

Cohizon's

SUSTAINABILITY REPORT 2024-25

Building a Sustainable Legacy





WELCOME
2024-25
Sustainability
Report

TABLE OF CONTENT

ABOUT THE REPORT	04
LETTER FROM THE MANAGING DIRECTOR & CEO	08
MESSAGE FROM THE EXECUTIVE DIRECTOR & CHIEF OF OPERATIONS	10
KEY HIGHLIGHTS	12
ABOUT US	14
GOVERNANCE	32
SOCIAL	98
ENVIRONMENT	152
INNOVATION	194
ANNEXURE	198
OUR JOURNEY TOWARDS SUSTAINABLE GROWTH	206

ABOUT THE REPORT

The 2024-25 ESG Report of Cohizon Life Sciences Limited reflects a continuous commitment to responsible growth and transparency in disclosing its sustainability performance.

It provides insight into how we integrate environmental stewardship, social responsibility, and strong governance into our operations and long-term strategic decision-making.

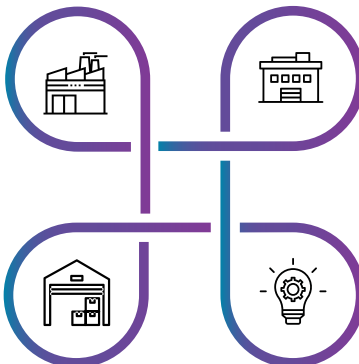
”
The report also highlights our contributions to national development priorities while aligning with global sustainability imperatives.

REPORTING BOUNDARIES

The ESG report presents Cohizon’s ongoing efforts to embed sustainable practices across its operations and stakeholder ecosystem. The scope of this report covers all operations under Cohizon’s direct control, including:

Manufacturing Plants (Units 1 and 2)

Located at Ankleshwar, with capabilities spanning intermediates to speciality chemicals.



Corporate Headquarters

Based in Mumbai, serving as the nerve centre for governance and strategic direction.

Guest House

Located at Ankleshwar

Research & Development Facility

Located in Navi Mumbai, dedicated to advanced R&D and process innovation.

SUBSIDIARIES, JOINT VENTURES, ASSOCIATE COMPANIES WHERE COHIZON DOES NOT HAVE OPERATIONAL CONTROL, LEASED FACILITIES, AND OUTSOURCED OPERATIONS ARE EXCLUDED FROM THIS SCOPE.

The report has been developed in accordance with the Global Reporting Initiative (GRI) Standards and the Sustainability Accounting Standards Board (SASB) framework, underscoring our commitment to transparency and global reporting consistency. All sustainability data

included in this report has been derived from Cohizon’s Enterprise Resource Planning (ERP) system, which supports financial reporting, and from our Human Resource Information Systems (HRIS), ensuring the accuracy and reliability of workforce related information.

To maintain the integrity of the information disclosed, the data undergoes structured internal reviews and independent external evaluations.

The reporting period covered in this document spans the full financial year 2024 (April 1, 2024, to March 31, 2025), providing a comprehensive overview of Cohizon’s sustainability performance during the year.

Reporting Framework Alignment









Framework	Alignment Focus	Benefits
GRI Standards	Comprehensive ESG reporting against globally accepted metrics	Transparency and comparability
SASB Standards	Industry-specific disclosures relevant to investors	Financial materiality and performance focus
UN Global Compact (Communication on Progress)	Reporting on human rights, labour, environment, and anti-corruption principles	Evidence of responsible business conduct
UN Sustainable Development Goals (SDGs)	Contribution to national and global development priorities	Stakeholder alignment and impact visibility

Forward-Looking Perspective

This report presents our performance for the year and includes forward-looking statements that reflect our ambitions and planned initiatives. While these are based on current assumptions, actual outcomes may vary due to external factors.

At Cohizon, we remain committed to transparency, accountability, and continuous improvement. The 2024–25 ESG Report documents our progress and reaffirms our dedication to building a sustainable future. We welcome stakeholder feedback and collaboration as we advance on this journey.

Core Reporting Principles

-  Transparency
-  Accountability
-  Consistency
-  Data integrity
-  Balance
-  Completeness
-  Stakeholder Inclusiveness
-  Timeliness

DEFINING REPORT QUALITY

In preparing this Sustainability Report for 2024-25, Cohizon prioritised accuracy, balance, clarity, comparability, reliability, and timeliness in line with GRI reporting principles. These foundational elements ensure that the information presented reflects a fair and transparent account of our sustainability commitments and outcomes.

Changes In Reporting Requirements

There have been no changes in the reporting requirements. The operational and reporting boundaries defined herein offer a complete view of Cohizon’s sustainability initiatives, performance, and associated impacts.

Independent Assurance of the Report

To reinforce credibility and trust, this report has been independently assured by M/s RA Global. Their Assurance Statement, included in this document, validates the completeness, accuracy, and reliability of the disclosures.

Defining Report Content

The content of this report has been structured according to the principles of relevance and materiality, ensuring it reflects the sustainability topics most important to Cohizon’s stakeholders and our long-term strategic objectives.

Materiality and Stakeholder Focus

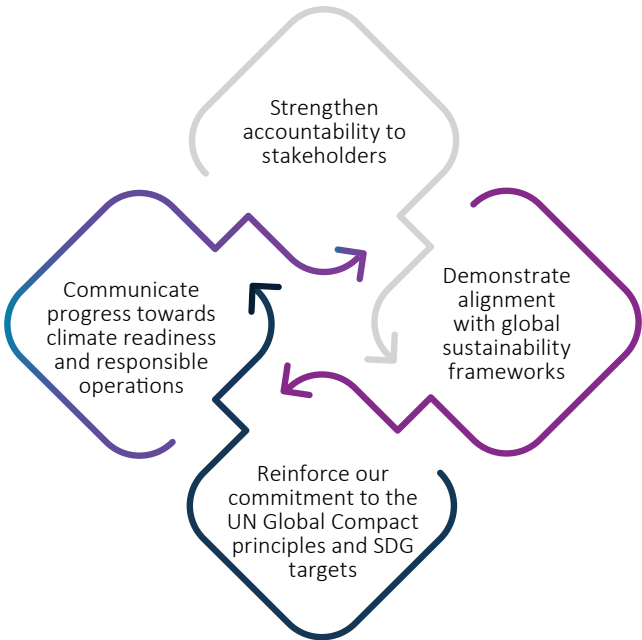
The content of this report is informed by a materiality assessment and structured stakeholder engagement process. This ensures priority topics reflect:

A MATERIALITY MATRIX AND STAKEHOLDER ENGAGEMENT OVERVIEW ARE INCLUDED IN THIS REPORT FOR REFERENCE.



Our Purpose in Reporting

By releasing this ESG Report annually, Cohizon aims to:



Restatement of Information

A correction has been made to Scope 3 Category 1 (Purchased goods and services) emissions for FY 2023-24. A manual data entry error identified during assurance has now been rectified to ensure reporting precision. Additionally, value of water withdrawal for 2023-24 has also been updated.

Consideration of Head office electricity (Scope-2) emission in Scope 2 instead of Scope 3 emissions. No other changes have been made to reporting boundaries compared to the previous cycle.



LETTER FROM THE MANAGING DIRECTOR & CEO



To Our Stakeholders,

It is with great pride and optimism that I present the second Sustainability Report for Cohizon Life Sciences Limited. This year marks a pivotal moment for Cohizon a time when our purpose, vision, and values aligned to drive meaningful progress.

OUR TRANSFORMATION FROM SAJJAN INDIA LIMITED TO COHIZON LIFE SCIENCES LIMITED GOES BEYOND A SIMPLE REBRANDING. IT EMBODIES OUR STRATEGIC FOCUS ON CUSTOMER-CENTRICITY, GROUNDBREAKING RESEARCH, AND A PERSISTENT COMMITMENT TO SUSTAINABILITY. COHIZON SYMBOLIZES COHESION AND HORIZON, REFLECTING OUR BELIEF THAT PROGRESS IS ONLY MEANINGFUL WHEN IT IS INCLUSIVE AND SUSTAINABLE.

We have seen our people's collective drive as we adapt to a changing global environment. That success stems from clear priorities, ongoing improvement, operational excellence, and responsible growth. Today, long-term value involves fostering economic progress alongside Environmental, Social, and Governance (ESG) impact. Every step forward, every innovation, is driven by these principles.

This year, our commitment to environmental stewardship became evident through tangible actions. We launched the "Lakshya" initiative, utilising Lean principles, Six Sigma, and digital interventions to improve

water, waste, carbon, and energy management. At Cohizon, our commitment to Health and Safety is deeply embedded in our ethos. We strive to create a workplace where every individual feels secure and supported, guided by a culture of responsibility, awareness, and ongoing enhancement.

AT COHIZON, OUR COMMITMENT TO HEALTH AND SAFETY IS DEEPLY EMBEDDED IN OUR ETHOS. WE STRIVE TO CREATE A WORKPLACE WHERE EVERY INDIVIDUAL FEELS SECURE AND SUPPORTED, GUIDED BY A CULTURE OF RESPONSIBILITY, AWARENESS, AND ONGOING ENHANCEMENT.

Safety is also a core focus, with well-defined KPIs, strict protocols, and a unified culture of accountability. We are committed to continually raising standards for workplace safety and integrity at every site. We strive to take every necessary action to uphold the highest standards of respect, fairness, and safety, ensuring a workplace where every employee feels secure and valued. Our social commitment is evident in how we value our people.

Through the Cohizon Academy of Excellence, we promote continuous learning, diversity, and transparent governance. This approach ensures that each team member is empowered to succeed and to contribute to our culture of integrity

and empathy. Our responsible growth extends to our suppliers and partners, who are bound by our Supplier Code of Conduct and shared ethical standards.

ON THE GOVERNANCE SIDE, OUR PLEDGE REMAINS TO PIONEERING INNOVATION THAT IS RESPONSIBLE AND SAFE. STRATEGIC INVESTMENTS, WHETHER IN R&D OR WORLD-CLASS FACILITIES, ARE CARRIED OUT WITH DISCIPLINE, COMPLIANCE, AND TRANSPARENCY, STRENGTHENING TRUST WITH OUR CUSTOMERS, BUSINESS PARTNERS, AND INVESTORS.

Looking forward, I am confident that Cohizon's emphasis on diversification, R&D excellence, and deep-rooted sustainability will not only meet current market challenges but also unlock new value for our stakeholders. Our journey is marked by bold ambition and shared responsibility, where setting and achieving ambitious ESG and safety targets is central to our success.

I invite you to read this report and join us as we shape a responsible, inclusive, and innovative future for Cohizon. Together, we will reach new horizons.

Sincerely,

RAJESH SRIVASTAVA

Managing Director & CEO
Cohizon Life Sciences Limited

MESSAGE FROM THE EXECUTIVE DIRECTOR & CHIEF OF OPERATIONS



To Our Stakeholders,

At Cohizon Life Sciences, every operational milestone is rooted in the belief that excellence and sustainability are inseparable.

Our journey has always been about more than meeting targets, it's about building a resilient, forward-looking organization where every success enhances the lives of our people and communities.

AS WE LOOK BACK ON THE PAST YEAR, I AM REMINDED OF OUR UNWAVERING FOCUS ON SAFETY. IT IS NOT JUST A PROTOCOL, BUT A PROMISE WE RENEW EVERY DAY. THROUGH INITIATIVES LIKE THE DSS + BARRIER HEALTH MANAGEMENT (BHM) SYSTEM, WE HAVE CULTIVATED A WORKPLACE WHERE EVERY INDIVIDUAL'S WELL-BEING IS PARAMOUNT.

This sustained commitment empowered us to achieve zero fatalities across all our locations. At Cohizon, progress is where growth meets responsibility. We have made substantial progress in advancing our environmental commitments.

A dedicated push towards cleaner energy has led us to introduce a 20 MW renewable energy initiative, underpinning our climate strategy and aligning with global ambitions such as the UN Sustainable Development Goals (SDGs).

Our efficiency measures, such as reducing coal usage by 4,622 tonnes and recycling more than 138,000 KL of water, continue to drive meaningful results. Our Scope 1 emissions dropped by 14%, a milestone in safeguarding our environment and strengthening operational resilience.

Sustainability also lives in the heart of our workforce. This year, we marked an 18% increase in female representation, a testament to our inclusive culture and belief that diversity fuels innovation.

Our zero tolerance for corruption, coupled with the highest standards of governance, reflects our integrity as leaders and as a company. Cohizon's commitment also extends to the communities we serve.

Through targeted CSR programs in education, health, and water access, our impact is real, and our partnerships are purpose-driven.

As we chart our course for the future, we are integrating sustainability into every operational decision, embracing new technologies, streamlining our processes, and investing where it matters most.

EVERY STEP REAFFIRMS OUR CONVICTION BY LINKING OPERATIONAL RIGOUR WITH OUR SUSTAINABILITY AMBITIONS. COHIZON IS NOT JUST PREPARED FOR TOMORROW'S CHALLENGES BUT IS ALSO CREATING NEW OPPORTUNITIES FOR ALL OUR STAKEHOLDERS.

Thank you for your continued trust and support as we shape a more inclusive, responsible, and innovative Cohizon Life Sciences.

Warm Regards,
C. B. BHARDWAJ

Executive Director & Chief of Operations
Cohizon Life Sciences Limited

KEY HIGHLIGHTS

ENVIRONMENT



22,000* Trees

*Budgeted in the Reporting Year
*Planted in October, 2025



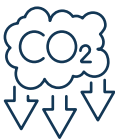
24,925 Tonnes

Waste Recycled



4,622 Tonne

Reduction in Coal Consumption



11,000+ tCO₂e

Emissions Avoided due to Decrease
in Coal Consumption



25,810 KL

Water Saved



Installed 220 KW

Solar Panels across Seven Institutions.



138,438 KL

Water Recycled



14%

Decrease in Scope 1 Emissions

SOCIAL



18%

Increase in the Number of Females
in the Total Workforce



97%

Permanent Employees Received
Regular Performance Feedback



INR 6.3 Cr.

CSR Investment



91,000+

CSR Beneficiaries



GOVERNANCE



Zero Cases of
Discrimination



Zero Cases of
Corruption or Bribery
in the Last Four Years



Zero Fatalities
Reported



ABOUT US





ABOUT US

Cohizon Life Sciences Limited, previously known as Sajjan India, brings over three decades of expertise in the speciality of chemicals and agrochemical sectors. With its headquarters in Mumbai, the company has earned recognition for its innovation-led approach, commitment to sustainability, and leadership in producing chemicals, agrochemicals, pharmaceutical intermediates, and custom synthesis solutions.

Built on a strong base of research, advanced technologies, and operational excellence, Cohizon has developed enduring partnerships in both domestic and international markets. The transformation from Sajjan India to Cohizon represents not just a rebranding but a renewed vision, positioning the company as a world-class CDMO (Contract Development and Manufacturing Organisation).

This evolution strengthens its ability to integrate R&D with large-scale manufacturing, delivering responsive and responsible solutions for a rapidly changing global industry. Our Lean Management Structure ensures streamlined sourcing, cost-effective manufacturing, and agile decision-making, enabling us to respond quickly to client needs.

Our technical team specialises in developing proof-of-concept technology packages and

creating innovative, economically viable processes with fast turnaround times. Additionally, the in-house Tech Transfer, Design & Engineering team facilitates seamless product scale-up, commercialisation, and efficient production campaign transitions.

”

WITH FLEXIBLE MANUFACTURING SETUPS AND ADVANCED CAPABILITIES, COHIZON CAN BRING COMPLEX, MULTI-STEP CHEMICAL SYNTHESIS PRODUCTS TO MARKET WITH MINIMAL ADJUSTMENTS, ENSURING HIGH QUALITY, OPERATIONAL EFFICIENCY, AND SUSTAINABILITY AT EVERY STAGE.

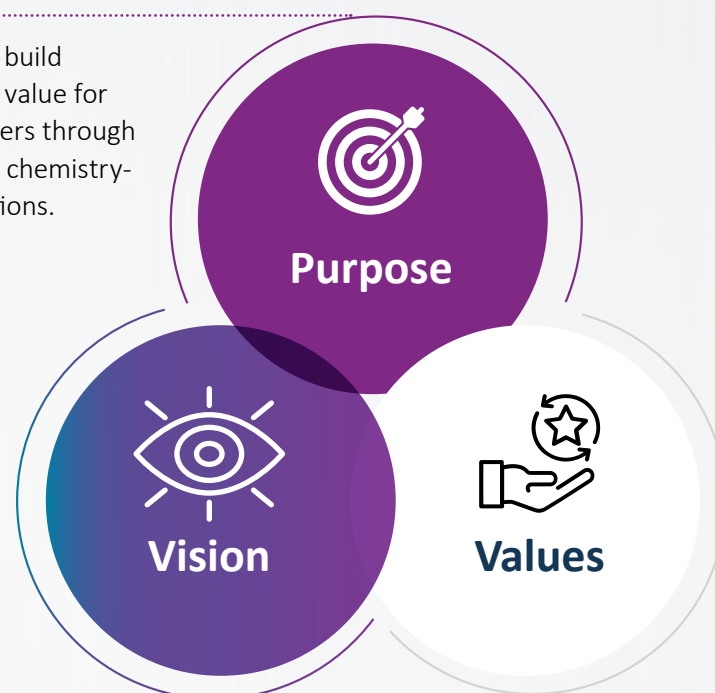


25+

Years of industry expertise

PURPOSE, VISION & VALUES

We exist to build sustainable value for our customers through customised chemistry-based solutions.



We aspire to be the leading CDMO partner of choice for our customers through responsive, reliable and competitive offerings. We strive to make every day better for our customers, employees and stakeholders.

COHIZON CARES

- Create a great customer experience
- Advance with innovation and excellence
- Role model trust and integrity
- Embrace diversity and inclusion
- Strengthen safety and sustainability

”

THESE VALUES DEFINE HOW WE OPERATE EVERY DAY, FOSTERING A CULTURE OF ACCOUNTABILITY, INCLUSIVITY, AND ETHICAL CONDUCT WHILE EMBEDDING SUSTAINABILITY AND SAFETY INTO OUR CORE BUSINESS PRACTICES.



OUR COMMITMENT

At Cohizon, innovation, sustainability, and customer focus drive every aspect of our operations. We maintain a strong emphasis on Environment, Health, Safety and Sustainability (EHS&S), ensuring responsible and safe practices across all facilities.

By rigorously protecting Intellectual Property Rights (IPR) and safeguarding customer confidentiality, we uphold trust and transparency in all our engagements. Our goal is to establish new industry benchmarks by delivering solutions that generate unparalleled value for our clients and stakeholders.

OUR PORTFOLIO

Our diverse portfolio spans multiple sectors, reflecting our commitment to innovation, sustainability, and customer-centric solutions. We specialise in Contract Development and Manufacturing Organisation (CDMO) services, offering tailored solutions across various industries.

CDMO Agrochemicals

We specialise in the contract development and manufacturing of agrochemicals, delivering scalable solutions for global innovators. Our expertise ensures that we meet the evolving needs of the agricultural sector, providing products that enhance crop protection and yield.

Custom R&D Solutions

Cohizon provides custom research and development services, accelerating innovation and process optimisation for clients worldwide. Our R&D capabilities enable us to develop tailored solutions that meet the unique needs of our clients, driving growth and success.



CDMO Speciality Chemicals

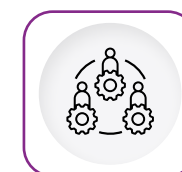
Our speciality chemicals division focuses on providing high-performance solutions, including speciality battery chemicals such as electrolytes and lithium-ion precursors. These products are essential for advanced energy storage technologies, supporting the transition to sustainable energy sources.

Speciality Chemicals Product Business

With a focus on innovation, sustainability, and precision, we help industries achieve their goals with high-quality, high-performance solutions. Our speciality chemicals product business caters to various sectors, delivering products that meet stringent quality standards and regulatory requirements.

OUR CAPABILITIES

Cohizon combines cutting-edge technology, deep chemical expertise, and robust infrastructure to deliver comprehensive solutions across the life sciences and speciality chemicals sectors. Our capabilities span the entire value chain, from research and development to large-scale manufacturing, ensuring that our clients receive high-quality, sustainable, and customised products.



Manufacturing Infrastructure

With a combined capacity of 14,520 TPA, our manufacturing facilities are equipped to handle large-scale chemical production demands. Each site operates with dedicated, self-contained units, ensuring efficient and safe operations. Our infrastructure supports the production of agrochemicals, speciality chemicals, and intermediates, adhering to stringent quality and safety standards.

R&D Infrastructure

Our state-of-the-art R&D facilities are equipped with advanced laboratories and analytical equipment, supporting the development of innovative processes. This infrastructure enables us to develop new products, optimise existing methods, and provide customised solutions to meet the unique needs of our clients.



Chemistries & Technology Platforms

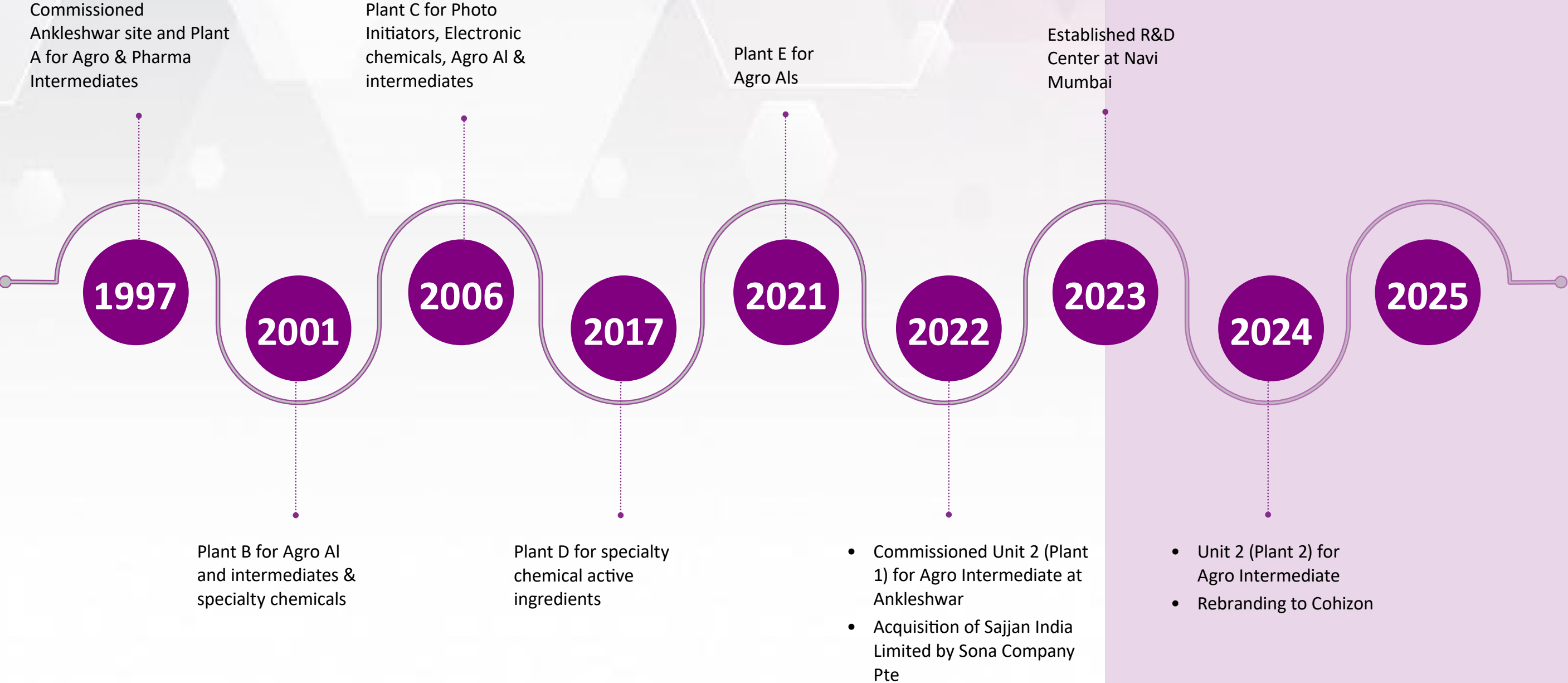
We leverage a diverse range of chemistries and technology platforms to enable complex, multi-step synthesis and innovative solutions. Our expertise spans various chemical processes, allowing us to deliver tailored products that meet the specific requirements of our clients.

Custom R&D Solutions

Cohizon provides custom research and development services, accelerating innovation and process optimisation for clients worldwide. Our team collaborates closely with clients to develop solutions that address their unique challenges and drive business success.



OUR GROWTH AND EVOLUTION



GLOBAL REACH & MARKET PRESENCE

We have a strong presence in both domestic and international markets, serving over 35 countries, including the United States, Europe, and Japan.

Our ability to meet diverse regulatory standards has made us a trusted partner for multinational corporations across the pharmaceutical, agrochemical, and speciality chemical sectors.

BY DELIVERING RELIABLE, SUSTAINABLE, AND HIGH-QUALITY CHEMICAL SOLUTIONS, WE SUPPORT GLOBAL INDUSTRIES IN ACHIEVING THEIR OPERATIONAL AND INNOVATION GOALS.

Our collaborations with leading agrochemical innovators, pharmaceutical companies, and speciality chemical clients reflect our commitment to creating value for customers, employees, and stakeholders worldwide.



Research and Development Infrastructure

Cohizon operates two strategically located R&D centres in Rabale (Navi Mumbai) and Ankleshwar, India, focused on agrochemical process development, optimisation, and scale-up. Leveraging technologies such as continuous flow chemistry and catalytic asymmetric synthesis. The centres

accelerate route scouting, improve yields, and deliver practical solutions. Spanning 54,000+ sq. ft. and staffed by 85+ skilled scientists, the R&D facilities support scale-up data generation, process safety, and advanced chemical research through the following specialised laboratories.

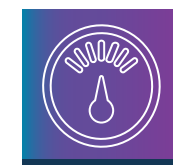


Synthesis Laboratory

The Synthesis Lab comprises four fully equipped laboratories, each featuring 48 fume hoods, to ensure a safe and controlled environment for chemical synthesis and experimental studies.

Scale-Up & Process Safety Laboratory

This lab includes six fume hoods dedicated to generating critical data for developing robust, scalable, and safe chemical processes, ensuring operational reliability during scale-up.



Kilo Laboratories

The Kilo Labs feature two specialised facilities for synthesising herbicidal and non-herbicidal molecules. Integrated with SCADA systems and data loggers, these automated labs enhance process efficiency, monitoring, and reproducibility.

High-Pressure & Fluorination Laboratory

Designed for high-pressure reactions, this lab houses six stainless steel high-pressure reactors for hydrogenation processes and includes two dedicated workstations for safely handling anhydrous hydrofluoric acid (AHF), ensuring maximum safety and precision.



Analytical Laboratory

Equipped with state-of-the-art instrumentation, the Analytical Lab supports rigorous chemical analysis to maintain the highest standards of quality and accuracy.

Flow Chemistry Laboratory

This lab focuses on continuous flow chemistry to develop cost-effective, efficient, and sustainable chemical processes, supporting faster route scouting and process optimisation.



MANUFACTURING INFRASTRUCTURE

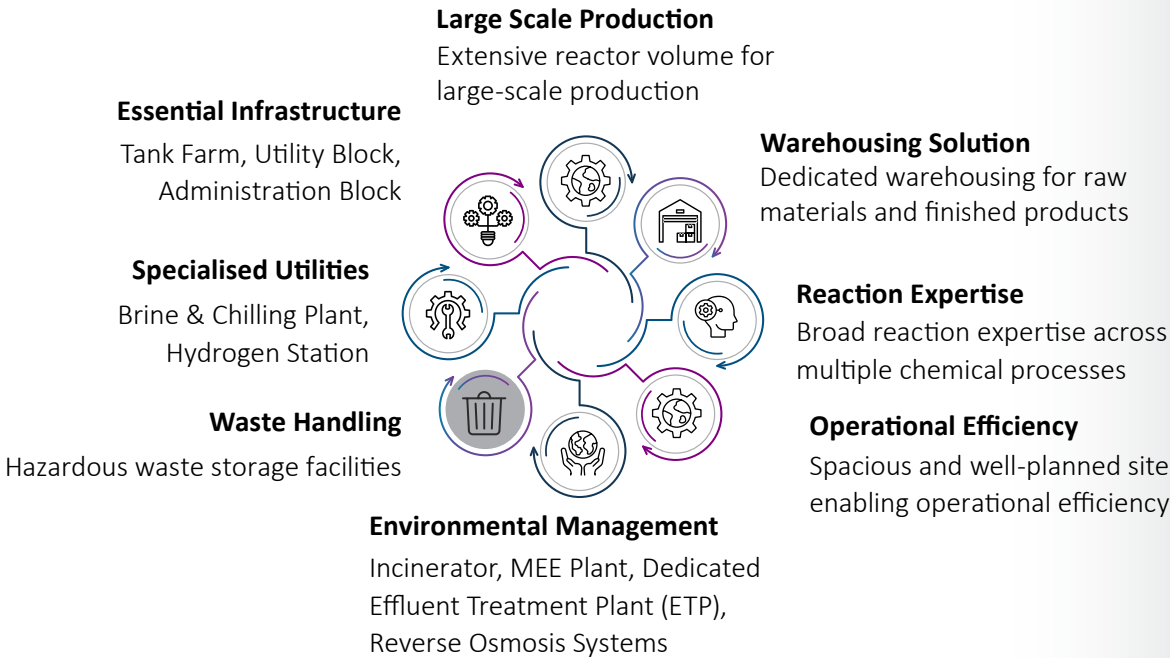
Cohizon operates two strategically located manufacturing sites in India, each designed to support the production of agrochemicals, speciality chemicals, and pharmaceutical intermediates. These facilities are equipped with dedicated, self-sufficient infrastructure, including boilers, tank farms, waste treatment systems, and comprehensive storage facilities, ensuring operational efficiency and compliance with environmental regulations.

SITE 1

The Ankleshwar manufacturing at site -1 is equipped with dedicated multipurpose and multiproduct production lines operated through a Distributed Control System (DCS), supported by a Utility Block, Admin Block, and a Hydrogen Station.

The site also features an Incinerator, MEE Plant, Dedicated Effluent Treatment Plant (ETP) Reverse Osmosis (RO) brine and chilling plant, and a Tank Farm, with facilities for safe storage and management of hazardous waste.

Key Features



13,200 TPA
Production Capacity



71,362 m2
Land Area

SITE 2

The Site -2 at Ankleshwar features a DCS-operated multipurpose plant with dedicated infrastructure and utilities, enabling precise and safe continuous chlorination and fluorination processes.

Designed as a flexible CDMO facility, the site is equipped to handle commercial-scale production while supporting rapid scale-up of new customer products.

