

# Business Responsibility & Sustainability Report

## Section A: General Disclosures

### I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L21002MH2023PLC402652
2. Name of the Listed Entity	Sanofi Consumer Healthcare India Limited ("Company")
3. Year of incorporation	10 <sup>th</sup> May 2023
4. Registered office address	Unit 1104, 11 <sup>th</sup> Floor, Godrej Two, Pirojshanagar, Eastern Express Highway, Vikhroli East, Mumbai, Maharashtra, 400079
5. Corporate address	Unit 1104, 11 <sup>th</sup> Floor, Godrej Two, Pirojshanagar, Eastern Express Highway, Vikhroli East, Mumbai, Maharashtra, 400079
6. E-mail	<a href="mailto:igrc.schil@sanofi.com">igrc.schil@sanofi.com</a>
7. Telephone	022-4528 8855
8. Website	<a href="https://www.sanofi.com/en/india/consumer-healthcare">https://www.sanofi.com/en/india/consumer-healthcare</a>
9. Financial year for which reporting is being done	January 2025 to December 2025 (Calendar Year/CY)
10. Name of the Stock Exchange(s) where shares are listed	BSE Limited & National Stock Exchange of India Limited
11. Paid-up Capital	₹ 230,306,220
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Himanshu Bakshi, Managing Director Tel. No.: (22) 4528 8555 E-mail: <a href="mailto:igrc.schil@sanofi.com">igrc.schil@sanofi.com</a>
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	NA
15. Type of assurance obtained	NA

### II. Products/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 Sale of 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	0	1	1
International	0	0	0

**19. Markets served by the entity:****a. Number of locations**

Locations	Number
National (No. of States)	29
International (No. of Countries)	4

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

19%

**c. A brief on types of customers**

Sanofi Consumer Healthcare India Limited serves a diverse customer base, including stockists, healthcare professionals, and government institutions. We ensure seamless product supply to these stakeholders while actively engaging with them to enhance distribution efficiency and product utilization. Our commitment to reliability, quality, and customer-centricity strengthens collaborative relationships, driving excellence in healthcare delivery and public health advancement.

**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)
<b>EMPLOYEES</b>						
1.	Permanent (D)	518	425	82%	93	18%
2.	Other than Permanent (E)	0	0	0	0	0
<b>3.</b>	<b>Total employees (D + E)</b>	<b>518</b>	<b>425</b>	<b>82%</b>	<b>93</b>	<b>18%</b>
<b>WORKERS</b>						
4.	Permanent (F)	79	76	96%	3	4%
5.	Other than Permanent (G)	0	0	0	0	0
<b>6.</b>	<b>Total workers (F + G)</b>	<b>79</b>	<b>76</b>	<b>96%</b>	<b>3</b>	<b>4%</b>

**b. Differently abled Employees and workers:**

Sr. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	0	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0
<b>3.</b>	<b>Total differently abled employees (D + E)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	0	0	0	0	0
5.	Other than permanent (G)	0	0	0	0	0
<b>6.</b>	<b>Total differently abled workers (F + G)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**21. Participation/Inclusion/Representation of women:**

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	2	33%
Key Management Personnel	2	-	-

**22. Turnover rate for permanent employees and workers***(Disclose trends for the past 3 years)*

	CY 2025 (Turnover rate in current CY)			CY 2024 (Turnover rate in previous CY)			CY 2023* (Turnover rate in the year prior to the previous CY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	7.53	24.73	10.62	3.99	5.49	5.37	NA	NA	NA
Permanent Workers	0	0	0	0	0	0	NA	NA	NA

\*For CY 2023 data are not applicable as the entity became independent on 1<sup>st</sup> June 2024, following its incorporation in 2023 and demerger.

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

Sr. 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.	Opella Healthcare Participations B.V.	Holding Company	60.40%	No

**VI. CSR Details**

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

(ii) Turnover (in ₹) 8,784 Million

(iii) Net worth (in ₹) 3,840 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 redress 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. ( <a href="https://www.sanofi.com/en/india/consumer-healthcare">https://www.sanofi.com/en/india/consumer-healthcare</a> )	0	-	-	0	-	-
Investors (other than shareholders)	Yes, we have a mechanism in place to receive and redress stakeholder complaints.	0	-	-	0	-	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress 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, we have a mechanism in place to receive and redress shareholder complaints.	9	0	-	4	0	-
Employees and workers	Yes, we have a mechanism in place to receive and redress stakeholder complaints.	0	-	-	2	0	-
Customers	Yes, we have a mechanism in place to receive and redress stakeholder complaints.	85	0	-	97	0	-
Value Chain Partners	Yes, we have a mechanism in place to receive and redress stakeholder complaints.	47	2	-	0	-	-
Other (Adverse Event report)	Yes, we have a mechanism in place to receive and redress stakeholder complaints.	124	0	-	41	0	-

**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:

Sr. 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.	Customer Health & Safety	Risk	Product quality, pharmacovigilance, regulatory compliance and responsible marketing directly impact consumer well-being and business continuity. Non-compliance may result in product recalls, regulatory action, reputational damage and loss of consumer trust.	Strong quality management systems, pharmacovigilance protocols, regulatory review mechanisms, supplier quality audits and periodic compliance monitoring.	Negative implications include product recall costs, penalties, litigation and reputational loss. Positive implications include enhanced consumer trust and sustained market access through robust quality controls.

Sr. 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.	Customer Privacy & Data Security	Risk	Handling of sensitive patient and employee data exposes the organization to cybersecurity, legal and operational risks in case of unauthorized access or breach.	Deployment of secure IT systems, access control mechanisms, periodic vulnerability assessments, vendor cybersecurity due diligence and DPDP Act readiness initiatives.	Negative implications include regulatory penalties, business disruption and remediation costs arising from data breaches. Positive implications include stronger stakeholder confidence and digital resilience.
3.	Regulatory Compliance & Ethical Marketing	Risk	Consumer healthcare operations are subject to strict regulatory and advertising requirements. Non-compliance may adversely impact reputation and market credibility.	Maker-checker approval systems, compliance reviews, controlled marketing repositories and periodic internal audits.	Negative implications include penalties, campaign suspension and reputational impact. Positive implications include stronger governance credibility and regulatory preparedness.
4.	Occupational Health & Safety (EHS)	Risk	Employee safety in operational environments is essential for workforce well-being and operational continuity. Workplace incidents may result in legal and operational consequences.	Fire safety systems, emergency response protocols, EHS monitoring, employee training and contractor safety management practices.	Negative implications include compensation costs, operational downtime and regulatory liabilities. Positive implications include improved workforce productivity and operational stability.
5.	Supplier Social Assessment & Value Chain Integrity	Risk	Third-party vendors significantly influence ethical compliance, labour practices and operational continuity across the value chain.	Supplier Code of Conduct implementation, onboarding assessments, periodic audits and mandatory compliance training for vendors.	Negative implications include supply chain disruption, reputational exposure and compliance risks. Positive implications include stronger supplier reliability and responsible sourcing outcomes.
6.	Emissions & Logistics Footprint	Risk	Indirect emissions from logistics and transportation contribute to climate-related transition risks and increasing stakeholder expectations on carbon management.	Distribution network optimization, and engagement with logistics partners for efficiency improvements.	Negative implications include potential future carbon-related costs and regulatory exposure. Positive implications include operational efficiency and improved environmental performance.
7.	Waste Management	Risk	Improper waste handling can result in environmental non-compliance, operational liabilities and reputational concerns.	Waste segregation practices, authorized disposal mechanisms, periodic monitoring and regulatory compliance oversight.	Negative implications include penalties, remediation costs and reputational damage. Positive implications include improved compliance performance and operational efficiencies.

