

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 2023

Date	Details	Directors		
		Mr. Aditya Narayan	Ms. Usha Thorat	Mr. Rahul Bhatnagar
February, 2023	Annual Update on Performance, Internal Controls and Compliances update	30 min	60 min	60 min
February, 2023	HR Related – Polices, Compensation & benefits, Talent management and the Succession Planning programmes	30 min	30 min	30 min
April, 2023	Business synergies, Review of opportunities and strategies for the growth of each respective businesses and unlocking of shareholder value	30 min	30 min	30 min
May, 2023	Strategy, Demerger & Restructuring, Quarterly update on performance, Risk Management Framework, Internal Controls and Compliances update	90 min	90 min	90 min
August, 2023	Quarterly update on performance, Tax related regulatory changes, Related Party Transaction Framework and Policy, Internal Controls and Compliances update	30 min	60 min	60 min
November, 2023	Quarterly update on performance, Organization Structure, Industry Overview, Macro-economic Trends, Strategy discussions, etc., Cyber Security and Internal controls on Cyber security	60 min	60 min	60 min

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

Details of familiarization programs imparted to Independent Directors in 2016 – 2023

Sr. No.	Name of Independent Director	No. of sessions attended from 2016 to 2022	No. of Sessions attended in 2023	Cumulative sessions attended till date	Number of hours spent from 2016 to 2022	Number of hours spent 2023	Cumulative hours spent till date
1	Mr. Aditya Narayan	26	5	31	37 hours 30 min	4 hours 30 min	42 hours
2	Ms. Usha Thorat	27	5	32	41 hours 30 min	5 hours 30 min	47 hours
3.	Mr. Rahul Bhatnagar	11	5	16	16 hours 30 min	5 hours 30 min	22 hours