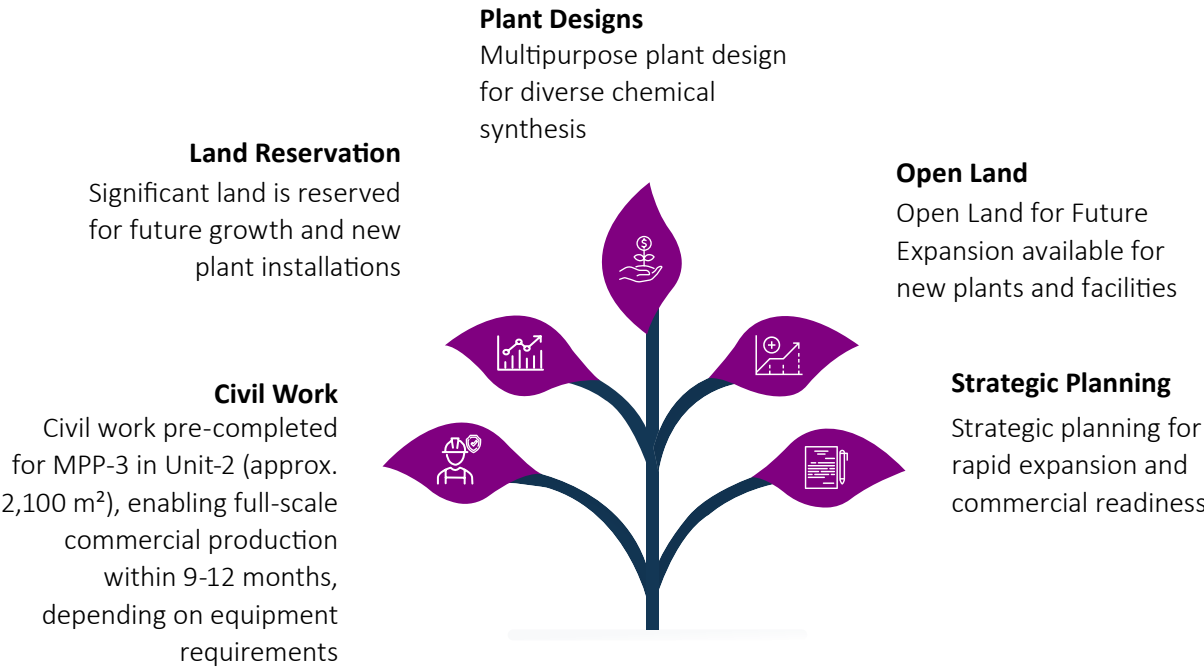


1,320 TPA
Production Capacity



31,384 m2
Land Area

Key Features



UPCOMING FACILITIES AT COHIZON

Cohizon continues to strengthen its infrastructure and innovation capabilities through the development of advanced pilot and multipurpose plants, along with sustainable production initiatives.



Pilot Plant Facility (Commissioning: January 2026)

The upcoming Pilot Plant is designed to accelerate process development and scale-up capabilities. The fully automated facility houses 14 reactors, 2 autoclaves, 2 centrifuges, 1 hydrogenator, and 2 APND units, supported by dedicated utilities for cooling, chilled water, and chilled brine systems. The plant will handle a wide range of complex reactions such as photochlorination, fluorination, hydrogenation, amidation, and alkylation, enhancing Cohizon's research and innovation capacity.



Multi-Purpose Plant (MPP)

With the foundation and plinth already ready, Cohizon is preparing for a flexible, multi-purpose production facility. The MPP offers dedicated capacities, adaptable reactor and utility configurations, and customizable investment options to align with operational needs. Supported by a new electrical substation and DCS, this facility is designed for rapid deployment and efficient operations.



Calcium Chloride Plant

In line with its waste-to-value commitment, Cohizon is establishing a 24,000 MT per annum Calcium Chloride Plant to utilize spent HCl generated from manufacturing processes. This initiative exemplifies the company's sustainability focus—transforming hazardous waste into non-hazardous, value-added products, contributing to circular economy goals and responsible waste management.



LINKING STRATEGY TO SUSTAINABLE OPERATIONS

Cohizon's sustainability journey moves beyond vision and values into the way operations are designed and executed.

Building on the company's purpose and strategic direction, this section highlights how sustainability principles are embedded in daily practices and long-term growth pathways.

By aligning operational priorities with the sustainability strategy (see page 48), Cohizon ensures that business innovation and stakeholder engagement remain consistent with its broader commitments.

THIS INTERSECTION BETWEEN CORPORATE IDENTITY AND SUSTAINABILITY PRACTICE UNDERSCORES THE COMPANY'S DEDICATION TO RESPONSIBLE GROWTH, RESILIENCE, AND SHARED VALUE CREATION.

The following sustainability sections and subsections will explore in detail how these guiding principles translate into measurable actions, from environmental stewardship and resource efficiency to community partnerships and technological innovation, reinforcing Cohizon's role as a responsible and forward-looking enterprise.





GOVERNANCE & STRATEGY



GOVERNANCE FOR RESPONSIBLE GROWTH

At Cohizon, governance is more than compliance. It is the foundation of our long-term success and stakeholder trust. We are committed to conducting business with integrity, accountability, and transparency, ensuring that every decision aligns with the company's values and strategic objectives.

Our governance framework incorporates robust oversight mechanisms, ethical policies, and sustainable business practices, enabling us to strike a balance between profitability and responsibility.

”

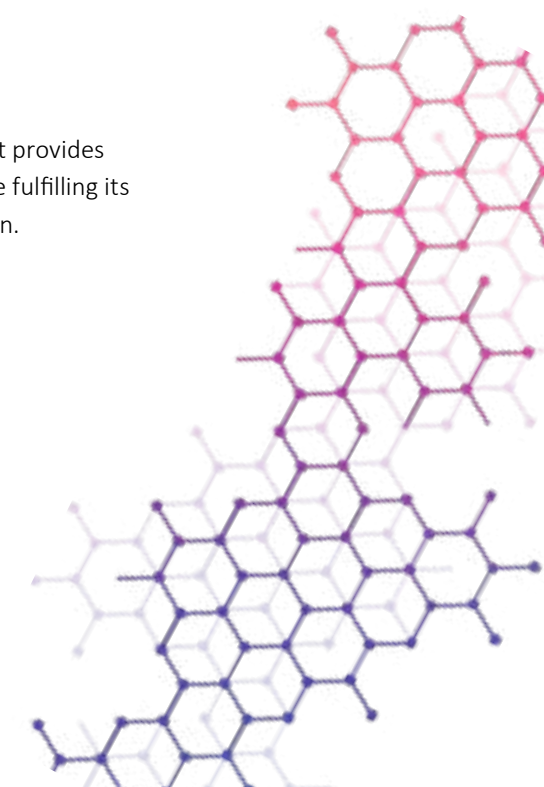
THROUGH A WELL-STRUCTURED BOARD, EMPOWERED COMMITTEES, AND CLEAR POLICIES, WE SAFEGUARD THE INTERESTS OF SHAREHOLDERS, EMPLOYEES, CUSTOMERS, AND THE WIDER COMMUNITY.

By embedding risk management, ESG integration, and regulatory compliance into the core of our governance, Cohizon strives to create resilience, foster innovation, and drive sustainable value creation in an ever-evolving global landscape.

BOARD GOVERNANCE

Board Of Directors

The Board of Directors (the Board) serves as Cohizon's apex governing authority. It provides strategic direction, oversight, and leadership to the Company's management while fulfilling its fiduciary responsibilities and ensuring effective governance across the organisation.



Board Structure and Composition

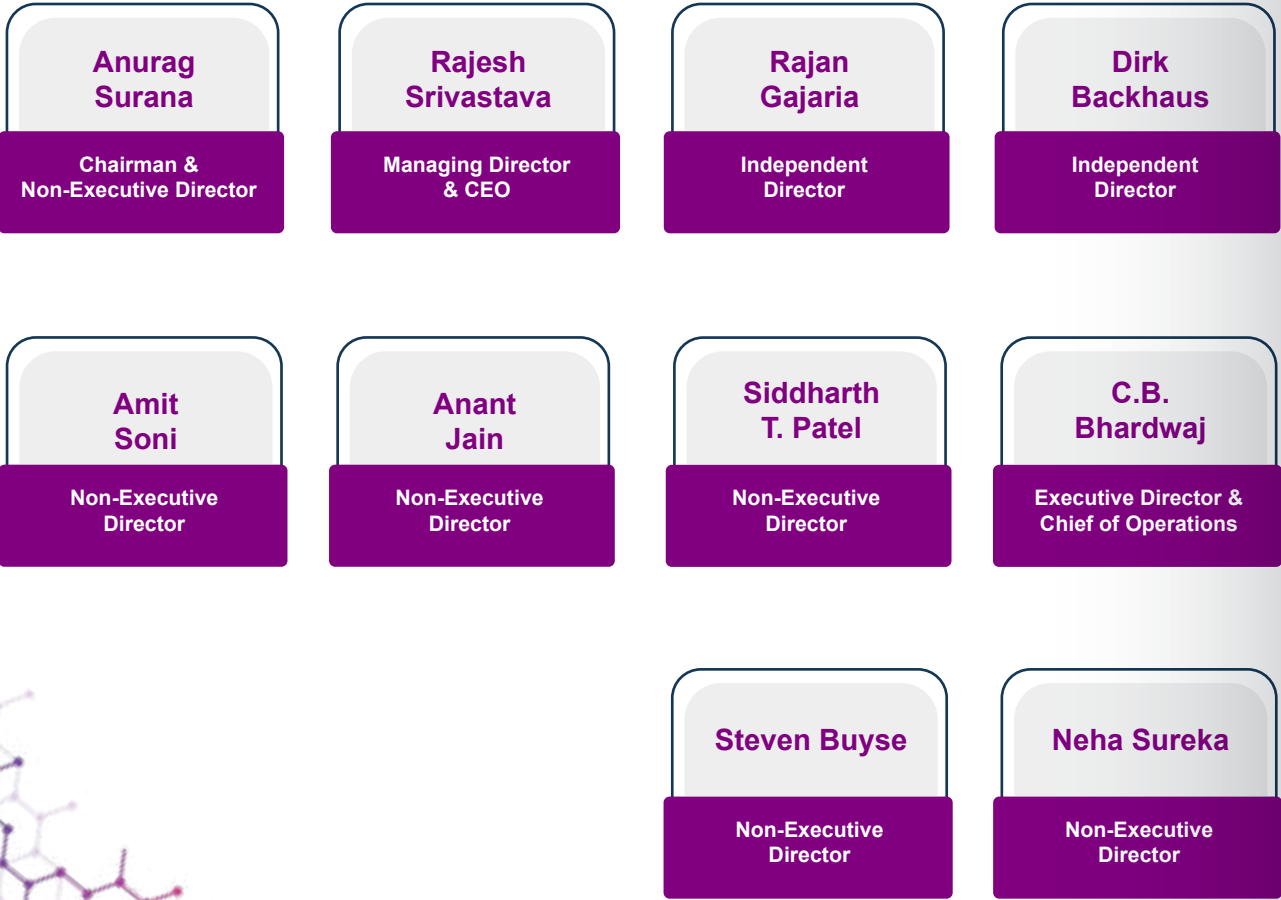
Cohizon’s Board of Directors comprises a diverse blend of executive and non-executive members, each with expertise spanning strategy, finance, technology, sustainability, and operations. The Board ensures independence of judgment, diversity of thought, and accountability to stakeholders. Independent directors provide impartial oversight, while executive directors contribute in-depth operational and industry knowledge.

TOGETHER, THE BOARD ENSURES THAT STRATEGIC PRIORITIES ARE PURSUED IN ALIGNMENT WITH ETHICAL GOVERNANCE STANDARDS AND SUSTAINABLE BUSINESS PRACTICES. THE MANAGING DIRECTOR (MD) & CHIEF EXECUTIVE OFFICER (CEO), AS THE HIGHEST EXECUTIVE AUTHORITY, ARE RESPONSIBLE FOR ENSURING THE SEAMLESS FUNCTIONING OF ALL BUSINESSES.

The Board consisted of two Independent Directors, eight Non-Independent Directors, two Executive Directors, and eight Non-Executive Directors, including one Woman Director. In line with our commitment to strengthening gender diversity in leadership, the Company has set a long-term objective to appoint two Women Directors by FY2030.

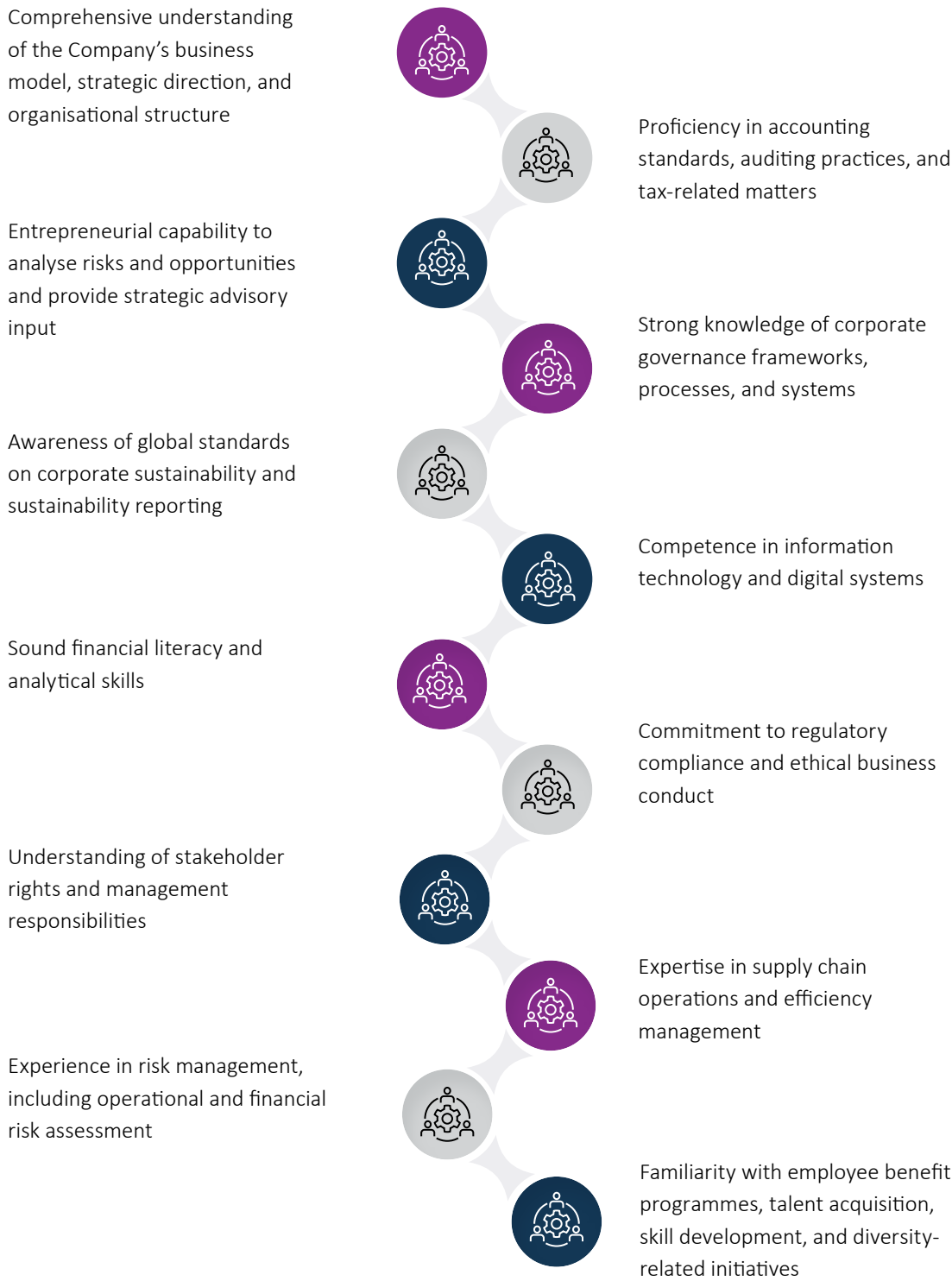
This diverse composition ensures a wide spectrum of expertise and viewpoints, enabling informed, transparent, and effective decision-making at the highest level.

The Board as on 31st March 2025



Board Skills And Expertise

The Board places strong emphasis on a well-rounded mix of skills and competencies essential for effective governance and strategic oversight. Key areas of expertise include:



LEADERSHIP STRUCTURE



Rajesh Srivastava
Managing Director & CEO

Management Team



Geetesh Ahuja
Chief Financial
Officer



C.B. Bhardwaj
Chief of Operations
& Executive Director



Dr. Gelebith Modi
Chief of R&D



Vikas Gupta
Chief Supply Chain Officer



Kartik Iyer
Chief Human Resources Officer

Commercial Team



Vijay Todi
Vice President -
Business Development
(Japan)



Harshil Shah
Vice President -
Business Development
(USA & India)



Kushal Bhalla
Vice President -
Business Development
(Europe)



Yasuhiro Tomita
Representative - Japan

Board Selection and Evaluation

The process of Board selection is guided by merit, integrity, and alignment with Cohizon’s strategic goals. The Nomination and Remuneration Committee (NRC) plays a central role in ensuring the effectiveness of Cohizon’s Board.

Candidates are evaluated not only for their professional expertise but also for their ability to contribute to a culture of accountability and ethical leadership. A formal evaluation mechanism is in place to assess the Board’s effectiveness, both at the collective and individual levels.

Evaluations consider strategic contributions, governance oversight, responsiveness to emerging risks, and commitment to ESG stewardship. This ensures continuous improvement and alignment with best practices in corporate governance. To strengthen governance capabilities, Board members

participate in continuous training and development programs that cover emerging areas, including sustainability, corporate governance, enterprise risk management, industry trends, and regulatory requirements.

REGULAR EXPOSURE TO THESE SUBJECTS ENSURES THAT DIRECTORS ARE WELL-EQUIPPED TO PROVIDE INFORMED OVERSIGHT AND STRATEGIC GUIDANCE.

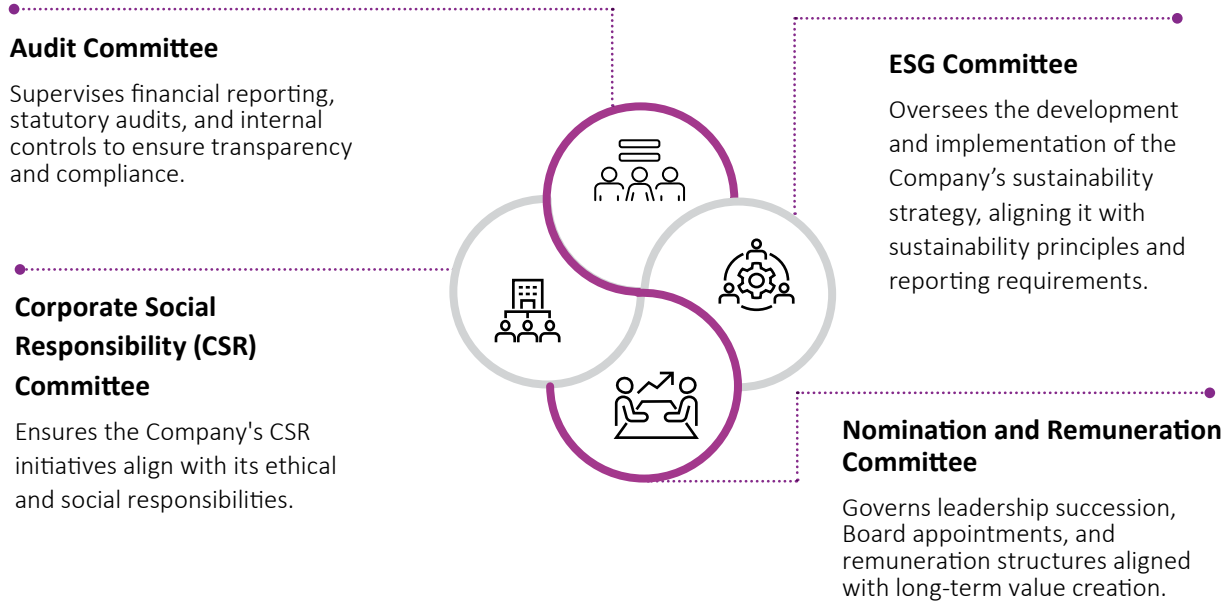
In addition to formal evaluations, the Board engages in quarterly strategy and review sessions. These discussions cover Research and Development (R&D), business growth strategies, capital expenditure, safety, Environmental Health and Safety (EHS) standards, and mandatory compliance training.

Such interactions ensure alignment between the Board and management on critical priorities, fostering transparency and accountability.



Board Committees

The Board delegates specific responsibilities to specialized committees, enabling focused oversight of critical areas:



Embedding Sustainability into Business Strategy

Cohizon Life Sciences embeds sustainability into its core strategic planning and decision-making processes.

The Board of Directors provides overarching oversight, ensuring that sustainability priorities are fully aligned with the Company’s long-term goals and future-readiness.

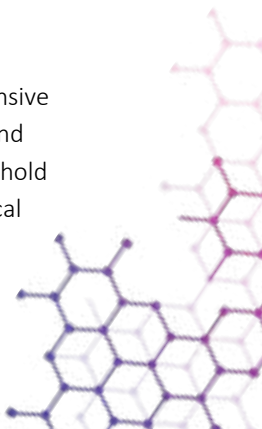
The ESG Committee plays a central role in identifying, assessing, and managing material sustainability issues that may influence the Company’s performance, reputation, or regulatory compliance.

The Board periodically reviews these material topics and evaluates how sustainability initiatives drive value creation, support innovation, and meet evolving stakeholder expectations.

Ethics, Integrity, and Compliance

Cohizon Life Sciences is committed to maintaining the highest standards of ethical conduct and regulatory compliance. Our Code of Conduct and Ethics Policy is regularly reviewed and updated to align with evolving best practices and governance expectations.

We reinforce these standards through comprehensive training programmes that ensure all employees and directors understand their responsibilities and uphold the principles of integrity, transparency, and ethical behaviour across all operations.



MECHANISM FOR EFFECTIVE GOVERNANCE

Role of Independent Directors

Independent Directors play a crucial role in strengthening transparency, accountability, and objectivity in the Board’s decision-making processes. They are not associated with the Company in any executive capacity and do not maintain any material pecuniary relationship other than the remuneration received for their services.

Each year, Independent Directors reaffirm their independence by submitting a formal Certificate of Independence to the Board.

Board Training and Development

At Cohizon, our Board of Directors plays an active role in shaping the company’s long-term vision and ensuring robust governance. Beyond their statutory responsibilities, Board members regularly participate in industry conferences, professional forums, and specialised programmes that enhance their expertise in areas critical to their roles. These engagements strengthen the Board’s collective understanding of sustainability, corporate governance, risk management, and emerging industry developments, enabling informed oversight and strategic guidance.

The Board also convenes quarterly to deliberate on R&D updates, business strategy, EHS & Sustainability performance, mandatory employee training on policies and safety, and capital expenditure planning.

Executive Management Team (EMT)

The Managing Director (MD) and Chief Executive Officer (CEO) serves as the Company’s highest executive authority, responsible for ensuring the efficient functioning of all business operations and formulating strategies aligned with stakeholder interests.

Supporting the MD & CEO is the Executive Management Team (EMT), comprising the Chief of Operations, Chief Supply Chain Officer (CSCO), Chief Human Resources Officer (CHRO), Chief of R&D, and Chief Financial Officer (CFO).

This team jointly reviews business performance, refines strategic priorities, and guides operational execution.

OVERSEEING KEY ORGANISATIONAL DRIVERS, INCLUDING FINANCE, OPERATIONS, MARKETING, AND SUSTAINABILITY, THE EMT ENSURES THAT BUSINESS PERFORMANCE REMAINS ALIGNED WITH LONG-TERM STRATEGIC OBJECTIVES.

Their collective leadership is instrumental in driving consistent growth and operational excellence.

Board Committees for Effective Governance

To facilitate focused oversight and timely resolution of key matters, the Board has constituted several committees, each operating under clearly defined terms of reference and scope.

These committees meet as required, and their minutes are subsequently presented to the Board for review.

THE BOARD APPOINTS COMMITTEE MEMBERS WITH THE CONSENT OF THE RESPECTIVE DIRECTORS.

Comprehensive details regarding the roles, terms of reference, and composition of the committees are available on Cohizon’s website.

Appointment and Remuneration

Cohizon’s policy outlines the principles governing the appointment and remuneration of Directors, Key Managerial Personnel (KMP), and other employees. It ensures that appointees possess the appropriate qualifications, experience, and expertise. The remuneration structure is designed to be fair, reasonable, and adequate to attract, retain, and motivate talent to support the Company’s success.

Compensation for Members of the Highest Governance Body

Cohizon’s Appointment and Remuneration Policy is structured to recognise and reward outstanding performance and contributions toward the Company’s objectives.

Non-Executive Directors are compensated through:

- Sitting/consulting fees for attending Board and Committee meetings
- Commission as determined by the Board and approved by the members

The remuneration of the Executive Director is recommended by the Nomination and Remuneration Committee and approved by the Board.

The Committee ensures that the remuneration framework effectively attracts, retains, and motivates Directors.

It includes a fixed component (salary, allowances, perquisites, and other benefits) and a variable component (performance-based pay and long-term incentives such as ESOPs and retention bonuses).

During the reporting period, the ratio of the highest-paid individual’s annual compensation to the median employee compensation was 45:1.

Policies and Procedures at Cohizon

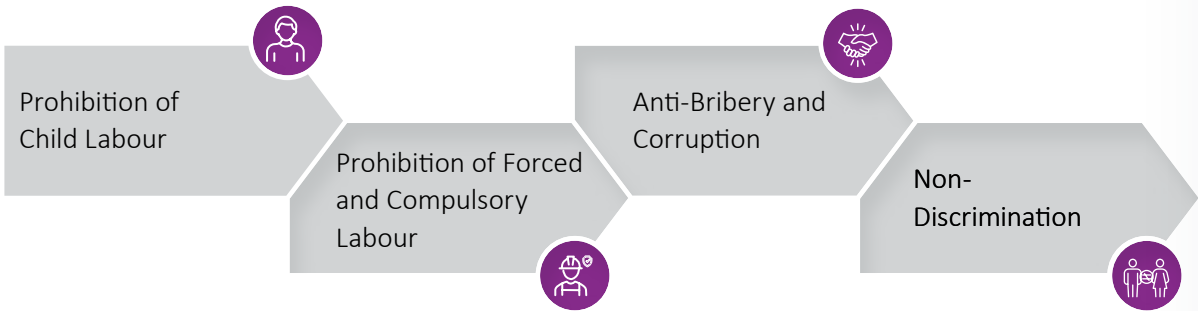
The complete policy, including details on qualifications and remuneration, is available on the Company’s [website](#).

The Company has developed several codes and policies in compliance with the Companies Act, 2013. These provide guidelines for transparent and effective governance:



Code of Conduct

Cohizon’s Code of Conduct sets out clear expectations for ethical and responsible behaviour across the organisation. It outlines the Company’s commitments to



Note: Detailed information on these codes and related policies is available on the Company’s website [\(WEBLINK\)](#).

Conflict of Interest Management

Directors and EMT members are required to declare any personal or financial interests that could potentially conflict with Cohizon’s objectives. Additionally, they provide an annual confirmation that no material transactions have occurred that might give rise to a conflict. Any issues that arise are reviewed by the Board and addressed through discussions, or, if necessary, with support from senior management or external advisors. No conflicts were reported during the year.

Grievance Redressal

Cohizon’s Whistleblower Policy provides employees and Directors with a safe and confidential mechanism to report concerns. Reports can be submitted anonymously via email and are independently assessed to ensure impartial resolution without fear of retaliation.



100%

Grievance Response within the defined Turn Around Time (TAT)

Anti-Corruption Measures

Cohizon upholds a zero-tolerance policy towards corruption. The anti-bribery framework prohibits employees from making any unauthorised payments or providing any inducements. Regular audits, both internal and external, help identify and prevent fraudulent or non-compliant activities. The Audit Committee reviews recommendations, and follow-up checks ensure adherence to corrective actions.



100%

Code of Conduct Training Coverage

Precautionary Approach

Cohizon complies with international and Indian regulatory standards through its Conformity Tool, a web-based system that monitors and manages compliance risks. This platform is reviewed quarterly by the Executive Director and COO, with the results shared with the Audit Committee to ensure continuous oversight and timely corrective action.



DRIVING SUSTAINABLE TRANSFORMATION: GOVERNANCE AND STRATEGY

Sustainability remains central to our business growth and is a key driver of our ongoing transformation. Our Sustainability Strategy, reinforced by strong governance and comprehensive risk management, is built around three strategic pillars:



People and Partnerships

We strengthen our sustainability impact by collaborating with employees, communities, stakeholders, and industry partners, ensuring shared progress and long-term value creation.



Innovation and Technology

We harness advanced technologies to enhance sustainable operations, improve efficiency, reduce emissions, and optimise resource utilisation across our value chain.



Climate and Environment

We are committed to effective climate action, responsible consumption and production, and environmental stewardship, ensuring our operations align with global sustainability expectations and contribute to a low-carbon future.

Our efforts extend beyond compliance, focusing on delivering meaningful impact and enabling sustainable transformation-driven growth.

SUSTAINABILITY GOVERNANCE

Sustainability at Cohizon Life Sciences is guided at the highest organisational level through the ESG Committee, which reports directly to the Board of Directors. The Committee is responsible for advising, steering, and fostering sustainable business practices across the Company. It supports the Board in overseeing the development and implementation of the sustainability strategy, covering Environment, Health & Safety (EHS), climate action, people and community welfare, business ethics, and core governance practices.

Our governance framework emphasises proactive oversight, data-driven decision-making, and alignment of sustainability priorities with long-term business objectives.

Key Roles and Responsibilities of the ESG Committee



Strategy Development

- Develop, review, and recommend Cohizon’s sustainability strategy and objectives.
- Oversee material sustainability risks, opportunities, and related action plans.



Materiality & Climate Action

- Conduct materiality assessments every 2–3 years.
- Drive the Company’s decarbonisation efforts and progress towards Net Zero commitments.



Targets & Performance Monitoring

- Track progress against SMART sustainability targets and report performance to the Board.



Policies & Governance Systems

- Approve and oversee sustainability-related policies, including EHS and Sustainable Procurement.
- Ensure robust sustainability data management and GHG reporting systems.



Strategic Integration

- Integrate sustainability considerations into major investments, acquisitions, and divestments.



Implementation & Reporting

- Monitor the implementation of sustainability initiatives and engage external auditors where needed.
- Review the annual sustainability report and monitor ESG ratings.



Stakeholder & Trends Monitoring

- Review stakeholder feedback and monitor external regulations and sustainability trends.
- Promote sustainability awareness and best practices across the organisation.

SUSTAINABILITY GOVERNANCE STRUCTURE

SUSTAINABILITY AT COHIZON LIFE SCIENCES IS GUIDED AT THE HIGHEST ORGANISATIONAL LEVEL THROUGH THE ESG COMMITTEE, WHICH REPORTS DIRECTLY TO THE BOARD OF DIRECTORS.

The Committee is responsible for advising, steering, and fostering sustainable business practices across the Company. It supports the Board in overseeing the development and implementation of the

sustainability strategy, covering Environment, Health & Safety (EHS), climate action, people and community welfare, business ethics, and core governance practices.

Our governance framework emphasises proactive oversight, data-driven decision-making, and alignment of sustainability priorities with long-term business objectives.



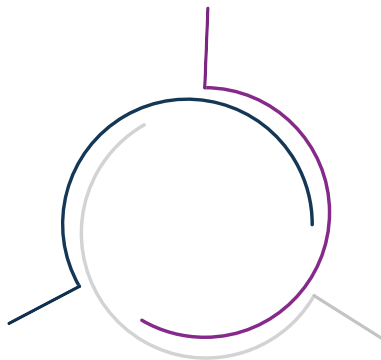
Board-Level Oversight

The Board reviews and monitors sustainability initiatives to ensure alignment with strategic goals, risk management, regulatory compliance, and long-term value creation.



