

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 2025

Date	Details	Directors		
		Mr. Aditya Narayan	Ms. Usha Thorat	Mr. Rahul Bhatnagar
February 2025	Annual update on performance, Internal Controls and Compliances update, Material Subsidiary Related-Policy, and CSR updates	1.5 hours	1.5 hours	1.5 hours
March 2025	Organization Structure, Compensation & benefits and Succession Planning updates	0.35 hours	0.35 hours	0.35 hours
May 2025	Quarterly update on performance, Related Party Transaction Framework and Policy and discussion around Internal controls on Cyber security	2.25 hours	2.25 hours	2.25 hours
July 2025	Quarterly update on performance, Review of opportunities and strategies, Internal Controls and Compliances update, Whistle Blower Policy and Code of Conduct updates, and CSR updates	0.55 hours	0.55 hours	0.55 hours
October 2025	Company's Strategy update, Talent management and Succession Planning update, Partnership Overview, Quarterly update on performance, Internal Controls and Compliances update	2.15 hours	2.15 hours	2.15 hours

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 – 2025

Sr. No.	Name of Independent Director	No. of sessions attended from 2016 to 2024	No. of Sessions attended in 2025	Cumulative sessions attended till date	Number of hours spent from 2016 to 2024	Number of hours spent 2025	Cumulative hours spent till date
1	Mr. Aditya Narayan	36	5	41	46 hours	6.8 hours	52.8 hours
2	Ms. Usha Thorat	37	5	42	52 hours	6.8 hours	58.8 hours
3.	Mr. Rahul Bhatnagar	21	5	26	27 hours	6.8 hours	33.8 hours