Sr. 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)
8.	Labour / Management Relations	Risk	Stable labour relations are essential for workforce productivity, operational continuity and employee engagement.	Employee engagement mechanisms, grievance redressal systems and compliance with labour laws and workplace policies.	Negative implications include operational disruption and productivity losses arising from labour disputes. Positive implications include improved workforce stability and organizational trust.
9.	Public Policy & Governance Integrity	Risk	Changes in healthcare regulations and governance expectations may materially affect compliance obligations and operational practices.	Continuous regulatory monitoring, governance oversight and periodic compliance reviews.	Negative implications include increased compliance burden and regulatory exposure. Positive implications include improved preparedness and governance resilience.
10.	Employment & Human Capital Development	Opportunity	Skilled and engaged employees contribute to productivity, innovation and long-term organizational resilience.	Continuous learning initiatives, employee engagement programs and structured capability-building mechanisms.	Positive implications include improved productivity, employee retention and operational resilience. Negative implications may include increased training and development expenditure.
11.	Diversity, Equal Opportunity & Non-Discrimination	Opportunity	Inclusive workplaces support fair growth, employee satisfaction and improved organizational culture while reducing social and legal risks.	Equal opportunity policies, anti-harassment frameworks, grievance redressal systems and employee awareness initiatives.	Positive implications include stronger employer branding, talent attraction and workforce engagement. Negative implications may arise in case of non-compliance with applicable employment regulations.
12.	Supplier Environmental Assessment	Opportunity	Sustainable sourcing and environmental screening of suppliers support responsible procurement and long-term supply chain resilience.	Supplier sustainability assessments, Environment Social Governance (ESG) based procurement practices and periodic environmental performance reviews.	Positive implications include improved supply chain resilience and enhanced ESG positioning. Negative implications may include short-term compliance and transition costs.
13.	Sustainable Packaging & Material Use	Opportunity	Adoption of sustainable packaging practices supports resource conservation and aligns with stakeholder expectations regarding environmental responsibility.	Transition toward certified sustainable materials, packaging optimization and monitoring of material efficiency initiatives.	Positive implications include resource efficiency, reduced material waste and improved sustainability positioning. Negative implications may include higher procurement or transition costs initially.
14.	Energy, Water & Resource Consumption	Opportunity	Efficient resource utilization contributes to operational efficiency and supports long-term sustainability objectives.	Resource monitoring, conservation initiatives and integration of efficiency measures into operational processes.	Positive implications include operational cost savings and improved environmental performance. Negative implications may include initial investment costs for efficiency initiatives.

## 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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	Policies are uploaded on the website of the Company at <b>Code of Conduct and Policies</b> and on the Company's intranet portal								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
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.	Policies have been formulated considering pertinent national standards and various other statutes. Additionally, these policies have been aligned with various global standards, including those established by the United Nations, the International Labour Organization, and various ISO standards. The Company is committed to the principles of the UN Global Compact and has signed a pact with the United Nations Decade of Action for Road Safety. Moreover, The Company has joined the Alliance for Water Stewardship (A4WS), a global network of public, private, and civil society organizations actively engaged in effective water stewardship initiatives.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company is in the process of setting targets.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA								
<b>Governance, leadership and oversight</b>									
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)	The Company is committed to fostering a nurturing and inclusive workplace that embraces gender diversity, upholds non-discrimination policies, and promotes work-life balance. The wellbeing and safety of our employees remain a top priority. We strive to deliver high-quality products and services to our customers with integrity and responsibility, guided by strong governance practices and a deep respect for the environment and society. Our robust business model—powered by emerging technologies, automation, brand equity, and a customer-centric mindset—underpins our strong economic performance. As we chase the miracles of science to improve lives, we are accelerating our ESG journey to embed sustainability at the core of our operations and shape a resilient, future-ready Company.								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Himanshu Bakshi, Managing Director								
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.	ESG matters are overseen by a dedicated Management-level Committee headed by Mr. Himanshu Bakshi, Managing Director. This Committee meets at regular intervals to evaluate progress on ESG initiatives, ensuring alignment with sustainability commitments and business objectives								

**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 by the Company.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	Our policies are periodically reviewed to ensure continued compliance with statutory requirements and regulatory standards.								

Note: In line with the Company’s Code of Conduct, all Board level meetings and business meetings are led by the Managing Director for sustainability and business responsibility discussions on a continual basis. The Directors and Senior Management members affirm compliance with the Code of Conduct on an annual basis.

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

P1	P2	P3	P4	P5	P6	P7	P8	P9
The majority of our policies are internal, with only a few falling under Global policies. Our Company adheres to these policies and conducts regular internal reviews, excluding external partners from the review process								

**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)	Not Applicable								
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 programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors (BOD)		During Board/Committee Meetings, directors receive regular presentations covering a range of topics essential to the Company's operations. These include the Company's strategy, business operations, market performance, organizational structure, product brands, finance, risk management, quarterly and annual financial results, human resources, technology, health, safety & environment, regulatory updates, whistleblower complaints, and the outlook. Furthermore, updates are provided on: <ul style="list-style-type: none"> <li>Internal controls and compliance</li> <li>HR policies, compensation &amp; benefits, talent management, and succession planning programs</li> <li>Risk management strategy and framework</li> </ul>	100%
Key Managerial Personnel	5		
Employees and workers other than BoD	12	<ul style="list-style-type: none"> <li>- Speak up and UCPMP</li> <li>- Insights Goal setting Global disciplinary Framework</li> <li>- JDI Trainings</li> <li>- Wellbeing and Career Development</li> <li>- Data for diagnosis for managers</li> <li>- Policy refreshers</li> </ul>	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 cases where monetary or non-monetary action has been appealed.

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

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 Company is fully aligned with the Global Code of Conduct and is committed to upholding the highest standards of corporate governance, integrity, and ethical business practices. This commitment extends to ensuring strict compliance with all applicable anti-corruption and anti-bribery requirements across the organisation.
- As an integral part of the Global Code of Conduct, the Anti-Bribery Policy applies to all employees and extends to the Company's business partners, including suppliers, service providers, agents, dealers, distributors, and other third parties acting on its behalf. The policy establishes clear expectations and standards to prevent bribery, corruption, and other unethical practices in all business dealings.
- The relevant policies are available on the Company's website at [Code of Conduct and Policies](#) and on the Company's intranet portal.

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	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

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.