Dedicated Sustainability Team

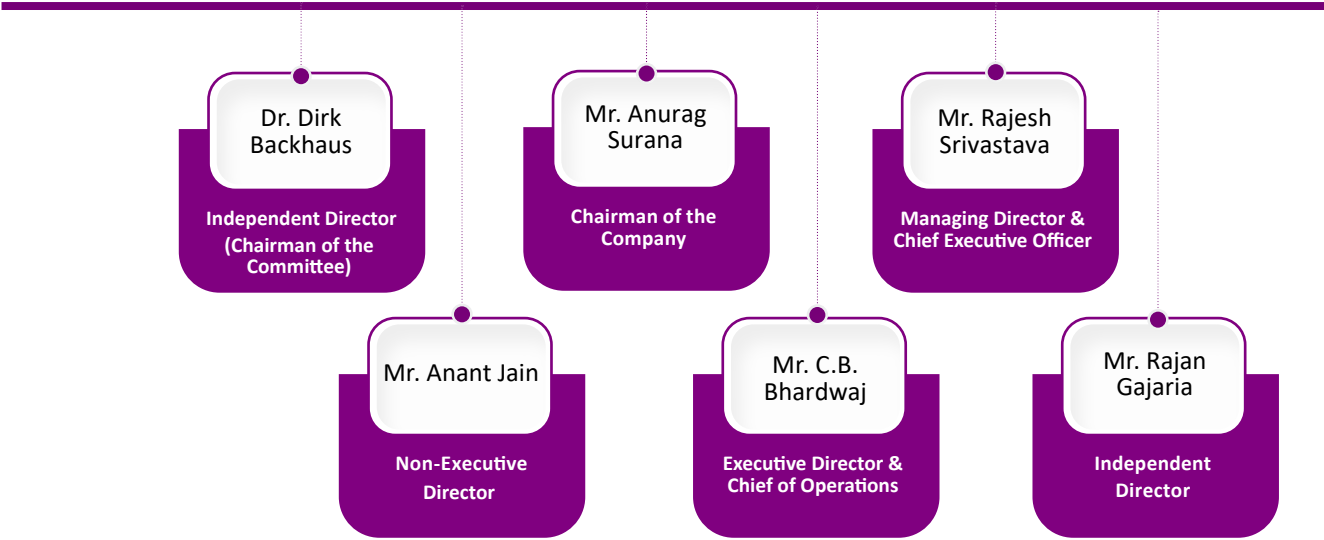
A central team collaborates with business units to embed sustainability principles, track KPIs, and ensure accurate and timely reporting.



Executive Management Support

The Executive Management Team (EMT) leads the implementation of sustainability programmes and evaluates their effectiveness and organisational impact.

ESG Committee Composition



Alignment of Sustainability Strategy with UN SDGs

Cohizon's Sustainability Strategy reflects our commitment to addressing the material topics that are most relevant to our business, stakeholders, and long-term value creation. Built on a strong governance foundation, the strategy is aligned with seven UN Sustainable Development Goals (SDGs) where Cohizon can create the greatest positive impact:



Note: The report has been aligned with the relevant UN SDG icons where disclosures are aligned with the Group's sustainability strategy.



STAKEHOLDER ENGAGEMENT & MATERIALITY

We recognise that our long-term success is closely tied to the trust and confidence of our stakeholders.

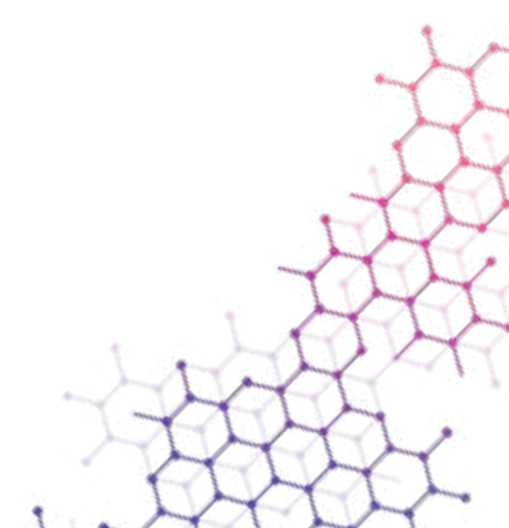
By actively engaging with customers, employees, suppliers, communities, regulators, and investors, we ensure that our strategies align their evolving expectations and the broader sustainability agenda.

Our engagement approach emphasises transparency, inclusiveness, and responsiveness, enabling us to identify both risks and opportunities that shape our business priorities.

To guide our ESG journey, we conduct materiality assessments that help us determine the issues most relevant to our stakeholders and our business.

”

THESE INSIGHTS NOT ONLY INFORM OUR SUSTAINABILITY STRATEGY BUT ALSO ENSURE THAT OUR ACTIONS ARE FOCUSED ON AREAS WHERE WE CAN CREATE THE MOST SIGNIFICANT IMPACT, BOTH ENVIRONMENTALLY AND SOCIALLY, AS WELL AS ECONOMICALLY.



KEY STAKEHOLDERS

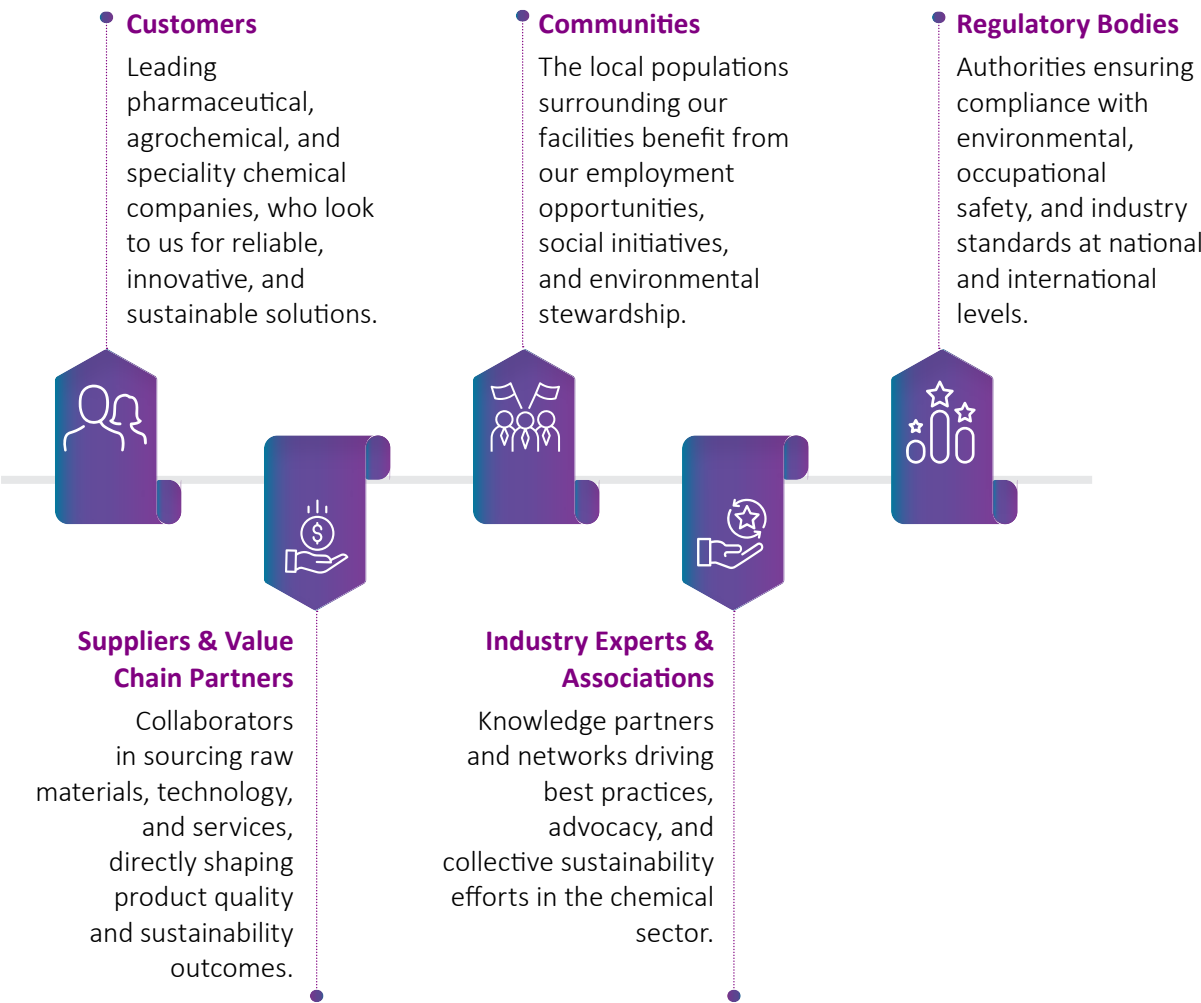
Key Stakeholders

At Cohizon, long-term success is shaped not only by business performance but also by the strength of relationships with those who influence and are impacted by our operations. Recognising this, we actively engage with a diverse set of stakeholders to better understand their expectations, align our sustainability priorities, and create shared value.

Internal Stakeholders



External Stakeholders



STAKEHOLDER ENGAGEMENT PROCESS

Our stakeholder engagement process is designed to systematically capture and address the perspectives, expectations, and concerns of all relevant groups. By adopting a structured approach, we identify material issues that influence our ESG performance.

ENGAGEMENT METHODS VARY ACROSS STAKEHOLDERS, INCLUDING SURVEYS, MEETINGS, SITE VISITS, WORKSHOPS, AND DIGITAL PLATFORMS, ENSURING INCLUSIVE AND TRANSPARENT COMMUNICATION.

Insights gathered through these interactions inform our sustainability strategy, guide risk management, and support continuous improvement, fostering trust and long-term value creation for both the company and the communities we serve.

Stakeholder Group	Engagement Channels	Frequency	Key Expectations / Topics Discussed
Board Members & Senior Management	Newsletters, emails, performance reviews, quarterly/annual meetings	Monthly / Quarterly / Annual	Corporate governance, compliance, risk management, operational efficiency, and sustainability strategy
Employees & Contract Labour	Engagement surveys, training sessions, newsletters, townhalls	Monthly/Quarterly/Annually	Health, safety & well-being, fair compensation, labour practices, equal opportunities, human rights
Suppliers & Vendors	Meetings, emails, conferences, exhibitions, supplier assessments & site visits	Monthly/Quarterly/Annually	Quality & timely delivery, pricing, supply chain efficiency, mutual development benefits, cost competitiveness
Customers	Customer visits, websites/portals, product brochures, emails, phone calls, exhibitions	Quarterly / Ongoing	Product quality, pricing & delivery, lifecycle management, after-sales service, health & safety, sustainable practices
Community	Community meets, need-assessment surveys, CSR initiatives, awareness programmes	Quarterly / Annual	Employment opportunities, healthcare, education, infrastructure development, environmental & social impacts
Investors & Shareholders	Annual financial statements, AGMs, periodic emails & meetings, presentations, corporate website, annual report	Quarterly / Annual	Business performance, profitability, disclosures, sustainability strategy, risk management, community impact
Regulatory Bodies	Compliance reports, corporate website, formal meetings, and audits	Quarterly / Annual	Legal compliance, tax obligations, safety & environmental regulations, transparent disclosures
Industry Experts / Associations	Conferences, roundtables, collaborative forums	Annual / As required	Sector insights, R&D collaboration, sustainability best practices, policy advocacy



MATERIALITY ASSESSMENT – DOUBLE MATERIALITY APPROACH

Cohizon adopts a double materiality approach to assess ESG issues, enabling the company to evaluate both the impact of sustainability issues on its business and the influence of its operations on the environment and society. Building on this framework, Cohizon developed a list of material topics aligned with GRI Indicators and the Group’s sustainability strategy, and conducted a detailed materiality assessment involving engagement with our stakeholders.

Inside-Out Perspective
(Environmental & Social Materiality)

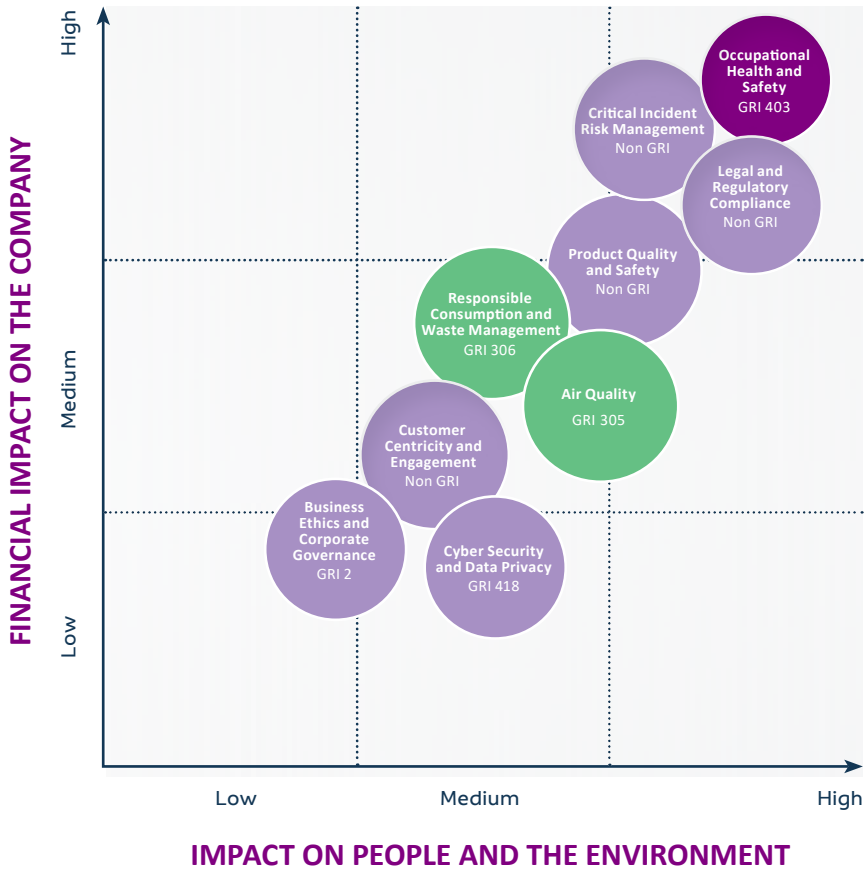
Cohizon evaluates the environmental and social impacts of its operations, including greenhouse gas emissions, energy and water consumption, waste generation, chemical safety, and community well-being in the regions where it operates and sources materials.

By applying this double materiality lens, Cohizon identifies ESG issues that are critical to both its business and its stakeholders. These insights inform strategic planning, risk management, and sustainability initiatives, enabling the company to mitigate risks, minimise adverse impacts, and create shared value across its operations and value chain.

Outside-In Perspective
(Financial Materiality)

From a financial standpoint, Cohizon examines how ESG-related risks and opportunities could affect long-term value creation, operational resilience, and overall business performance.

Key considerations include potential climate-related disruptions to supply chains, regulatory changes impacting chemical and agrochemical sourcing, and costs associated with compliance and emissions, water usage, or other sustainability requirements.



- Environment
- Governance
- Social

Ranking	Materiality Topics	Category
1	Occupational Health and Safety (GRI 403)	Social
2	Legal and Regulatory Compliance (Non GRI)	Governance
3	Critical Incident Risk Management (Non GRI)	Governance
4	Product Quality and Safety (Non GRI)	Governance
5	Responsible Consumption and Waste Management (GRI 306)	Environment
6	Air Quality (GRI 305)	Environment
7	Customer Centricity and Engagement (Non GRI)	Governance
8	Cyber Security and Data Privacy (GRI 418)	Governance
9	Business Ethics and Corporate Governance (GRI 2)	Governance



RISK MANAGEMENT AND COMPLIANCE

Cohizon's approach to Risk Management and Compliance is grounded in transparency, accountability, and proactive governance.

We strive to identify, assess, and mitigate risks across our operations while maintaining full adherence to applicable laws, regulations, and industry standards. Through robust internal controls, continuous monitoring, and a commitment

to ethical business conduct, we ensure that risks are effectively managed and compliance obligations are consistently met.

”

THIS ENABLES US TO SAFEGUARD VALUE, BUILD STAKEHOLDER TRUST, AND SUPPORT LONG-TERM ORGANIZATIONAL RESILIENCE.



4 step risk management process

- Risk Mitigation
- Risk Identification & Assessment
- Risk Communication
- Risk Monitoring & Reporting



7 Key Environmental Policies

- Biodiversity Policy
- Energy Management Policy
- QEHS Policy
- Responsible Care Policy
- Sustainability Policy
- Water Management Policy
- Environment & Climate Change Policy



GOVERNANCE & RISK MANAGEMENT TARGETS

Our Governance and Risk Management targets underscore our commitment to transparency, accountability, and proactive risk oversight. By strengthening internal controls, enhancing compliance frameworks, and fostering a culture of ethical decision-making, we aim to build resilient business practices that support long-term sustainability, stakeholder trust, and responsible growth.

Key Performance Indicators (KPIs)	1	2
	Employees completing annual code of conduct training (%)	Implementation of ISO 27001
SDG Alignment		
FY 2023-24 (Base Year)	98%	-
Short Term Target FY-26	99 %	-
Long term Target FY-30	100%	Get ISO 27001 Certification by FY2030



Key Initiatives

Employee Training

Conduct annual code of conduct training for all regular employees and ensure new joiners complete mandatory training.

Cybersecurity Strengthening

Carry out Vulnerability Assessment and Penetration Testing (V APT) for all critical IT assets in FY26.

Information Security Framework

Implement ISO 27001 by FY30 to establish a robust Information Security Management System, protect data, reduce risks, and enhance customer trust.



RISK MANAGEMENT AND COMPLIANCE PERFORMANCE

Enterprise Risk & Resilience

EFFECTIVE RISK MANAGEMENT IS CRITICAL TO SAFEGUARDING COHIZON'S REPUTATION, FINANCIAL STABILITY, OPERATIONAL CONTINUITY, AND LONG-TERM VALUE CREATION.

The Risk Management Committee promotes a risk-conscious culture across the organisation, empowering employees

to identify potential risks and actively contribute to developing and implementing mitigation strategies.

By integrating risk considerations into strategic planning, we ensure that our business remains resilient in a rapidly changing global environment.

Table: Enterprise Risk Management Framework Overview

Component	Description	Accountability
Governance	Oversight of enterprise-wide risk management	CXOs
Risk Ownership	Identification and management of risks	CXOs
Monitoring and Reporting	Continuous review of risk exposure and mitigation progress	ERM Function and Senior Leadership
Disclosure	Transparent external reporting	Annual and Sustainability Reports



Enterprise Risk Management (ERM) Process

COHIZON HAS ESTABLISHED A COMPREHENSIVE ENTERPRISE RISK MANAGEMENT (ERM) FRAMEWORK THAT PROVIDES A STRUCTURED AND STANDARDISED METHODOLOGY FOR IDENTIFYING, ASSESSING, MITIGATING, AND MONITORING RISKS ACROSS ALL BUSINESS FUNCTIONS.

seeks to maintain alignment with overall business objectives.

The ERM framework undergoes reviews, as required, to remain responsive to emerging and evolving risks including, climate-related impacts, supply chain disruptions, cybersecurity threats, regulatory changes, and market volatility.

RISK REGISTERS ARE UPDATED REGULARLY, AND ESCALATION MECHANISMS ARE BEING STRENGTHENED TO ENSURE TIMELY INTERVENTION WHEN THRESHOLDS ARE EXCEEDED.

The ERM framework is intended to support informed decision-making and contribute to stakeholder confidence through clear accountability, continuous monitoring, and transparent reporting.

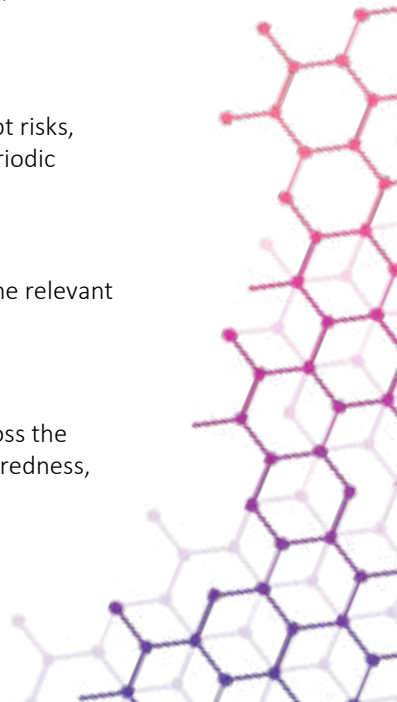
The governance of the ERM framework is overseen by the Risk Committee, chaired by MD & CEO, who ensure robust oversight. Departmental heads are encouraged to take responsibility for risks within their domains, supported by a central ERM function (Risk Committee) that

Cohizon further strengthens accountability through structured disclosures in its annual and sustainability reporting, demonstrating transparency and reinforcing trust in our proactive approach to enterprise risk management.

Our Risk Management Process follows a systematic cycle



Through this structured process, Cohizon integrates enterprise resilience into everyday business operations.



Critical Incident Risk Management

Building upon the overarching ERM system, Critical Incident Risk Management focuses on preventing and managing high-impact events that could affect safety, environment, or business continuity.

Employees across departments are actively involved in identifying potential threats and participate in mandatory training on emergency response, incident reporting protocols, and crisis communication.

Cohizon maintains documented procedures for critical incident preparedness, supported by functional and site-level response teams. Regular drills, root cause analyses, and corrective action processes enable continuous learning and improvement.

THIS HELPS IN REDUCING INCIDENT SEVERITY, STRENGTHENING READINESS, AND ENSURING SWIFT, COORDINATED ACTION DURING UNFORESEEN DISRUPTIONS.

To strengthen readiness, the following preventive and response measures are monitored regularly:

Preparedness Element	Frequency	Responsible Function
Emergency Drills	Quarterly	Health and Safety Team
Incident Root Cause Analysis	Post Incident	Cross Functional Review Committee
Documentation and Training Refresh	Annual	HR and HSE Teams



KEY RISK AREAS AND OPPORTUNITIES

Environmental Risks and Opportunities

Climate Change

We aim to assess climate risks to operations and supply chain resilience while progressively advancing initiatives related to emissions reduction, energy efficiency programs, and adoption of cleaner technologies



Regulatory Compliance

We monitor and align our practices with evolving environmental standards limits compliance risk and creates opportunities for innovation in sustainable manufacturing.



Resource Depletion

Cohizon strives to enhance its water and energy management coupled with circularity initiatives to improve environmental performance and support operational continuity.



Social Risks and Opportunities

Labour Rights

Upholding high labour standards, fair treatment, and safe working conditions mitigates compliance and operational risks while strengthening workforce engagement and retention.



Community Relations

Constructive and continuous engagement with local communities builds trust and helps prevent reputational or regulatory challenges.



Supply Chain Ethics

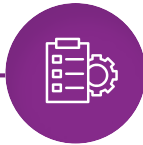
Supplier due diligence, performance monitoring, and responsible sourcing practices reduce risks related to human rights and environmental non-conformance, while enabling collaboration for shared sustainability outcomes.



Governance Risks and Opportunities


Corporate Governance

A strong governance structure ensures ethical leadership, independent oversight, and transparent reporting, reinforcing investor and stakeholder confidence.




Fraud and Corruption

Effective anti-bribery systems and internal controls reduce legal and reputational risks while strengthening ethical business conduct.



Cybersecurity


Enhanced data protection measures and periodic vulnerability assessments safeguard critical digital assets and enable secure digital transformation.



Financial Risks and Opportunities


Operational Risk

Prioritised risk controls ensure efficiency, business continuity, and cost competitiveness, enabling long-term scalability.




Market Risk

Active market intelligence, forecasting, and innovation pipelines help manage volatility and identify new growth opportunities.



Credit Risk

Robust assessment of counterparties reduces financial loss exposure and supports secure expansion into new markets.

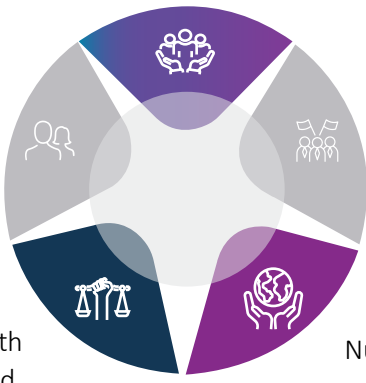


Risk Category	Major Risk Factors	Mitigation Approach	Opportunity Created
Environmental	Climate risk, resource depletion	Energy and water efficiency, compliance upgrades	Low carbon manufacturing, resource circularity
Social	Workforce safety, supplier ethics	Strong labour standards, due diligence	Better retention, ethical partnerships
Governance	Fraud, cybersecurity	Internal controls, IT security	Trust and secure digital growth
Financial	Market and operational volatility	Forecasting, business continuity	Scalability, diversification


Key Performance Indicators (KPIs)

To measure performance and progress, Cohizon plans to establish a monitoring system to track a defined set of risk and opportunity management indicators that reflect resilience and operational robustness. These indicators represent the key KPIs we intend to monitor as our risk management practices continue to mature.


Total number of risks identified and successfully mitigated




Stakeholder satisfaction and trust in Cohizon's risk governance approach




Frequency and severity of incidents across operations



Degree of compliance with applicable regulations and internal standards



Number of sustainability and business opportunities recognised and executed



Through sustained focus on risk prevention and opportunity exploitation, Cohizon aims to builds strategic agility, protects value, and drives continuous improvement across the organisation.

KPI Category	Indicator	Measurement Approach
Risk Mitigation	Number of identified and mitigated enterprise risks	Annual ERM Report
Incident Management	Frequency and severity of operational incidents	Health and Safety Dashboards
Regulatory Compliance	Compliance score and non-compliance cases	Audit results and legal reviews
Stakeholder Trust	Survey feedback on risk governance	Reputation and satisfaction surveys

Regulatory Compliance

Cohizon is fully committed to adhering to applicable legal and regulatory requirements across all jurisdictions. Our compliance management approach includes:

- Regular internal and external audits
- Mandatory compliance training for employees
- Continuous monitoring of legislative changes through the Legatrix compliance management software and the Central Legal Register
- Collaboration with government-authorised partners and certified vendors

A DEDICATED COMPLIANCE TEAM WORKS CLOSELY WITH THE BOARD COMMITTEES TO MAINTAIN GOVERNANCE INTEGRITY, OPERATIONAL DISCIPLINE, AND ACCOUNTABILITY.

During the reporting period, one compliance-related incident was identified involving a vendor’s misrepresentation of its authorisation under Rule 9 of the Hazardous and Other Waste (Management and Transboundary Movement) Rules, 2016.

The vendor also utilised a transport vehicle without the mandated AIS-140 compliant tracking system, resulting in incorrect location tracking and unauthorised waste routing.

In accordance with the enforcement order, the company paid an Environmental Damage Compensation (EDC) of INR 1 crore, along with INR 0.04 crore on behalf of the transporter.

Following the regulatory action, the Company strengthened vendor due diligence by joining Nicer Globe, enabling improved verification, traceability, and assurance of compliance with authorised waste handlers. In parallel, Cohizon initiated the installation of calcium chloride plant to convert spent HCL into calcium chloride, which is non-hazardous in nature, reducing external hazardous waste-handling requirements and strengthening internal waste management controls.

Parameter	Status	Actions Taken
Number of compliance breaches identified	1	Paid EDC, reinforced vendor screening, membership with Nicer Globe and installation of Calcium Chloride Plant
Number of vendors reverified	100% of active hazardous waste handlers	Compliance alignment completed
Employee compliance training coverage	100% across roles	Continuous learning approach



ESG GOVERNANCE

ESG Implementation Framework

Cohizon has established a robust Environmental, Social, and Governance (ESG) framework that integrates sustainability principles into its core business strategy and operations.

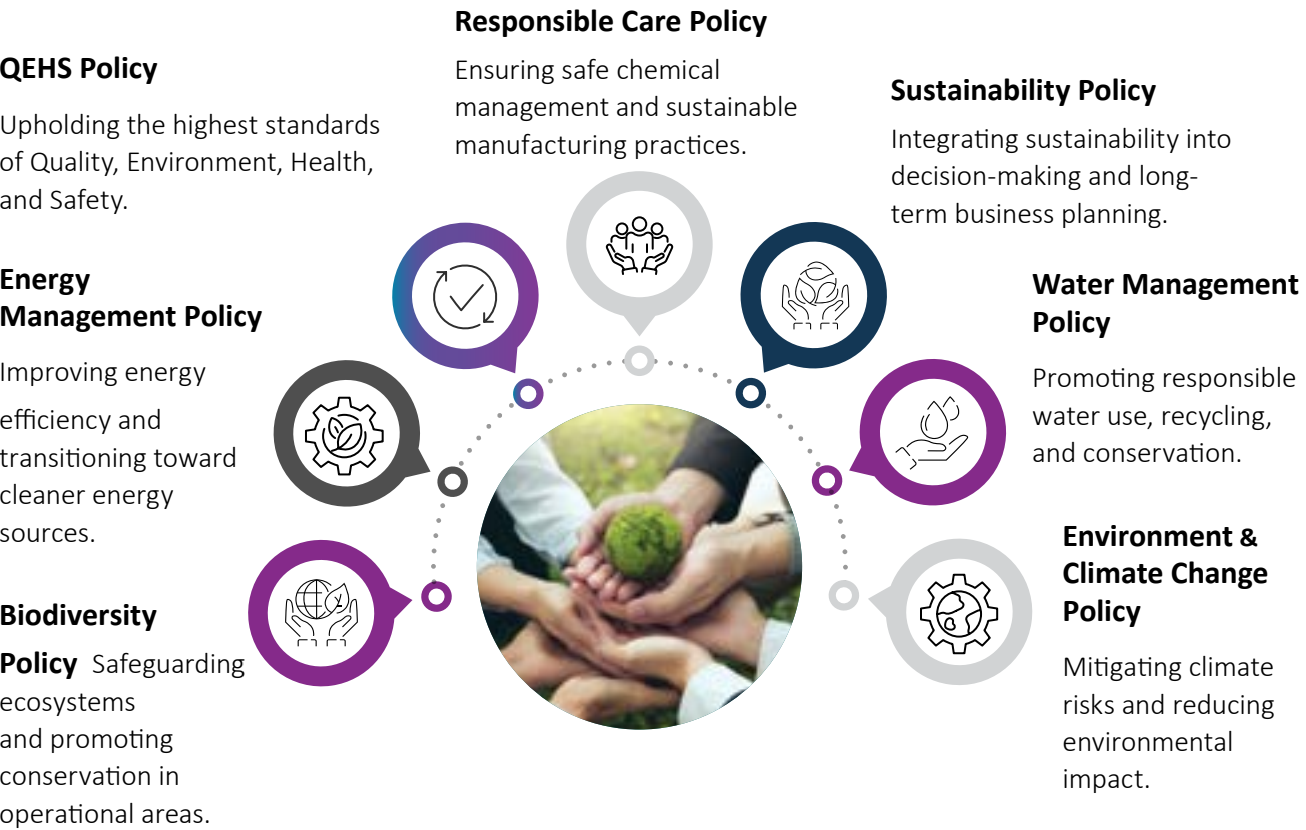
The ESG governance structure is designed to ensure accountability, transparency, and alignment with international best practices, enabling the company to manage environmental and social impacts responsibly while upholding strong governance standards.

THE BOARD OF DIRECTORS PROVIDES STRATEGIC OVERSIGHT ON ALL ESG MATTERS, SUPPORTED BY SENIOR MANAGEMENT COMMITTEES THAT DRIVE IMPLEMENTATION ACROSS BUSINESS FUNCTIONS.

Each business unit is responsible for embedding ESG considerations into daily operations, ensuring compliance with relevant laws and internal policies. Cohizon has also adopted the Updapt platform to support ESG-related data collection, enabling a structured ESG data inventory and consistent emissions calculation across operations.

Key Environment Policies

Cohizon has implemented several key policies that guide its ESG commitments and performance, including:



CYBER SECURITY MANAGEMENT
AT COHIZON

IN AN INCREASINGLY DIGITAL BUSINESS ENVIRONMENT, COHIZON PLACES STRONG EMPHASIS ON IT GOVERNANCE TO PROTECT ITS DATA AND SYSTEMS.

Robust cybersecurity protocols, periodic vulnerability assessments, and formal incident response mechanisms are in place to safeguard sensitive data and information.

Employees undergo regular training on importance of information security practices, and systems are aligned with applicable Information Security Management System polices, laws to ensure compliance.

