governance (ESG) matters. The committee comprises senior leaders, including the Chief Financial Officer, Company Secretary, HR representative, Head of Health, Safety and Environment, Head of Ethics and Business Integrity, Manufacturing Site Director, and Head of Communications & CSR. The committee meets periodically to review, monitor, and assess the progress and impact of ESG initiatives across the organization.</p>								

10. Details of review of NGRBCs by the Company:

Subject for review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee									Frequency (Annually / Half yearly / Quarterly / Any other-please specify								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow-up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	Yes; The policies and performance undergo periodic review								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	Yes; The policies undergo periodic review for ensuring compliance with statutory requirements								

11. Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes / No) If yes, provide the name of the agency.

The majority of our policies are internal, with only a few falling under Sanofi Global policies. Our Company adheres to these policies and conducts regular internal reviews, excluding external partners from the review process.

P1	P2	P3	P4	P5	P6	P7	P8	P9
Not Applicable								

12. If answer to question (1) above is “No” i.e., not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes / No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes / No)									
The entity does not have the financial or / human and technical resources available for the task (Yes / No)									
It is planned to be done in the next financial year (Yes / No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators

1. Percentage coverage by training and awareness programs on any of the principles during the financial year.

Segment	Total number of training and awareness programs held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programs
Board of Directors	6	During Board and Committee meetings, Directors receive regular presentations on matters critical to the Company's operations and governance. These presentations cover areas such as corporate strategy, business performance, market developments, organizational structure, product portfolio, financial performance, risk management framework, quarterly and annual results, human resources, technology, health, safety and environment (HSE), regulatory updates, whistleblower complaints, and the Company's future outlook.	100%
Key Managerial Personnel	4	Furthermore, the Board and Committees are apprised of updates relating to internal controls and compliance; HR policies, compensation and benefits, talent management, and succession planning programs; cybersecurity measures and associated internal controls; as well as the Company's overall risk management strategy and framework.	100%

Segment	Total number of training and awareness programs held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programs
Employees other than BoD and KMPs Workers	20	Through PDLi training programs, employees receive structured learning across a range of areas, including career development, leadership, human rights, the Code of Conduct, Prevention of Sexual Harassment (POSH), safety, inclusive workplace practices, and environmental awareness. In addition, focused sales training is delivered during induction, role transitions, brand launches, and through annual refresher sessions centered on the Company's core business brands, ensuring continuous capability enhancement.	100%

2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators / law enforcement agencies / judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes / No)
Penalty / Fine					
Settlement			Nil		
Compounding fee					
Non-Monetary					
	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes / No)	
Imprisonment					
Punishment			Nil		

3. Of the instances disclosed in Question 2 above, details of the Appeal / Revision preferred in case where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory / enforcement agencies / judicial institutions
	Nil

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

The Anti-Bribery Policy, forming part of the Company's Code of Conduct, reflects Sanofi's commitment to ethical business practices and compliance with applicable anti-bribery and anti-corruption laws. The code provides a structured framework for employees, fostering a culture of integrity and ensuring adherence to established compliance standards. It also seeks to safeguard the reputation of the Company and its workforce while mitigating the risk of financial or regulatory penalties arising from corrupt practices.

The code is applicable to all employees and extends to business partners, including suppliers, service providers, agents, and distributors. The Company follows a zero-tolerance approach towards bribery in any form and emphasizes preventive controls, effective monitoring mechanisms, and appropriate remedial actions to uphold integrity across its operations.

During the year under review, the Board of Directors, at its meeting held on July 31, 2025, based on the recommendations of the Audit Committee, approved revisions to the Code of Conduct. The updated Code aligns with applicable Indian laws and integrates relevant elements from the Global Code of Conduct of the ultimate Holding Company, while streamlining the content to focus on key compliance areas.

The Company's Code of Conduct is available to stakeholders at:

<https://www.sanofi.com/assets/countries/india/docs/Investors/disclosures-under-reg-46-of-the-listing-regulations/code-of-conduct-and-policies/sil-coc.pdf>.

5. Number of Directors / KMPs / employees / workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery / corruption:

	CY 2025	CY 2024
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6. Details of complaints with regard to conflict of interest:

	CY 2025		CY 2024	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	-	Nil	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	-	Nil	-

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators / law enforcement agencies / judicial institutions, on cases of corruption and conflicts of interest.

Nil

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods / services procured) in the following format:

	CY 2025	CY 2024
Number of days of accounts payables	61	113

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	CY 2025	CY 2024
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	78%	74%
	b. Number of dealers distributors to whom sales are made	2,435	2,806
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	51%	35%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	76%	71%
	b. Sales (Sales to related parties / Total Sales)	15%	25%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0%	0%
	d. Investments (Investments in related parties / Total Investments made)	0%	0%

Leadership Indicators

1. Awareness programs conducted for value chain partners on any of the principles during the financial year:

Total number of awareness programs held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programs
1	Supplier Code of Conduct	100%

2. Does the entity have processes in place to avoid / manage conflict of interests involving members of the Board? (Yes / No). If yes, provide details of the same.

Yes, the Company maintains robust processes to identify, prevent, and manage conflicts of interest involving members of the Board, as set out in its comprehensive Code of Conduct. The Code clearly defines what constitutes a conflict of interest and prescribes preventive measures and resolution protocols. During Board meetings, Directors proactively disclose any actual or potential conflicts in relation to agenda items.

In 2025, the Code of Conduct and the Company's Related Party Transactions Policy were updated to reflect recent regulatory amendments and evolving best practices, further strengthening the governance framework. The Related Party Transactions Policy ensures arm's-length dealings, transparency, and compliance with applicable regulations, including the requirement for prior approval of the Audit Committee and the Board, wherever applicable.

In case of any actual or potential conflicts, concerned Directors recuse themselves from discussions and abstain from voting on the relevant matters. Directors also provide annual confirmations of compliance, supported by affirmations from Senior Management, reinforcing the Company's commitment to ethical governance, integrity, and stakeholder trust.

Detailed provisions are available under the Code of Conduct and Policies section on the Company's website (Sanofi India – <https://www.sanofi.com/en/india/investors/disclosures-under-reg-46-of-the-listing-regulations/code-of-conduct-and-policies>).