Not Applicable

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	72	59

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	0.71%	0.71%
	b. Number of trading houses where purchases are made from	15	14
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	95%	80%

Parameter	Metrics	CY 2025	CY 2024
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	100%	100%
	b. Number of dealers / distributors to whom sales are made	2,980	2,726
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	30.75%	8.06 %
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	12.0%	16.1%
	b. Sales (Sales to related parties / Total Sales)	25.4%	5.7%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties / Total Investments made)	Nil	Nil

### Leadership Indicators

#### 1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
Multiple awareness and capacity-building programmes were conducted during the financial year as part of the organization's value chain engagement and responsible sourcing framework.	As an integral part of the onboarding and engagement process, Sanofi Consumer Healthcare India Limited ensures that value chain partners are sensitized and trained on the Supplier Code of Conduct and key ethical, compliance and patient-safety related principles, including: Anti-Bribery & Anti-Corruption (ABAC), Conflict of Interest (COI), Data Privacy & Confidentiality, Speak-Up & Whistleblower Mechanism, Code of Conduct (COC), UCPMP compliance, Opella ethical standards, Counterfeit Medication Prevention, Cold Chain Management & Medicine Handling, Disease Awareness Programs (including Sepsis Care, Pulmonary Care and DVT Awareness initiatives), and educational programmes for paramedics and nurses aimed at improving patient care standards.	100% of value chain partners, by value of business conducted with such partners, were covered under onboarding communication, Supplier Code of Conduct acknowledgement processes and applicable awareness programmes during the financial year.

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 is committed to upholding the highest standards of corporate governance through a well-defined Code of Conduct for the Board. This comprehensive framework establishes clear guidelines for addressing conflicts of interest, incorporating preventive measures and resolution mechanisms to ensure transparency, accountability, and ethical leadership. During the Board meetings, members proactively disclose any potential conflicts related to agenda items, fostering a culture of integrity and trust. A dedicated policy on related-party transactions further strengthens ethical decisionmaking and reinforces the Company’s commitment to corporate responsibility. In instances of conflict, Board members recuse themselves from voting on the relevant matter to maintain objectivity and fairness in the decisionmaking process. For more details, refer to our Code of Business Conduct and Ethics for Directors and Senior Management, which underscores our dedication to strong governance principles. To explore our policies in-depth, visit our website: [Code of Conduct and Policies](#)

**PRINCIPLE 2 Businesses 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 improvement in environmental & social impacts
R&D	Nil	Nil	NA
Capex	Nil	Nil	NA

2. a. *Does the entity have procedures in place for sustainable sourcing? (Yes/No) b. If yes, what percentage of inputs were sourced sustainably?*

Yes; 17% Active Pharmaceutical Ingredients were sourced sustainably.

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 Sanofi Consumer Healthcare India Limited, we have established a robust waste management program to ensure the responsible handling and disposal of all waste materials. Our approach emphasizes systematic source segregation and strict adherence to regulatory requirements. Non-hazardous materials such as plastic, paper, wood, metal, and glass are carefully collected and directed to authorized recyclers, while e-waste is managed through Central Pollution Control Board-approved facilities, ensuring environmentally compliant processing.

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.*

- Sanofi Consumer Healthcare India Limited is fully compliant with the Plastic Waste Management Rules 2016, as amended from time to time, and remains committed to exceeding regulatory expectations through a proactive and structured sustainability approach. The Company has instituted a comprehensive plastic waste management framework that ensures traceability, accountability, and environmentally sound handling of post-consumer plastic waste.
- In alignment with statutory requirements, the Company collaborates with authorized and certified waste management agencies to facilitate the efficient collection, segregation, and processing of post-consumer plastic waste across municipal ecosystems. This partnership-driven model enables the Company to strengthen ground-level implementation while supporting the development of a circular economy.
- To address the lifecycle impact of its packaging, the Company has developed and operationalized a robust collection and recovery plan tailored to its product portfolio. This plan ensures that plastic waste generated from its operations is systematically offset through verifiable and compliant mechanisms.
- Further, in fulfilment of its Extended Producer Responsibility (EPR) obligations, the Company has established end-to-end systems for waste recovery, recycling, and environmentally sound disposal. These systems are supported by transparent documentation, periodic audits, and alignment with national compliance portals, ensuring both regulatory adherence and stakeholder confidence.

Through these initiatives, the Company not only meets compliance requirements but also reinforces its leadership in sustainable packaging, resource efficiency, and responsible environmental stewardship.

### 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.
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Nil; as LCA was not conducted in the CY 2025.

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
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NA; as LCA was not conducted in the CY 2025.

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

Nil; as LCA was not conducted in the CY 2025.

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) 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	Nil	Nil	Nil	Nil	Nil
E-waste	Nil	Nil	Nil	Nil	Nil	Nil
Hazardous waste	Nil	Nil	Nil	Nil	Nil	Nil
Other waste	Nil	Nil	Nil	Nil	Nil	Nil

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
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Nil

### PRINCIPLE 3 Businesses 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	Total (A)	Health insurance (Number B)	Health insurance (% B/A)	Accident insurance (Number C)	Accident insurance (% C/A)	Maternity benefits (Number D)	Maternity benefits (% D/A)	Paternity Benefits (Number E)	Paternity Benefits (% E/A)	Day Care facilities (Number F)	Day Care facilities (% F/A)
<b>Permanent Employees</b>											
Male	425	425	100%	425	100%	0	0	425	100%	425	100%
Female	93	93	100%	93	100%	93	100%	0	0	93	100%
<b>Total</b>	<b>518</b>	<b>518</b>	<b>100%</b>	<b>518</b>	<b>100%</b>	<b>93</b>	<b>17.9%</b>	<b>425</b>	<b>82.23%</b>	<b>518</b>	<b>100%</b>
<b>Other than Permanent Employees</b>											
Male											
Female						Nil					
<b>Total</b>											

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

Category	Total (A)	Health insurance (Number B)	Health insurance (% B/A)	Accident insurance (Number C)	Accident insurance (% C/A)	Maternity benefits (Number D)	Maternity benefits (% D/A)	Paternity Benefits (Number E)	Paternity Benefits (% E/A)	Day Care facilities (Number F)	Day Care facilities (% F/A)
<b>Permanent Workers</b>											
Male	76	76	100%	76	100%	0	0	76	100%	76	100%
Female	3	3	100%	3	100%	3	100%	0	0	3	100%
<b>Total</b>	<b>79</b>	<b>79</b>	<b>100%</b>	<b>79</b>	<b>100%</b>	<b>3</b>	<b>3.79%</b>	<b>76</b>	<b>96.21%</b>	<b>79</b>	<b>100%</b>
<b>Other than Permanent Workers</b>											
Male											
Female						Nil					
<b>Total</b>											

##### 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 measured as a % of total revenue of the company	0.018%	For the year 2024, data are not applicable as the entity became independent on 1 <sup>st</sup> June 2024, following its incorporation in 2023 and demerger.