At Cohizon mission critical data is protected by its Global Business Information Protection Policy and Information and Cyber Security Management System Policy. These policies define clear responsibilities, govern the secure handling of confidential and customer data, establish

information classification requirements, and mandate restricted access, secure document controls, and structured incident response processes.

Together, they provide a consistent, organisation-wide approach to maintain information security and customer privacy.

During the reporting period, there were no substantiated complaints of breaches related to Information Security, Cybersecurity and customer privacy, including those raised by external parties or regulatory authorities.

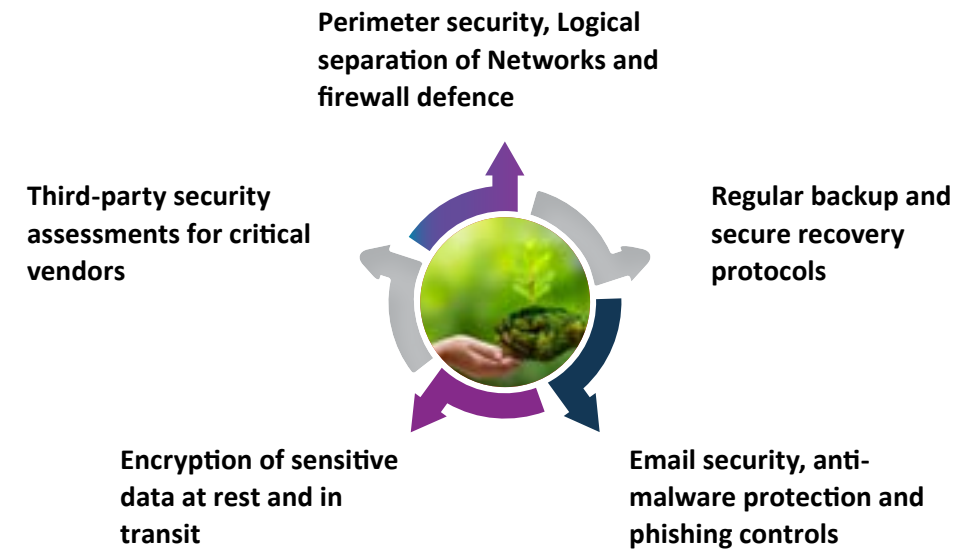
ADDITIONALLY, NO INCIDENTS OF DATA LEAKS, THEFT, OR LOSS WERE IDENTIFIED. THIS REFLECTS THE EFFECTIVENESS OF OUR GOVERNANCE MEASURES AND OUR CONTINUOUS FOCUS ON MAINTAINING THE CONFIDENTIALITY AND INTEGRITY OF CUSTOMER INFORMATION.

Cyber Security Governance Structure

Governance Element	Key Features	Accountability
Policy Framework	Global Business Information Protection Policy, Cyber Security Policy	Senior Leadership and IT Governance
Access Management	Role based privilege controls and multi-factor authentication	IT Security Team
Monitoring and Detection	Vulnerability scans, intrusion detection systems	IT Operations and Security Analysts
Incident Response	Documented response plan, root cause analysis	Incident Response Team
Compliance Monitoring	Alignment with applicable cybersecurity regulations	Internal Audit and Compliance Teams

This structure ensures accountability across all levels of information protection.

Key Cyber Security Practices Implemented



Employee Awareness and Capability Building

Training Type	Frequency	Coverage
Data privacy and cyber hygiene	Annual mandatory	100% employees
Role based security training	As applicable	Critical functions
Phishing awareness	As applicable	Company wide

Performance and Incident Monitoring

Indicator	Status	Trend
Confirmed data breaches in last three years	Nil	Stable
External privacy complaints in last three years	Nil	Stable
System downtime due to cyber incidents in last three years	Nil	Improved
Completed vulnerability assessments in last three years	100%	Strengthened



ECONOMIC PERFORMANCE

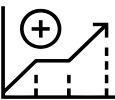
Cohizon’s economic strategy is built on a foundation of financial resilience, regulatory compliance, and sustainable value creation.

By combining disciplined financial management with transparent reporting and strong governance frameworks, the company ensures that its economic growth benefits all

stakeholders including shareholders, employees, customers, and the wider community.

Our approach integrates responsible tax practices, robust oversight mechanisms, and continuous improvements in financial processes, reflecting a long-term commitment to accountability and sustainable development.

Key Financial Metrics



955.09

Crore Total Revenue



45.29

Crore Profit After Tax

Corporate Tax Responsibility

Cohizon’s Corporate Tax Policy reflects its pledge to comply with all applicable tax laws in India. Taxes are paid accurately and on time, ensuring full transparency in filings and disclosures.

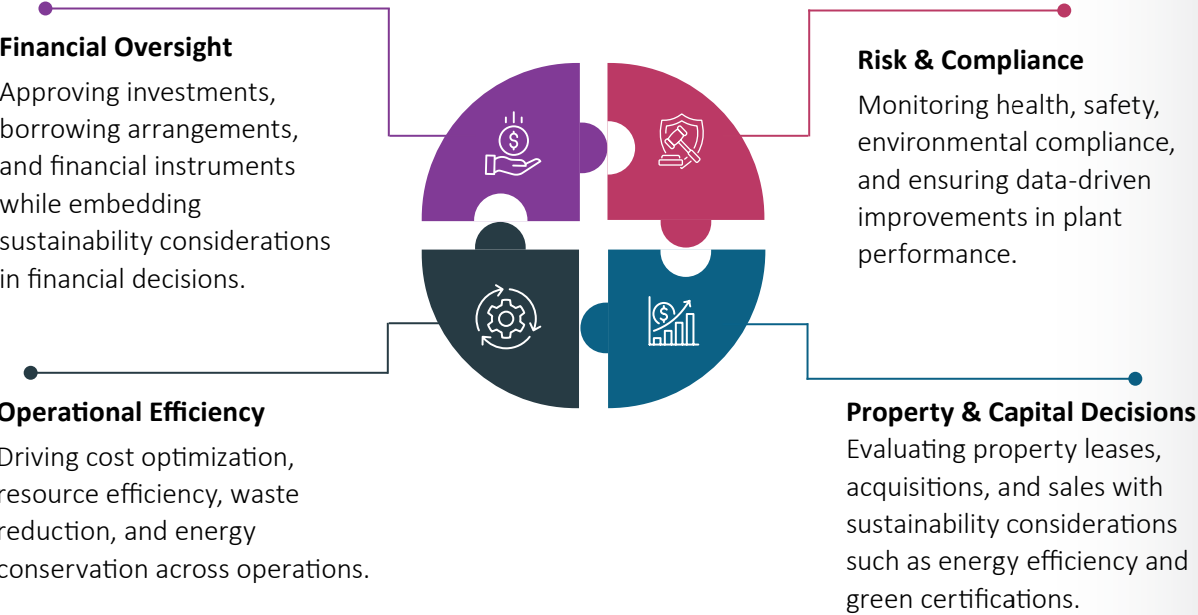
The company adheres to the arm’s length principle in transfer pricing, avoids operating in tax havens, and bases all tax decisions on genuine commercial substance.

GOVERNANCE OVER TAXATION IS MAINTAINED BY THE CFO AND THE HEAD OF TAX, WHO REPORT REGULARLY TO THE AUDIT COMMITTEE.

This approach ensures ethical, transparent, and compliant tax practices that contribute to both public expenditure and sustainable development.

FINANCE & OPERATIONS COMMITTEE


The Finance & Operations Committee plays a key role in overseeing financial, operational, and sustainability-related matters. Its scope includes:





By integrating sustainability into financial and operational decisions, the committee ensures that economic performance is aligned with responsible business practices.


FINANCIAL REPORTING AND TRANSPARENCY

Cohizon has strengthened governance in capital expenditure management through continuous improvements in reporting and tracking mechanisms. Initially managed through manual Excel-based tools, Capex tracking has been upgraded with enhanced SAP functionalities, enabling real-time monitoring, greater accuracy, reduced manual intervention, and timely reporting. This integrated approach supports better decision-making, resource allocation, and transparency for management and stakeholders.

 **Strengthening Budgetary Control**
The SAP budgetary control functionality was successfully implemented to enable automated expense reporting, real-time monitoring, and effective financial control. This digital enhancement ensures greater transparency and accuracy in cost management across business functions.

 **Advancements in Product Costing**
Comprehensive improvements were introduced in the product costing process. A Norm Review Process was institutionalised for the periodic evaluation and alignment of standard consumption norms with efficient and achievable benchmarks. An Excel-based Product Costing Model was developed to support stage-wise cost and norm reviews, ensuring data-driven decision-making.

 **Integrated Cost Review Mechanism**
A systematic review mechanism was established, whereby product costs are jointly reviewed by the Operations, Business Excellence, and Finance teams every ten days. Additionally, the SAP module was upgraded to automatically calculate actual product costs based on incurred expenses, replacing manual Excel-based computations and enhancing accuracy and efficiency.

 **Robust Forecasting Framework**
Both short-term and long-term forecasting processes were formalised to strengthen financial planning and support the organisation's revenue and profitability objectives.

Cohizon is leveraging new technologies to enhance financial and ESG-related reporting. Dedicated systems for tracking ESG-linked investments and expenditures improve data accuracy, facilitate disclosures, and align financial reporting with sustainability objectives.



APPROACH TO TAXATION

Cohizon ensures full compliance with tax laws and regulatory requirements across all jurisdictions in which it operates.

Taxes are paid in the locations where profits are generated, reflecting our contribution to national and regional economies and development.

OUR TAX PRACTICES ARE GUIDED BY THE PRINCIPLES OF ACCOUNTABILITY, TRANSPARENCY, AND RESPONSIBLE GOVERNANCE.

Cohizon does not engage in aggressive tax planning or tax avoidance practices and prioritises accurate reporting and disclosure in alignment with stakeholder expectations.

RESPONSIBLE TAX GOVERNANCE AND RISK MANAGEMENT

Cohizon has established internal policies and compliance frameworks to integrate tax considerations into strategic and operational decision-making. Strong controls, periodic reviews, and access to external tax specialists enable us to mitigate tax-related risks and maintain alignment with good governance practices.

Our approach is fully aligned with recognised international standards, including OECD tax principles and Base Erosion and Profit Shifting expectations. We maintain transparent, constructive relationships with tax authorities and ensure that decisions are supported by evidence, a documented rationale, and senior-level oversight.

Tax Governance Structure

Governance Element	Description	Accountability
Tax Policy and Principles	Ethical tax conduct and compliance with laws	Board and Executive Leadership
Internal Controls and Documentation	Transparent processes and accurate filings	Finance and Compliance Teams
Risk Management and Assurance	Evaluation of reputational and compliance risks	Audit and Risk Committees
Stakeholder Trust and Reporting	Transparent disclosures in public filings	Senior Management

TRANSPARENCY IN PUBLIC POLICY PARTICIPATION

Cohizon maintains a strict stance against political contributions. We do not finance political parties, groups, lobbying activities, ballot influence, or other interest representation.

Metric	Units	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025
Lobbying or interest representation activities	INR	Nil	Nil	Nil	Nil
Contributions to political entities or campaigns	INR	Nil	Nil	Nil	Nil
Contributions to trade associations or tax exempt groups	INR	Nil	Nil	Nil	Nil
Other public policy influence spending	INR	Nil	Nil	Nil	Nil
Total contributions and spending	INR	Nil	Nil	Nil	Nil

Zero monetary influence in political affairs across four years

supports strong governance and aligns with anti-corruption expectations.

Tax Performance and Disclosure

Cohizon is committed to transparency and accuracy in all aspects of tax reporting. The following table discloses our tax approach over recent years.

Tax Related KPIs Dashboard

KPI	Result	Trend
Taxes paid where value is created	100%	Stable
On-time tax filings	100%	Strong compliance

Stakeholder Engagement on Tax Matters

Cohizon ensures that all tax filings are timely, accurate, and compliant with local tax regulations. Engagement with tax authorities is based on honesty, fairness, and integrity.

We regularly assess our tax strategies to ensure they remain compliant with international standards and responsive to emerging regulatory expectations.

We contribute responsibly to relevant taxation policy discussions through legal, transparent channels when appropriate and aligned with our values.

This enables us to maintain a sustainable and competitive tax profile while balancing expectations of shareholders, regulators, and the societies in which we operate.



SUSTAINABLE AND RESPONSIBLE SUPPLY CHAIN

Cohizon’s commitment to sustainability extends across its entire value chain. We believe that a responsible, transparent, and resilient supply chain is central to achieving long-term business success while minimising environmental and social impacts.

Through ethical partnerships, responsible sourcing, and logistics innovation, we strive to build a supply network that reflects our core values of integrity, sustainability, and continuous improvement.

OUR APPROACH

Cohizon’s supply chain strategy is anchored in four key pillars.

-  **Ethical Sourcing**
-  **Transparency**
-  **Environmental Responsibility**
-  **Collaboration**

Each element reinforces our commitment to sustainability, ensuring that every step, from procurement to logistics, supports our broader environmental and social goals.



SUSTAINABLE PROCUREMENT TARGETS

Our Sustainable Procurement targets are designed to strengthen responsible sourcing practices, enhance supplier accountability, and integrate environmental, social, and governance (ESG) considerations into our value chain. By aligning procurement decisions with ethical standards and sustainability principles, we aim to build a resilient supply network that supports long-term business performance and positive stakeholder impact.

Key Performance Indicator (KPI)	1	2
SDG Alignment	Percentage procurement spend covered by Supplier Code of Conduct for Key Suppliers	Chemical Supplier with EcoVadis Assessment
FY 2023-24 (Base Year)	<div><div>12</div><div>17</div></div> -	<div><div>12</div><div>17</div></div> -
Short Term Target FY-26	70%	5%
Long term Target FY-30	90%	15%



Key Initiatives

- Revised Code of Conduct Rollout:

Circulate the updated Code of Conduct to transporters, customs agents, CHAs, and suppliers.
- Supplier ESG Assessment:

Evaluate the current level of ESG compliance among suppliers over the next financial year.



Ethical Sourcing

Cohizon, as a Contract Development and Manufacturing Organization (CDMO), reinforces responsible sourcing through its Responsible and Sustainable Procurement Policy. The policy guides all procurement practices and ensures supplier alignment with our sustainability expectations.

We prioritise sourcing raw materials from responsible, traceable sources. We actively engage with our suppliers to reduce the use of hazardous substances, increase the share of recycled or renewable materials, and promote green chemistry principles.

These efforts aim to minimise the environmental footprint of our raw materials while ensuring product quality and safety.

Transparency

Cohizon emphasises traceability mechanisms to ensure ethical and responsible sourcing. We are adopting digital tracking systems that enhance visibility across our supply network, from material procurement to product delivery.

For export operations, a dedicated digital shipment-tracking system has been introduced to monitor movements in real time, improving transparency, reliability, and risk mitigation.



Environmental Responsibility

Recognising the supply chain’s significant role in our environmental footprint, we are proactively implementing initiatives that support low-carbon operations, resource circularity, and responsible sourcing. These efforts reflect our long-term vision to make logistics and transportation more sustainable.



Adoption of cleaner transport modes:

Cohizon is assessing the use of CNG-powered vehicles for local and short-distance transportation to reduce fuel-related emissions.



Sustainable shipping solutions:

We are utilising dual fuel and bio-methanol-based vessels for export shipments, significantly reducing the carbon intensity of our maritime logistics.



Enhanced safety through digital monitoring:

The company has registered for Nicer Globe L3 services, ensuring quick and efficient response mechanisms in case of any in-transit emergencies, thereby minimizing potential environmental hazards.

Collaboration

We work closely with suppliers who share our commitment to ethical, safe, and sustainable business practices. Through a rigorous sustainability evaluation process, we assess suppliers on parameters including governance, labour practices, and environmental performance.

As part of this initiative, Cohizon’s Code of Conduct (COC) policy has been shared with 101 suppliers, of which 98 have formally endorsed and signed their commitment to upholding our standards.

All our suppliers and vendors receive a copy of this Code of Conduct, ensuring they are fully informed of the requirements pertaining to environment and social standards.

SUSTAINABLE SOURCING

Our sourcing approach emphasises responsible procurement practices that support local economies and reduce environmental impacts across the value chain.

During the reporting period, we engaged with 212 suppliers, with an annual spend of INR 419 crore. Notably, 183 suppliers (86.32%) were locally based, reflecting our commitment to strengthening regional supply networks.

Of the total procurement spend, INR 306 crore was directed towards local suppliers, underscoring our focus on promoting sustainable and inclusive growth while minimising supply chain-related emissions and enhancing community resilience.



86%

Local Suppliers



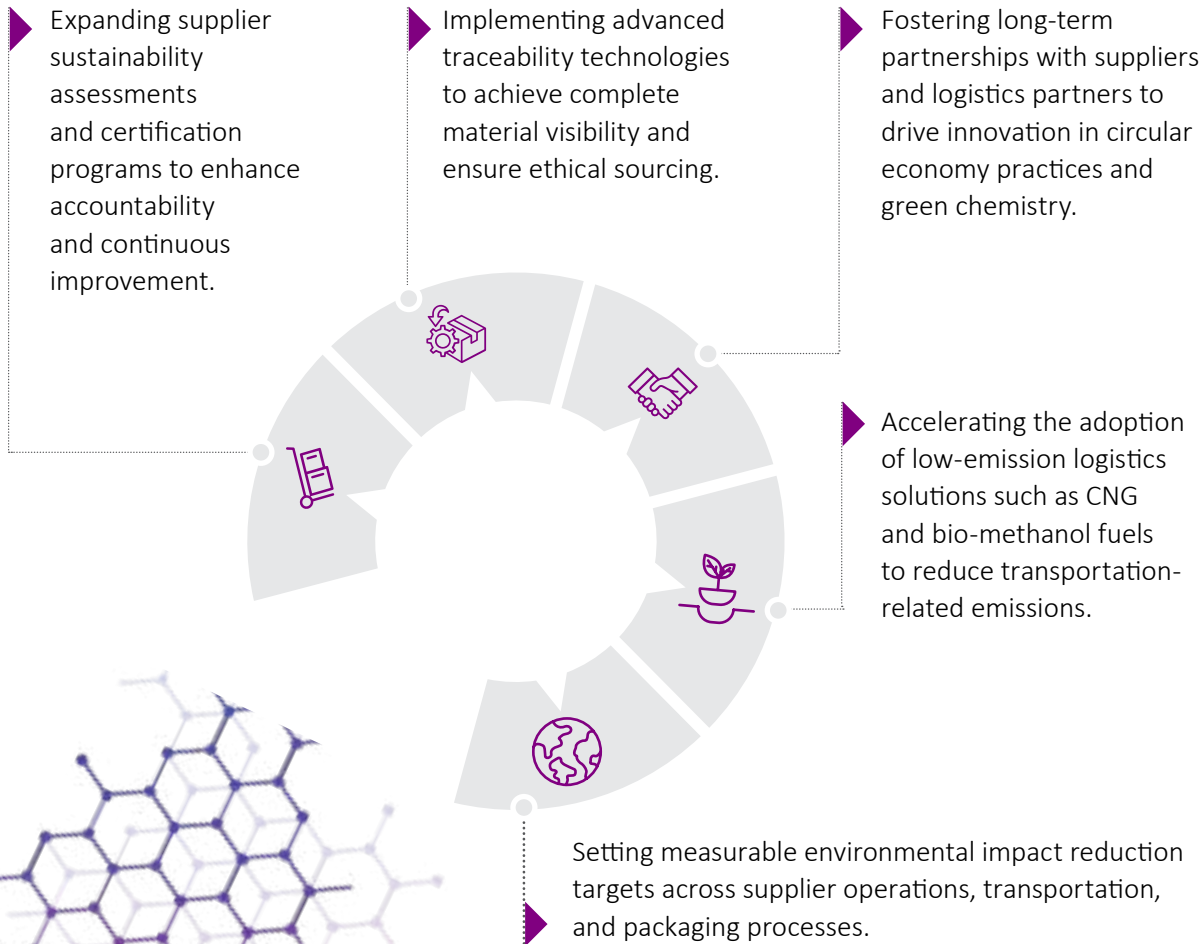
73%

Spent on Local Suppliers

Sl. No.	Data Requirement	Unit	Input (FY 2024-25)
1	Number of suppliers	Number	212
2	Annual spend on suppliers	INR crore	419
3	Number of local suppliers	Number	183
4	Procurement spending on local suppliers	INR crore	306

FUTURE GOALS AND COMMITMENTS

To further strengthen supply chain sustainability, Cohizon is actively working towards embedding advanced ESG practices across all levels of its procurement and logistics ecosystem. Our future focus areas include:



COMMITMENT TO PRODUCT SAFETY AND RESPONSIBILITY

AT COHIZON, ENSURING PRODUCT SAFETY AND COMPLIANCE IS INTEGRAL TO OUR OPERATIONS. AS A CONTRACT DEVELOPMENT AND MANUFACTURING ORGANISATION (CDMO), WE PRODUCE CHEMICALS TAILORED TO SPECIFIC CUSTOMER REQUIREMENTS.

Our customers are fully informed of the associated product risks and therefore our products are inherently evaluated for health and safety parameters as part of our standard development and manufacturing process.

Despite the customised nature of our production, we uphold stringent internal safety protocols and adhere to international product safety standards at every stage, from manufacturing to transportation.

All products are appropriately labelled and documented to ensure safe handling, storage, and transport, with relevant safety details clearly communicated to customers and logistics partners.

Additionally, personnel and transporters involved in product movement receive training on safe handling practices and emergency response procedures, ensuring safety and compliance throughout the supply chain.

We also place strong emphasis on responsible labelling and transparency. All our products are accompanied by comprehensive Material Safety Data Sheets (MSDS) that provide detailed guidance on safe handling, use, storage, and disposal. This empowers our customers to use our products

responsibly while minimising their environmental and safety risks. Additionally, Cohizon is a member of Nicer Globe, an arm of the Indian Medical Council.

Through our Level 3 Membership, we continue to minimise transport-related risks, enhance supply chain safety, and reinforce our robust safety and quality assurance systems, ensuring complete alignment with global best practices and regulatory requirements.

Our Research and Technology Centre plays a pivotal role in assessing and enhancing the safety profile of our products. Through detailed safety and process studies, we evaluate potential health, safety, and environmental impacts across the entire product lifecycle.

These assessments inform our product design, material selection, and sustainability practices, ensuring that each product meets the highest safety and environmental standards.

In 2024-25, there were no cases of non-compliance with the local regulations concerning health and safety impacts of our products.

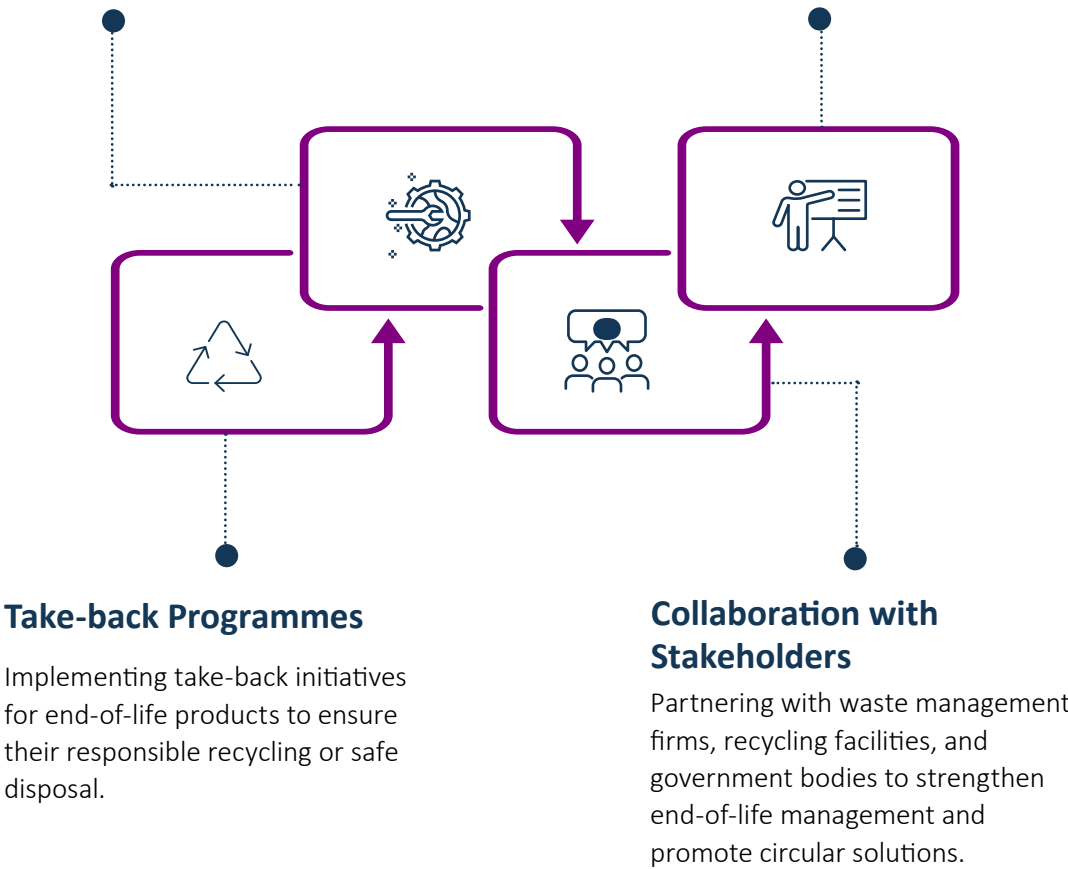
To further reduce environmental impact, we integrate sustainable sourcing, waste reduction, and end-of-life management strategies across our operations. Cohizon has undertaken various initiatives to ensure responsible end-of-life management of its products and to reduce waste.

Product Design

Integrating sustainable design principles that enhance recyclability and minimise waste generation throughout the product lifecycle.

Consumer Education

Raising awareness among consumers by providing clear guidance on proper product use, disposal, and recycling practices.



“TO SAFEGUARD CUSTOMER HEALTH AND SAFETY, WE HAVE IMPLEMENTED A STANDARD OPERATING PROCEDURE (SOP) FOR PRODUCT RECALLS, ENABLING SWIFT, EFFECTIVE ACTION IN THE EVENT OF ANY SAFETY CONCERNS. REINFORCING OUR COMMITMENT TO RESPONSIBLE PRODUCT STEWARDSHIP, WE ALSO ACKNOWLEDGE THE SIGNIFICANCE OF EXTENDED PRODUCER RESPONSIBILITY (EPR). WE ARE ACTIVELY ASSESSING ITS ROLE IN PROMOTING SUSTAINABLE END-OF-LIFE PRODUCT MANAGEMENT.”

STRENGTHENING CUSTOMER RELATIONSHIPS

At Cohizon, customer centricity is a core driver of our business philosophy. We work closely with clients throughout the project lifecycle, ensuring clear communication, operational transparency, and alignment with their expectations.

OUR ENGAGEMENT APPROACH PRIORITISES RESPONSIVENESS, RELIABILITY, AND CONTINUOUS IMPROVEMENT, ENABLING US TO BUILD LONG-TERM, TRUST-BASED PARTNERSHIPS.

A key differentiator that sets us apart from our competitors is our strong emphasis on continuous cost-improvement initiatives. We work closely with many of our customers through structured collaboration programmes to identify efficiency opportunities, optimise processes, and reduce overall manufacturing and service costs.

Progress on these initiatives is reviewed monthly, ensuring accountability, shared visibility, and sustained value creation for our customers. Regular customer interactions, including technical discussions, service reviews, and feedback exchanges, are conducted through meetings, calls, emails, and planned customer visits. Formal engagement sessions are also held quarterly to review performance,

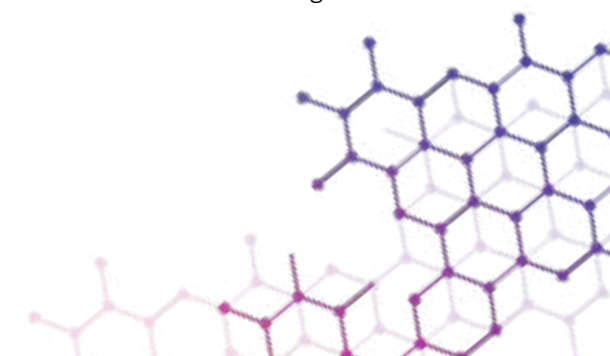
address improvement areas, and strengthen relationships. These structured touchpoints help us remain agile in meeting evolving customer requirements.

We place strong emphasis on timely order fulfilment, accuracy, and consistency, ensuring that each engagement reflects our commitment to quality and service excellence.

To measure our effectiveness, we conduct structured customer satisfaction surveys that assess packaging quality, delivery timelines, grievance handling, and compliance with stated requirements.

IN FY 2025, WE ACHIEVED AN AVERAGE CUSTOMER FEEDBACK SCORE OF 4.5 OUT OF 5, REFLECTING EXCELLENT PERFORMANCE AND REINFORCING OUR CONTINUOUS IMPROVEMENT FOCUS.

Our approach is supported by robust internal processes, prompt grievance redressal, and cross-functional collaboration, ensuring that customer needs remain central to our operations. Through this commitment, we strive to deliver solutions that are efficient, reliable, and aligned with customers' strategic objectives.



CUSTOMER ENGAGEMENT
FRAMEWORK

Engagement Method	Frequency	Focus Area	Outcome
On-site and virtual meetings	As needed	Project alignment and updates	Direct and clear communication
Quarterly customer reviews	Quarterly	Performance evaluation, improvement planning	Strengthened collaboration
Customer satisfaction surveys	Annual	Product and service performance	Actionable insights and improvements
Technical and product support	Continuous	Troubleshooting, quality assurance	Enhanced customer experience

This table demonstrates how customer engagement is systematically managed.

KEY PERFORMANCE INDICATORS FOR CUSTOMER
RELATIONSHIPS

KPI	FY 2024 to 2025 Result	Trend	Status
Customer satisfaction score	4.5 out of 5	Improving	On track
On-time delivery rate	98%	Stable	On track
Customer complaint closure within a defined timeframe	95%	Improving	On track
Repeat business share	75%	Improving	Strong loyalty





SOCIAL





PEOPLE: OUR STRENGTH, OUR GROWTH

Our employees are the backbone of our innovation, operational excellence, and sustainable growth. A skilled, motivated, and engaged workforce is critical to delivering high-quality solutions to global clients while driving responsible business practices.

Our people first approach emphasizes professional development, health and safety, and an inclusive workplace culture that empowers employees to thrive. By nurturing talent and providing opportunities for learning, growth, and leadership, we ensure our workforce is aligned with our long-term strategic objectives and ESG commitments.

NATURE OF EMPLOYMENT

Cohizon Life Sciences Ltd. employs a diverse workforce across functions, including manufacturing, R&D, logistics, sales, and corporate services.

permanent staff on payroll and contract employees engaged through outsourcing arrangements.

In FY 2024-25, the organization’s total workforce comprises 1,460 employees, including both

Our workforce is diverse in terms of age, gender, and employment type, reflecting our commitment to diversity, equity, and inclusion.

Employee Category		Gender	UoM	<30 years	30-50 years	>50 years	FY 24-25 Total
Permanent Employees (On Payroll - Staff)	Local Hire	Male	No.s	257	506	85	898
	Female	Female	No.s	21	22	7	
	Non-Local Hire	Male	No.s	0	0	5	5
		Female	No.s	0	0	0	
Contract Employees (Out-sourced)	Local Hire	Male	No.s	263	269	16	557
	Female	Female	No.s	3	6	0	
	Non-Local Hire	Male	No.s	0	0	0	0
		Female	No.s	0	0	0	
Total Workforce			No.s	544	803	113	1,460

EMPLOYEE DIVERSITY AND ENGAGEMENT TARGETS

Our Employee Diversity and Engagement targets reflect our commitment to building an inclusive, equitable, and high-performing workplace. By fostering representation, strengthening employee voice, and cultivating a culture of continuous improvement, we aim to ensure that every employee feels valued, supported, and empowered to contribute to our long-term success.