PRINCIPLE 2: Business should provide goods and services in a manner that is sustainable and safe

Essential Indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	CY 2025	CY 2024	Details of improvements in environmental and social impacts
R&D	0%	0%	NA
Capex	0%	6.79%	NA

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes / No)

Yes

b. If yes, what percentage of inputs were sourced sustainably?

Our practices are aligned with the global Supplier Code of Conduct laid down by Sanofi Global. As part of this commitment, all key suppliers were audited globally out of which many suppliers are from India.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for

(a) Plastics (including packaging)

(b) E-waste

(c) Hazardous waste and

(d) Other waste

At our manufacturing facility and corporate offices, the Company has implemented a comprehensive waste management program to ensure the responsible handling, segregation, and disposal of waste in accordance with applicable regulatory requirements. Waste is segregated at source and managed through authorized channels.

Non-hazardous materials, including plastic, paper, wood, metal, and glass, are collected and sent to authorized recyclers. E-waste is processed through facilities approved by the Pollution Control Board. Pharmaceutical waste generated at the manufacturing facility, along with ETP sludge, is co-processed at authorized cement plants, while used oil is reprocessed through certified agencies, ensuring environmentally sound disposal practices.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

The Company ensures full compliance with the Plastic Waste Management Rules, as amended, in alignment with Extended Producer Responsibility (EPR) requirements. It has partnered with an authorized waste management agency to support the collection of post-consumer plastic waste from municipal sources.

The Company has implemented the process to recover plastic waste and multilayered packaging associated with its products packaging, in accordance with regulatory mandates. To meet its EPR obligations, the Company has implemented appropriate systems and controls to ensure effective waste recovery and compliance. The collected plastic waste is managed in line with disposal methods prescribed by the Central Pollution Control Board (CPCB).

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No) If yes, provide the web-link.
Nil					

2. If there are any significant social or environmental concerns and / or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service	Description of the risk / concern	Action Taken
Medicines and vaccines	Potential environmental impact arising from production, use, and disposal of products	Adopted an eco-design approach embedding sustainability across the product life cycle. From 2025, all new medicines and vaccines follow this approach, with expansion to the top 20 products by 2030. Using Life Cycle Assessments (LCA) and the Eco-Design Digital Intelligence (EDDi) tool, opportunities to reduce environmental impact are identified, guiding actions aligned with climate and nature ambitions. Sustainability-by-design is being progressively integrated into key development and manufacturing activities.

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	CY 2025	CY 2024
Not Applicable		

Note : As a pharmaceutical manufacturer, we comply with rigorous regulatory and quality requirements that do not permit the reuse of input materials in production. This ensures the highest standards of safety, efficacy, and product consistency by preventing contamination, preserving full traceability, and maintaining uniform quality across all batches.

4. Of the products and packaging reclaimed at end-of-life of products, amount (in metric tons) reused, recycled, and safely disposed, as per the following format:

	CY 2025			CY 2024		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	1,216	Nil	Nil	1,093	Nil
E-waste	Nil	Nil	Nil	Nil	Nil	Nil
Hazardous waste	Nil	Nil	Nil	Nil	Nil	Nil
Other waste - non-saleable Pharmaceutical products waste	Nil	Nil	53.31	Nil	Nil	226

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category:

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
	Nil

PRINCIPLE 3: Business should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators

1. a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	733	733	100%	733	100%	-	-	733	100%	733	100%
Female	138	138	100%	138	100%	138	100%	-	-	138	100%
Total	871	871	100%	871	100%	138	16%	733	84%	871	100%
Other than Permanent employees											
Male	2	2	100%	2	100%	-	-	NA	NA	NA	NA
Female	5	5	100%	5	100%	5	100%	NA	NA	NA	NA
Total	7	7	100%	7	100%	5	71.42%	NA	NA	NA	NA

- b. Details of measures for the well-being of workers:

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	220	220	100%	220	100%	-	-	220	100%	220	100%
Female	6	6	100%	6	100%	6	100%	-	-	6	100%
Total	226	226	100%	226	100%	6	3%	220	97%	226	100%
Other than Permanent workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

- c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:

	CY 2025	CY 2024
Cost incurred on well-being measures as a % of total revenue of the company	0.37%	0.36%

Costs include cost incurred for well-being campaigns & well-being insurance costs.

2. Details of retirement benefits, for Current FY and Previous Financial Year

Benefits	CY 2025			CY 2024		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y / N / N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y / N / N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	100%	100%	Y	100%	100%	Y
Others – please specify	-	-	-	-	-	-

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Sanofi India Limited is committed to fostering an inclusive and accessible workplace in line with the Rights of Persons with Disabilities Act, 2016. The Company ensures that its premises and offices are designed to accommodate persons with disabilities through the integration of key accessibility features. These include dedicated accessible parking, security support, wheelchair-friendly spaces, accessible washrooms, visual and audio alarms, emergency evacuation chairs, ramps at entry points, and Braille-enabled signages.

Key accessibility initiatives implemented by the Company include:

- **Dedicated accessible parking:** Strategically located parking spaces are provided across all three basement levels, designed with adequate turning radius to facilitate ease of movement. In addition, designated Electric Vehicle (EV) charging points are available, supporting sustainability-focused mobility needs.
- **Enhanced staircase safety:** Staircases are fitted with contrasting anti-skid markings along step edges to improve visibility and reduce the risk of slip-related incidents.
- **Braille-enabled signage:** Braille signages have been installed in key common areas, including cafeterias, washrooms, and fire exits, enabling visually impaired employees to navigate the premises more independently and safely.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

At Sanofi India Limited, we are strongly committed to advancing diversity, equity, and inclusion through our 'Inclusion for All' initiative. Our inclusive workplace culture is supported by initiatives such as extended maternity leave, paternity leave, enhanced safety measures for the female workforce, and bias sensitization workshops, ensuring a supportive, respectful, and equitable environment for all employees.