##### 2. Details of retirement benefits, for Current CY and CY 2024.

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	NA	NA	NA	NA	NA	NA
Others – please specify	-	-	-	-	-	-

### 3. Accessibility of workplaces.

Are the premises / offices of the Company 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 the Company in this regard.

Yes, the Company's premises and offices are designed to be accessible to differently abled employees and workers, in compliance with the requirements of the Rights of Persons with Disabilities Act, 2016. Key accessibility features include dedicated parking, security support, accessible washrooms, adequate space for wheelchair movement, visual and audio alarms, emergency evacuation chairs, ramps at entry points in the basement, tactile flooring for visually impaired and indicative signage with braille support.

### 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.

- Yes, the Company has a formal equal opportunity policy in place. Sanofi Consumer Healthcare India Limited recognizes the importance of fostering a diverse and inclusive workplace that ensures equal opportunities for all. Committed to strengthening its governance framework, the Company continuously evaluates and implements policies that uphold fairness, inclusivity, and non-discrimination.
- Policies are uploaded on the website of the Company at **Code of Conduct and Policies** and on the Company's intranet portal.

### 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	100	-	Nil	-
Female	100	-	Nil	-
<b>Total</b>	<b>100</b>	<b>-</b>	<b>Nil</b>	<b>-</b>

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

Yes/No(If Yes, then give details of the mechanism in brief)	
Permanent Workers	Yes, a Management-Worker Committee Meeting is planned to address concerns holistically. Additionally, real-time engagement is maintained through continuous interactions with the workers' representative body, ensuring open communication, collaboration, and the fast resolution of issues requiring immediate attention
Other than Permanent Workers	Yes
Permanent Employees	Sanofi Consumer Healthcare India Limited facilitates open communication through forums such as CHC Challenger Connect for all employees and Monthly Cycle Meets, Town Halls, and Leadership Connect. Monthly Challenger Connect sessions are conducted across multiple locations, providing employees with avenues to share their concerns and engage with the leadership
Other than Permanent Employees	Yes

## 7. Membership of employees and worker in association(s) or Unions recognised 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)
<b>Permanent Employees</b>						
- Male	425	0	0%	401	0	0%
- Female	93	0	0%	92	0	0%
<b>Total</b>	<b>518</b>	<b>0</b>	<b>0%</b>	<b>493</b>	<b>0</b>	<b>0%</b>
<b>Permanent Workers</b>						
- Male	76	76	100%	87	87	100%
- Female	3	3	100%	3	3	100%
<b>Total</b>	<b>79</b>	<b>79</b>	<b>100%</b>	<b>90</b>	<b>90</b>	<b>100%</b>

## 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)
<b>Employees</b>										
Male	425	425	100%	425	100%	401	401	100%	54	13%
Female	93	93	100%	93	100%	92	92	100%	2	2%
<b>Total</b>	<b>518</b>	<b>518</b>	<b>100%</b>	<b>518</b>	<b>100%</b>	<b>493</b>	<b>493</b>	<b>100%</b>	<b>56</b>	<b>11%</b>
<b>Workers</b>										
Male	76	76	100%	76	100%	87	87	100%	87	100%
Female	3	3	100%	3	100%	3	3	100%	3	100%
<b>Total</b>	<b>79</b>	<b>79</b>	<b>100%</b>	<b>79</b>	<b>100%</b>	<b>90</b>	<b>90</b>	<b>100%</b>	<b>90</b>	<b>100%</b>

## 9. Details of performance and career development reviews of employees and worker:

Category	CY 2025			CY 2024		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	425	425	100%	401	401	100%
Female	93	93	100%	92	92	100%
<b>Total</b>	<b>518</b>	<b>518</b>	<b>100%</b>	<b>493</b>	<b>493</b>	<b>100%</b>
<b>Workers</b>						
Male	76	76	100%	87	87	100%
Female	3	3	100%	3	3	100%
<b>Total</b>	<b>79</b>	<b>79</b>	<b>100%</b>	<b>90</b>	<b>90</b>	<b>100%</b>

## 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?*

Yes, the Company has implemented an Occupational Health and Safety (OHS) Management System across its operations. The system is designed to identify, assess, and mitigate workplace health and safety risks while ensuring compliance with applicable regulatory requirements and promoting a safe working environment for employees, contractors, and visitors.

The scope of the OHS Management System includes:

- Health and Safety Policy implementation and communication
- Risk assessment and hazard identification processes
- Incident and accident reporting mechanisms
- Emergency preparedness and response procedures
- Fire and life safety measures
- Employee safety training and awareness programmes
- Provision and mandatory use of Personal Protective Equipment (PPE), wherever applicable
- Contractor and visitor safety management practices
- Occupational health programmes and medical support facilities
- Workplace inspections, monitoring, and safety audits
- Compliance with applicable local occupational health and safety laws and regulations
- Ergonomics and workplace wellness initiatives
- Corrective and preventive action processes for identified risks and incidents
- Monitoring, review, and reporting of safety performance indicators

The Company periodically reviews and strengthens its OHS practices to support continuous improvement in workplace safety and employee well-being.

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

The Company 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. The Company has a structured and proactive approach to identifying work-related hazards and assessing risks. Routine hazard identification is conducted through programs such as the Proactive+ Program and Managerial Safety Visits, encouraging employees to report hazardous conditions (Safety risks reporting) and ensuring strict adherence to safety rules. Non-routine hazard identification involves joint safety walkdowns and HSE risk profiling before undertaking new activities. Monitoring and governance are achieved through real-time safety monitoring and periodical reviews. By incorporating these processes into its HSE Management System and ESG framework, the Company effectively manages both routine and non-routine hazards, minimizing occupational health and safety risks and creating a strong safety culture.

Risk assessment would be carried on the workplace and types of works performed, the same are updated and maintained in a risk register.

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

Yes, Sanofi Consumer Healthcare India Limited has established a robust mechanism for employees and workers to report work-related hazards and hazardous situations. All incidents, near misses, and hazards are reported through the HSE Portal – Incident and Near Miss Reporting, following a defined protocol. To proactively mitigate risks, Life-Saving Rules are in place, which all employees must follow, ensuring a consistent, structured, and systematic approach to workplace safety.

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

Yes, the office is well-equipped for managing non-occupational medical conditions. Further, all employees are covered under health insurance, statutory health insurance, or any other relevant benefits as per eligibility for non-occupational medical and healthcare services.

## 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	2.33	3.41
	Workers	0	0
Total recordable work-related injuries	Employees	3	2
	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 contractual workforce

## 12. Describe the measures taken by the entity to ensure a safe and healthy work place.

The Company has established a comprehensive Health, Safety, and Environment (HSE) Management System to maintain a safe workplace for employees, contractors, and stakeholders.

