

COHIZON *Connect*

QUARTERLY NEWSLETTER - Q1 FY25

Quarter 1

FOR INTERNAL CIRCULATION ONLY

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Message from MD & CEO

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Dear Valued Stakeholders, Partners, and Employees,

Cohizon Life Sciences' rebranding signifies a strategic shift towards enhanced customer centric approach, research & development, and sustainability through continuous improvements, developing new chemistry platforms and diversification and expansion of customer base in specialty chemicals industry segment. The company aims to be a leading CDMO partner through responsive solutions, pioneering R&D, digital transformation, and sustainable practices, while empowering its workforce.

Aligned with our growth strategy's focus on continuous improvement and cost reduction, we have initiated an internal drive "Lakshya" across the company using lean & six sigma tools and techniques along with digital interventions in our key processes at manufacturing and other functions. We are also focusing on diversifying our product portfolio and customer base to unlock new revenue stream.



As an organization, we are committed to strengthening our relationships with customers through the implementation of continuous improvement initiatives focused on cost efficiency and sustainability. To reinforce our dedication to fostering a positive and inclusive workplace, we will continue to invest in skill development and embrace diversity and inclusion as key elements of our organization.

Sincerely,

Rajesh Srivastava
Managing Director & CEO,
Cohizon Life Sciences Ltd.

Leadership Speak



Digital Transformation and its Impact on the Workforce

At Cohizon, digital transformation integrates technology across R&D, manufacturing, and customer engagement to deliver faster, safer, and cost-effective solutions. It supports our vision as a trusted innovation partner by driving scalability, regulatory excellence, and supply chain transparency. Key drivers include client demands for real-time visibility, operational efficiency, faster innovation, regulatory compliance, and unified digital systems.

This shift redefines workforce planning by combining domain expertise with digital skills and prioritizing tech-enabled talent thus fostering a culture focused on accountability and continuous improvement.

At Cohizon we ensure that our people are prepared and supported throughout this transformation journey. By aligning HR strategies with digital initiatives, we can foster a culture that embraces change, nurtures talent, and drives innovation. Ultimately, a successful digital transformation is not just about technology; it's about enabling our workforce to thrive in the future of work.

Together, these efforts ensure that the organization's digital transformation not only enhances operational excellence but also builds a resilient, skilled, and inclusive workforce- positioning the company for sustained innovation and success in a rapidly evolving industry.

-Kartik Iyer
Chief Human Resources Officer



Our Business Growth & Horizons

COHIZON IGNITES NEW OPPORTUNITIES AT CHEMSPEC EUROPE 2025

Cohizon Life Sciences made a notable impact at Chemspec Europe 2025, the leading international exhibition for fine and specialty chemicals, held in Cologne, Germany, from 4th June to 5th June 2025.

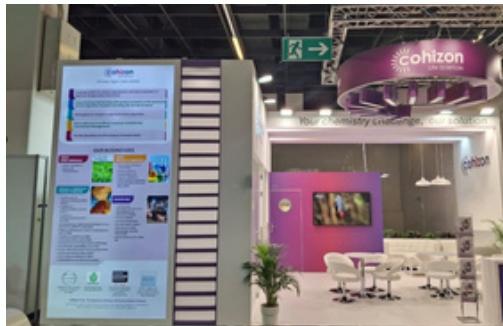
We proudly showcased our CDMO capabilities, highlighting our role as a technology-driven, globally integrated chemical manufacturing partner.

With over 50 pre-scheduled meetings and numerous valuable interactions, we explored new opportunities and strengthened relationships across the agrochemical, specialty chemical, and pharmaceutical sectors.

Key discussions focused on multi-step synthesis, flow chemistry, and regulated intermediates.

There was strong interest in our pilot-to-plant model, digital manufacturing, and commitment to sustainability. Chemspec Europe was an excellent platform for networking and collaboration.

Thank you to all who visited us- your enthusiasm drives our continued innovation and global growth. We're actively following up on all leads and look forward to the next steps.



R&D ADVANCEMENTS AT COHIZON

At Cohizon, our R&D Department continues to redefine operational excellence through continuous innovation. Recent advancements reflect our commitment to scalable, technology-driven chemistry solutions.



Our transition from R&D to Pilot and commercial-scale research in flow chemistry not only enhances throughput but also establishes a platform for agile and safer innovation.



EXPANDING HORIZONS: OUR NEW PILOT PLANT IN ACTION

We are excited to announce the Upcoming commissioning of our state-of-the-art Pilot Plant, set to operationalize in Q3. This cutting-edge facility is equipped with advanced infrastructure, including 14 reactors, 2 autoclaves, and 2 centrifuges, ensuring robust process capabilities and enhanced operational efficiency.