5. Return to work and Retention rates of permanent employees and workers that took parental leave:

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	2	100%	2	100%
Female	2	100%	1	100%
Total	4	100%	3	100%

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If yes, give details of the mechanism in brief:

Yes / No (If Yes, then give details of the mechanism in brief)	
Permanent Workers	Sanofi India Limited upholds the Global Code of Conduct, ensuring employees and contractors adhere to the highest ethical standards in all business dealings. The Company has also implemented a robust Prevention of Sexual Harassment policy, which guarantees that all employees are treated with dignity and respect, and strictly prohibits harassment in the workplace. Employees have the right to file grievances, with assurance of appropriate action in line with legal requirements. Proactive training and measures are in place to prevent harassment, and fair treatment is extended to all stakeholders, regardless of gender. Sanofi fosters a culture of mutual respect and equality, swiftly intervening to address harassment incidents. In exceptional cases, concerns may be raised directly with the Chairperson of the Audit Committee at Chairman.SILauditcommittee@sanofi.com .
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

Sanofi's Speak Up program empowers employees to voice concerns, share feedback, and challenge the status quo without fear of retaliation. Launched globally in 2024, it provides accessible channels including a 24/7 multilingual helpline and Ombuds Office, fostering a culture of integrity, psychological safety, and accountability across the organization.

7. Membership of employees and workers in association(s) or Unions recognized by the listed entity:

Category	CY 2025			CY 2024		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	871	0	0%	991	0	0%
Male	733	0	0%	821	0	0%
Female	138	0	0%	170	0	0%
Total Permanent Workers	226	170	75%	234	176	75%
Male	220	168	76%	226	175	77%
Female	6	2	34%	8	1	13%

8. Details of training given to employees and workers:

Category	CY 2025					CY 2024				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	733	733	100%	321	44%	821	821	100%	122	15%
Female	138	138	100%	36	26%	170	170	100%	50	29%
Total	871	871	100%	357	41%	991	991	100%	172	17%
Workers										
Male	220	220	100%	25	11%	226	226	100%	226	100%
Female	6	6	100%	2	33%	8	8	100%	8	100%
Total	226	226	100%	27	12%	234	234	100%	234	100%

9. Details of performance and career development reviews of employees and workers:

Category	CY 2025			CY 2024		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	733	733	100%	821	821	100%
Female	138	138	100%	170	170	100%
Total	871	871	100%	991	991	100%
Workers						
Male	220	195	100%	226	226	100%
Female	6	4	100%	8	8	100%
Total	226	199	100%	234	234	100%

10. Health and safety management system:**a. Whether an occupational health and safety management system has been implemented by the entity? (Yes / No). If yes, the coverage of such a system?**

Sanofi India Limited is fully committed to complying with the guidelines and principles of ISO 45001, ensuring a secure working environment for employees, contractors, visitors, and surrounding communities at our Mumbai office and Goa site. We implement proactive measures to prevent work-related injuries and illnesses, mitigate risks, and continuously improve safety performance. Our Goa site holds both ISO 45001 and ISO 14001 certifications, reflecting our strong commitment to maintaining the highest occupational health and safety standards.

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

Sanofi India Limited has implemented comprehensive procedures to identify workplace hazards and assess associated risks, supported by our Health, Safety, and Environment (HSE) manuals and Standard Operating Procedures (SOPs). Regular risk assessments, audits, and inspections are conducted to ensure effective management of HSE risks. An internal review

mechanism is in place to assess performance, with audits conducted on a timely basis.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y / N)

Yes; Sanofi India Limited has established clear provisions for employees and workers to report work-related hazards. These reports are thoroughly reviewed by our Health, Safety, and Environment (HSE) management system, following a predefined protocol. To mitigate risks, we have implemented life-saving rules that all employees must adhere to, reinforcing our commitment to maintaining a secure and safe working environment.

d. Do the employees / workers of the entity have access to non-occupational medical and healthcare services? (Yes / No)

Sanofi India Limited prioritizes the well-being of all employees and affiliates, offering access to non-occupational medical services and comprehensive medical insurance coverage during hospitalization. The Company has established advanced occupational health centers at both its Goa site and Mumbai office, staffed by visiting physicians. Additionally, the 'All Well' program promotes a healthy mind and body, focusing on non-communicable diseases and reducing absenteeism.

11. Details of safety-related incidents, in the following format:

Safety Incident / Number	Category	CY 2025	CY 2024
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.15	0.31
	Workers	0	0
Total recordable work-related injuries	Employees	3	10
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

**Including in the contract workforce*

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

Sanofi India Limited integrates the guidelines and principles of ISO 45001:2018 Occupational Health and Safety standards and other regulatory requirements within its Environment, Health, and Safety (EHS) framework to ensure a safe and healthy workplace. Our EHS policy is committed to providing a secure working environment for all employees through a structured approach. Key initiatives include the establishment of HSE policies, targets, and management systems, supported by safety champions and site-level safety committees to drive awareness and compliance. Periodic HSE performance reviews are conducted, with findings discussed in country-level HSE committee meetings led by the Managing Director and senior leadership. A robust audit mechanism is in place to monitor safety performance, while Hazard Identification and Risk Assessment (HIRA) is actively utilized to identify risks and implement control measures. Adequate resources are allocated to mitigate identified risks, and incident investigations are conducted to ensure the effective implementation of corrective and preventive actions. Additionally, safety competence is reinforced through education, training, and work experience, ensuring that all individuals remain proficient in the health and safety aspects of their roles.

13. Number of Complaints on the following made by employees and workers:

	CY 2025			CY 2024		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessment for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and Safety Practices	100%
Working Conditions	100%

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

Sanofi India Limited investigates all safety-related incidents and near misses in accordance with our HSE management system, implementing Corrective and Preventive Actions (CAPA) across operations to prevent future occurrences. Safety incidents are tracked and reviewed periodically to assess effectiveness. Road safety is recognized as a key risk, and targeted measures have been implemented to ensure the safety of employees, customers, and communities. These include training programs, defensive driver training, helmet distribution, and preventive maintenance. We have also partnered with the United Nations Decade of Action for Road Safety to collaborate with community stakeholders on road safety initiatives.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y / N); (B) Workers (Y / N).

Yes, the Company extends life insurance coverage and / or applicable compensatory benefits to employees and workers in the event of death, in line with its policies and applicable requirements.

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

At Sanofi India Limited, we ensure strict compliance with statutory requirements by accurately deducting and depositing all applicable dues in line with regulations. This process is rigorously reviewed during both internal and statutory audits to maintain transparency and accountability. We also hold our value chain partners to the same high standards, emphasizing business responsibility, transparency, and accountability across operations. Through these efforts, we foster a culture of integrity and legal compliance throughout our value chain.

