



14th August 2025

The Secretary,
BSE Limited,
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai 400 001

The Secretary,
The National Stock Exchange of India Limited
Exchange Plaza, 5th Floor,
Plot No. C/1, G Block,
Bandra-Kurla Complex, Bandra East,
Mumbai 400 050

Sub: Change in Senior Management Personnel – Disclosure under Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

Dear Sir/ Madam,

In compliance with Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“SEBI Listing Regulations”), we wish to inform you that, Ms. Surabhi Kaul, People Director - SEA&I, will cease to be a Senior Management Personnel (“SMP”) of the Company effective from the close of business on 14th August 2025, in view of her movement to another role within the Sanofi group.

Further, we wish to inform you that, upon the recommendation of the Nomination and Remuneration Committee, the Board of Directors have appointed Ms. Richa Bakshi as the People Excellence Lead (SMP), with effect from 18th August 2025.

The information required in terms of Regulation 30 read with Schedule III of the Listing Regulations and SEBI Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated 11th November 2024 is enclosed as ‘Annexure-I’ to this letter.

This intimation is also being uploaded on the website of the Company and can be accessed at [Disclosures under Reg. 30 of the Listing Regulations](#)

This is for your information and records.

Thanking you,

For **Sanofi India Limited**

Arjun Thakkar

Company Secretary & Compliance Officer
Membership No: A22654

Information as required under Regulation 30 read with Schedule III - Para A of Part A of SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015

1. Cessation of Ms. Surabhi Kaul as a Senior Management Personnel:

Sr. No.	Particulars	Description
1.	Reason for change viz. appointment, resignation, removal, death or otherwise;	Cessation as a Senior Management Personnel of the Company, in view of her movement to another role within the Sanofi group.
2.	Date of appointment / cessation (as applicable) & term of appointment;	Effective from the close of business on 14 th August 2025
3.	Brief profile (in case of appointment)	Not Applicable
4.	Disclosure of relationships between directors (in case of appointment of a director).	Not Applicable

2. Appointment of Ms. Richa Bakshi as the People Excellence Lead (Senior Management Personnel):

Sr. No.	Particulars	Description
1.	Reason for change viz. appointment, resignation, removal, death or otherwise;	Appointment of Ms. Richa Bakshi as the People Excellence Lead of the Company (Senior Management Personnel)
2.	Date of appointment / cessation (as applicable) & term of appointment;	Date of Appointment – With effect from 18 th August 2025 Term of Appointment – Whole-time Employment
3.	Brief profile (in case of appointment)	With over 16 years of experience in leading large and diverse teams across geographies, Ms. Richa Bakshi is an energetic, dynamic, and high-potential HR leader, bringing cohesive experience in leading HR at the plant

		<p>level, which gives her a solid understanding of the blue-collar workforce. She was previously associated with Procter & Gamble as the HR Director – Supply Chain, India and Africa, Middle East (IMEA) & AMA (Asia, Middle East, Africa).</p> <p>She holds a BA LLB (Hons) degree from University of Nottingham, England and Post Graduate Diploma (PMIR) from Xavier Labor Relations Institute, Jamshedpur.</p>
4.	Disclosure of relationships between directors (in case of appointment of a director).	Not Applicable