**This system includes:**

1. HSE Policy and Governance: The policy, validated by senior management and the Managing Director, applies globally across all operations and includes periodic monitoring and audits for compliance.
2. Workplace Safety Culture - "Leading Safety" Program: The program enhances safety awareness and proactive risk management through various initiatives, such as leadership-driven safety governance, hazard reporting, joint safety walks, adherence to life-saving rules, and managerial safety visits.
3. Risk Identification and Assessment: The HSE manual and risk profiling methodologies minimize risks and environmental impacts. Routine and non-routine assessments are conducted continuously.
4. Occupational Health and Wellbeing Programs: These programs include medical surveillance, vaccinations, disability and rehabilitation support, and 24/7 mental health support.
5. Compliance with International Standards: The company adheres to the principles of ISO 45001, ISO 14001 and ISO 50001 standards, collaborating with international organizations for risk assessments and loss prevention.
6. Safety Training and Continuous Improvement: Mandatory safety training, and upskilling programs for employees, and regular safety audits ensure continuous improvement and compliance.

These measures foster a strong culture of safety leadership and employee engagement while ensuring compliance with global safety standards.

## 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	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

## 14. Assessments 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.

At Sanofi Consumer Healthcare India Limited, all safety incidents and near misses are investigated in accordance with our HSE management system. Corrective and Preventive Actions (CAPA) are identified and systematically implemented to mitigate risks and prevent recurrence. Safety performance is continuously monitored through quarterly reviews. Key initiatives include Driving Behaviour & Vehicle Audits, My Safety Index Audits, and Road Safety Coaching.

### 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 for its employees and workers in the event of an employee's death.

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

The Company upholds the highest standards of regulatory compliance by ensuring that all statutory dues are deposited in strict adherence with applicable laws and regulations. This critical process is subject to rigorous oversight through internal & statutory audits, reinforcing our commitment to accountability and transparency.

Furthermore, we extend these principles across our value chain, expecting our business partners to adhere to the same high standards of ethical conduct, transparency, and regulatory compliance.

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 are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Category	Total no. of affected employees/workers:		No. of employees/workers rehabilitated/ 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 on termination of employment, inline with 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	Sanofi Consumer Healthcare India Limited prioritizes responsible partnerships and implements a rigorous supplier assessment process. This process evaluates key areas such as Health, Safety & Environment (HSE), Corporate Social Responsibility (CSR), Anti-Bribery Due Diligence (ABDD), cybersecurity, and financial stability. A multi-pronged approach is employed, involving direct assessments for critical and high-emitting suppliers, and leveraging third-party platforms for CSR and HSE. The scope of this assessment The program demonstrates Company's commitment to responsible sourcing.
Working Conditions	

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.

There were no instances of risks or concerns identified regarding health and safety practices or working conditions of value chain partners.

**PRINCIPLE 4: Businesses 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.

Sanofi Consumer Healthcare India Limited identifies stakeholders through management interactions, industry benchmarking, and external engagement. Our key stakeholders include patients, employees, healthcare professionals, investors, customers, trade partners, regulators, communities, suppliers, and NGOs. Each contributes to our strategic growth, governance, and commitment to responsible business practices. Through meaningful engagement, we foster trust, transparency, and long-term value creation.

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"> <li>- Market research surveys</li> <li>- Grievance redressal mechanism</li> <li>- Workshops and conferences with patient advocacy groups</li> <li>- Patient support/assistance programs</li> </ul>	Continuous	<ul style="list-style-type: none"> <li>- Insights on strengthening R&amp;D and improving product quality</li> <li>- Responding to queries and complaints</li> </ul>
Healthcare Professionals/ Healthcare Organizations/ Medical Scientific Associations	No	<ul style="list-style-type: none"> <li>- Regular business interactions</li> <li>- Customer satisfaction surveys</li> <li>- Grievance redressal mechanism</li> <li>- Workshops and conferences</li> <li>- Medical educational programs</li> <li>- Sales personnel touchpoints (physical/virtual)</li> </ul>	Continuous	<ul style="list-style-type: none"> <li>- Information in and around the product and therapy area</li> <li>- Insights on strengthening R&amp;D and improving product quality</li> <li>- Frequent engagement and understanding HCP and patient needs Responding to queries and complains</li> </ul>
Local Communities/ NGOs	Yes	<ul style="list-style-type: none"> <li>- Need assessment surveys - Regular meetings through field work</li> <li>- Trainings and workshops</li> <li>- Emails and telephonic conversations</li> <li>- CSR programs</li> <li>- Responding to humanitarian crisis</li> </ul>	Continuous	<ul style="list-style-type: none"> <li>- Increasing awareness and understanding of disease</li> <li>- Providing access to affordable healthcare</li> <li>- CSR Activities</li> </ul>
Employees and Contracted workforce	No	<ul style="list-style-type: none"> <li>- Townhall meeting</li> <li>- Training programs</li> <li>- Employee engagement surveys</li> <li>- Employee engagement programs</li> <li>- Performance appraisal reviews</li> <li>- Grievance redressal mechanism</li> <li>- Emails and meetings</li> </ul>	Continuous	<ul style="list-style-type: none"> <li>- Employee health, safety and wellbeing initiatives</li> <li>- Providing E-learning and development platforms for behavioural and skill development</li> <li>- Employee engagement and satisfaction</li> <li>- Updates and communication on policies, processes, systems</li> </ul>

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
Shareholder/ Investors Community	No	<ul style="list-style-type: none"> <li>- Annual Report - Annual General Meetings (AGM)</li> <li>- One-on-one interactions</li> <li>- Announcement through stock exchanges and media releases</li> <li>- Company website</li> <li>- Dedicated email ID for Investor grievances</li> <li>- Investor/Analyst meet</li> <li>- Quarterly financial statements</li> <li>- Participation in industry bodies</li> <li>- Quarterly corporate governance disclosures</li> </ul>	Continuous / Need basis	<ul style="list-style-type: none"> <li>- Financial performance</li> <li>- Operational performance</li> <li>- New product launches</li> <li>- Business Outlook</li> <li>- Sustainability</li> <li>- CSR programs</li> <li>- Corporate Governance</li> <li>- Material disclosures</li> <li>- MoU, partnerships</li> </ul>
Trade Partners	No	<ul style="list-style-type: none"> <li>- Emails</li> <li>- Meetings</li> <li>- Newsletters</li> <li>- Governance meetings</li> <li>Business partner touchpoints</li> </ul>	Periodically / Need basis	<ul style="list-style-type: none"> <li>- Constant evaluation of GTM models</li> <li>- Ensure availability of products</li> <li>- Explain emerging channels of trade</li> </ul>
Government Authorities	No	<ul style="list-style-type: none"> <li>- Meetings</li> <li>- Representation through industry association</li> <li>- Written communications</li> </ul>	Need basis	<ul style="list-style-type: none"> <li>- Explaining the recommendations for policy, issues pertaining to the industry</li> </ul>

### 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 Consumer Healthcare India Limited, we maintain a structured approach to stakeholder engagement, with department heads regularly interacting with internal and external stakeholders. Insights from these discussions are shared with senior management and the Board, ensuring informed decision-making and transparent communication. The Stakeholders' Relationship Committee is dedicated to addressing shareholder and investor concerns, upholding accountability and trust. Our quarterly Board meetings evaluate key ESG aspects, including safety, environmental performance, and governance initiatives. Additionally, the CSR Committee actively engages with local communities, providing updates to the Board every quarter.