3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees / workers		No. of employees / workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	CY 2025	CY 2024	CY 2025	CY 2024
Employees	0	0	0	0
Workers	0	0	0	0

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes / No)

Yes, the Company provides transition assistance to employees upon termination of employment, in accordance with its applicable policies.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practices	92%
Working Conditions	

Note : In 2025, 1,611 suppliers were assessed for sustainability risks, covering areas such as health & safety practices, working time, adequate wages, freedom of association, child labor, and forced labor, with 92% of assessed suppliers meeting the sustainability requirements.

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Not Applicable. During FY 2025, no instances of risks or concerns were identified in relation to the health and safety practices or working conditions of value chain partners.

PRINCIPLE 4: Business should respect the interests of and be responsive to all its stakeholders

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

At Sanofi India Limited, the identification of key stakeholder groups follows a structured and systematic approach centered on inclusivity and meaningful engagement. Key internal and external stakeholders are identified through peer reviews and stakeholder mapping exercises, enabling the Company to assess their relevance and potential impact on operations. We prioritize continuous engagement through multiple channels of communication, ensuring that interactions are conducted in line with ethical principles and contribute to building long-term trust and transparency.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes / No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually / Half yearly / Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Patients / Patient Advocacy Groups	No	<ul style="list-style-type: none"> - Market research surveys - Grievance redressal mechanism - Workshops and conferences with patient advocacy groups - Patient support / assistance programs 	Continuous	<ul style="list-style-type: none"> - Insights on strengthening R&D and improving product quality - Responding to queries and complaints

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes / No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually / Half yearly / Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Healthcare Professionals / Healthcare Organizations / Medical Scientific Associations	No	<ul style="list-style-type: none"> - Regular business interactions - Customer satisfaction surveys - Grievance redressal mechanism - Workshops and conferences - Medical educational programs - Sales personnel touchpoints (physical / virtual) 	Continuous	<ul style="list-style-type: none"> - Information in and around the product and therapy area - Insights on strengthening R&D and improving product quality - Frequent engagement and understanding HCP and patient needs - Responding to queries and complains
Local Communities / NGOs	Yes	<ul style="list-style-type: none"> - Need assessment surveys - Regular meetings through field work - Trainings and workshops - Emails and telephonic conversations - CSR programs - Responding to humanitarian crisis 	Continuous	<ul style="list-style-type: none"> - Increasing awareness and understanding of diseases - Providing access to affordable healthcare - CSR activities
Suppliers / Vendors / Third Party Service Providers	No	<ul style="list-style-type: none"> - Emails and meetings - Training workshops and seminars - Supplier assessment and review - Supplier grievance mechanism - Business Partner touchpoints - Capability building engagements 	Continuous	<ul style="list-style-type: none"> - Supplier development - Promoting local suppliers - Supplier assessments - Promoting shared growth
Employees and Contracted Workforce	No	<ul style="list-style-type: none"> - Townhall meeting - Training programs - Employee engagement surveys - Employee engagement programs - Performance appraisal reviews - Grievance redressal mechanism - Emails and meetings - Mental wellbeing program 	Continuous	<ul style="list-style-type: none"> - Employee health, safety and wellbeing initiatives - Providing E-learning and development platforms for behavioral and skill development - Employee engagement and satisfaction - Updates and communication on policies, processes, systems

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes / No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually / Half yearly / Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders / Investors Community	No	<ul style="list-style-type: none"> - Integrated Annual Report - Annual General Meetings (AGM) - One-on-one interactions - Announcement through stock exchanges and media releases - Company website - Dedicated email ID for Investor grievances - Investor / Analyst meet - Quarterly financial statements - Participation in industry bodies - Quarterly corporate governance disclosures - Saksham Nivesh - Special Window for re-lodgement of physical shares - SMART ODR - SCORES 	Periodically, Need basis	<ul style="list-style-type: none"> - Financial performance - Operational performance - New product launches - Business Outlook - Sustainability - CSR programs - Corporate Governance - Material disclosures - MoU, partnerships
Trade Partners	No	<ul style="list-style-type: none"> - Emails - Meetings - Newsletters - Governance meetings - Business partner touchpoints 	Periodically, Need basis	<ul style="list-style-type: none"> - Constant evaluation of GTM models - Ensure availability of products - Explain emerging channels of trade
Government Authorities	No	<ul style="list-style-type: none"> - Meetings - Representation through industry association - Written communications 	Periodically, Need basis	<ul style="list-style-type: none"> - Share information transparently and with ethical adherence.

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

At Sanofi India Limited, departmental heads undertake structured consultations with both internal and external stakeholders on key economic, environmental, and social matters. Insights emerging from these engagements are escalated to senior management to inform strategic decision-making, with material outcomes reported to the Board of Directors.

The Board has constituted a Stakeholders' Relationship Committee to oversee shareholder and investor grievances, ensuring timely resolution and effective feedback mechanisms. ESG performance, including safety metrics, environmental indicators, and

governance practices, is periodically reviewed by the Board at its meetings. In addition, the Corporate Social Responsibility (CSR) Committee engages with local communities and provides regular updates to the Board on consultation outcomes and ongoing initiatives.

These governance structures reflect the Company's commitment to robust stakeholder engagement and alignment with the requirements of the Companies Act, 2013 and the Listing Regulations, 2015.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, as part of the Company's Materiality Assessment, we engaged with key internal and external stakeholders

to gather relevant insights. Through structured one-on-one interactions, sustainability topics material to our operations were identified and prioritized. This inclusive process enabled us to understand stakeholder perspectives and concerns, ensuring that the most significant issues are addressed in alignment with our business strategy and core values.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable / marginalized stakeholder groups.

We are committed to improving access to quality healthcare and enhancing the well-being of

underserved communities. By strengthening preventive care and supporting health education, we seek to build healthier communities and contribute to sustainable healthcare solutions. Our initiatives focus on addressing non-communicable diseases through preventive healthcare interventions aimed at reducing their prevalence and long-term impact.