Key Performance Indicator (KPI)	1 Nos. of Women on Board of Directors	2 Employee Engagement Score
SDG Alignment	<div><div>3</div><div>8</div><div>10</div></div>	<div><div>3</div><div>8</div><div>10</div></div>
FY 2023-24 (Base Year)	1	-
Short Term Target FY-26	1	75%
Long term Target FY-30	2	80%



Key Initiatives

Board Diversity Enhancement:
Ensure the appointment of at least one female director in alignment with the Companies Act requirements.

Employee Engagement
Conduct a Voice of Employees survey by the end of 2025 to gather insights and strengthen workplace culture.



NEW JOINERS

In FY 2024-25, the organization welcomed 619 new employees across various functions and locations, reflecting our continued growth and strategic expansion. Majority of our new hires were under 30 years, reflecting our focus on engaging young professionals and fresh talent to drive innovation and energy across the organization.

Cohizon reported a new employee hire rate of 22% during the reporting period, highlighting continued strengthening of its workforce.

Structured onboarding programs, training sessions, and mentorship initiatives ensure that new joiners are seamlessly integrated into our organization, equipped with the skills and knowledge to contribute effectively from the outset.

22%

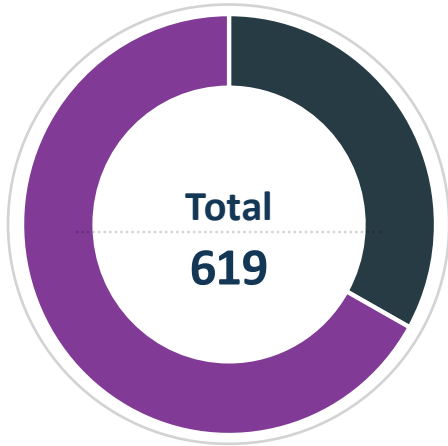
Male Permanent Employee Hiring Rate

23%

Female Permanent Employee Hiring Rate

22%

Total Permanent Employee Hiring Rate



Permanent Employees	205
Contractual Employees	414



99%

Workforce Locally Hired

Employee Category		Gender	UoM	<30 years	30-50 years	>50 years	FY 24-25 Total
Permanent Employees (On Payroll - Staff)	Local Hire	Male	No.s	109	78	5	204
		Female	No.s	8	4	0	
	Non-Local Hire	Male	No.s	0	0	1	1
		Female	No.s	0	0	0	
Contract Employees (Out-sourced)	Local Hire	Male	No.s	239	157	6	414
		Female	No.s	4	7	1	
	Non-Local Hire	Male	No.s	0	0	0	0
		Female	No.s	0	0	0	
Total New Joinees			No.s	360	246	13	619

EMPLOYEE TURNOVER

Employee turnover is a key metric reflecting workforce stability and organizational health. At Cohizon Life Sciences Ltd., we monitor turnover across all employee categories to identify trends, improve retention strategies, and ensure workforce continuity.

In FY 2024-25, a total of 857 employees exited the organization across both permanent and contract staff. Employees below 30 years

showed relatively higher mobility, often driven by career growth opportunities.

Mid-career employees (30-50 years) exhibited moderate turnover, primarily due to internal transfers or personal reasons. Employees above 50 years largely exited through retirement.

Cohizon recorded a permanent employee turnover rate of 26% during the reporting period.

25%

Male Permanent Employee Turnover

32%

Female Permanent Employee Turnover

26%

Total Permanent Employee Turnover

Employee Category	Gender	<30 years	30-50 years	>50 years	Total
Permanent Employees	Male	75	117	27	219
	Female	5	10	2	17
Contract Employees	Male	359	229	22	610
	Female	1	10	0	11
Total Workforce Turnover		440	366	51	857



WOMEN EMPOWERMENT

Cohizon Life Sciences Ltd. continues to foster gender diversity and inclusivity within its workforce. Women currently make up 4% of the total workforce, and in FY 2024–25, 4% of new hires were female.

THROUGH INCLUSIVE RECRUITMENT PRACTICES, THE ORGANIZATION ENSURES EQUAL OPPORTUNITIES FOR WOMEN ACROSS ALL ROLES AND LEVELS.

Dedicated initiatives, such as mentorship programs, provide guidance and support, helping women employees build confidence, strengthen their leadership capabilities, and navigate career pathways effectively.

Additionally, structured career growth and development opportunities are offered to equip women with the skills and exposure required to advance within the organization.

Pay Parity

We are committed to ensuring fair and equitable compensation across all employee categories. Regular monitoring and analysis of remuneration practices are conducted to maintain transparency and promote gender pay equity.

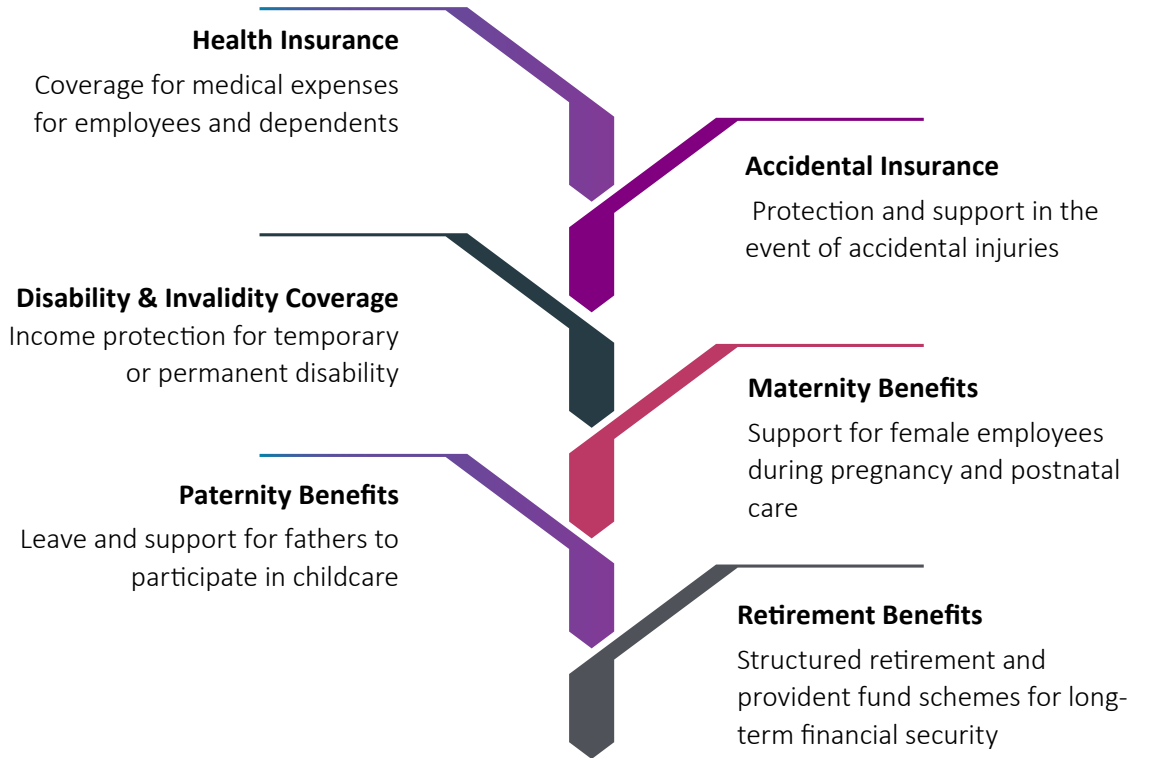
In FY 2024–25, the ratio of median total remuneration (female to male) was as follows:

0.41	0.09	0.32
Key Managerial Personnel (KMP)	Employees other than BoD and KMP	Workers



EMPLOYEE WELL-BEING

The organization is committed to supporting the holistic well-being of its employees through a comprehensive benefits framework that addresses health, financial security, and work-life balance.



PARENTAL LEAVE

The organization recognizes the importance of family support and work-life balance and therefore provides parental leave benefits to both male and female employees.

In FY 2024–25, 55 employees availed parental leave, including 52 males and 3 females. Of these, 53 employees (51 males and 2 females) returned to work, reflecting a return-to-work rate of 96%.

THESE POLICIES ARE DESIGNED TO HELP EMPLOYEES BALANCE THEIR FAMILY RESPONSIBILITIES WITH THEIR PROFESSIONAL CAREERS, ENSURING CONTINUITY AND STABILITY.

Furthermore, majority of these employees have maintained a tenure of at least 12 months with the organization post resuming services, underscoring the effectiveness of parental leave benefits in supporting long-term employee retention.

PERFORMANCE FEEDBACK

Fostering growth and development is a central component of the organization’s talent management approach. **In FY 2024–25, all employees (100%) participated in formal performance reviews, reflecting the organization’s commitment to transparent evaluation processes.**

These reviews serve as a platform to recognize achievements, identify development opportunities, and align individual contributions with broader business goals. By maintaining a consistent feedback mechanism, the organization nurtures a high-performance culture that encourages personal growth, accountability, and long-term career development.

EMPLOYEE GRIEVANCE REDRESSAL

Cohizon Life Sciences Ltd. has instituted a structured grievance redressal mechanism under 'Our Voice Policy' to ensure a fair, safe, and inclusive workplace.

All grievances are addressed confidentially and fairly by the Our Voice - Grievance Redressal Forum, with clear timelines and accountability for resolution.

The policy provides employees with multiple channels, including dedicated email and drop boxes, to raise concerns related to work conditions, discrimination, workload, pay discrepancies, or unlawful practices.

Oversight is ensured through regular reporting to the Board, and the framework is periodically reviewed to align with evolving business and compliance requirements.

EMPLOYEE TRAINING AND DEVELOPMENT

The Organization places a strong focus on continuous learning and professional growth, recognizing that employee development directly drives organizational performance.

strengthen leadership skills, and embed a culture of safety and sustainability.

A wide range of structured programs is implemented to enhance technical knowledge,

Through a mix of in-person sessions, digital learning platforms, and global partnerships, employees are equipped to excel in their current roles while preparing for future opportunities.

Average Hours of training per year per employee

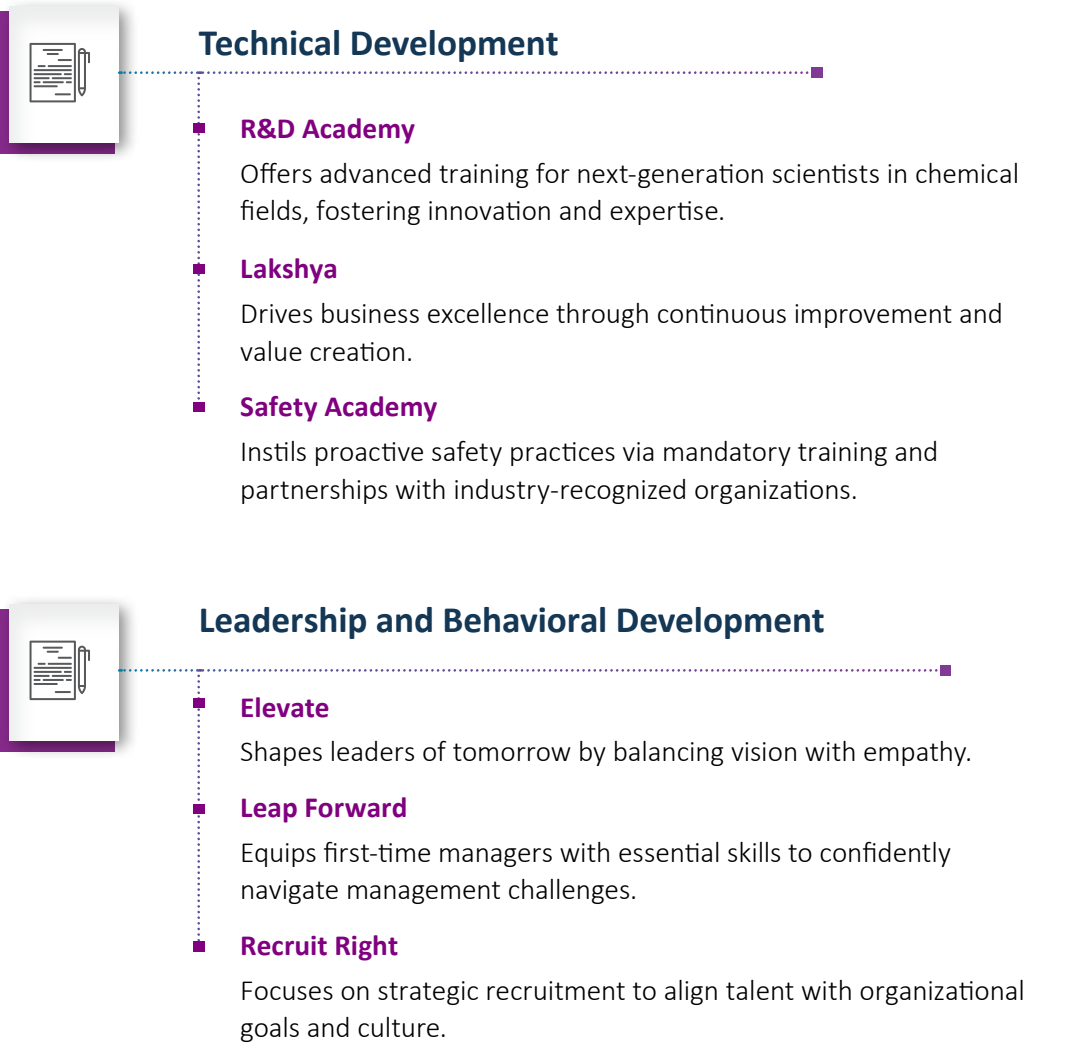
Sr. No.	Parameter	Unit	Male	Female
1	Senior Management	hours	0.85	-
2	Middle Management	hours	1.25	0.06
3	Junior Management	hours	2.99	0.52
4	Contractual Workers	hours	2	2

COHIZON’S ACADEMY OF EXCELLENCE

Launched in January 2024, Cohizon’s Academy of Excellence serves as a modern-day academic hub for the organization, dedicated to knowledge, personal growth, and professional development. The academy continuously evolves to meet the needs of a dynamic workforce, strengthening internal capabilities and empowering employees to drive business success.

Its innovative, gamified, and digital learning platform provides access to over 20,000 courses across a broad range of topics, ensuring learning is accessible to all employees, regardless of location or language.

Pillars of the Academy



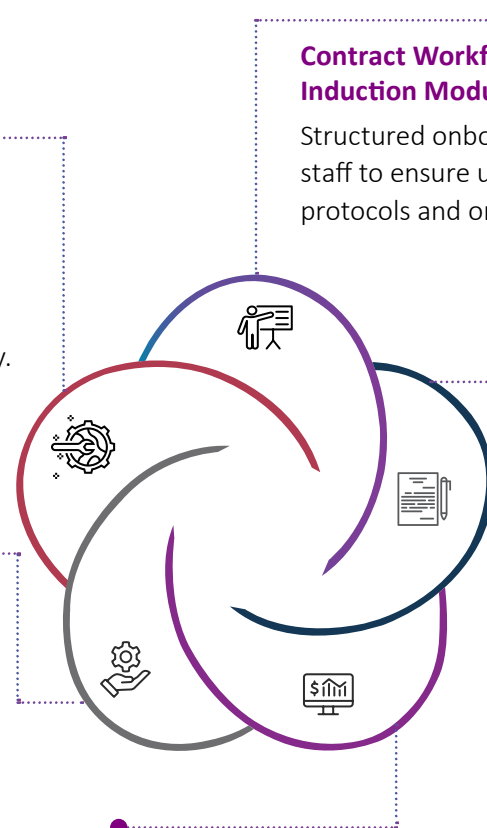
Additional Training Initiatives

Daily Toolbox Talks for Contract Workers

Short, shift-start sessions reinforcing safety, operational updates, and job-specific clarity.

IMS Trainings (Integrated Management System Trainings)

Develops internal auditors in quality, environmental, and occupational health & safety standards (ISO 9001, ISO 14001, ISO 45001).



Contract Workforce Induction Module

Structured onboarding for contractual staff to ensure understanding of safety protocols and organization policies.

Digital Learning Platforms

- **LinkedIn Learning**
Leadership, strategic thinking, and advanced skills for middle and upper management.
- **Skillsoft by Percepio**
Technical and soft skills development for junior employees.

Capability Building with DSS+

Specialized modules on Process Hazard Analysis, Contractor Safety Management, High-Risk Standards, Process Safety Information, and Mechanical Integrity & Quality Assurance.



COHIZON’S COMMITMENT TO HUMAN RIGHTS PROTECTION

Cohizon is committed to upholding human rights in line with internationally recognised standards, including the United Nations Global Compact principles. Our commitment ensures dignity, respect, and equal opportunity for all individuals across our operations.

This commitment is reinforced by strong policies embedded in our Code of Conduct, which outlines expectations for environmental responsibility, labour practices, and human rights.

The Code is accessible to all employees and stakeholders and is shared with each supplier and partner to promote responsible practices throughout our value chain.

Our Human Resources teams oversee compliance with human rights policies and address any concerns or potential violations in a timely manner.

All new employees are required to acknowledge and certify their understanding of the Code of Conduct during onboarding, which includes structured training on human rights standards.

IN FY 2024–25, WE CONDUCTED 750 HOURS OF CODE OF CONDUCT TRAINING, COVERING 100% OF NEW HIRES ACROSS ALL LOCATIONS.

Regular human rights assessments are undertaken across our facilities, and the most recent review identified no significant risks or areas requiring remediation.

Human Rights Governance Structure

Element	Responsibility	Oversight
Human Rights Policy and Code of Conduct	Implementation and awareness	Human Resources and Ethics Committee
Grievance and Whistleblower Mechanisms	Case management, confidentiality protection	Senior Compliance Team
Supplier Compliance	ESG due diligence and monitoring	Procurement and Sustainability Teams
Training and Communication	Employee and contractor coverage	Learning and Development Teams

SAFEGUARDING HUMAN RIGHTS



Zero Tolerance for Discrimination and Harassment

Cohizon enforces a strict zero tolerance approach towards discrimination and harassment based on age, caste, gender, religion, or other grounds. Equal remuneration is provided to individuals performing similar roles. All concerns are managed through formal mechanisms, with resolution tracking and documented outcomes.

Performance: No discrimination cases were reported in FY 2025, FY 2024, and FY 2023.



Prevention of Child and Forced Labour

Our Code of Conduct prohibits child labour and forced labour. All new hires undergo age verification, and suppliers must comply with similar standards as a condition of doing business with us.

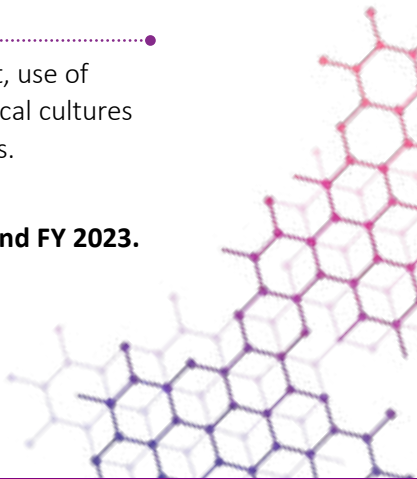
Performance: No incidents of child or forced labour in operations or supply chain in FY 2025, FY 2024, and FY 2023.



Security and Indigenous Rights Protection

Security personnel, including contracted staff, receive training on responsible conduct, use of force only when necessary, and respect for fundamental human rights. We support local cultures and communities and ensure operational practices pose no threat to indigenous rights.

Performance: Zero incidents related to indigenous rights in FY 2025, FY 2024, and FY 2023.





Public Policy and Anti Competitive Behaviour

We participate responsibly in public policy discussions and maintain strict adherence to competition law. Our Code of Conduct outlines ethical guidelines for interactions with competitors and industry groups.

Performance: No cases of anti competitive behaviour or monopolistic practices in FY 2025, FY 2024, and FY 2023.



Operational Responsibility and Whistleblower Policy

Our Whistleblower Policy enables employees and external stakeholders to report concerns confidentially and free from retaliation. Human rights related grievances are specifically tracked and reviewed.

Performance: No human rights violations reported through grievance channels in FY 2025, FY 2024, and FY 2023.



Freedom of Association and Collective Bargaining

Cohizon respects the rights of employees to organise and engage in collective bargaining as permitted by local laws. There are currently no collective bargaining agreements in place, as there are no unions at our facilities.



Human Rights Assessment and Due Diligence

There were no major greenfield projects or acquisitions in FY 2025 that required third-party human rights assessments. Internal facility assessments were conducted, and no significant risks were identified.

HUMAN RIGHTS PERFORMANCE DASHBOARD

Indicator	FY 2025 Result	Target	Status
Confirmed human rights violations	Zero	Zero incidents	Compliant
Incidents of child or forced labour	Zero	Zero incidents	Compliant
Supplier ESG screening coverage	100%	100%	On track



CORPORATE SOCIAL RESPONSIBILITY (CSR)

COMMITMENT TO SUSTAINABLE AND INCLUSIVE GROWTH

At Cohizon Life Sciences Ltd., Corporate Social Responsibility (CSR) is an integral part of our commitment to sustainable development and community well-being.

Guided by the Companies Act, 2013, the Cohizon CSR Policy, and the United Nations Sustainable Development Goals (SDGs), our CSR strategy focuses on creating measurable, meaningful, and lasting impact across our key areas of engagement.



OUR INITIATIVES ARE GROUNDED IN THE CONVICTION THAT BUSINESSES MUST TAKE A PROACTIVE ROLE IN SHAPING A MORE EQUITABLE AND RESILIENT SOCIETY.

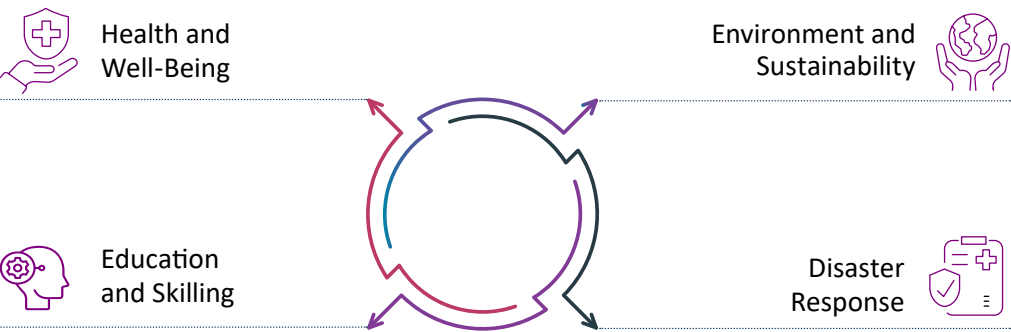
By leveraging our technological expertise, scientific innovation, and managerial capability, we design and implement programs that bring tangible benefits to people and the planet.

Our Values – Cohizon CARES



Our Focus Areas

The organization’s CSR efforts are centered around four core pillars that align with our purpose and social responsibility goals:



Approach and Implementation

Cohizon Life Sciences Ltd. follows a structured and collaborative approach to CSR implementation, ensuring that initiatives are aligned with community needs and aspirations.

The CSR Committee conducts regular reviews and engages in active dialogue with internal stakeholders, government bodies, NGOs, and grassroots organizations to plan and monitor projects effectively.

Community engagement forms the foundation of our CSR model. Through sensitization sessions

with panchayats, schools, and local institutions, as well as participatory planning in villages, we ensure that every initiative is need-based, inclusive, and community-owned.

THIS PARTICIPATORY APPROACH NOT ONLY ENHANCES RELEVANCE AND IMPACT BUT ALSO FOSTERS TRUST AND LONG-TERM SUSTAINABILITY.

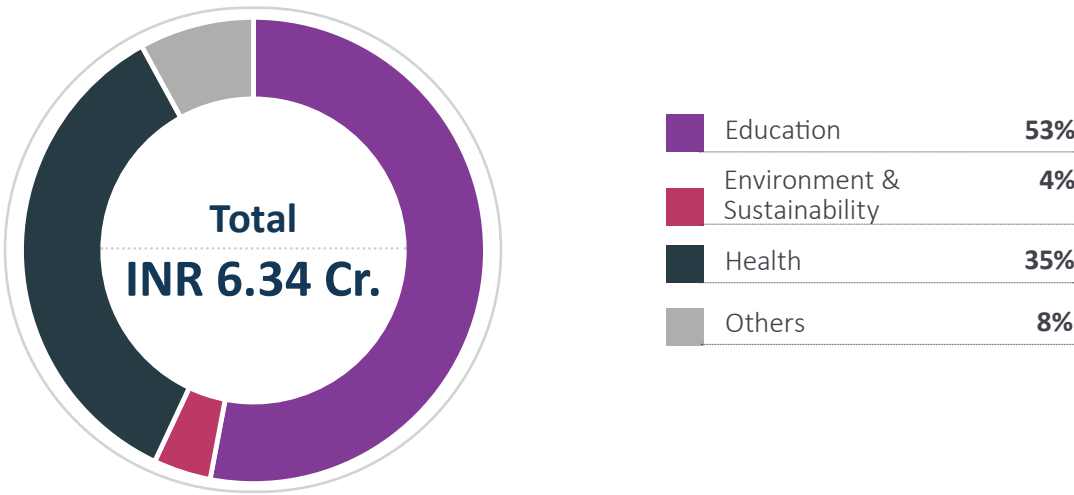
During the reporting year, Cohizon Life Sciences Ltd. successfully implemented nine CSR projects across Gujarat and Maharashtra, through credible implementing partners.

These initiatives collectively contributed to meaningful improvements in community well-being, with

- **25,000+** individuals benefited from the key focus areas.
- Improved learning access in **30 educational** institutions.
- Enhanced healthcare services across **four facilities**.
- Sustainability initiatives strengthening **15 villages** through green initiatives.
- Disaster-resilience measures implemented in **10 villages**.

CSR Allocation - FY 2024-25

Cohizon Life Sciences structures its Corporate Social Responsibility (CSR) initiatives around clearly defined thematic areas to ensure meaningful and measurable community impact. CSR expenditure is allocated across these priority themes to address local needs effectively and deliver sustained value. The theme-wise spending for 2024–25 is presented below



HEALTH AND WELL-BEING

Improving community health and well-being is a key priority under our CSR framework. We focus on increasing access to essential healthcare services, encouraging preventive care, and supporting government-led public health initiatives. Through strategic collaborations, we aim to bring affordable healthcare solutions closer to communities that need them.

Initiative	Project Partner	Key Highlights	Impact / Beneficiaries
Healthcare Access	Jayaben Mody Hospital (Ankleshwar)	<ul style="list-style-type: none">Cancer OPD & Chemotherapy Centre established.The Occupational Health Centre is equipped with diagnostic facilities for local access.	15,000 patients benefitted from expanded OPD and chemotherapy services.
Mobile Healthcare Unit (Ankleshwar)	HelpAge India	<ul style="list-style-type: none">Weekly medical services across 13 villages.Free consultations, medicines, referrals, and counselling provided.	Conducted 10,000+ OPDs, reaching ~80 patients per day, 58% of whom were women.
Advanced Cardiac Facilities (Vadodara)	BAPS Shastriji Maharaj Hospital	<ul style="list-style-type: none">Inaugurated ICCU & Modular OT.Offers subsidized dialysis and diagnostic services for underserved communities.	Over 10,300 beneficiaries received quality cardiac care and diagnostic support.
Vision & Eye Care Program (Surat)	Divyajyoti Trust	<ul style="list-style-type: none">Large-scale vision screening and cataract care initiative.Supported the construction of a 200-bed eye hospital.	20,000+ screened, 6,800 received spectacles, and 700+ cataract surgeries performed.
Nutrition Kit Support for TB patients		<ul style="list-style-type: none">Provided dry ration kits to support patient well-being.The Ministry of Health acknowledged Cohizon's contribution to India's TB-free initiative.	One hundred patients and their families received the kit.





EDUCATION AND SKILLING

Cohizon Life Sciences Ltd. is committed to fostering education and skill development, especially among underprivileged and underserved communities. Through strategic partnerships with NGOs, academic institutions, and foundations, the organization supports initiatives that enhance academic access, build vocational and soft skills, and promote scientific curiosity. These programs empower students and young people to achieve personal growth, career readiness, and make meaningful contributions to society.

Project	Partner	Objective	Outcome / Reach
Mobile Science Lab Project	Agastya International Foundation	Promote hands-on science learning in government schools.	<ul style="list-style-type: none">Reached 2,600+ students across 28 schools;13,000+ science interactions;50% female participation.
Project UDAAN – Chemical Lab Technician Course	Ankleshwar Environment Preservation Society	Provide vocational training for low-income students in chemical lab operations.	<ul style="list-style-type: none">Trained 25 students;Tuition, lodging, safety equipment, and skill development are all covered.
Hostel Construction for Tribal Girls	–	Enable access to education for tribal girls through safe accommodation.	60 students are accommodated in Khamar, Narmada district.
Renewable Energy Research Support	IIT Bombay	Support evidence-based research on renewable energy, including CO ₂ conversion to methanol and chemical synthesis.	<ul style="list-style-type: none">Scholars received research support.IIT procured improved research and analysis equipment.
Soft Skills Development Program	Learning Link Foundation	Build communication, professional, and personal growth skills among ITI students.	<ul style="list-style-type: none">Reached 350 students across 13 trades;1,750+ sessions conducted;25 competitions and expert sessions were organized.

ENVIRONMENTAL SUSTAINABILITY

Cohizon Life Sciences Ltd. recognizes that long-term business success is intrinsically linked to environmental stewardship and climate resilience. Through focused environmental sustainability initiatives, the organization strives to minimize its ecological impact, conserve natural resources, and promote the adoption of renewable energy. Our programs are designed to enhance biodiversity, reduce greenhouse gas emissions, and empower communities to adopt sustainable practices for long-term environmental resilience.

Project	Partner	Objective	Outcome / Reach
Community-based Environmental Conservation Program	Aga Khan Rural Support Program	Promote afforestation, carbon reduction, water conservation, and sustainable agricultural practices to restore and sustain natural ecosystems.re.	<ul style="list-style-type: none">Reached 1,500+ households across 15 villages.15,000 trees were planted in Netrang and Jhagdia, with a survival rate of over 90%.Installed biogas units for 15 families through the government scheme support.Engaged 1,500 women in kitchen gardening and agri-based training.Conducted environmental awareness sessions in schools.Water harvesting structures recharged groundwater twice annually.
Solar Power Projects	Collective Good Foundation	Promote the adoption of renewable energy and reduce carbon emissions.	<ul style="list-style-type: none">Installed 220 kW solar panels across 7 institutions.Benefited 18,000+ people.Reduced carbon emissions by over 5,000 tons over 25 years.
Beautification of Traffic Circles & Canteen Construction	Ankleshwar Industries Association (AIA)	Improve urban aesthetics and community infrastructure to enhance public spaces and worker welfare.	<ul style="list-style-type: none">Developed and beautified traffic circles in Ankleshwar.Constructed a community canteen to serve local labours and migrant workers.Benefited the general community and the industrial workforce.





DISASTER RESPONSE

Cohizon Life Sciences Ltd. integrates disaster preparedness and community safety into its broader sustainability framework, recognizing that resilience and readiness are essential to long-term community well-being and operational continuity.

IN FY 2024, THE ORGANIZATION COLLABORATED WITH THE ANKLESHWAR ENVIRONMENTAL PRESERVATION SOCIETY TO IMPLEMENT A COMPREHENSIVE DISASTER RESPONSE AND PREPAREDNESS PROGRAM.