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, at Sanofi Consumer Healthcare India Limited we actively engaged with all our key stakeholders to identify and prioritize the issues that matter plays a crucial role. Through collaborative discussions, we gained valuable insights that help align our strategies with stakeholder expectations, ensuring a responsible approach to business.

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

Since its inception as an independent entity in June 2024, Sanofi Consumer Healthcare India Limited has been committed to engaging with and addressing the concerns of vulnerable and marginalized communities.

**PRINCIPLE 5 Businesses should respect and promote human rights**

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. covered (B)	% (B / A)	Total (C)	No. covered (D)	% (D / C)
<b>Employees</b>						
Permanent	518	518	100 %	493	493	100 %
Other than permanent	0	0	0 %	0	0	0 %
<b>Total Employees</b>	<b>518</b>	<b>518</b>	<b>100 %</b>	<b>493</b>	<b>493</b>	<b>100 %</b>
<b>Workers</b>						
Permanent	79	79	100 %	90	90	100 %
Other than permanent	0	0	0 %	0	0	0 %
<b>Total Workers</b>	<b>79</b>	<b>79</b>	<b>100 %</b>	<b>90</b>	<b>90</b>	<b>100 %</b>

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

Category	CY 2025					CY 2024				
	Total (A)	Equal to Min Wage		More than Min Wage		Total (D)	Equal to Min Wage		More than Min Wage	
		(No. B)	(% B/A)	Wage (No. C)	Wage (% C/A)		Wage (No. E)	Wage (% E/D)	Wage (No. F)	Wage (% F/D)
<b>Employees</b>										
Permanent - Male	425	0	0	425	82%	401	0	0%	401	100%
Permanent - Female	93	0	0	93	18%	92	0	0%	92	100%
Other than Permanent - Male	0	0	0	0	0	0	0	0	0	0
Other than Permanent - Female	0	0	0	0	0	0	0	0	0	0
<b>Workers</b>										
Permanent - Male	76	0	0	76	96%	87	0	0	87	100%
Permanent - Female	3	0	0	3	4%	3	0	0	3	100%
Other than Permanent - Male	0	0	0	0	0	0	0	0	0	0
Other than Permanent - Female	0	0	0	0	0	0	0	0	0	0

## 3. Details of remuneration/salary/wages:

## 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	*	2	*
Key Managerial Personnel (KMP)**	3	13,400,000	0	-
Employees other than BoD and KMP	422	953,517	93	1,072,732
Workers	76	961,404	3	1,047,612

(₹)

\*The Independent Directors of the Company are entitled to receive sitting fees and commission in accordance with the applicable provisions of the Companies Act, 2013. Details of the remuneration paid to the Independent Directors are set out in the Corporate Governance Report. As sitting fees are attendance-based and are determined with reference to the number of meetings of the Board and its Committees attended by each Independent Director, the remuneration payable may vary among Independent Directors. Accordingly, the disclosure of median remuneration is not considered meaningful and has therefore not been presented.

\*Non-Executive Directors who are employees of Group do not receive any Sitting Fees or Commission.

\*\*KMPs include the Executive Director on the Board of the Company.

## 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	25%	-

\*Segregated data for CY 2024 is unavailable, as the entity commenced independent operations on June 1, 2024 pursuant to the demerger from Sanofi Consumer Healthcare India Limited, and data for the transition period is presently not traceable.

## 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, Sanofi Consumer Healthcare India Limited has policies and mechanisms in place to address Human Rights (HR) related issues through various internal teams. These policies define the escalation mechanism for addressing HR issues and support timely identification, reporting and resolution of concerns. The Company is committed to upholding fundamental human rights principles across its operations, ensuring ethical and responsible business practices.

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

Sanofi Consumer Healthcare India Limited conducts human rights assessments in accordance with global guidelines and norms. The Internal Control team provides assessment forms, which are completed by the People & Culture team. These completed declaration forms are then submitted to the Internal Control team for global reporting and compliance. This process ensures adherence to international standards and reinforces the Company's commitment to ethical and responsible business practices.

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

Category	CY 2025			CY 2024		
	Filed during the year	Pending resolution at end of year	Remarks	Filed during the year	Pending resolution ₹ at end of year	Remarks
Sexual Harassment	1	Nil	NA	Nil	Nil	NA
Discrimination at workplace	Nil	Nil	NA	Nil	Nil	NA
Child Labour	Nil	Nil	NA	Nil	Nil	NA
Forced Labour/ Involuntary Labour	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:*

Category	CY 2025	CY 2024
Total Complaints reported under Sexual Harassment of Women at Workplace (POSH)	1	Nil
Complaints on POSH as a % of female employees / workers	1%	0%
Complaints on POSH upheld	1	Nil

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

At Sanofi Consumer Healthcare India Limited, we are committed to maintaining the strict confidentiality of complainants' identities in all grievance-handling processes. Investigations are conducted with the highest level of discretion to prevent any unintended disclosures of identities.

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

Yes, Human Rights requirements are part of our business agreements and contracts.

10. *Assessments for the year:*

Topic	% of offices assessed (by entity, statutory authorities, or third parties)*
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others	NA

\*Internal assessment was undertaken for the year 2025

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

No significant risks or concerns were identified during the assessments; therefore, no corrective actions were required.

**Leadership Indicators**

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

Not Applicable, as there were zero instances of grievances in the Company.

2. *Details of the scope and coverage of any Human Rights Due-Diligence conducted.*

Human Rights Due Diligence is embedded within internal governance mechanisms, through which human rights risks are identified, assessed, and addressed across its operations.

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?*

At Sanofi Consumer Healthcare India Limited, we are committed to fostering an inclusive, accessible, and safe workplace. Our premises are thoughtfully designed to ensure convenience, mobility, and security for everyone. Key accessibility features include dedicated parking spaces, security assistance, wheelchair-accessible washrooms, wide and unobstructed pathways, visual and audio alarms, emergency evacuation chairs, ramps at basement entry points, and braille signage in lifts.

4. *Details on assessment of value chain partners.*

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	The Company prioritizes responsible partnerships and implements a rigorous supplier assessment process. This process evaluates key areas such as Health, Safety & Environment (HSE), Corporate Social Responsibility (CSR), Anti-Bribery Due Diligence (ABDD), cybersecurity, and financial stability. A multi-pronged approach is employed, involving direct assessments for critical and high-emitting suppliers, and leveraging third-party platforms for CSR and HSE. The scope of this assessment program demonstrates the Company's commitment to responsible sourcing. Apart from the above, the Company has not undertaken any additional assessments.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
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.

No significant risks or concerns were identified during the assessments; therefore, no corrective actions were required.