In addition, programs such as the Kids and Diabetes in Schools (KiDS) initiative empower children, educators, and communities with essential knowledge and awareness. Through these efforts, the Company continues to work towards improving health outcomes and advancing equitable access to care.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	CY 2025			CY 2024		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	871	871	100%	991	991	100%
Other than permanent	0	0	0%	0	0	0%
Total Employees	871	871	100%	991	991	100%
Workers						
Permanent	226	226	100%	234	234	100%
Other than permanent	0	0	0%	0	0	0%
Total Workers	226	226	100%	234	234	100%

2. Details of minimum wages paid to employees and workers, in the following format:

Category	CY 2025				CY 2024					
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Permanent Employees										
Male	733	-	-	733	100%	821	-	-	821	100%
Female	138	-	-	138	100%	170	-	-	170	100%
Other than Permanent										
Male	2	-	-	2	100%	29	-	-	29	100%
Female	5	-	-	5	100%	31	-	-	31	100%
Permanent Workers										
Male	220	-	-	220	100%	226	-	-	226	100%
Female	6	-	-	6	100%	8	-	-	8	100%
Other than Permanent										
Male	Not Applicable									
Female	Not Applicable									

3. Details of remuneration / salary / wages, in the following format:

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration / salary / wages of respective category
Board of Directors (BoD)*	3	13,724,750	-	-
Key Managerial Personnel**	1	6,000,000	-	-
Employees other than BoD and KMP	729	725,917	138	908,053
Workers	220	547,923	6	482,970

The Independent Directors of the Company are entitled to Sitting Fees and Commission as per the statutory provisions.

The details of remuneration of Non-Executive Directors are provided in the Corporate Governance Report. Sitting fees is paid based on the number of meetings attended by an Independent Director and hence the % increase is not comparable.

* Includes Managing Director and Whole-time Directors. Non-Executive Directors who are employees of Sanofi Group do not receive any Sitting Fees or Commission.

**KMPs include only the Company Secretary.

**KMP who resigned or changed designation during the year have not been included in the above statement. All the above details are as on December 31, 2025.

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	CY 2025	CY 2024
Gross wages paid to females as % of total wages	19.52%	19.99%

4. Do you have a focal point (Individual / Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes / No)

Yes; at Sanofi India Limited, we have Human Rights Policy at Global level.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

Sanofi India Limited fosters a culture of open communication through regular employee interactions across various forums, both individual and collective. Initiatives such as Open Mic, led by our Senior Leadership, encourage transparent dialogue and engagement. Additionally, we maintain continuous bilateral discussions with unions to ensure effective collaboration and alignment.

6. Number of Complaints on the following made by employees and workers:

	CY 2025			CY 2024		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	0	The findings have been duly communicated to both the respondent and the complainant.	Nil	Nil	NA
Discrimination at workplace	Nil	Nil	NA	3	2	NA
Child Labor	Nil	Nil	NA	Nil	Nil	NA
Forced Labor / Involuntary Labor	Nil	Nil	NA	Nil	Nil	NA
Wages	Nil	Nil	NA	Nil	Nil	NA
Other human rights related issues	Nil	Nil	NA	Nil	Nil	NA

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	CY 2025	CY 2024
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	Nil
Complaints on POSH as a % of female employees / workers	0.67%	NA
Complaints on POSH upheld	Nil	Nil

8. Mechanisms to prevent adverse consequences to the complaint in discrimination and harassment cases.

Sanofi India Limited is committed to maintaining strict confidentiality in handling complaints, ensuring the complainant’s identity remains protected. All investigations are conducted with the highest level of sensitivity and discretion to prevent any unintended disclosure. This commitment to privacy and integrity fosters a safe and trusted environment for all stakeholders.

9. Do human rights requirements form part of your business agreements and contracts? (Yes / No)

Sanofi India Limited conducts rigorous due diligence to ensure adherence to human rights standards across all operations. Our human rights framework is actively communicated both internally and externally, integrated into agreements, contracts, and our Code of Conduct. By embedding these principles into our business practices, we reinforce our commitment to transparency, accountability, and a culture where human rights are consistently respected and upheld.

10. Assessment for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	100%
Forced / involuntary labor	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others - please specify	NA

11. Provide details of any corrective actions taken or underway to address significant risks / concerning arising from the assessments at Question 10 above.

Not Applicable

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances / complaints.

In FY 2025, no grievances or complaints relating to Human Rights principles and guidelines were reported at Sanofi India Limited. Demonstrating our continued commitment to employee well-being and equitable workplace practices, the Company has implemented a paternity leave policy and established travel guidelines aimed at enhancing the safety and security of female colleagues, both at the workplace and during official travel or commute

2. Details of the scope and coverage of any Human rights due-diligence conducted.

Sanofi India Limited ensures that all employees and workers are covered under its human rights due diligence framework. This includes assessments on Freedom of Association, Prohibition of Forced and Child Labor, POSH policy, and other key areas. Each

year, our internal controls team meticulously reports compliance with the Human Rights policy by uploading a detailed assessment onto the global monitoring tool, reinforcing our commitment to ethical and responsible business practices.

3. Is the premise / office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Sanofi India Limited is committed to ensuring accessibility for differently-abled visitors across our premises. We provide a range of supportive features, including dedicated parking, security assistance, wheelchair-accessible washrooms, and ample space for easy movement. Additionally, our facilities are equipped with visual and audio alarms, emergency evacuation chairs, ramps at entry points in basements, enhanced staircase safety and Braille signage in lifts to enhance navigation. We continuously assess and address the evolving needs of our visitors, striving to further improve accessibility standards across all office areas and Goa site.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Child labor	The Company has not undertaken any such assessment for value chain partners but plans to do it in upcoming years.
Forced / involuntary labor	
Sexual harassment	
Discrimination at workplace	
Wages	
Others - please specify	

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

Not Applicable

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment**Essential Indicators**

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	Unit	CY 2025	CY 2024
From renewable sources			
Total electricity consumption (A)	GJ	37,604.18	11,952.30
Total fuel consumption (B)	GJ	31,934.8	27,109.20
Energy consumption through other sources (C)	GJ	0.00	0.00
Total energy consumed from renewable sources (A+B+C)	GJ	69,538.98	39,061.50
From non-renewable sources			
Total electricity consumption (D)	GJ	13,101.75	39,328.73
Total fuel consumption (E)	GJ	7,055.57	6,869.27
Energy consumption through other sources (F)	GJ	0.00	0.00
Total energy consumed from non-renewable sources (D+E+F)	GJ	20,157.32	46,198.00
Total energy consumed (A+B+C+D+E+F)	GJ	89,696.30	85,259.50
Energy intensity per million rupee of turnover (Total energy consumption / turnover in rupees)	GJ / million ₹ turnover	4.88	4.24
Energy intensity per million rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	GJ / million ₹ adjusted to PPP	98.90	94.80
Energy intensity in terms of physical output	GJ / million Tablets	29.90	21.86
Energy intensity (optional) - the relevant metric may be selected by the entity		-	-

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y / N) If yes, name of the external agency.