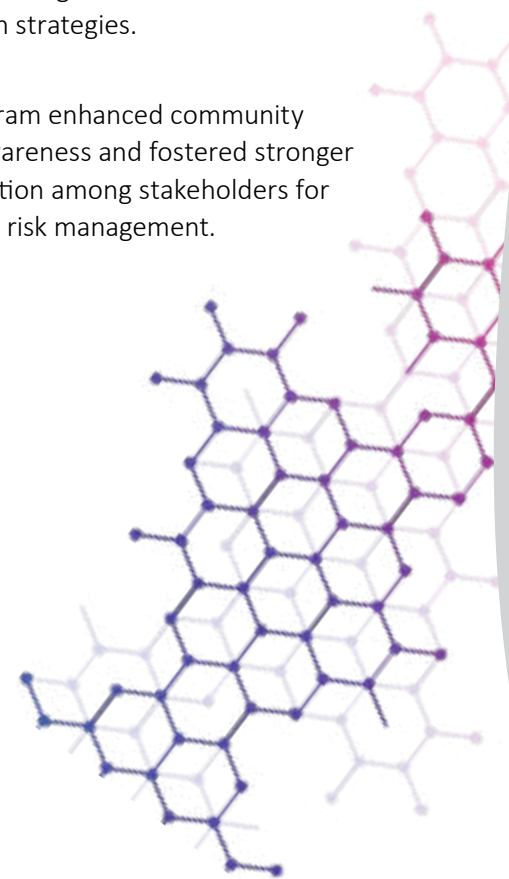
The initiative aimed to sensitize communities surrounding the plant and key stakeholders on emergency preparedness and safety protocols. As part of this effort, a large-scale seminar was organized for diverse stakeholders, attracting participation from over 500 attendees, including industry representatives, local authorities, and

community leaders. Awareness camps were also conducted in nearby villages to educate residents on disaster readiness, evacuation procedures, and first-response measures.

To deepen engagement, industrial visits were arranged for students and teachers, offering practical insights into safety systems and emergency management practices.

The Disaster Prevention and Management Centre played a key role in this initiative, providing technical expertise and guidance in disaster mitigation strategies.

The program enhanced community safety awareness and fostered stronger collaboration among stakeholders for proactive risk management.





OCCUPATIONAL HEALTH & SAFETY (OHS)

Cohizon is built on a strong foundation of safety, responsibility, and care. Protecting our people, preserving the environment, and strengthening our communities are inseparable from business success.

Occupational Health and Safety (OHS) excellence is woven into every aspect of our operations, empowering each employee to contribute to a safer and more sustainable workplace.

”

Through continuous improvement, proactive risk management, and collaborative engagement, we aim to create an environment where safety is second nature and every individual returns home safely, every day.

COHIZON’S SAFETY FOCUS AREAS

Focus Area	Our Approach
Commitment	Demonstrate visible leadership and management accountability for safety performance.
Responsibility	Empower every individual to contribute actively to a safe and healthy workplace.
Prevention	Eliminate hazards through early identification, implementation of control measures, and ongoing training.

OUR COMMITMENT

Cohizon’s OHS framework is designed to ensure zero harm to people and minimal environmental impact. We adopt global best practices, robust systems, and proactive monitoring mechanisms to safeguard our workforce and assets. Continuous engagement, training, and communication form the foundation of our health and safety culture, promoting shared accountability across all levels of the organisation.

Four Pillars of Our Safety Ecosystem

Our safety culture is built on four interdependent pillars that drive our EHS excellence:

1

Safety Governance

A strong governance structure ensures leadership involvement and accountability. Policies, standards, and procedures guide every aspect of safety management, with regular reviews to maintain compliance with national and international standards.

2

Safety Systems

Comprehensive risk assessments, process safety protocols, and audits are conducted to identify and mitigate hazards. Our OHS Management System (OHSMS), aligned with ISO 45001, ensures systematic management of health and safety risks across operations.

3

Safety Culture

We promote a behaviour-based safety culture where every employee takes ownership of safety. Regular awareness campaigns, toolbox talks, and training programs reinforce safe practices and emergency preparedness.

4

Safety Performance

We continually measure, review, and enhance our EHS performance through incident tracking, data analytics, and proactive measures. Recognition programs encourage safe behaviours and reward teams demonstrating exemplary safety compliance.

OHS MANAGEMENT SYSTEM

Cohizon has established a robust Occupational Health & Safety Management System (OHSMS), led by the Head of EHS & Sustainability, to ensure a safe and sustainable workplace. 100% of our employees and workers on our payroll are covered under the OHS management system.

THE SYSTEM UNDERGOES REGULAR MANAGEMENT REVIEW MEETINGS TO DRIVE CONTINUOUS IMPROVEMENT AND ALIGN WITH EVOLVING BEST PRACTICES.

Our OHSMS is designed in accordance with international standards, including ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018, ensuring a comprehensive approach to health, safety, and environmental management.

In line with GFR Rule 68-F, a Central Safety Committee, comprising management and workers’ representatives, convenes quarterly to review safety performance, identify potential hazards, and implement corrective measures.

The system is also externally audited and certified by a recognised agency, reaffirming compliance with global safety standards.

This structured, multi-layered approach ensures that our safety protocols are rigorously monitored, fully transparent, and continuously enhanced, reflecting Cohizon’s dedication to occupational health, safety, and sustainability.



COHIZON HEALTH & SAFETY TARGET

In 2024–25, Cohizon reinforced its unwavering commitment to safeguarding the wellbeing of our people by setting clear, measurable Health & Safety targets. These targets, reflect our proactive approach to risk management, our drive for continuous improvement, and our focus on building a resilient, safety-first culture across all operations.

Key Performance Indicators (KPIs)	1	2	3	4
	Percentage Monitoring & Closure of Unsafe Act/Conditions and recommendations	Fatality	Total Incident Rate (TIR)	Responsible Care Logo & ISO Certification
	<div><div>3</div><div>8</div></div>	<div><div>3</div><div>8</div></div>	<div><div>3</div><div>8</div></div>	<div><div>3</div></div>
SDG Alignment				
FY 2023-24 (Base Year)	68% Closure	Zero	1.99	-
Short Term Target FY-26	85% Closure	Zero	1.67 (10% reduction from last two year average)	Sustain RC Logo & IMS Certification
Long term Target FY-30	95% Closure	Zero	Reduce Total Incident Rate YoY by 10% (3 years Rolling average) over baseline	Get RC14001 Certification by FY2030



Key Initiatives

Governance & Monitoring

Conduct regular safety reviews through SISO, IM, and APEX committee meetings for monitoring and closure of findings.

Corrective Action Management

Implement a 360° approach for corrective and preventive action closure.

Digitalisation

Implement digital HAZOP management through PHA Pro.

High-Risk Activity Safety

Strengthen safety procedures for high-risk tasks, including updated Job Safety Analysis (JSA).

Third-Party Assessment

Review top 10 hazardous operations with an external expert covering mechanical-human interface, infrastructure condition, safeguarding measures, and hazardous material handling.

Recognition Program

Introduce quarterly recognition and rewards for safety champions and top-performing plants.

Process & Workplace Safety

Execute planned focus areas to enhance process and workplace safety.

Manual Handling Improvement

Reassess all manual handling processes to ensure safer operations.

Regulatory Assurance

Sustain the Responsible Care (RC) logo and ensure all required documentation is consistently updated and compliant with Responsible Care Code standards.

Training & Awareness

Enhance safety culture through DSS+, regularly awareness sessions, near-miss and UA/UC reporting campaigns, and virtual reality-based safety training.

HEALTH AND SAFETY POLICY

Our Health and Safety Policy are built on the foundation of prevention, awareness, and continuous improvement.

IT EMPHASISES A ZERO-HARM CULTURE WHERE EVERY INDIVIDUAL IS RESPONSIBLE FOR MAINTAINING SAFETY STANDARDS AND PROMOTING SAFE PRACTICES ACROSS ALL LEVELS OF THE ORGANISATION.

To achieve this, we foster a culture of safety ownership, where every employee plays an active role in identifying and mitigating risks across all operations.

Our vision is simple yet powerful -



Zero Accidents



Zero Injuries



Zero Harm



We pledge to

- Adhere to or exceed all applicable health and safety regulations.
- Continuously enhance workplace safety through investments in our people and infrastructure.
- Cultivate a proactive safety culture where every team member feels responsible for their own safety and that of others.



Our Guiding Principles

- All accidents and injuries are preventable.
- Safety and health improvement are both an individual and collective responsibility.
- Every team member must act with the highest concern for safety in all operations.
- Participation in safety programs is crucial to maintaining a safe and risk-free work environment.

APPROACH TO WORKPLACE SAFETY

Occupational Health and Safety (OHS) is a core element of our operational philosophy. We adopt a proactive and preventive approach to identify, assess, and mitigate potential risks associated with our activities, products, and services. Our goal is to safeguard every individual working with or for Cohizon while ensuring operational excellence and regulatory compliance.

Hazard Identification and Risk Assessment (HIRA)

Cohizon conducts comprehensive Hazard Identification and Risk Assessments (HIRA) to evaluate both routine and non-routine activities. Each assessment aims to identify potential hazards, assess associated risks, and implement appropriate control measures.

HIRA studies are conducted by qualified and trained professionals and are reviewed periodically to ensure changes in processes, infrastructure, or equipment are addressed.

We follow the hierarchy of controls approach starting with elimination and substitution, followed by engineering and administrative controls, and finally the use of Personal Protective Equipment (PPE).

Factors such as incident investigations, employee feedback, and regulatory updates are also integrated to ensure continuous improvement. All risk identification and mitigation activities comply with legal requirements and adhere to recognised OHS standards and best practices.

Enhancing Accessibility through mySetu

Cohizon has implemented mySetu, a digital platform designed to enhance transparency, communication, and accountability in workplace safety management. The system enables employees to report hazards, near misses, and unsafe conditions in real time, ensuring immediate corrective and preventive actions.

background or role can actively participate in maintaining a safe workplace. Toolbox Talks (TBTs) are conducted to familiarise staff with the system and reinforce the importance of open communication without fear of retaliation.

This platform promotes inclusivity by allowing reporting in accessible formats and languages, ensuring that every employee regardless of

ALL REPORTED INCIDENTS ARE TRACKED, ANALYSED, AND RESOLVED THROUGH THE MYSETU SYSTEM, FOSTERING A CULTURE OF SAFETY, OWNERSHIP AND CONTINUOUS IMPROVEMENT.

Continuous Improvement and Training

Regular OHS training programs are integral to building and sustaining Cohizon’s strong safety culture. Employees receive annual and periodic training on safe work practices, risk management, and emergency response, in line with statutory requirements. Post-training assessments and incident reviews are conducted to evaluate effectiveness and enhance safety measures.

CHEMICAL SAFETY & HAZARD MANAGEMENT

We are committed to ensuring the highest standards of chemical safety across all our operations. Our robust management framework is designed to minimise risks associated with hazardous substances, safeguarding our employees, visitors, and the environment.

Standard Operating Procedures (SOPs) & MSDS

- Clear guidelines for chemical identification, labelling, storage, and use of Personal Protective Equipment (PPE).
- Provide all employees with access to up-to-date Material Safety Data Sheets (MSDS).
- Enable this access through the CHEMCWATCH software, ensuring reliable and up-to-date safety information.

Safe Storage & Handling

- Chemical storage areas are clearly designated and comply with national and international safety standards.
- PESO-regulated chemicals are stored in restricted areas with visible safety signage.
- Flammable solvents are stored under nitrogen blanketing, and volatile materials, such as compressed gases and petroleum products, are housed in fire-rated and ventilated areas.
- Hazard mitigation measures include static charge pads at all entry, exit, and in-situ points.
- Reactive chemicals are managed under an Exposure Control Plan, including:
 - Local exhaust systems for Bromine and Mercaptan
 - Automated drum filling for Acid POCl₃ to reduce exposure
- Chemical Safety Compatibility Charts are displayed throughout facilities to prevent unsafe combinations.

Safe Transportation & Handling

- Transport vehicles and personnel are trained in the safe handling of chemicals.
- Designated loading and unloading areas, along with clear signage, ensure secure and compliant transportation of hazardous substances.

Labeling Compliance

- Hazardous chemicals are labelled according to:
 - Globally Harmonised System (GHS)
 - REACH (for exported products)
- Labels provide clear guidance for safe handling, reinforcing safety at every step of chemical use.



EMPLOYEE HEALTH AND WELL-BEING

Cohizon is deeply committed to safeguarding the health and well-being of all employees, contractors, and visitors within its premises.

In alignment with GRI 403-3, the company provides comprehensive occupational health services (OHC) designed to prevent work-related illnesses, promote overall wellness, and ensure rapid emergency response.

Comprehensive Health Infrastructure

Cohizon’s Occupational Health Centre (OHC) operates 24/7, offering a comprehensive range of medical and preventive services, including outpatient consultations, first aid, immunisations, and emergency care, equipped with life-saving equipment and cardiac ambulance services.

Each facility is staffed with a qualified Factory Medical Officer (FMO) trained

in Occupational Health and Advanced Cardiac Life Support (ACLS), supported by professionally trained BSc and GNM nurses certified in Basic Life Support (BLS).

Ambulance personnel are also trained to ensure ergonomically safe patient handling.

Workplace Readiness and First Aid

To ensure an immediate response capability, first aid boxes are strategically positioned across all operational areas, complemented by trained first aiders, who represent approximately 10% of the total workforce.

This ensures rapid assistance during any emergency. The company's medical infrastructure and manpower fully comply with statutory norms under the Factories Act and other applicable regulations.



Preventive and Periodic Health Monitoring

Cohizon emphasises the holistic health and well-being of its employees through a range of preventive, awareness, and screening initiatives. Key programs include:

- 1

Health Screening Programs

 - Biannual medical check-ups for all employees
 - Frequent exams for high-risk roles
 - **Specialised screenings:**
 - Bone Mineral Density (BMD)
 - Liver function tests
 - **Preventive & periodic health monitoring:**
 - Health surveys
 - Health analysis
 - Personalised health counselling

2 Health Awareness Programs

- Disease Awareness & Prevention
 - HIV, TB, Thalassemia, Sickle Cell Anaemia
 - Communicable & non-communicable disease control
 - Cancer screening & awareness programs

3 Lifestyle & Behaviour

- Smoking, drug & alcohol abuse prevention
- Physical inactivity & unhealthy diet awareness
- Occupational Health
 - Hearing conservation programs
 - Industrial hygiene & ergonomics
 - Ergonomic disease prevention
- Mental Health & Well-being
 - Mental health awareness programs
 - Psychological well-being initiatives

4 Collaborative Initiatives

- Partnerships with hospitals & public health programs
- Early detection & community-wide awareness campaigns



Sustainable and Safe Medical Practices

In keeping with its environmental commitment, the OHC utilises energy efficient medical equipment, maintains a mercury free environment, and ensures scientific segregation and disposal of biomedical waste.

The facility adopts Antimicrobial Resistance (AMR) management practices and follows a First-In, First-Out (FIFO) approach for medicine inventory to minimise waste.

Safety Culture and Employee Awareness

Cohizon promotes a strong safety culture through continuous awareness and engagement. Employees receive detailed health and safety orientations during induction, including information on medical services, emergency procedures, and safe work practices.

The facility enforces 12 Life-Saving Rules, complies with Standard Operating Procedures (SOPs) for non-routine tasks, and ensures strict adherence to Personal Protective Equipment (PPE) requirements.

Safety awareness is further reinforced through daily Toolbox Talks (TBTs), visual safety communication such as posters and PPE matrices, and interactive campaigns.

COHIZON’S 12 LIFE-SAVING RULES

At Cohizon, safety is a core value and a shared responsibility. Every individual working on-site is expected to follow the established Life-Saving Rules to prevent incidents and ensure a safe working environment.

These guidelines are designed to protect all employees, contractors, and visitors by promoting safe behavior, proper use of safety systems, and adherence to critical controls.

By consistently following these rules whether operating equipment, working at height, driving, or performing routine tasks we reinforce our commitment to safeguarding lives and fostering a culture where safety comes first, always.

12 LIFE SAVING RULES FOR ZERO HARM

Work with a valid work permit when required

Obtain authorization before overriding or disabling interlocks or other safety critical equipment

Use Lock Out Tag Out to ensure isolation of equipment

Ensure authorized and trained personnel operate plant and machinery including forklift

Protect yourself against a fall when working at height

Use required Personal Protective Equipment

Wear your Seat belt or Helmet

Hold handrail when ascending or descending stairs.

Ensure Fire Safety and clear Access to Emergency Exits

Never use your phone while on the stairs & working on machine or driving

Do not consume alcohol or drugs while working or driving

Do not walk or work under a suspended load

HSE KPI's

Cohizon continued to strengthen its health and safety performance in FY 2024–25, demonstrating the effectiveness of our ongoing risk mitigation measures, training programmes, and disciplined safety culture.

Our Total Recordable Injury Frequency Rate (TRIFR) improved significantly, declining from 0.56 in 2023–24 to 0.16 in 2024–25.

Similarly, the Total Recordable Incident Rate (TRIR) reduced from 1.99 to 1.27 over the same period.

We also observed a decrease in first-aid cases, falling from 46 in 2023–24 to 32 in 2024–25, indicating stronger preventive controls and improved on-ground adherence to safe work practices.

Sr. No.	Safety Matrix	Performance
1	Employees & Contractor Manhours	61,20,430
2	Number of Observations by Employees	24,422
3	Number of First Aid Cases	34
4	Number of Near Misses	846
5	Number of Medical Treatment Cases	5
6	Number of Fatal Accidents	0
7	Number of Lost Time Injury (other than fatal) (lost time>24 hrs)	0
8	Total Lost Days including Fatal Accidents	0
9	Total Recordable Injury Frequency Rate	0.16
10	Total Recordable Incident Rate	1.27

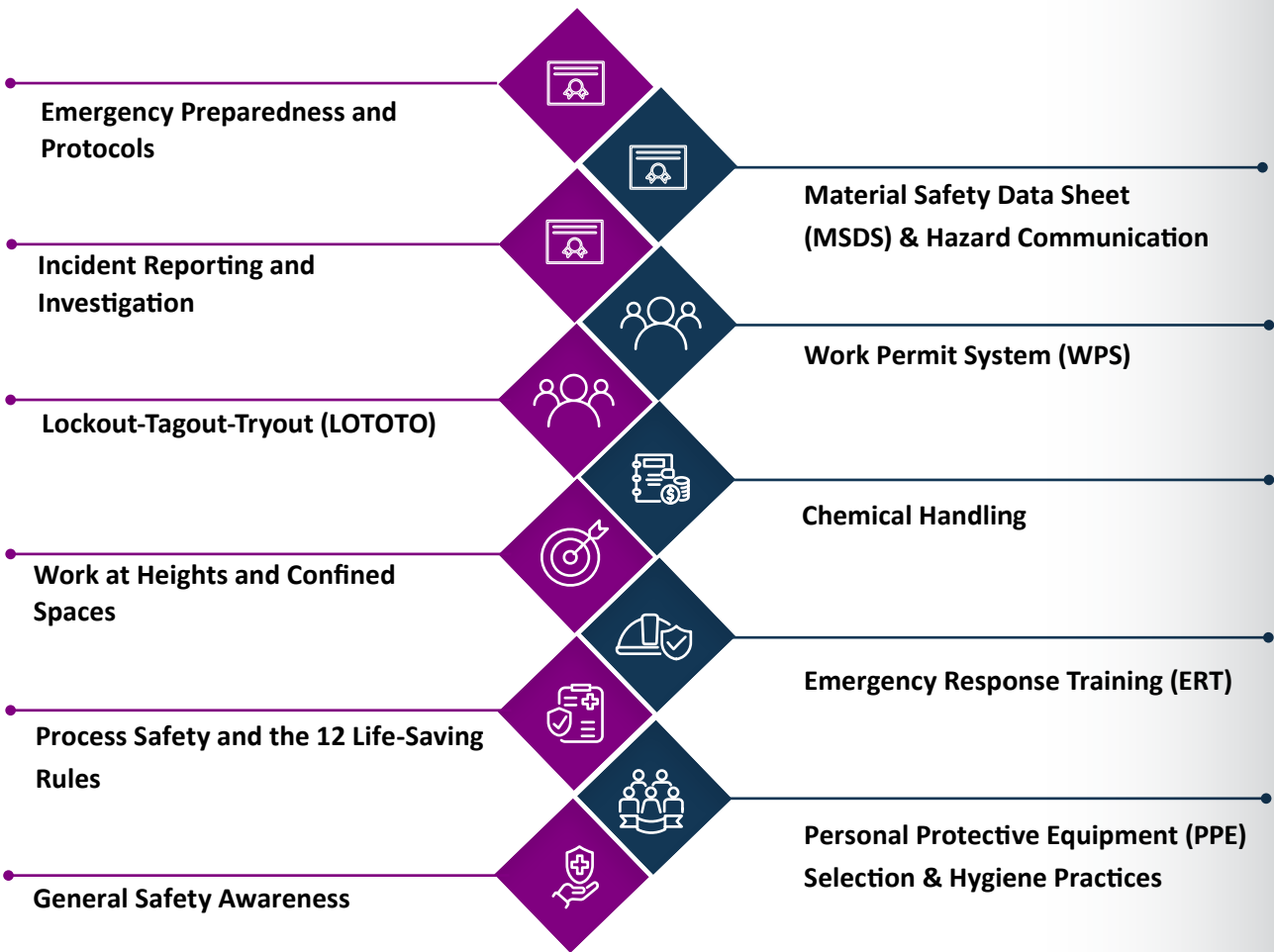


SAFETY TRAINING AND AWARENESS

We prioritise a strong safety culture by equipping our workforce with the knowledge, skills, and awareness needed to maintain a safe, efficient, and hazard-free working environment. Our comprehensive Occupational Health and Safety (OHS) program addresses general safety protocols as well as specialised instruction for high-risk tasks and equipment, ensuring safety at every organisational level.

Key Safety Training Programs

Our employees undergo a structured schedule of periodic training sessions covering:

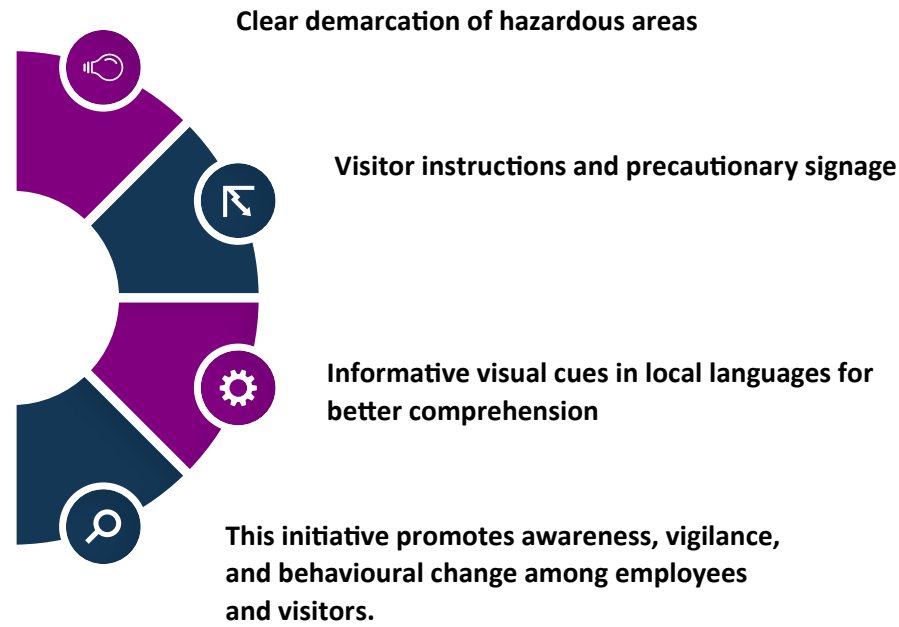


Structured Training Schedule

A weekly training calendar is published for all employees, with mandatory participation. Regular mock drills are conducted to enhance emergency preparedness and response capabilities. To further strengthen learning, we are implementing a Learning Management System (LMS) to streamline and track training initiatives.

Safety Visual Management Initiative

To reinforce safety practices on the shop floor, we have introduced a Safety Visual Management system. This includes:



Expert Partnership for Process Safety

To enhance our cultural and operational safety standards, Cohizon collaborates with dss+ (formerly DuPont Sustainable Solutions), leveraging their expertise in Process Safety and Occupational Health and Safety. This partnership strengthens our organisational commitment to continuous safety improvement and risk mitigation.

OCCUPATIONAL RISK ASSESSMENT AND EMERGENCY PREPAREDNESS

Cohizon follows a structured, SOP-driven process to identify occupational hazards and implement preventive controls across all work areas. These assessments enable us to address risks proactively and ensure safe working conditions.

"OUR HEALTH AND SAFETY MANUAL FURTHER OUTLINES A COMPREHENSIVE EMERGENCY RESPONSE FRAMEWORK, EQUIPPING TEAMS TO RESPOND SWIFTLY AND EFFECTIVELY TO INCIDENTS AND MAINTAIN A SECURE WORK ENVIRONMENT."

Employee Health Surveillance and Monitoring

We continue to prioritise the well-being of our workforce. All Full-Time Employees (FTEs) and Contractual Casual Labour (CCL) undergo mandatory medical examinations every 6 months, which form a key part of our health surveillance programme.

Our SOPs define the process for identifying roles with potential chemical and noise exposure and specify the examinations required for biological monitoring.

Employees working in high-risk environments, including hazardous machinery operators, forklift operators, drivers, workers at heights, effluent treatment plant operators, and food handlers,

receive targeted screenings. Special assessments are conducted for employees exposed to organophosphorus, carbamide, or aniline compounds to ensure early detection and effective risk management.

Similar safeguards extend to non-employees and contracted workers through hazard-specific risk assessments, focused training on safety practices and emergency procedures, and provision of appropriate PPE.

Clear communication and structured preparedness ensure consistent protection across all worker categories.

Equipment Safety Inspections

Regular inspections form an essential part of our safety management system, enabling us to prevent accidents and maintain equipment reliability. Our inspection process includes:



Mental Well-Being and Preventive Interventions

Cohizon continues to strengthen its mental health initiatives by conducting screenings of employees, helping them identify early signs of anxiety and depression. Counselling support is provided to employees with identified concerns.

To further build internal capability, manager sensitisation sessions, conducted by qualified neuropsychiatrists and psychologists, equip supervisors to recognise burnout indicators and suicide risks, enabling timely and empathetic intervention.

We uphold a strict policy against discrimination, harassment, bullying, and workplace violence as outlined in our Code of Conduct. A formal grievance redressal mechanism and reasonable accommodation practices support employees experiencing mental health challenges.

Our Mental Health Policy is currently in the final stages of approval, further strengthening our commitment to a psychologically safe workplace.

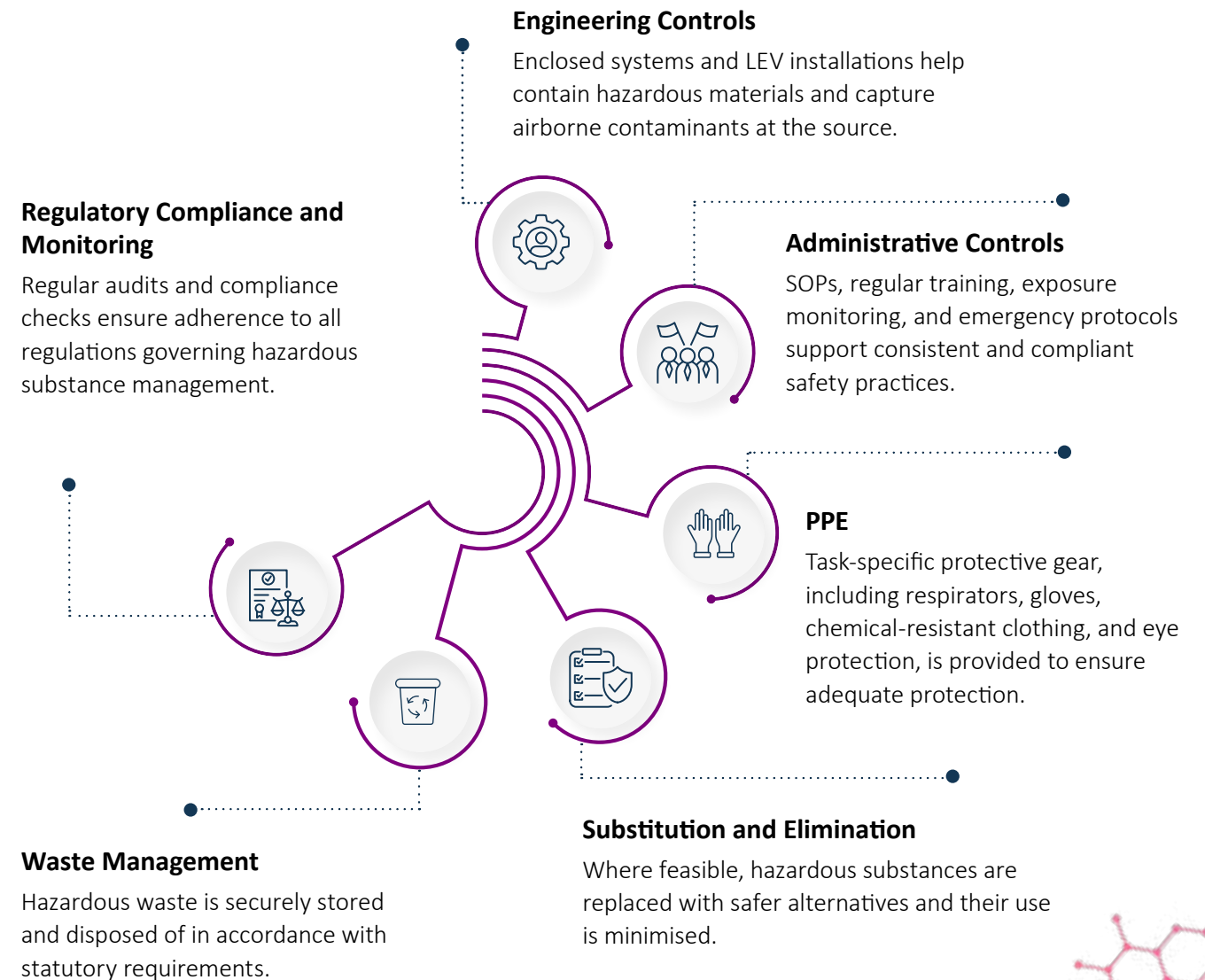
Repetitive Strain Injury (RSI) Prevention

Repetitive Strain Injuries (RSIs) can significantly affect long-term musculoskeletal well-being. Cohizon has conducted ergonomic assessments across key operational activities to support affected employees and provide preventive and corrective physiotherapy and rehabilitation plans. Training records and assessment documentation are maintained to ensure systematic monitoring and improvement.



Actions to Mitigate Hazardous Substance Exposure

Managing hazardous substances is vital to protecting our workforce's health and safety. Cohizon employs a multilayered approach combining engineering, administrative, PPE, and waste management controls:



These efforts collectively reduce exposure risk, strengthen operational safety, and reinforce Cohizon's culture of continuous improvement and sustainable performance.

Management of Change (MOC)

A robust Management of Change (MOC) procedure ensures that any modification to processes, equipment, or systems is implemented safely. MOC documentation includes key risk assessment tools such as HAZOP, What-If Analysis, and PSSR.

All recommendations are reviewed and verified by the Safety Assurance team, which issues a Certificate of Compliance or, if needed, a deviation note classified by criticality. Additionally, all existing processes undergo HAZOP reviews every three years to ensure safety controls remain current and effective.

Contractor Safety Management

Cohizon has a well-established Contractor Safety Management (CSM) system developed with support from the leadership team and dss+. The framework includes a standardised contractor safety SOP, structured evaluations carried out by the safety and procurement teams, and a dedicated training calendar that builds safety awareness and ensures safe working practices across all contractor activities.