## 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	CY 2025*	CY 2024*
<b>From renewable sources</b>		
Total electricity consumption (A)	642.83 GJ	3,449.09 GJ
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>642.83 GJ</b>	<b>3,449.09 GJ</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	NA	NA
Total fuel consumption (E)	NA	NA
Energy consumption through other sources (F)	NA	NA
<b>Total energy consumed from non renewable sources (D+E+F)</b>	<b>0</b>	<b>0</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>642.83 GJ</b>	<b>3,449.09 GJ</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations)	0.073	0.032
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)	0.0035	0.0015
<b>Energy intensity in terms of physical output</b>	0	0
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA

Note: No assessment/evaluation/assurance has been carried out by an external agency

\*The environmental data may not be directly comparable with the previous reporting period due to a change in the Company's office premises and operational boundaries. During the previous year, the Company operated from office space within a single owner building, whereas in FY 2025, it relocated to a leased office space within a multi-tenant commercial building. Consequently, certain energy and water consumption associated with common areas and shared facilities now fall within the reporting scope of the lessor and are not separately monitored by the Company. Accordingly, year-on-year variations in environmental metrics should be interpreted in the context of this change in occupancy arrangement and reporting boundary

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 Consumer Healthcare India Limited has no 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*
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	428.9	6,231
(iv) Seawater / desalinated water	NA	NA
(v) Others (Rainwater)	506.28	568
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>428.9</b>	<b>6,799</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>935.22</b>	<b>6,799</b>

Parameter	CY 2025*	CY 2024*
<b>Water intensity per rupee of turnover</b> (Total water consumption / Revenue from operations)	0.106	0.94
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	0.0052	-
<b>Water intensity in terms of physical output</b>	0	0
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	NA	NA

Note: No assessment/evaluation/assurance has been carried out by an external agency

\*The environmental data may not be directly comparable with the previous reporting period due to a change in the Company's office premises and operational boundaries. During the previous year, the Company operated from office space within a single owner building, whereas in FY 2025, it relocated to a leased office space within a multi-tenant commercial building. Consequently, certain energy and water consumption associated with common areas and shared facilities now fall within the reporting scope of the lessor and are not separately monitored by the Company. Accordingly, year-on-year variations in environmental metrics should be interpreted in the context of this change in occupancy arrangement and reporting boundary

4. **Provide the following details related to water discharged:**

The environmental data may not be directly comparable with the previous reporting period due to a change in the Company's office premises and operational boundaries. During the previous year, the Company operated from office space within a single owner building, whereas in FY 2025, it relocated to a leased office space within a multi-tenant commercial building. Consequently, certain energy and water consumption associated with common areas and shared facilities now fall within the reporting scope of the lessor and are not separately monitored by the Company. Accordingly, year-on-year variations in environmental metrics should be interpreted in the context of this change in occupancy arrangement and reporting boundary

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

Not applicable as the Company carries out operations in a leased spaced in a multi tenant building and hence, this would be in the scope of lessor

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

The Company operates exclusively from office premises within a leased, multi-tenant commercial building and does not undertake any manufacturing, processing, or warehousing activities. There are no owned or controlled emission sources such as boilers, furnaces, DG sets, or industrial processes that would result in measurable non-GHG air emissions.

Parameter	Please specify unit	CY 2025*	CY 2024
NOx	MT	NA	0.000817
SOx	MT	NA	0.445411
Particulate matter (PM)	MT	NA	0.001164732
Persistent organic pollutants (POP)		NA	NA
Volatile organic compounds (VOC)		NA	NA
Hazardous air pollutants (HAP)		NA	NA
Others – please specify		NA	NA

Note: No assessment/evaluation/assurance has been carried out by an external agency

\*The environmental data may not be directly comparable with the previous reporting period due to a change in the Company's office premises and operational boundaries. During the previous year, the Company operated from office space within a single owner building, whereas in FY 2025, it relocated to a leased office space within a multi-tenant commercial building. Consequently, certain energy and water consumption associated with common areas and shared facilities now fall within the reporting scope of the lessor and are not separately monitored by the Company. Accordingly, year-on-year variations in environmental metrics should be interpreted in the context of this change in occupancy arrangement and reporting boundary

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

Parameter	Unit	CY 2025*	CY 2024*
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	0	5.04
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	0	0
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0	0.00070
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		0	0
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>		0	0
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity		0	0

Note: No assessment/evaluation/assurance has been carried out by an external agency

\*The environmental data may not be directly comparable with the previous reporting period due to a change in the Company's office premises and operational boundaries. In CY 2025, the Company relocated from a single-owner building to a leased office in a multi-tenant commercial building, resulting in certain common area energy and water consumption being outside the Company's reporting boundary. Further, the Company has transitioned to green energy at the new Opella office and accordingly reports nil Scope 1 and Scope 2 greenhouse gas emissions for CY 2025. Accordingly, year-on-year variations should be interpreted in this context.

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

As this marks the Company's second year of operations, efforts are currently underway to identify and initiate the most appropriate project aimed at effectively reducing greenhouse gas emissions.

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

Parameter	CY 2025	CY 2024
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	0	0.30
E-waste (B)	0	1.37
Bio-medical waste (C)	0	1.74
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0	0
Other Non-hazardous waste generated (H). Please specify, if any. (Card board, Paper, metal scrap, glass waste, wood waste + miscellaneous non-hazardous waste) (Break-up by composition i.e. by materials relevant to the sector)	5.08	49.15
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>5.08</b>	<b>52.56</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations)	<b>0.00058</b>	0.0073
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	0.0000293	-

Parameter	CY 2025	CY 2024
<b>Waste intensity in terms of physical output</b>	0	0
<b>Waste intensity</b> (optional) – the relevant metric may be selected by the entity	0	0
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	5.08	3.230
(ii) Re-used	NA	NA
(iii) Other recovery operations	NA	NA
<b>Total</b>	<b>5.08</b>	<b>3.230</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

Note: No assessment/evaluation/assurance has been carried out by an external agency

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.*

The Company 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.

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 the sites are located/situated in/around 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, the Company 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:*

Sr. 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
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During the reporting period, there were no instances of non-compliance with applicable laws, regulations, or guidelines in India. Additionally, the Company holds a valid Consent to Operate, issued by the respective State Pollution Control Board (SPCB).

## Leadership Indicators

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

None of the Company's operational sites are located in water-stressed areas. Accordingly, the relevant disclosure is not applicable to the Company.

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

Sanofi Consumer Healthcare India Limited is currently not tracking its Scope 3 emissions, however shall start mapping the same across its operations in the upcoming years.

**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 our operations do not operate in any of the 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	Outcome of the initiative
1	Energy Efficient Sensors	Daylight and occupancy sensors in enclosed rooms/open workstations, Energy Star Rated appliances, 100% LED fixtures, and Enhanced Metering with BMS integration.	Energy Savings of up to 12%
2	Water Saving Sensor Taps	Use of Low Flow Fixtures, sensor taps, and efficient appliances.	Water savings of 47.32%
3	Water Saving Sensor Taps	Use of recycled water for non-potable uses like flushing.	Water savings of 88%
4	Waste Recycling	Segregation of Construction and Demolition Waste for recycling/sale; operational waste segregation (wet, dry, reject, and e-waste bins).	More than 90% of waste diverted from landfills
5	Awareness Programme	Educational awareness via signages to reduce resource consumption.	Reduction in resource consumption

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

Sanofi Consumer Healthcare India Limited has a well-defined Business Continuity and Disaster Recovery Plan to ensure operational resilience during emergencies. The plan enables swift response and recovery from disruptions arising due to natural calamities, man-made incidents, or unforeseen events. It is periodically reviewed and updated, incorporating lessons from past disruptions such as cyclones, floods, and pandemics. Aligned with the Company's risk management framework, it focuses on assessing potential threats and implementing mitigation strategies to minimise impact and ensure business continuity

**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.**

Sanofi Consumer Healthcare India Limited conducts due diligence to identify and mitigate risks across our supply chain, ensuring operational resilience and business continuity. During the reporting period, we did not identify any significant risks or concerns related to human rights, environmental impact, or health and safety across the value chain.