No

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y / N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Sanofi India Limited does not operate any sites or facilities classified as designated consumers under the Perform, Achieve, and Trade (PAT) scheme.

3. Provide details of the following disclosures related to water, in the following format:

Parameter	CY 2025	CY 2024
Water withdrawal by source (in kilolitres)		
(i) Surface Water	0.00	0.00
(ii) Ground Water	280.00	2,629.90
(iii) Third Party Water	120,874.00	108,694.00
(iv) Seawater / Desalinated Water	0.00	0.00
(v) Others (Rain water)	1,495.60	1,445.70
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	122,649.60	112,769.60
Total volume of water consumption (in kilolitres)	122,649.60	112,769.60
Water intensity per rupee of turnover (Total Water consumption / Revenue from operations) in kL / million ₹	6.68	5.60
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) in kL / million ₹ adjusted to PPP	135.24	125.47
Water intensity in terms of physical output in kL / million Tablets	40.88	28.90
Water intensity (optional) – the relevant metric may be selected by the entity		-

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y / N) If yes, name of the external agency.

No

4. Provide the following details related to water discharged:

Parameter	CY 2025	CY 2024
Water discharge by destination and level of treatment (in kilolitres)		
i) To surface water	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
ii) To Groundwater	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
iii) To Seawater	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
v) Others	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
Total water discharge (in kilolitres)	-	-

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y / N) If yes, name of the external agency

No

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

At our Goa site, we have installed a state-of-the-art effluent treatment plant to responsibly manage wastewater from production processes thereby ensuring zero liquid discharge. The treated effluent is repurposed for gardening, reinforcing our commitment to sustainable water management. Similarly, at our Mumbai office, we have implemented a sewage treatment plant to efficiently treat domestic sewage. The treated sewage is reused for toilet flushing and gardening, reducing environmental impact and optimizing resource use. Any excess wastewater beyond internal needs at the Mumbai office is discharged in compliance with Pollution Control Board regulations, ensuring adherence to environmental standards. Through these initiatives, we remain committed to environmental stewardship and sustainable business practices, contributing to the preservation of natural resources and the well-being of our communities.

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	CY 2025	CY 2024
NOx	MT	0.20	1.28
SOx	MT	5.00	5.89
Particulate matter (PM)	MT	3.03	14.90
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others-please specify	-	-	-

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y / N) If yes, name of the external agency.

No

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	CY 2025	CY 2024
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tons of CO ₂ equivalent	523.50	509.68
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tons of CO ₂ equivalent	2,605.79	7,822.00
Total Scope 1 and Scope 2 emission intensity per million rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Emission intensity per million rupee of turnover	0.17	0.41
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Emission intensity per million rupee of turnover adjusted for Purchasing Power Parity (PPP)	3.45	9.27
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Emission intensity per million tablets	1.04	2.14
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y / N) If yes, name of the external agency.

No

8. Does the entity have any project related to reducing Greenhouse Gas emission? If Yes, then provide details.

The site has installed HFO-based chillers for chilled water generation, which is expected to reduce the carbon footprint by approximately 1,500 tons per year.

9. Provide details related to waste management by the entity, in the following format:

Parameter	CY 2025	CY 2024
Total Waste generated (in metric tons)		
Plastic waste (A)	17.59	15.45
E-waste (B)	1.76	1.50
Biomedical waste (C)	0.01	0.002
Construction and demolition waste (D)	0.00	894.00
Battery waste (E)	0.00	0.00
Radioactive waste (F)	0.00	-
Other Hazardous waste (Process Waste, ETP sludge, Used Oil, etc.) (G)	72.83	73.13
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
Other Non-hazardous waste (Paper & Cardboard+Metal Scrap+Glass Waste+Wood Waste+Miscellaneous Non-Hazardous) (H)	247.60	322.86
Total (A + B + C + D + E + F + G + H)	339.78	1,306.94
Waste intensity per million rupee of turnover (Total waste generated / Revenue from operations)	0.02	0.006
Waste intensity per million rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.37	1.45
Waste intensity in terms of physical output (MT / million Tablets)	0.11	0.33
Waste intensity (optional) – the relevant metric may be selected by the entity		-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)		
Category of waste		
i) Recycled	267.7	1,238.80
ii) Re-used	0.00	0.00
iii) Other recovery operations (Co-processing)	72.1	73.10
Total	339.77	1,306.9
For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)		
Category of waste		
i) Incineration	0.01	0.04
ii) Landfilling	0.00	0.00
iii) Other disposal operations	0.00	0.00
Total	0.01	0.04

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y / N) If yes, name of the external agency.

No

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your Company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

Sanofi India Limited is committed to fostering a cleaner and more sustainable environment through the implementation of a robust waste management strategy. Aligned with our dedication to environmental stewardship, we have adopted the 3R approach, Reduce, Reuse, and Recycle, which has significantly minimized waste generation and promoted a culture of circularity across our operations.

At our Mumbai office, we are advancing sustainability by embracing digitalization to enable paperless transactions and electronic payments. For hazardous waste generated on-site, including ETP sludge, e-waste, used oil, batteries, and biomedical waste, we ensure safe and responsible disposal through methods such as co-processing, recycling, refining, or incineration, based on the waste category. Importantly, we have completely eliminated the practice of landfilling hazardous waste from our operations.