HSE Scorecard

The Health and Safety Scorecard at Cohizon Life Sciences provides a concise snapshot of safety performance across operations, tracking key indicators including incident rates, near-misses, training completion, and compliance. It supports regular monitoring, timely corrective action, and reinforces a proactive safety culture focused on continuous improvement.

Safety Reference Materials

The Company provides essential safety reference materials to promote consistent awareness and compliance. These include a concise Pocket Policy outlining key HSE commitments and lifesaving rules, and a comprehensive Safety Manual available in Hindi, English, and Gujarati to ensure a clear understanding of safety procedures for all personnel.





ENVIRONMENT



OUR CLIMATE ACTION

Environmental protection and climate resilience are at the core of Cohizon's operations. We recognize that the health of our planet directly impacts the well-being of our people and the sustainability of our business.

Guided by our Environment & Climate Change Policy, we are committed to integrating sustainable practices, reducing our environmental footprint, and contributing meaningfully to a low carbon future.

Cohizon strives to act responsibly and transparently in complying with all applicable environmental laws and regulations. We have adopted a proactive approach to identify, assess, and mitigate environmental risks associated with our operations.

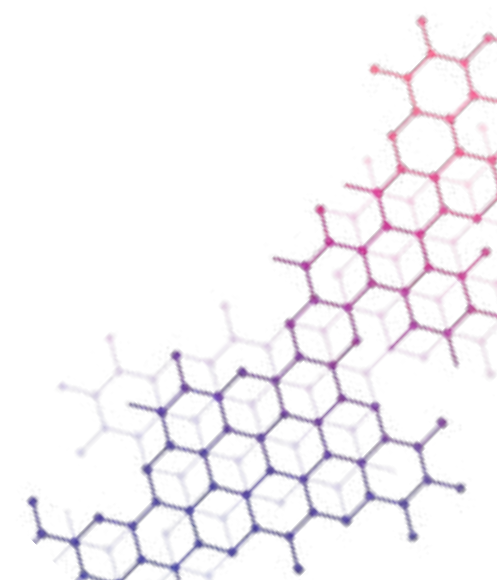
Our aim is to minimise resource consumption, reduce waste generation, and promote circular economy practices across all facilities.

”

THE COMPANY CONSISTENTLY TRACKS AND MANAGES ITS GREENHOUSE GAS (GHG) EMISSIONS IN ACCORDANCE WITH THE GHG PROTOCOL CORPORATE ACCOUNTING AND REPORTING STANDARD, COVERING ALL DIRECT, INDIRECT, AND VALUE CHAIN SOURCES.

Local emission factors were used to calculate emissions, particularly from grid electricity, to ensure better accuracy. Emission factors from DEFRA and US EPA, were used to estimate the GHG emissions from other sources.

This structured approach enabled the company to identify emission hotspots and implement targeted reduction measures across its operations and supply chain.



CLIMATE & ENVIRONMENTAL TARGETS

At Cohizon, we recognize our responsibility to reduce environmental impact and accelerate the transition toward a low-carbon future. Our emissions and energy targets are shaped by a commitment to operational efficiency, climate resilience, and sustainable growth. These targets reflect our long-term vision to operate responsibly, transparently, and in a way that contributes meaningfully to a greener and more sustainable tomorrow.

Key Performance Indicators (KPIs)	1 Emission Intensity Scope 1&2 (tCO2e)/ MT of Production	2 Green Belt development- Tree Plantation	3 Hazardous Waste Disposal (MT/MT)	4 Water withdrawal (KL/MT)	4 Product Carbon Footprint (PCF)
SDG Alignment					
FY 2023-24 (Base Year)	17.15	5000	5.48	46.64	-
Short Term Target FY-26	16.32	22000	5.25	41.50	2 Products
Long term Target FY-30	11.38 (30% reduction on absolute basis from baseline)	Survival of 90% Plantation Planted since 2024	4.75	Reduce 5% YOY from Base year	5 Products



Key Initiatives

Energy Efficiency & Clean Energy Transition:

Identify and implement continuous improvement projects, initiate benefits from the signed 20 MW RE PPA starting Q1 2026, explore biofuel and boiler retrofit options, and conduct energy audits followed by implementation of key recommendations.

Afforestation & Greenbelt Enhancement:

Undertake large-scale plantation initiatives including 5,000 saplings through the Forest Department, 22,000 through Catch Foundation, 500 through Sadbhavna Seva Trust, and 500 in-house, while continuing to maintain the existing 40% greenbelt coverage across the site.

Waste Reduction & Process Improvement:

Implement continuous improvement projects (CIP) and reduce waste norms for identified products (DCTF, RAM, and RIM).

Water Efficiency & Recycling:

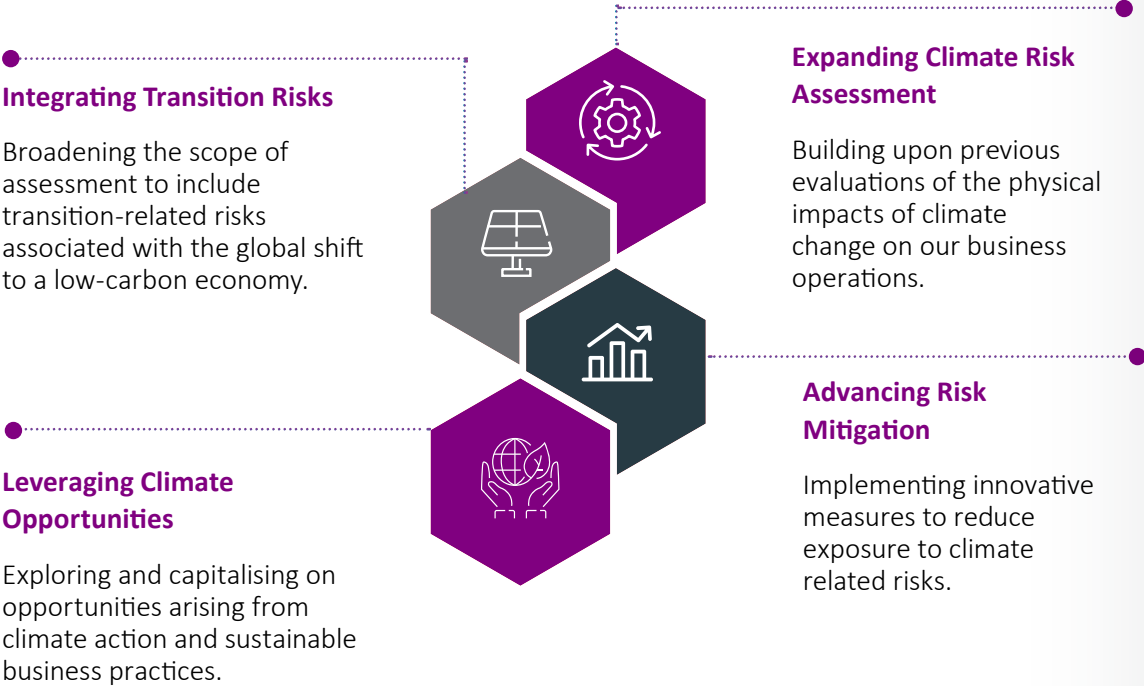
Implement CIP to increase water recycling and reduce freshwater consumption, supported by a water audit and execution of its key recommendations.

Product Carbon Footprint Assessment:

Initiate PCF studies for key products (including DCTF, intermediates 2,3 CTF and 2,5 CTF, and AK Acid).

OUR CLIMATE STRATEGY

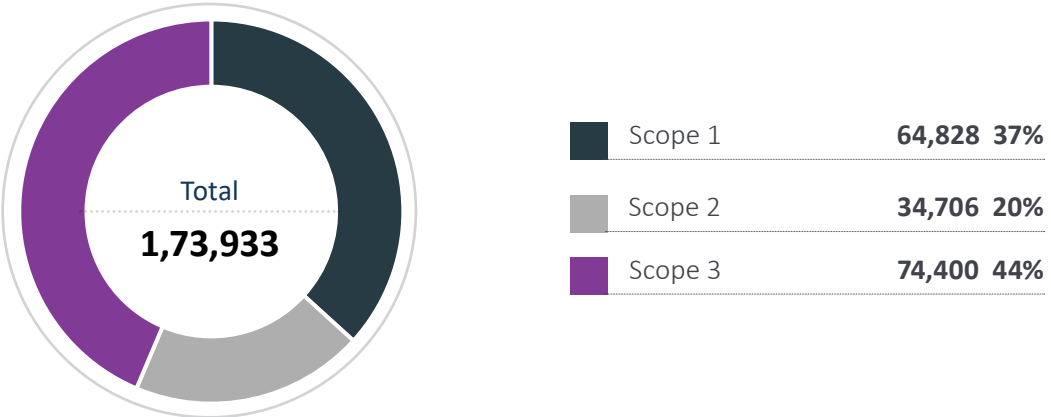
Cohizon’s leadership remains committed to advancing a comprehensive climate strategy that minimises environmental impact and drives meaningful climate action. Key elements of this strategy include.



GHG EMISSION PERFORMANCE

In FY 2024–25, Cohizon’s total GHG emissions stood at 1,73,933 tCO₂e, reflecting a 2% increase from 1,72,409* tCO₂e reported in FY 2023–24. Scope 3 emissions accounted for 43% of total GHG emissions, totalling 74,400 tCO₂e. Additionally, Scope 1 and Scope 2 emissions accounted for 37% and 20%, respectively.

The emissions intensity for total emissions (Scopes 1, 2, and 3) was 184.74 tCO₂e/Revenue (INR Crores), while for our Scope 1 and 2 emissions was 104.25 tCO₂e /Revenue (INR Crores), a less than 1% increase from the previous year.



* The total emissions have been updated for 2023-24 due to a data entry error which was identified in the reporting year.



Scope-wise Analysis



Scope 1 – Direct Emissions

Direct emissions from on-site fuel combustion and refrigerants decreased from 75,491 tCO₂e in FY 2023–24 to 64,828 tCO₂e in FY 2024–25, marking a 14% reduction. This improvement reflects Cohizon’s adoption of cleaner fuels, process optimisation, and enhanced emission control systems.



Scope 2 – Indirect Emissions

Indirect emissions from purchased electricity increased slightly from 33,287 tCO₂e to 34,706 tCO₂e, an increase of 4%. This marginal rise was primarily driven by expanded operational activity, though offset by higher use of renewable energy and energy-efficient systems across facilities.



Scope 3 – Value Chain Emissions

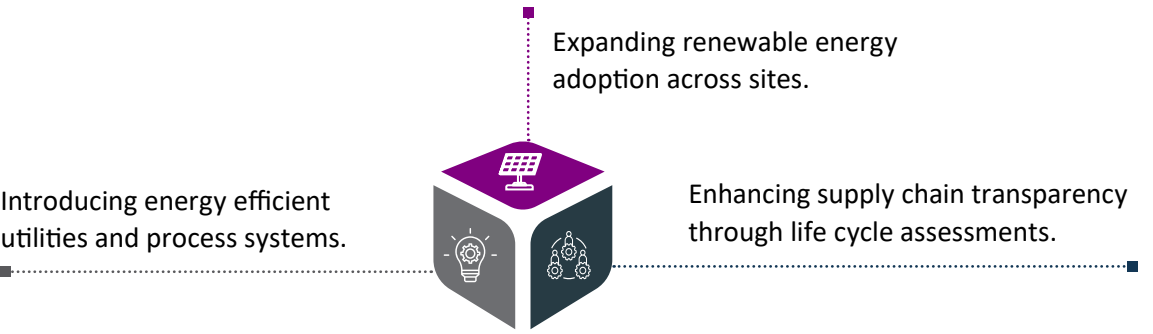
Value chain emissions increased from 63,631* tCO₂e to 74,400 tCO₂e, a rise of nearly 17%. This was primarily due to the updated calculation methodology for Fuel- and Energy-Related activities, which now includes upstream electricity generation emissions in line with best practices. Additionally, a minor increase in the quantity of raw materials purchased in the reporting year also contributed to the increase in Scope 3 emissions.

Scope 3 Category-wise	Emissions (tCO ₂ e)	Percentage share of Scope 3
Purchased Goods and Services	28,782	39%
Capital Goods	6,781	9%
Fuel- and Energy-Related Activities	26,054	35%
Upstream Transportation & Distribution	610	1%
Waste Generated in Operations	7,215	10%
Business Travel	337	<1%
Employee Commute	1,998	3%
Downstream Transportation & Distribution	2,623	3%

*The Scope 3 emissions have been updated for 2023-24 due to a data entry error which was identified in the reporting year.

Emission Reduction Progress

The overall decline in GHG emissions highlights Cohizon’s progress toward a low carbon, sustainable operational model. The company continues to strengthen its climate strategy by:



ENERGY MANAGEMENT

Cohizon views energy efficiency as a key enabler of sustainable manufacturing and environmental responsibility. Cohizon is committed to lowering its carbon footprint through continuous optimisation of energy use, integration of cleaner technologies, and enhancement of operational efficiency across all facilities.

Comprehensive monitoring systems track both direct and indirect energy consumption, enabling data-driven decisions and steady progress toward its sustainability goals.

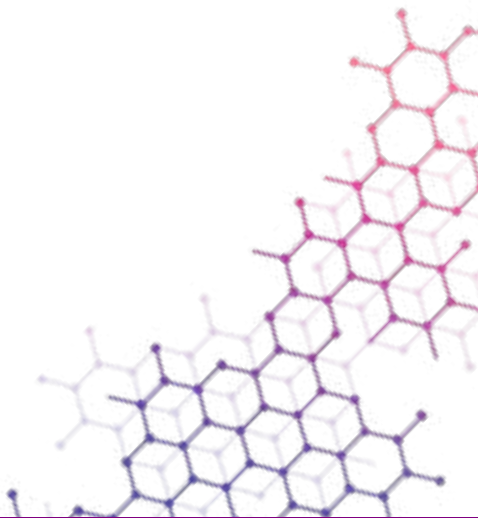
OUR COMPONENTS OF ENERGY MANAGEMENT STRATEGY

Enhancement of energy efficiency



Embracing new innovations

Renewable energy integration



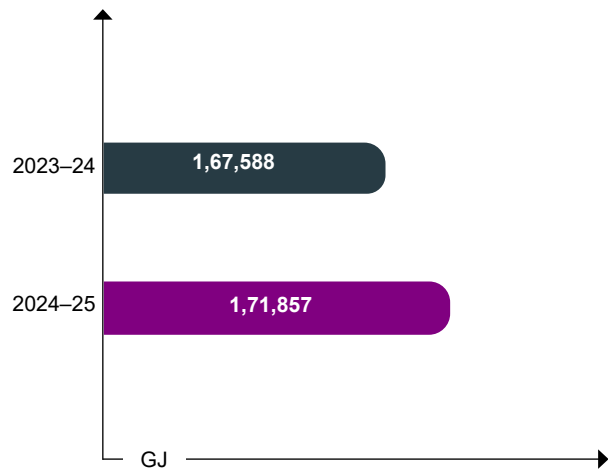
ENERGY
CONSUMPTION PERFORMANCE

In FY 2024–25, Cohizon’s total energy consumption stood at 8,68,143 GJ, reflecting a 14.4% reduction from 10,13,843 GJ in FY 2023–24. This decrease demonstrates ongoing progress in process optimisation, waste heat recovery, and steam & boiler efficiency initiatives that collectively contribute to reduced reliance on fossil fuels.

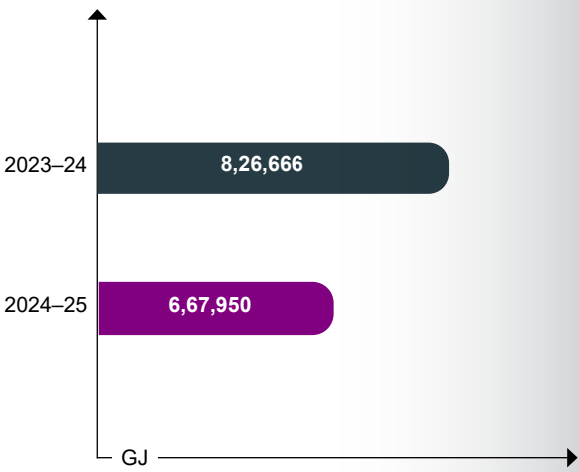
Our energy intensity for the year was 908.96 GJ/Revenue (INR Crores), a 6% decrease from 963.28 GJ/Revenue (INR Crores) in 2023-24.

The overall reduction in total energy use was primarily driven by a significant drop in coal consumption, offset by a slight rise in electricity and natural gas usage to support cleaner, more efficient operations.

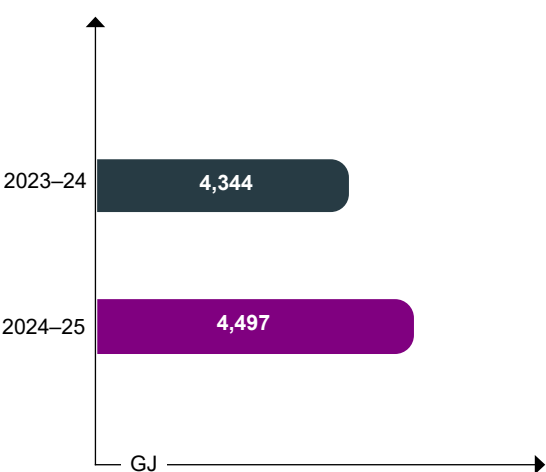
Electricity Purchased (GJ)



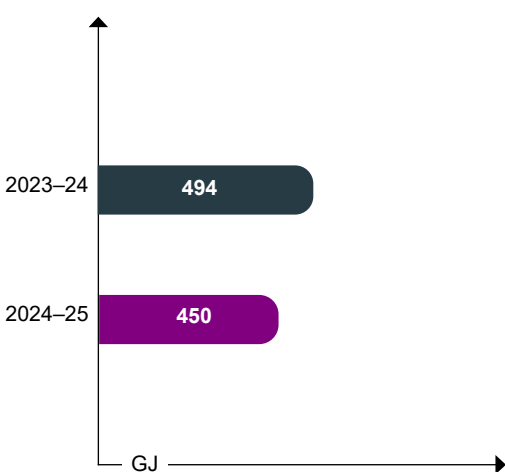
Coal Consumption (GJ)



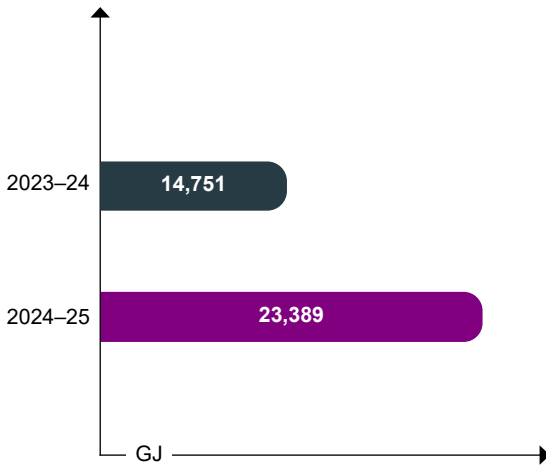
Diesel Consumption (GJ)



Petrol Consumption (GJ)



Natural Gas Consumption (GJ)



**Note: Increase in natural gas consumption is attributable to the commissioning of a new plant in Unit 2.*

ENERGY EFFICIENCY AND OPTIMISATION INITIATIVES

Cohizon continues to implement targeted projects aimed at reducing energy intensity and enhancing operational efficiency. Key initiatives undertaken or planned include the following.



Steam Turbine Power Generation

Installation of a micro turbine at the boiler house to generate 85 kWh of power from steam pressure reduction. The project, is expected to generate approximately 714,000 kWh annually, resulting in substantial energy cost savings.

Steam Trap Replacement and Optimization

Replacement of steam traps across Units A, B, and RAM plants, with an estimated annual savings of 3,866 MT of steam, improving system efficiency and reducing heat losses.



Pure Steam Condensate Recovery

Implementation of condensate recovery from Plant C, generating approximately 438 MT of steam annually, leading to reduced fuel consumption and improved boiler efficiency.

Condensate Recovery Systems

Recovery systems installed at PPPPU and MEE plants have led to measurable reductions in boiler fuel usage by reusing condensate water, minimizing waste and improving overall energy balance.



Power Optimization in Units 1 & 2

A structured 5% reduction target in electricity consumption has been set for both units. The initiative includes

- Conducted comprehensive energy audits and equipment load assessments.
- Upgrading cooling tower fans with energy-efficient FRP designs.
- Optimizing chilled and brine water systems through closed-loop systems.
- Implementing power balancing and advanced monitoring across utilities along with optimum capacity utilization



Steam Efficiency Improvements

Both Units 1 and 2 have targeted a 5% reduction in steam consumption by enhancing condensate recovery (from 48% to 60%), correcting steam trap performance, and introducing continuous steam balance monitoring.

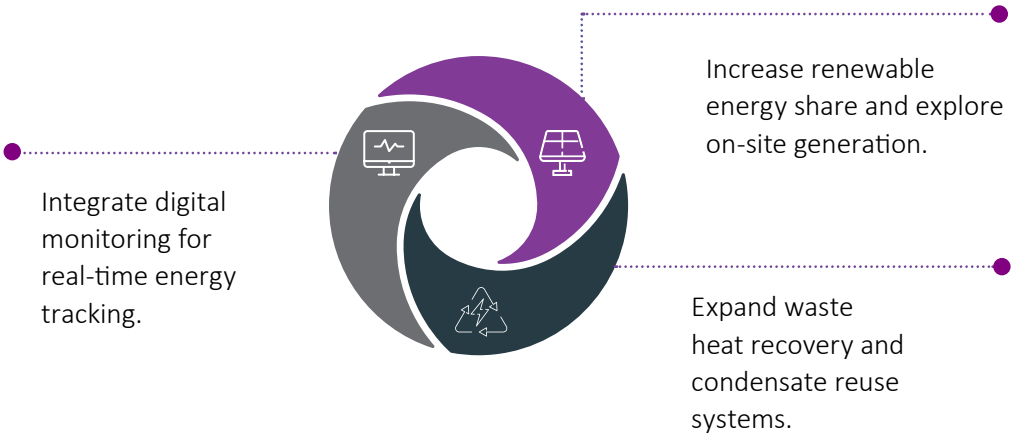
Boiler Efficiency Enhancement

Plans are underway to improve boiler performance by maximizing flue gas heat recovery, preheating boiler feedwater, optimizing oxygen levels, and enhancing coal quality control by testing every coal consignments for Critical Quality parameters like GCV, Moisture, Ash content etc. These measures aim to reduce steam cost by 5% while maintaining optimal output.



PATH TOWARD SUSTAINABLE ENERGY/LOW-CARBON TRANSITION

Cohizon’s energy management strategy is guided by a long-term vision to achieve the following.



Through these focused initiatives, Cohizon continues its journey toward energy-efficient, low-carbon manufacturing, driving both economic performance and environmental sustainability.



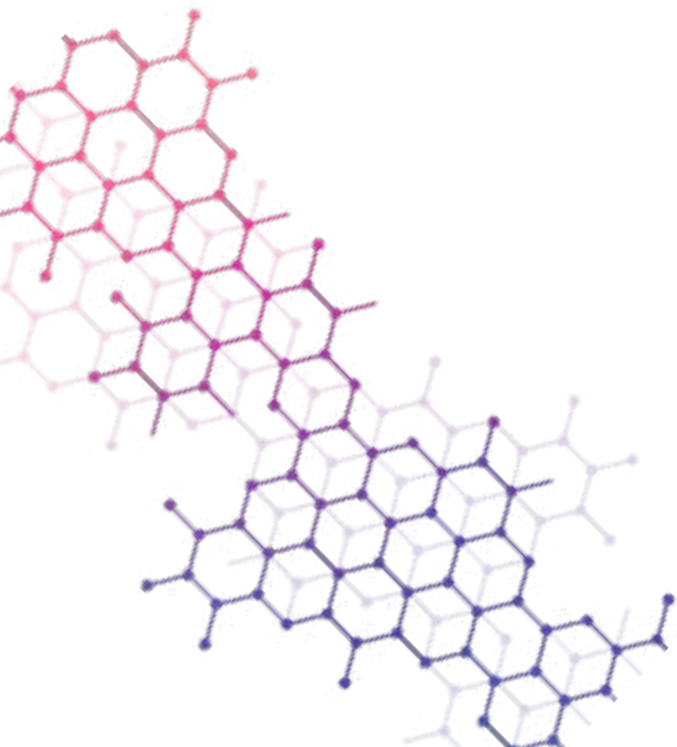
RENEWABLE ENERGY INTEGRATION

Advancing Renewable Energy Through a Strategic PPA

”

IN A MAJOR STEP TOWARD STRENGTHENING ITS CLEAN ENERGY PORTFOLIO, COHIZON LIFE SCIENCES HAS SIGNED A POWER PURCHASE AGREEMENT (PPA) FOR A 20 MW RENEWABLE ENERGY PROJECT IN BARPATOLI, GUJARAT. THE PROJECT COMBINES 19.8 MWAC OF WIND CAPACITY WITH A 19.2 MWAC / 25 MWP SOLAR INSTALLATION, CREATING A HYBRID SYSTEM DESIGNED TO MAXIMISE ENERGY GENERATION AND RELIABILITY.

ONCE COMPLETED BY DECEMBER 2025, THE PROJECT IS EXPECTED TO SIGNIFICANTLY ENHANCE THE COHIZON’S ACCESS TO SUSTAINABLE POWER, REDUCE RELIANCE ON CONVENTIONAL ENERGY SOURCES, AND CONTRIBUTE TO LONG-TERM DECARBONISATION GOALS.

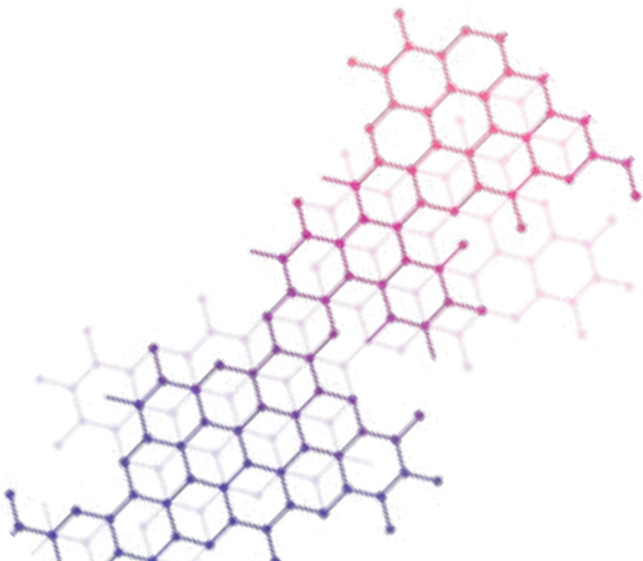
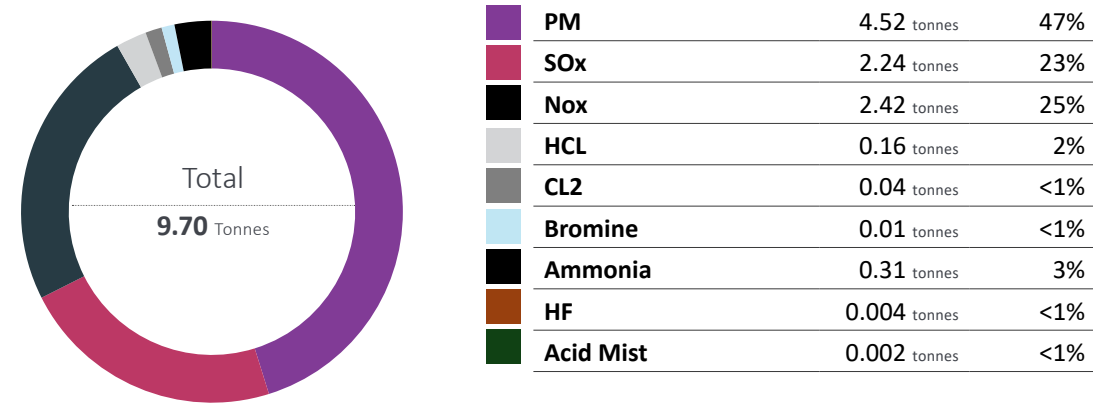




AIR QUALITY MONITORING

A significant portion of the company’s total emissions is derived from Particulate Matter (PM), Nitrogen Oxides (NOx) and Sulfur Oxides (SOx). These are predominantly produced through fuel combustion at our facilities.

During the reporting period, emissions data depicted that Particulate Matter (PM), Nitrogen Oxides (NOx) and Sulfur Oxides (SOx) represented the largest proportion of total emissions recorded at 4.52 tonnes, 2.42 tonnes and 2.24 tonnes respectively. In comparison, emissions of other substances were significantly lower, with hydrogen chloride at 0.16 tonnes and ammonia at 0.31 tonnes, while chlorine (Cl₂) and bromine were recorded at 0.04 tonnes and 0.01 tonnes, respectively.



EMISSIONS MONITORING SYSTEM (EMS) AT COHIZON INDIA

As part of our air emissions management efforts, we have implemented an Emissions Monitoring System (EMS). Ongoing improvement is fundamental to our operations, and we are dedicated to implementing initiatives that enhance air quality. Exceeding regulatory requirements, reducing emissions from our processes and equipment's is essential to safeguarding the health of our employees, local communities, and the environment.

AIR POLLUTION PREVENTION

To reduce air pollution, Cohizon has installed adequate number of scrubbers across various process vents connected to the process stacks.

These are inclusive of advanced systems for instance Bag Filters, Electrostatic Precipitators (ESPs), Venturi Scrubbers, Alkali Scrubbers, and Water Scrubbers. High-flue gas stacks (44m and 42m) are also equipped with Bag Filters and Wet Scrubbers to

ensure compliance with national ambient air quality standards.

REGULAR STACK MONITORING, MAINTENANCE AND MEDIA REPLACEMENT ARE CONDUCTED TO MAINTAIN OPTIMAL PERFORMANCE.

Prompt corrective actions are implemented in the case of emission exceedance to address the issue.

MANAGING NOISE, ODOUR, AND POLLUTANTS RESPONSIBLY

Our sustainability initiatives go beyond the boundaries of our operations, representing our wider dedication to environmental stewardship. We actively implement measures in order to mitigate noise, odour and pollutants, striving to enhance the quality of life both on-site and in the neighboring communities.

Noise Management and Mitigation Measures

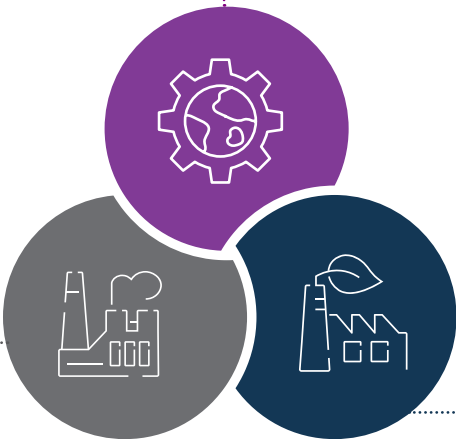
Regular maintenance, lubrication, and acoustic enclosures help keep noise levels within permissible limits. A surrounding greenbelt further acts as a natural noise and pollution barrier, enhancing site aesthetics and air quality.

Management of Persistent Organic Pollutants (POPs)

Regular third-party assessments confirm the absence of POPs across operations. Continuous monitoring and compliance efforts have successfully eliminated POP-related risks to health and the environment.

Odour Management and Control Practices

Strict material handling procedures prevent leaks or odour emissions, with masking agents like PIION and ECOPEARL used when necessary. These measures ensure a cleaner, safer, and more sustainable workplace environment.



OUR COMMITMENT TO BIODIVERSITY AND ECOLOGICAL WELL-BEING

COHIZON LIFE SCIENCES IS COMMITTED TO CONSERVING BIODIVERSITY AND MANAGING NATURAL RESOURCES RESPONSIBLY ACROSS ALL ITS OPERATIONS.