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

Nil; However, we shall look forward to assessing our suppliers on environmental parameters in upcoming years.

**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.*

We have four 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.*

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
2	Organization of Pharmaceutical Producers of India (OPPI)	National
3	Indo French Chamber of Commerce and Industry (IFCCI)	National
4	Advertising Standards Council of India (ASCI)	National

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 as no cases of anti-competitive conduct were identified during the reporting period.		

**Leadership Indicators**

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

Sr. 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.	Sanofi Consumer Healthcare India Limited actively collaborates with trade and industry chambers/ associations to engage with government and regulators. We are committed to responsible and transparent policy advocacy, ensuring our efforts align with national interests maintaining highest standards of safety and compliance, while fostering a conducive regulatory environment for sustainable growth.	Sanofi Consumer Healthcare India Limited has a voice at industry chambers/ associations and through meaningful representations addresses critical sectoral issues. We proactively drive policy reforms that have long-standing positive impact to the society while ensuring growth for the stakeholders.	No	NA	NA

**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
NA					

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

Sr. 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 the CY (In ₹)
NA						

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

Sanofi Consumer Healthcare India Limited is committed to fostering strong community engagement and ensuring effective grievance redressal. The Company runs periodic gatherings and encourages feedback, inquiries or grievances that are reported, addressed and recorded.

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

Category	CY 2025	CY 2024
Directly sourced from MSMEs/ small producers	30%	*
Directly from within India	64%	*

\* Segregated data for the calendar year 2024 is unavailable, as the entity commenced independent operations on 1<sup>st</sup> June 2024, following its incorporation in 2023 and subsequent demerger.

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	4 %	Segregated data for CY 2024 is unavailable, as the entity commenced independent operations on 1 <sup>st</sup> June 2026 pursuant to the demerger from Sanofi Consumer Healthcare India Limited, and data for the transition period is presently not traceable.
Semi-urban	33 %	
Urban	42 %	
Metropolitan	21 %	

**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):

Not Applicable as 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 ₹)
1.	Adilabad District (Narnoor)	Nil*

\*The expenditure relating to activities undertaken in the Aspirational District forms part of the Company's overall CSR programme expenditure and is not separately identified or monitored at the district level.

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups? (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:

None of our products have any ingredient that is derived from any indigenous product or through any existing traditional knowledge/native ingredient or any traditional communities/local population in India

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.

Not Applicable

6. Details of beneficiaries of CSR Projects.

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Project Amrit	58,212	21.5%
2.	Project Van Mitra	Estimated population within a 3 km radius: 20,000 (potential beneficiaries).	Not ascertainable due to the nature of the project.

## 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.

The Company has established robust processes for the timely receipt, recording, investigation, and resolution of customer complaints, concerns, and feedback in accordance with applicable regulatory, safety, quality, and pharmacovigilance requirements.

Customer communications relating to products are categorised as Adverse Events (AEs), Product Technical Complaints (PTCs), or Medical Information inquiries and are logged in the respective internal systems within prescribed timelines. AEs are managed and reported to the relevant Health Authorities by the Pharmacovigilance function, while PTCs and Medical Information inquiries are investigated and addressed within defined timelines. The end-to-end management of such cases is monitored through key performance indicators to ensure effective resolution and compliance.

Consumers may submit concerns and feedback to [customercare.chc@sanofi.com](mailto:customercare.chc@sanofi.com), Product Technical Complaints (PTCs) to [ptcindia.chc@sanofi.com](mailto:ptcindia.chc@sanofi.com), and Adverse Events (AEs) to [CHCPV.INDIA@sanofi.com](mailto:CHCPV.INDIA@sanofi.com).

2. *Turnover of products and/ services as a percentage of turnover from all products/service 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	86 %

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	NA	NA	0	NA	NA
Advertising	0	NA	NA	0	NA	NA
Cyber-security	0	NA	NA	0	NA	NA
Delivery of essential services	0	NA	NA	0	NA	NA
Restrictive Trade Practices	0	NA	NA	0	NA	NA
Unfair Trade Practices	0	NA	NA	0	NA	NA
Other*	124	Nil	NA	138	Nil	NA

\* Includes consumer complaints and other product-related reports, including Adverse Event (AE) reports, received during the reporting period.

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

	Number	Reasons for recall
Voluntary recalls	None	NA
Forced recalls	None	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 privacy framework is global in nature, with Privacy Notices publicly available on its website covering all applicable categories of individuals and use cases. Stakeholders may also exercise their data protection rights directly through Privacy Center. For employees, a Workers Privacy Policy exists at the country level and is made available internally to all workers.
- Link for policy : **Opella Data Privacy Standard**

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 during CY 2025.

7. *Provide the following information relating to data breaches:*

a. *Number of instances of data breaches*

There were zero instances reported on the data breaches for Sanofi Consumer Healthcare India Limited.

b. *Percentage of data breaches involving personally identifiable information of customers*

Not Applicable

c. *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).*

All our brands, with the exception of DePURA and Festal, are classified as Schedule H drugs and, accordingly, cannot be directly promoted to consumers. As a strategic choice, we invest in demand generation initiatives for DePURA, while ensuring full compliance with applicable regulations. Our consumer engagement efforts for DePURA include targeted digital campaigns, such as Instagram and YouTube advertising, as well as content disseminated through our official Instagram handle (@depura\_official). These initiatives are designed to educate consumers on the brand's benefits and the science underpinning the product in a simple and accessible manner.

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

At Sanofi Consumer Healthcare India Limited, each product is accompanied by an informational insert designed to educate consumers on its proper usage. These inserts provide essential details, including composition, benefits, safe usage guidelines, and recommended storage conditions. To further enhance access to comprehensive product information, product packaging may also include a QR code linking to the Product Information (PI) document, enabling consumers to conveniently access detailed information on product safety, usage instructions, precautions, and other relevant product details.

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

In adherence to the regulations set forth by the National Pharmaceutical Pricing Authority, we adhere to a transparent process regarding the discontinuation of any scheduled formulation. This entails issuing a public notice to relevant stakeholders and notifying the Government at least six months in advance of the intended discontinuation date.

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)*

Yes, at Sanofi Consumer Healthcare India Limited, we ensure that product information for our entire range complies with all applicable local regulations. By prominently displaying clear and concise warnings on product packaging, we aim to enhance awareness among healthcare professionals and patients.