For non-hazardous waste, including plastic, paper, wood, glass, and metal, we adhere to recycling practices in line with applicable Plastic Waste Management Rules. We also comply with Extended Producer Responsibility (EPR) by collecting post-consumer plastic waste and ensuring its approved disposal, as mandated by the Central Pollution Control Board. Furthermore, all non-saleable pharmaceutical products at distributor locations are securely collected and sent for incineration, reinforcing our commitment to sustainable waste management practices.

11. If the entity has operations / offices in / around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones, etc.) where environmental approvals / clearances are required, please specify details in the following format:

Sr. No.	Location of operations / offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y / N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable; as none of our premises are situated in ecologically sensitive areas.			

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
During the reporting period, Sanofi India Limited has not conducted any environment impact assessment.					

13. Is the entity compliant with the applicable environmental law / regulations / guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and Rules thereunder (Y / N). If not, provide details of all such non-compliances, in the following format:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
During the reporting period, there were no cases of non-compliance to applicable laws, regulations, guidelines in India				

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

- Name of the area
- Nature of operations
- Water withdrawal, consumption and discharge in the following format:

At Sanofi India Limited, none of the sites are located under water stress areas, hence the disclosure is not applicable

Parameter	CY 2025	CY 2024
Water withdrawal by source (in kilolitres)		
i) Surface Water	NA	NA
ii) Ground Water	NA	NA
iii) Third Party Water	NA	NA
iv) Seawater / Desalinated Water	NA	NA
v) Others	NA	NA
Total volume of water withdrawal (in kilolitres)	NA	NA
Total volume of water consumption (in kilolitres)	NA	NA
Water intensity per rupee of turnover (Total Water consumption / Revenue from operations)	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA

Parameter	CY 2025	CY 2024
Water discharge by destination and level of treatment (in kilolitres)		
i) Into Surface water	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
ii) Into Groundwater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
iii) Into Seawater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
iv) Sent to third-parties	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
v) Others	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	NA	NA

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y / N) If yes, name of the external agency.

No

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	CY 2025	CY 2024
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tons of CO₂ equivalent	24,205	20,591
Total Scope 3 emissions per million rupees of turnover	Emissions per rupee of turnover	1.32	1.02
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

Note: Emission categories for Scope 3 emissions includes Category 1, 3, 4, 5, 6, 7, 9, 10 & 12

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y / N) If yes, name of the external agency.

No

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along with prevention and remediation activities.

Not Applicable as none of our premises are located in ecologically sensitive areas.

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
1	Zero Liquid Discharge (ZLD) project – in progress	The Company has initiated the implementation of a Zero Liquid Discharge (ZLD) system at its facility to ensure that no industrial effluent is discharged outside the premises. The project involves advanced treatment processes including effluent treatment, reverse osmosis and evaporation systems to enable maximum water recovery and reuse within operations. The project is currently under implementation.	The treated effluent is repurposed for gardening, reinforcing our commitment to sustainable water management. Similarly, at our Mumbai office, we have implemented a sewage treatment plant to efficiently treat domestic sewage. The treated sewage is reused for toilet flushing and gardening, reducing environmental impact and optimizing resource use. Any excess wastewater beyond internal needs at the Mumbai office is discharged in compliance with Pollution Control Board regulations, ensuring adherence to environmental standards. Through these initiatives, we remain committed to environmental stewardship and sustainable business practices, contributing to the preservation of natural resources and the well-being of our communities.
2	Installation of RECD at Mumbai office DG set	A RECD has been installed in the diesel generator (DG) set at the Company's Mumbai office to control and minimize particulate emissions during DG operations. The system is designed to reduce air pollutants and improve emission performance in line with regulatory requirements.	The installation has resulted in reduced particulate emissions from DG operations, contributing to improved air quality and enhanced compliance with environmental norms.

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words / web link.

Yes, the Company has established a comprehensive Business Continuity and Disaster Management Plan to ensure organizational resilience and preparedness. The framework emphasizes proactive risk identification, assessment, and mitigation across all functions and key stakeholder groups. Where risks are assessed as unacceptable, defined mitigation measures are implemented within stipulated timelines to bring them within acceptable thresholds. In addition, periodic Business Continuity and Business Impact Assessments are conducted across functions and global operations to review, test, and strengthen continuity and disaster recovery plans, thereby enhancing the Company's overall risk management capability.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

During the reporting period, the Company did not record any significant adverse environmental impact incidents arising from its supply chain. The Company systematically identifies and evaluates the actual and potential environmental aspects associated with its activities, services, and facilities. It also continuously monitors existing and emerging regulatory requirements, informing relevant business functions of new developments and potential risks to enable timely and appropriate action.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

In 2025, Sanofi India Limited assessed 1,611 suppliers on sustainability performance, covering key areas related to environmental and social impacts across the upstream value chain. 92% of the assessed suppliers met Sanofi's sustainability requirements, demonstrating alignment with the Company's responsible sourcing standards.

As part of its due diligence process, the Company evaluates suppliers across several risk areas, including working time, adequate wages, freedom of association and collective bargaining, health and safety practices, child labor, and forced labor within the upstream value chain. These assessments help identify and address potential risks affecting workers and environmental management practices across supplier operations.

Supplier assessments are conducted through structured ESG evaluation mechanisms, including ESGiT assessments, third-party sustainability ratings such as EcoVadis, and supplier-specific improvement action plans, enabling the Company to monitor, mitigate, and manage environmental and social risks within its value chain.

8. How many Green Credits have been generated or procured:

- a. **By the listed entity** - Nil
- b. **By the top ten (in terms of value of purchases and sales, respectively) value chain partners**
Nil

PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

1. a. Number of affiliations with trade and industry chambers / associations.

There are 9 affiliations with trade and industry chambers / associations.

b. List the top 10 trade and industry chambers / associations (determined based on the total members of such body) the entity is a member of / affiliated to.

S. No.	Name of the trade and industry chambers / associations	Reach of trade and industry chambers / associations (State / National)
1.	Organization of Pharmaceutical Producers of India (OPPI)	National
2.	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
3.	Confederation of Indian Industry (CII)	National
4.	Indo French Chamber of Commerce and Industry (IFCCI)	National and International
5.	The Associated Chambers of Commerce & Industry of India (ASSOCHAM)	National and International
6.	US India Strategic Partnership Forum (USISPF)	National and International
7.	Bombay Chamber of Commerce & Industry (BCCI)	National
8.	Pharmaceutical Supply Chain Initiative (PSCI)	National and International
9.	Goa Pharmaceutical Manufacturers Association (GPMA)	State

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.

