



## **SANOFI INDIA LIMITED**

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

#### **1. Purpose**

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

#### **2. Process**

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

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

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

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

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

### Details of familiarization programs imparted to Independent Directors in 2020

| Date                            | Details of familiarization programs  | Name of Independent Directors |  |                 |  |
|---------------------------------|--|-------------------------------|--|-----------------|--|
|                                 |  | Mr. Aditya Narayan            | Mr. Rangaswamy Iyer (Upto 30 <sup>th</sup> March 2020) | Ms. Usha Thorat | Mr. Rahul Bhatnagar (w.e.f 29 <sup>th</sup> July 2020) |
|                                 |  | Duration (Hours)              |  |                 |  |
| 25 <sup>th</sup> February 2020  | Quarterly update   | 0.5                           | 0.5  | 0.5             | NA   |
| 19 <sup>th</sup> May 2020       | Quarterly update   | 0.5                           | NA   | 0.5             | NA   |
| 28 <sup>th</sup> July 2020      | Quarterly update   | 0.5                           | NA   | 0.5             | NA   |
| 25 <sup>th</sup> September 2020 | Induction program - Organization structure, people, ethics and compliance, HSE, COVID impact, business overview, pharma industry overview, key products and performance of the Company | -                             | NA   | -               | 3  |
| 29 <sup>th</sup> September 2020 | Induction program - Financials 2019, Financials H1 2020, Balance sheet, Cash Flow, RPTs, Internal Controls, Internal Audits, manufacturing operations                                  | -                             | NA   | 2               | 3  |
| 1 <sup>st</sup> October 2020    | Talent acquisition, succession planning, CSR program   | -                             | NA   | 2               | 3  |
| 27 <sup>th</sup> October 2020   | Quarterly update   | 1                             | NA   | 1               | 1  |

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

### Details of familiarization programs imparted to Independent Directors in 2016 – 2020

| Sr. No. | Name of Independent Director | No. of sessions attended from 2016 to 2020 | No. of Sessions attended in 2021 | Cumulative sessions attended till date | Number of hours spent from 2016 to 2020 | Number of hours spent 2021 | Cumulative hours spent till date |
|---------|------------------------------|--|----------------------------------|--|---|----------------------------|----------------------------------|
| 1       | Mr. Aditya Narayan           | 19   | 1                                | 20                                     | 31 hours 30 min                         | 1 hour                     | 32 hours 30 mins                 |
| 2       | Ms. Usha Thorat              | 20   | 1                                | 21                                     | 35 hours                                | 1 hour                     | 36 hours                         |
| 3.      | Mr. Rahul Bhatnagar          | 4  | 1                                | 5                                      | 10 hours                                | 1 hour                     | 11 hours                         |