

## **SANOFI INDIA LIMITED**

### **FAMILIARIZATION PROGRAM FOR INDEPENDENT DIRECTORS**

#### **1. Purpose**

The Company believes in continuous education and familiarization of its Independent Directors on the business, strategy, operations and functions.

#### **2. Process**

- i) Programs shall be conducted, and presentations made periodically to the Directors by Executive Directors / Management Committee Members /Other Senior Managerial Personnel to familiarize the Directors on the Company's business, strategy, operations and functions.
- ii) Such programs / presentations will provide an opportunity to the Independent Directors to get an insight into the Company's business model, strategy, operations, etc. and also offers opportunity to them to know the Senior Management team.
- iii) The Company may circulate news and articles related to the industry on a regular basis and may provide specific regulatory updates from time to time.
- iv) The Company may conduct an introductory familiarization program / presentation, when a new Independent Director comes on the Board of the Company.
- v) The Company may also arrange visits to the manufacturing sites to familiarize the Directors on the manufacturing operations.

#### **3. Disclosure of Policy**

This Policy shall be uploaded on the Company's website for public information and a weblink for the same shall also be provided in the Annual Report of the Company.

#### **4. Review of Directors**

The Board of Directors will review this Program and make revisions as and when be required.

### Details of familiarization programs imparted to Independent Directors in 2024

Date	Details	Directors		
		Mr. Aditya Narayan	Ms. Usha Thorat	Mr. Rahul Bhatnagar
February 2024	Annual Update on Performance, Internal Controls and Compliances update, HR Related - Policies, Compensation & benefits, Talent management and the Succession Planning programmes	90 min	60 min	60 min
March 2024	Quarterly update on performance, Organization Structure, Macro-economic Trends, Review of opportunities and strategies	30 min	30 min	30 min
May 2024	Demerger & Restructuring, Quarterly update on performance, Strategy discussions, etc., Cyber Security and Internal controls on Cyber security	60 min	60 min	90 min
July 2024	Quarterly update on performance, Tax related regulatory changes, Related Party Transaction Framework and Policy, Internal Controls and Compliances update	30 min	90 min	60 min
November 2024	Industry Overview, Quarterly update on Performance, Risk Management Framework, Internal Controls and Compliances update	30 min	60 min	60 min

**Quarterly update :** As a part of Agenda of Board / Committee Meetings presentations are regularly made to the Independent Directors on various matters inter-alia covering the Company's strategy, business, operations, markets, performance, organization structure, product brands, finance, risk management framework, quarterly and annual financial results, human resources, technology, health safety & environment, regulatory updates and future outlook.

### Details of familiarization programs imparted to Independent Directors in 2016 – 2024

Sr. No.	Name of Independent Director	No. of sessions attended from 2016 to 2023	No. of Sessions attended in 2024	Cumulative sessions attended till date	Number of hours spent from 2016 to 2023	Number of hours spent 2024	Cumulative hours spent till date
1	Mr. Aditya Narayan	31	5	36	42 hours	4 hours	46 hours
2	Ms. Usha Thorat	32	5	37	47 hours	5 hours	52 hours
3.	Mr. Rahul Bhatnagar	16	5	21	22 hours	5 hours	27 hours