Name of authority	Brief of the case	Corrective action taken
Not Applicable. No instances of anti-competitive conduct were identified during the reporting period.		

Leadership Indicators

1. Details of public policy positions advocated by the entity:

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes / No)	Frequency of Review by Board (Annually / Half yearly / Quarterly / Others – please specify)	Web Link, if available
1.	The Company actively engages with trade and industry associations to represent industry perspectives before government bodies and regulatory authorities. All policy advocacy efforts are undertaken in a transparent, responsible, and ethical manner, with due consideration to national interests.	The Company maintains representation across key industry and business associations and actively participates in policy advocacy on critical sectoral issues, contributing to broader industry development and stakeholder interests.	No	Not Applicable	Not Applicable

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development**Essential Indicators****1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year**

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in FY (In ₹)
Not Applicable						

3. Describe the mechanisms to receive and redress grievances of the community.

Sanofi India Limited has implemented a comprehensive Code of Conduct that provides a structured framework for reporting, reviewing, and addressing concerns related to misconduct. The Code is publicly available on the Company's website, ensuring transparency and supporting an effective grievance redressal mechanism in line with applicable Indian regulatory requirements.

A dedicated CSR team manages stakeholder communications and grievance resolution, ensuring timely acknowledgment and coordinated action with relevant functions for effective outcomes. Stakeholders may raise grievances, concerns, or queries related to corporate social responsibility by writing to corporate-responsibility@sanofi.com

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	CY 2025	CY 2024
Directly sourced from MSMEs / small producers	47%	24%
Directly from within India	99.95%	94%

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	CY 2025	CY 2024
Rural	-	-
Semi-urban	-	-
Urban	-	-
Metropolitan	100%	100%

Note : The workforce was fully concentrated in metropolitan locations for CY 2023, CY 2024, and CY 2025. The CY 2024 disclosure has been appropriately aligned in the current reporting cycle to maintain completeness and comparability.

Leadership Indicators**1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):**

Details of negative social impact identified	Corrective action taken
No Negative Impacts Identified	

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

Sr. No.	State	Aspirational District	Amount spent (In ₹)
Not Applicable as no projects were undertaken in the aspirational districts			

3. a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized / vulnerable group? (Yes / No)
No
- b. From which marginalized / vulnerable groups do you procure?
Not Applicable
- c. What percentage of total procurement (by value) does it constitute?
Not Applicable

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

S. No.	Intellectual Property based on traditional knowledge	Owned / Acquired (Yes / No)	Benefit shared (Yes / No)	Basis of calculating benefit share
		Nil		

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective action taken
	NA	

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Type 1 Diabetes Program	1,400+	100%
2	KiDS program in Goa & Uttar Pradesh	1,487,493	-
3	Mobile Medical Units for non-communicable diseases screening, diagnosis, treatment and awareness in Maharashtra	332,000	100%

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner

Essential indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

Complaints relating to personnel, supply, product quality, or service matters are routed to specialized teams for prompt and appropriate resolution. These teams apply their subject-matter expertise to assess each concern and implement issue-specific corrective actions. This structured and streamlined approach reinforces the Company's commitment to service excellence and customer satisfaction.

2. Turnover of products / services as a percentage of turnover from all products / services that carry information about:

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and / or safe disposal	100%

Note: Sanofi India Limited is dedicated to using environmentally sustainable, recyclable, and reusable materials. This commitment includes responsible recycling and safe product disposal in compliance with Pollution Control Board-approved protocols.

3. Number of consumer complaints in respect of the following:

	CY 2025			CY 2024		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	Nil	0	0	Nil
Advertising	0	0	Nil	0	0	Nil
Cyber-security	0	0	Nil	0	0	Nil
Delivery of essential services	413	0	Nil	269	0	Nil
Restrictive Trade Practices	0	0	Nil	0	0	Nil
Unfair Trade Practices	0	0	Nil	0	0	Nil
Others (Products defects reported)	841	0	Nil	547	0	Nil

4. Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	Nil	NA
Forced recalls	Nil	NA

5. Does the entity have a framework / policy on cyber security and risks related to data privacy? (Yes / No) If available, provide a web-link of the policy.

The Company's Internal Auditor undertakes multiple assessments annually to safeguard operational integrity and ensure compliance with applicable requirements. Beyond routine audits, the Company deploys advanced security measures, including penetration testing and Bug Bounty programs, to further strengthen its cyber security posture. Any vulnerabilities, deviations, or risks identified through these evaluations are formally documented and addressed through defined corrective actions within stipulated timelines.

Further details on the Company's cyber security and data protection framework are available at: <https://www.sanofi.com/en/privacy-and-data-protection>.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

Not Applicable as no such instances were recorded for CY 2025.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches – Nil
- Percentage of data breaches involving personally identifiable information of customers – Not Applicable
- Impact, if any, of the data breaches – Not Applicable

Leadership Indicators**1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**

Detailed information about our products and services can be accessed on our official website: <http://www.sanofi.in/>

2. Steps taken to inform and educate consumers about safe and responsible usage of products and / or services.

An off-label disclaimer is incorporated into email responses to inquiries to ensure responsible and compliant communication. This disclaimer clarifies that the information provided does not promote the use of products beyond their approved indications. It reinforces adherence to applicable regulatory requirements and ethical standards. By including this disclaimer, the Company ensures transparency while mitigating the risk of inappropriate product communication.

3. Mechanisms in place to inform consumers of any risk of disruption / discontinuation of essential services.

At Sanofi India Limited, consumers are informed about the discontinuation or divestment of any product in response to unsolicited inquiries received through telephone calls or emails. Such communications are managed in a timely and transparent manner to ensure clarity and accuracy of information.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes / No / Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes / No)

Sanofi India Limited is committed to providing clear, comprehensive, and informative product labeling that includes essential details such as the product name, manufacturer and marketer information, active ingredients, and specific pregnancy-related warnings, where applicable. In India, the Sodium Valproate range of products carries prominently displayed warnings on the packaging to enhance awareness among healthcare professionals and patients. This approach reinforces the Company's commitment to informed decision-making and the safe and responsible use of its products.