This commissioning marks a significant milestone in our commitment to innovation and excellence in chemical manufacturing. With a focus on scalability, efficiency, and safety, we're poised to take our manufacturing capabilities to the next level.



Sustainability: Our Enduring Commitment

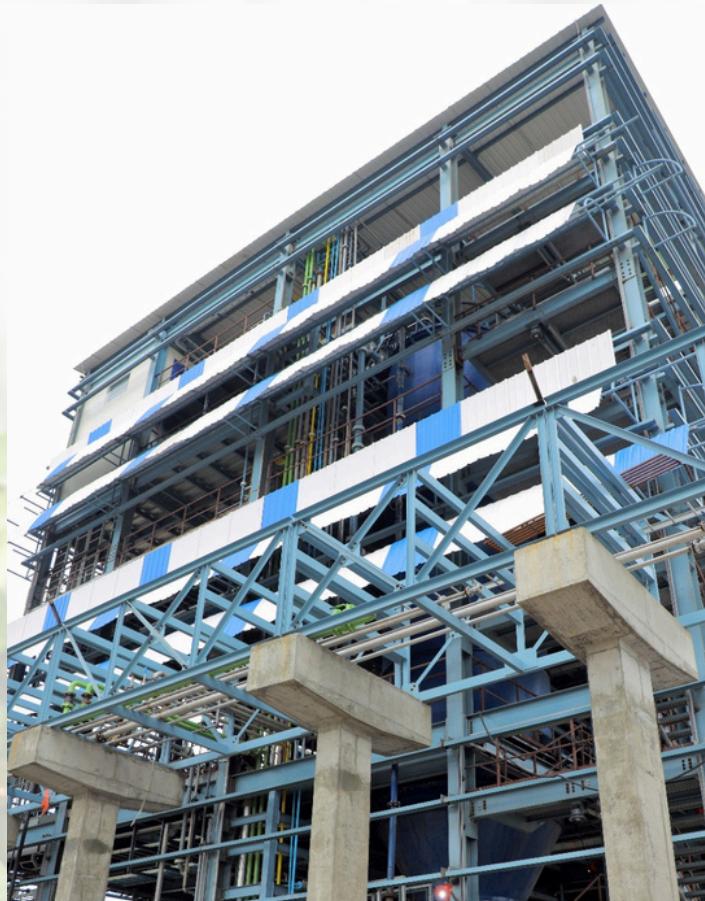
BOOSTING CAPABILITIES: INAUGURATION OF CACL2 PLANT (SITE-3)

We are thrilled to announce the successful inauguration of our new CaCl_2 plant (Site 3) on 13th June 2025, a major milestone in our journey of growth and operational expansion.

The inauguration ceremony was honored by the presence of our Chief of Operations & Executive Director, Mr. C. B. Bhardwaj, who formally commissioned the unit with a traditional pooja ritual.

This new plant reflects our commitment to sustainable practices, as it eliminates the need to dispose of hydrochloric acid (HCl) off-site, reducing environmental risks and preventing potential hazards linked to waste transport.

This investment strengthens our focus on responsible, environmentally sound operations.



RESPONSIBLE CARE CERTIFIED: COHIZON LIFE SCIENCES' COMMITMENT TO EXCELLENCE

Cohizon Life Sciences Ltd. is proud to announce that we've received the prestigious Responsible Care Certificate from Dr. Ilham Kadri, President of the International Council of Chemical Associations.

Mr. Rajesh Srivastava, our Managing Director & CEO, accepted the award on behalf of Cohizon. This certification reflects our strong commitment to health, safety, environmental stewardship, and sustainability in the chemical industry.

Responsible Care is our pledge to operate with integrity, prioritize safety, and continuously improve environmental performance. It's more than a milestone, it's a reminder of our duty as responsible industry leaders.

We thank everyone involved. Our team remains dedicated to advancing Responsible Care principles and driving positive change for our people, communities, and planet.



DRIVING SUSTAINABILITY: PURPOSE-LED, RESPONSIBILITY-DRIVEN

- Awarded a Silver rating by **EcoVadis**, Cohizon Life Sciences Ltd. ranks in the top 10% globally, achieving a 90th percentile score, reflecting our dedication to sustainable and responsible business practices.
- Securing a Level C 'Awareness' score in both Climate and Water Security by **CDP**, Cohizon Life Sciences Ltd. demonstrates its proactive transparency and early-stage action in environmental responsibility.
- Recognized by **S&P Global**, we stand among the globally rated ESG performers, reinforcing our commitment to advancing environmental, social, and governance standards.
- Certified by **Nicer Globe**, Cohizon Life Sciences strengthens its commitment to safe, sustainable, and responsible chemical logistics across India.



