

**Raj Verma**

Chief Culture, Inclusion & Experience Officer, Sanofi

Raj Verma joined Sanofi in December 2020 and serves as the company's Chief Culture, Inclusion & Experience Officer. A seasoned HR leader with more than 25 years of global experience, Raj has built his career on transforming workplace culture, modernizing HR practices, and fostering environments where people feel valued, included, and empowered to thrive. His work is rooted in the belief that employee experience and everyday moments of engagement are powerful drivers of business performance and social progress.

Raj's career spans senior HR leadership roles across country, regional, and international markets. Before joining Sanofi, he held various HR positions at several leading organizations, including Ford Motor Company, Jaguar Land Rover, Santander, and Sodexo - where he served as Global Senior Vice President of HR. Throughout his career, he has led major transformation initiatives and guided organizations through complex change with a focus on people centric leadership.

He is a Fellow of the Chartered Institute of Personnel and Development (CIPD) and a qualified leadership coach. Raj holds degrees in Law and Management, along with an Executive MBA.

Deeply committed to social impact, Raj serves on the board of Barnardo's, the UK's oldest and leading children's charity. His contributions to business have been recognized externally, earning him multiple placements among the Top 100 Ethnic Minority Leaders.