

SANOFI INDIA LIMITED

BOARD DIVERSITY POLICY

Purpose

This Policy aims to set out the approach to achieving diversity for the Boards of Directors (“the Board”) of Sanofi India Limited (“Sanofi”).

Scope

This policy applies to the Board. It does not apply to employees of Sanofi.

Policy Statement

In its Code of Ethics, Sanofi has committed to ‘Respect for the Individual’ and fostering of a stimulating, creative and non-discriminatory workplace environment for all our employees and partners, while respecting diversity and personal dignity. The Code of ethics prohibits all forms of discrimination on grounds such as: gender; age; origin; religion; sexual orientation; physical appearance; health; disability; trade union membership.

Sanofi believes that a diverse Board will contribute to the achievement of its strategic and commercial objectives by enhancing quality and responsible decision making capabilities.

Measurable objectives

Nomination and Remuneration Committee (“the Committee”) is responsible for reviewing the structure, size and composition of the Board and identification of suitable candidates to occupy the Board positions. It will recommend to the Board, the appointment of new Directors on the Board, from time to time, in order to ensure that it has a balanced composition of skills, experience and expertise appropriate to the requirements of the business of the Company, with due regard to the benefits of diversity on the Board.

The Board shall have optimum combination of Executive, Non-Executive and Independent Directors as per the requirements of Companies Act, 2013; Listing requirements, Articles of Association and any other contractual obligations of Sanofi.

During the annual performance evaluation of the Board, the criteria of diversity will also be evaluated.

Responsibility and review

The Committee will review and recommend appropriate revisions in this Policy to the Board.