S&P Global



COHIZON LIFE SCIENCES DRIVES GREEN ACTION & AWARENESS

This World Environment Day, themed #BeatPlasticPollution, Cohizon Life Sciences led impactful initiatives promoting environmental stewardship.

In partnership with GPCB, AIA, and NAA, we conducted a Cleanliness Drive focused on responsible waste management.

Highlights included a Plantation Drive to boost green cover, an Oath Ceremony pledging environmental protection, an Awareness Rally, and engaging competitions with prize distribution.

We thank GPCB for their support and remain committed to building a cleaner, more sustainable future.



PROJECT UDAAN: INVESTING IN TOMORROW'S TALENT

On 24th May 2025, a total of 25 students graduated from the two-year Chemical Laboratory Technician Course under Project Udaan, a CSR initiative by Cohizon Life Sciences. Supported with education and hands-on training at our facilities, the event marked a proud moment of community empowerment. Certificates were awarded by Cohizon leaders and the Ankleshwar Environmental Preservation Society.



We congratulate all graduates and look forward to the impact they'll make in the chemical industry and beyond!

COHIZON LIFE SCIENCES COMMITS TO ADVANCED HEALTHCARE SUPPORT AT BAPS HOSPITAL



Cohizon Life Sciences donated Dialysis Machines, a Blood Culture Machine, and Ophthalmology Equipment to BAPS Shastriji Maharaj Charitable Hospital, Vadodara, enhancing patient care as part of our healthcare-focused CSR efforts.



Life at Cohizon: Our People, Our Strength

A LOOK AT OUR TRAINING & AWARENESS INITIATIVES

Cohizon Life Sciences continues to drive workplace safety, health, and awareness through impactful initiatives — from cancer awareness sessions and contractor safety workshops to MIQA and PSI trainings.



A LOOK AT OUR TRAINING & AWARENESS INITIATIVES

With over 450 workers inducted, ERT trainings conducted, and specialized health camps held at Ankleshwar, we reinforce our commitment to a safer, healthier, and more empowered workforce.



EMBRACING WELLNESS: CELEBRATING INTERNATIONAL YOGA DAY

On International Yoga Day, employees across our organization joined guided sessions- including Chair Yoga and mindful breathing- led by experts from Gauri Fitness Studio.

The events promoted physical and mental well-being, ending with refreshments to foster community. This celebration highlights our ongoing commitment to wellness and a healthy workplace culture.



PITCH PERFECT FUN: IPL OUTING

On April 19, 2025, employees came together for an exciting outing to watch the IPL match between Gujarat Titans and Delhi Capitals. From the shared journey and meals to cheering every boundary, the day was full of laughter, bonding, and team spirit. Events like this strengthen our culture of camaraderie and appreciation- thank you to our leadership for making it possible!



CELEBRATING OUR PEOPLE



Every month, we come together to mark our team members' special days with warm wishes and sweet treats, spreading joy and appreciation across the workplace. Here's to more smiles and memorable moments!



From Your Desk to Our Pages

THE INVISIBLE FORCE - HOW CULTURE DRIVES SUCCESS THROUGH BELONGING

Company culture, though often undefined, is a powerful, invisible force that profoundly influences employee innovation, well-being, potential, and performance. This culture is intrinsically shaped by leadership, as leaders are the architects of an organization's values. They are the primary custodians and champions of organizational performance, particularly in cultivating belongingness, the profound feeling of being accepted, valued, and integral to a team. In today's competitive landscape, fostering a strong, inclusive culture isn't merely a soft skill, it's a strategic imperative for talent retention and engagement.

Leaders cultivate organization's culture by communicating with empathy, fostering psychological safety, championing Diversity, Equity, and Inclusion (DEI), investing in employee development, and recognizing contributions. By understanding the statistical and emotional power of belonging, underpinned by genuine empathy, leaders can shape a company culture where employees don't just work, but truly thrive. A great place to work isn't awarded, it's built and curated in all its forms. We can create a workplace where every employee feels a sense of belonging, value, and respect. Let's innovate and grow bigger and better as an organization with a stronger culture to look forward to.

-Yukta Prakash
Corporate Communications & Branding

INTRODUCING 'FROM YOUR DESK TO OUR PAGES'

We're excited to launch a new column in our quarterly newsletter, celebrating employee voices! Share your articles, insights, or personal stories - whether it's an inspiring experience, a fresh idea, or a unique perspective.

To contribute: Send your write-up to corpcomm@cohizon.com.

Selected entries will be featured in upcoming editions.

Let's make Cohizon Connect a platform *by our people, for our people!*

#WeAreCohizon



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