We have established and communicated a comprehensive Biodiversity Policy that outlines our commitment to protecting ecosystems, preventing adverse impacts, and promoting sustainable land-use practices.

This policy guides our actions across all sites and ensures that biodiversity considerations are integrated into operational and strategic decisions.

All our manufacturing facilities are located outside protected areas and biodiversity-sensitive zones. Regular environmental assessments confirm that no species listed under the IUCN Red List or the National Conservation List are present in or around our facilities. We also ensure responsible management of water discharge and

runoff so that no significant habitats or ecological communities are affected by our operations. We take proactive steps to minimise ecological impacts by implementing robust measures for water discharge and runoff management, ensuring that no significant habitats are adversely affected by our activities.

Our approach integrates sustainable operational practices, continuous environmental monitoring, and targeted mitigation strategies to reduce our ecological footprint.

AS PART OF OUR BROADER CONSERVATION EFFORTS, WE PLANTED 22,000 SAPLINGS ACROSS COMMON AND AGRICULTURAL LAND AND DEVELOPED WATER-HARVESTING STRUCTURES TO SUPPORT ECOSYSTEM RESTORATION IN SURROUNDING COMMUNITIES.

These initiatives are supported by village development committees, helping ensure long-term care and local participation.

Cohizon Life Sciences remains committed to enhancing biodiversity outcomes through:

Ongoing Environmental Monitoring



Continued Collaboration with Local Authorities and Communities

Strengthened Risk-Mitigation Measures

Continued Collaboration with Local Authorities and Communities

Requirement	Performance
Operational sites in or adjacent to protected areas or high biodiversity value areas	None of our sites are located in or near protected or high-value biodiversity areas
Species in areas affected by operations	No IUCN Red List or National Conservation List species identified near our facilities





WATER MANAGEMENT

Cohizon places high priority on water stewardship, recognising it as an essential natural resource for both business continuity and ecological balance.

The company embeds efficient water use and conservation practices throughout its manufacturing, research, and supply chain operations, guided by its comprehensive Water Management Policy.

”

THE FOCUS REMAINS ON REDUCING OVERALL WATER CONSUMPTION, ENHANCING REUSE, AND FOSTERING COLLABORATION WITH INTERNAL AND EXTERNAL STAKEHOLDERS.



251,267

Water Withdrawal (KL)



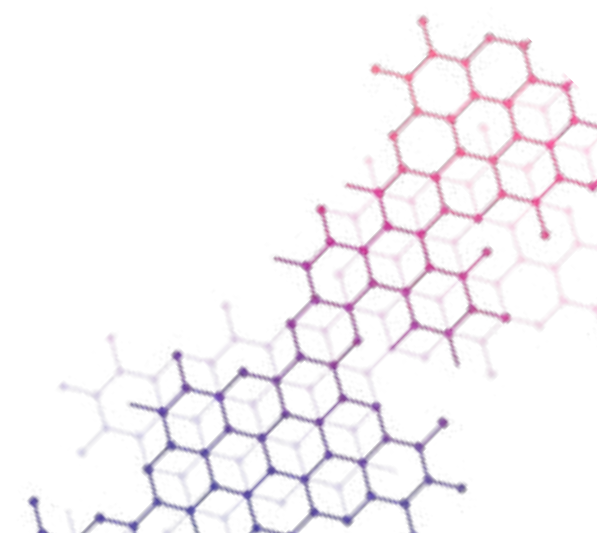
11%

Decline in Water Consumption



16%

Decline in Water Withdrawal

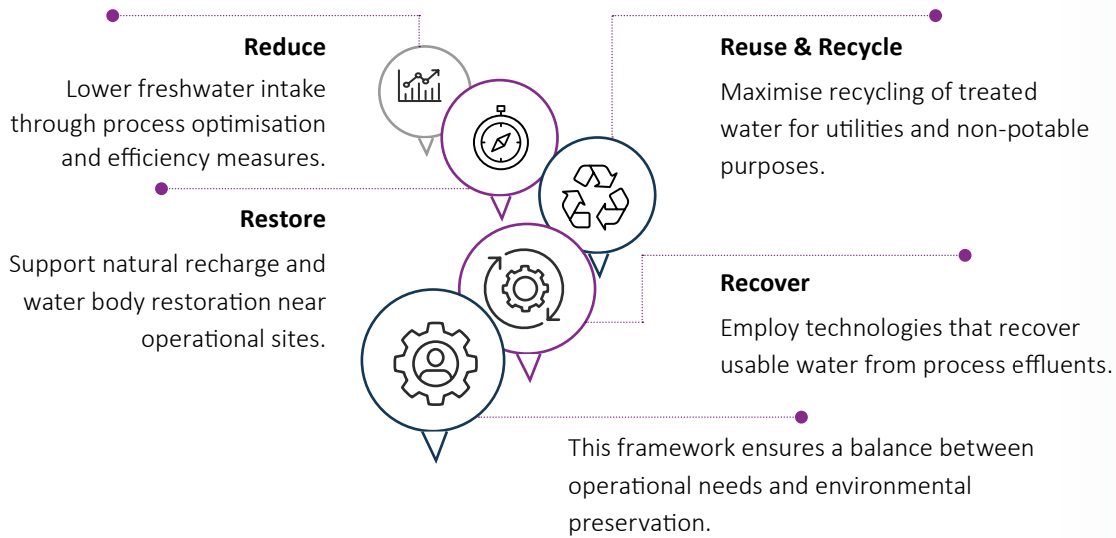


WATER RISK ASSESSMENT

Periodic water related risk assessments are conducted at manufacturing sites to identify potential vulnerabilities such as scarcity, pollution, or local water stress. Cohizon utilizes globally recognised tools, including the WWF Water Risk Filter and WRI Aqueduct, to assess risk exposure and inform mitigation measures tailored to site specific conditions.

Strategic Framework - The 5R Approach

Cohizon’s water management strategy is anchored in the 5R principles - Reduce, Reuse, Recycle, Restore, and Recover.



WATER QUALITY AND POLLUTION CONTROL

High standards of water quality are maintained throughout the value chain. Effluent Treatment Plants (ETPs) ensure that discharge meets or exceeds well below regulatory norms, while preventive systems minimise risks of contamination. Continuous monitoring of treated water quality enables the safe reuse and controlled release of treated water into the environment, ensuring its safe use.

MONITORING AND MAPPING

At Cohizon, the primary water consumption occurs at our Ankleshwar plants, where water is sourced from the Gujarat Industrial Development Corporation (GIDC), Government of Gujarat.

To ensure transparency and efficiency, daily water mapping is carried out across operational units, with consolidated monthly dashboards reviewed by the HSE team. This systematic monitoring helps track water inflows, consumption, and discharge, enabling timely interventions to optimise water use and minimise wastage.

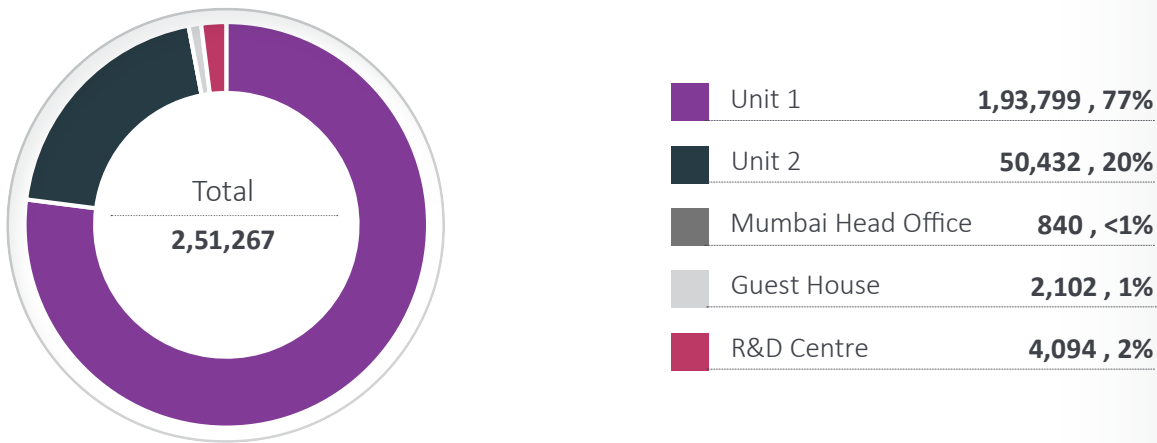


WATER WITHDRAWAL

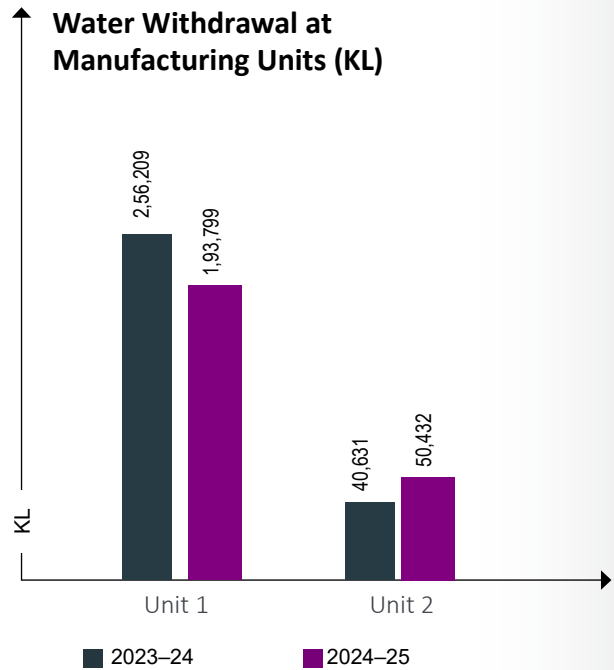
The primary sources of water for Cohizon Life Sciences are our manufacturing facilities in Ankleshwar, which receive water from the Gujarat Industrial Development Corporation (GIDC) of the Government of Gujarat. Additional water consumption also occurs at our Head Office, Guest House, and R&D Centre.

During the reporting year, Cohizon Life Sciences recorded a total water withdrawal of 2,51,267 KL, a decrease of 16% from the previous year. The graph below presents the distribution of water consumption across our operations.

Water Withdrawal (KL)



Water withdrawal across our two manufacturing units declined by 18% from 2,96,840* KL to 2,44,231 KL in 2024-25, a substantial decrease of 17%. The reduction in water withdrawal highlights the improved production efficiency and our commitment to minimising dependence on freshwater.



*There has been a minor update in the water withdrawal value for 23-24.

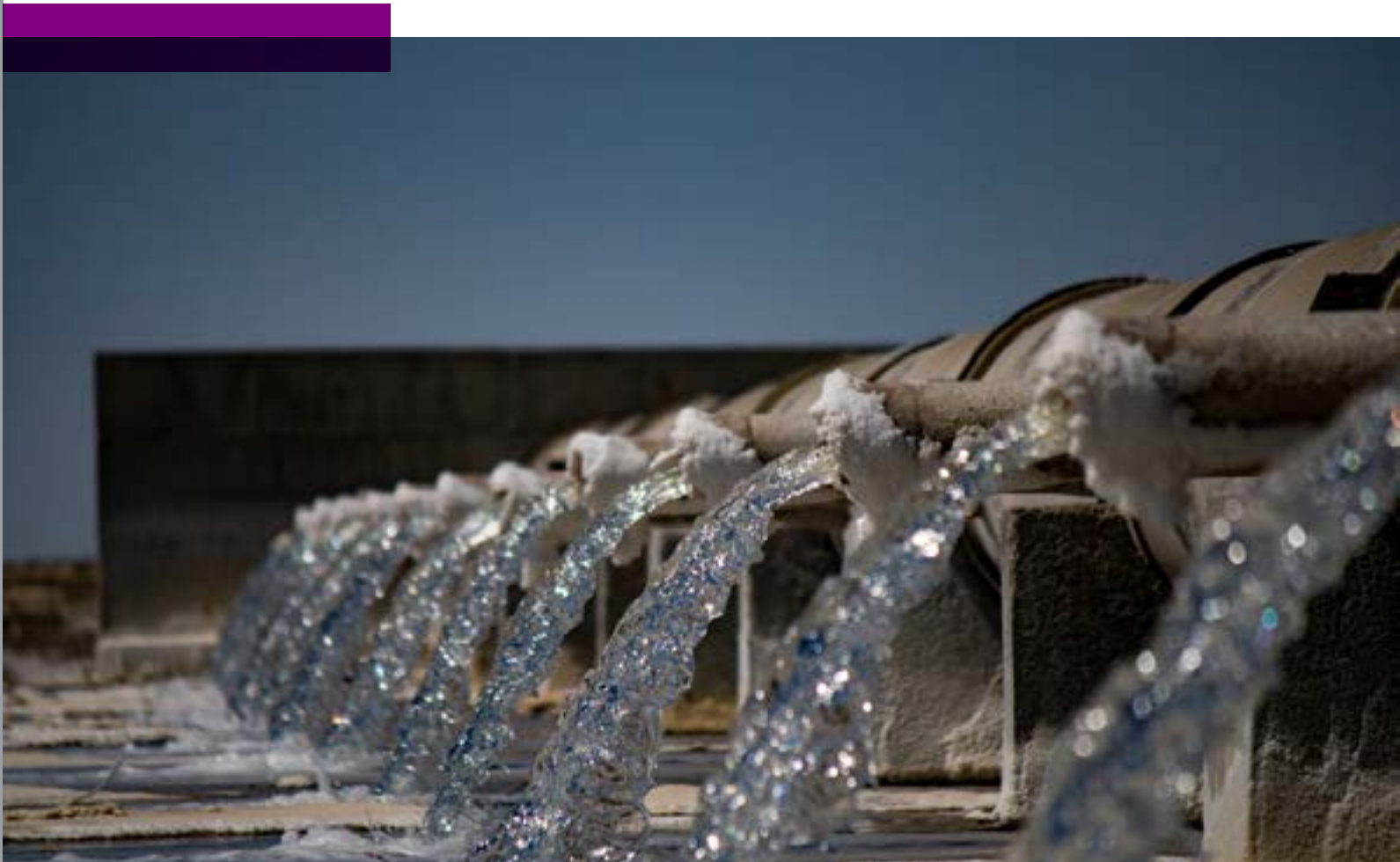
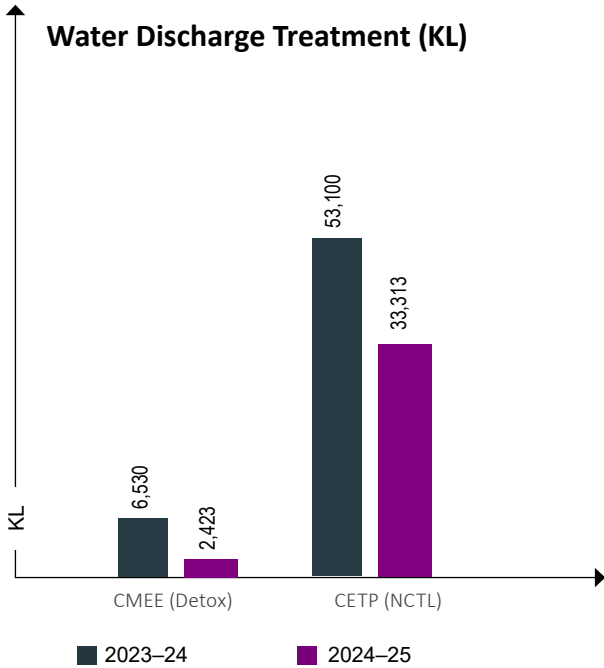
WATER DISCHARGE

Cohizon ensures responsible management of wastewater through a structured treatment and disposal system designed to minimise environmental impact. High-COD effluent generated from operations undergoes primary treatment within the facility before being sent to a common Multiple Effect Evaporator (MEE) for further processing.

Meanwhile, low-COD wastewater is subjected to tertiary treatment at Cohizon before being discharged to Narmada Clean Tech Limited (NCTL) for safe handling.

During the reporting period, 35,736 KL was discharged to third-party facilities (NCTL and Detox), representing 14% of the total water withdrawn.

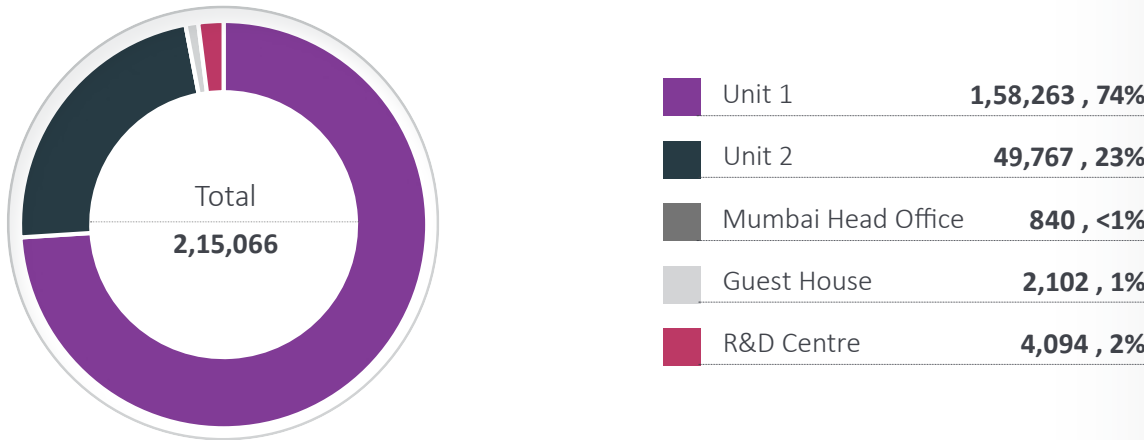
The company achieved a 40% reduction in total water discharge, reflecting enhanced operational efficiency, improved water recycling, and a continued focus on reducing the burden on external treatment systems.



WATER CONSUMPTION

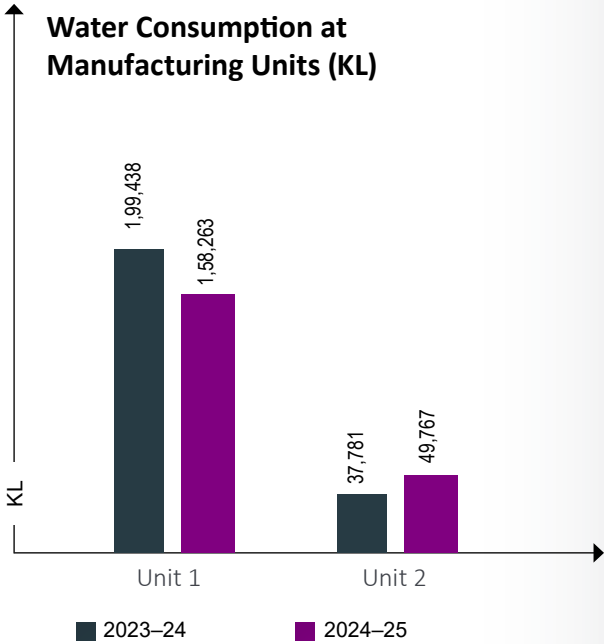
Alongside reductions in both water withdrawal and discharge, our overall water consumption also declined significantly. We achieved an 11% reduction, decreasing from 2,40,876 KL in the previous year to 2,15,066 KL in FY 2024–25.

Water Consumption (KL)



Of the total water consumed, 2,08,030 KL, representing over 96%, was utilised within our manufacturing units, with the remaining consumption occurring across other operational locations.

This improvement reflects our continued focus on efficient water management and conservation across operations.



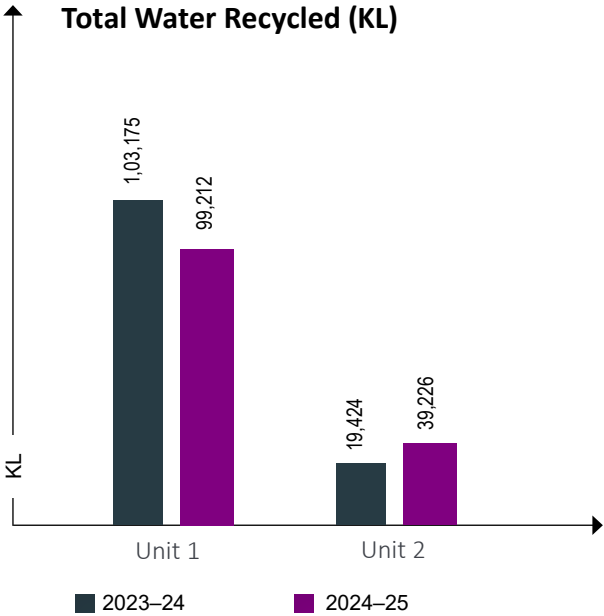
WATER RECYCLING AND REUSE

Cohizon places strong emphasis on circular water use through efficient recycling systems integrated across its operations. In the reporting year, a total of 1,38,438 KL of water was recycled, marking a 13% increase compared to the previous year.

Approximately 72% of the total recycled water was achieved at CLSL - Unit 1, reflecting the effectiveness of on-site recovery and reuse mechanisms.

Through the company’s advanced Effluent Treatment Plant (ETP), wastewater is thoroughly treated and repurposed for various non-potable applications, including cooling towers, gardening, and facility cleaning.

This closed-loop approach not only reduces freshwater dependency but also enhances operational sustainability and environmental stewardship.



EFFLUENT MANAGEMENT SYSTEM

Cohizon has enhanced its effluent management practices by eliminating the use of underground pits for effluent collection and transitioning to a system that utilises above-ground storage tanks.

This improvement ensures better visibility and control over effluent handling, significantly reducing the risk of soil and groundwater contamination. This system also enhances operational safety, simplifies maintenance, and enables real-time monitoring of effluent quality and volume.



WASTE MANAGEMENT

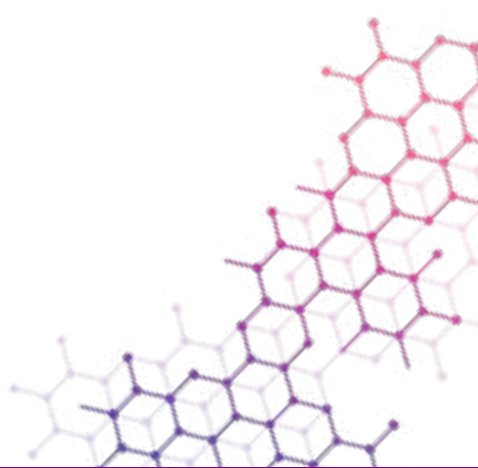
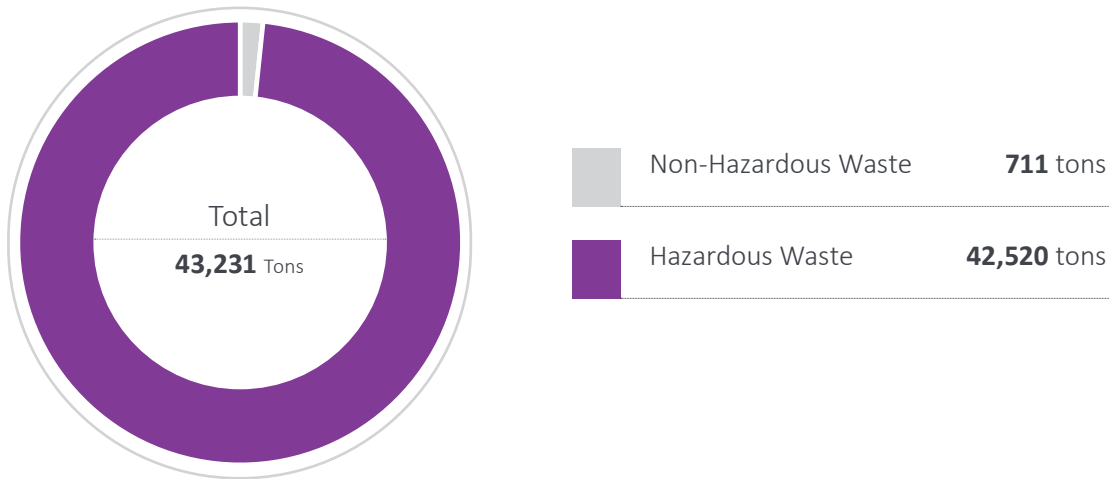
Effective waste management is vital for maintaining a safe, compliant, and sustainable operation.

Cohizon prioritises responsible waste handling and the secure management of hazardous materials through a robust waste management system supported by both onsite and offsite emergency plans.

These measures help minimise operational risks and ensure the safety of employees and surrounding communities.

Recognising that waste, if not properly managed, can have an adverse impact on the environment. Cohizon is also committed to the sustainable management of post consumer plastic waste.

”
THROUGH STRATEGIC PARTNERSHIPS AND MECHANISMS ALIGNED WITH THE EXTENDED PRODUCER RESPONSIBILITY (EPR) FRAMEWORK, WE AIM TO CONVERT WASTE INTO VALUE AND PROMOTE RESOURCE RECOVERY.



WASTE MANAGEMENT

In FY 2024-25, Cohizon generated a total of 43,231 tons of waste, comprising 42,520 tons of hazardous waste and 711 tons of non-hazardous waste.

Over the years, Cohizon has enhanced its waste management practices by reducing waste generation, directing hazardous waste to Government Authorized Treatment, Storage, and Disposal Facilities (TSDF), and increasing the share of recycling and co-processing

to minimise landfill disposal. Hazardous waste is sent to authorised recyclers holding valid GPCB Rule 9 permissions, ensuring full compliance and traceability through the manifest system.

For non-hazardous waste, such as scrap materials including MS, SS, and engineering scrap, disposal is carried out responsibly through local scrappers and recyclers to promote material recovery and circular use.

WASTE RECYCLING PERFORMANCE

Cohizon continues to make steady progress in improving recycling efficiency across its operations. In FY 2024–25, almost 100% of non-hazardous waste generated was recycled or reused through authorised local recyclers.

FURTHERMORE, 57% OF HAZARDOUS WASTE WAS SUCCESSFULLY RECYCLED BY AUTHORISED FACILITIES HOLDING VALID GUJARAT POLLUTION CONTROL BOARD (GPCB) RULE 9 PERMISSIONS.



710 Tons
of Non hazardous Waste Recycled



24,215 Tons
of Hazardous Waste Recycled

These results reflect Cohizon’s proactive approach to circular economy practices, diverting significant quantities of waste from disposal routes and ensuring maximum resource utilisation. By maintaining strict oversight of waste disposal channels and partnering only with licensed handlers, Cohizon upholds its environmental compliance obligations while advancing toward its long term sustainability targets.

STRATEGIC SHIFT FOR RISK REDUCTION AND SUSTAINABILITY

This forward-thinking project which is approved by management and expected to commissioned by Q2 of FY26 involves converting the spent Hydrochloric Acid (HCl), a hazardous waste from the existing manufacturing unit, into non hazardous Calcium Chloride.

BY IMPLEMENTING THIS ON-SITE CONSERVATION PROCESS, COHIZON WILL EFFECTIVELY ELIMINATE THE NEED TO TRANSPORT THE SPENT HCL OFF-SITE.

This decision represents a substantial step in the company’s commitment to risk reduction by avoiding the potential hazards inherent in moving corrosive materials on public roads. It significantly reduces environmental liabilities and enhances operational safety.

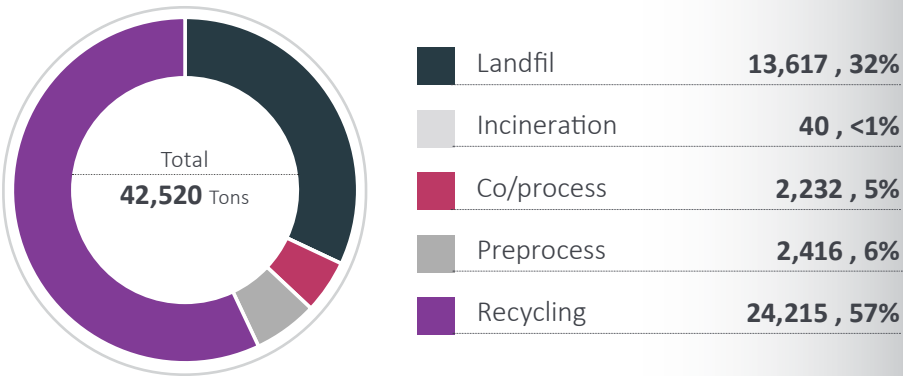


HAZARDOUS WASTE MANAGEMENT AND TREATMENT

Effective waste management is central to maintaining a safe and sustainable operation. We place strong emphasis on the responsible handling and disposal of hazardous substances through a robust waste management system supported by onsite and offsite emergency response plans.

OUR STANDARD OPERATING PROCEDURES AND MATERIAL SAFETY DATA SHEETS GUIDE THE SAFE USE, STORAGE, AND HANDLING OF CHEMICALS, COVERING IDENTIFICATION, LABELLING, STORAGE CONDITIONS, AND THE USE OF APPROPRIATE PERSONAL PROTECTIVE EQUIPMENT. EMPLOYEES RECEIVE TARGETED TRAINING ON HAZARDOUS SUBSTANCES TO ENSURE A SAFE AND COMPLIANT WORKPLACE.

During the year, Cohizon generated and managed a total of 42,520 units of hazardous waste. Recycling accounted for 57% (24,215) of the total, representing the primary waste management route.



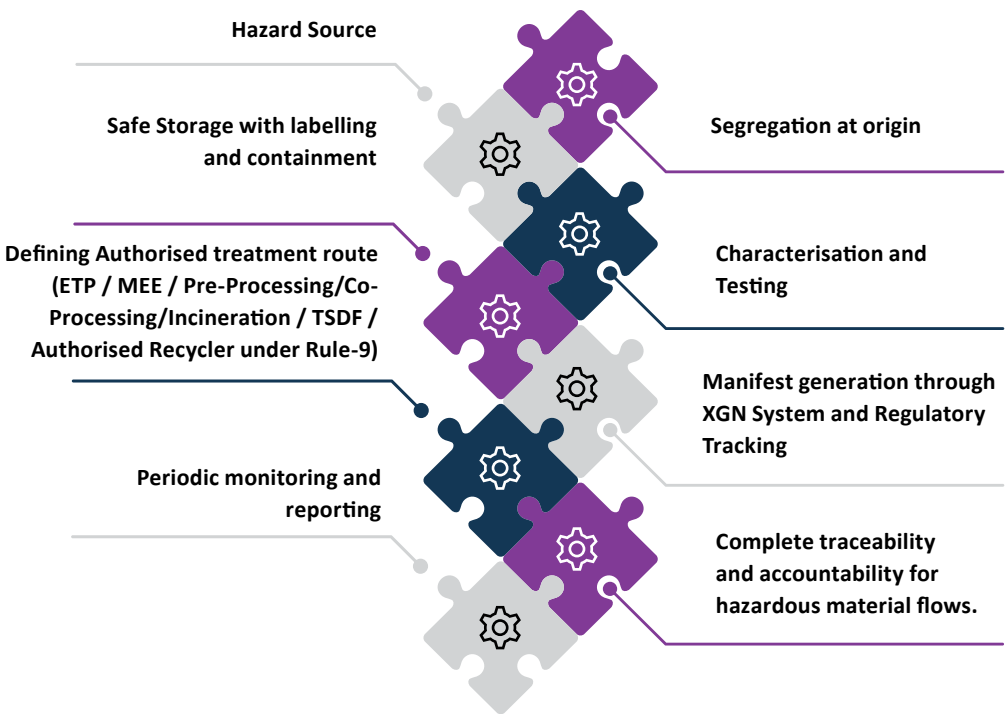
HAZARDOUS WASTE HANDLING AND DISPOSAL STREAMS

Cohizon follows strict protocols for the disposal of liquid, semi-solid, and solid hazardous waste to prevent any adverse environmental or safety impact.

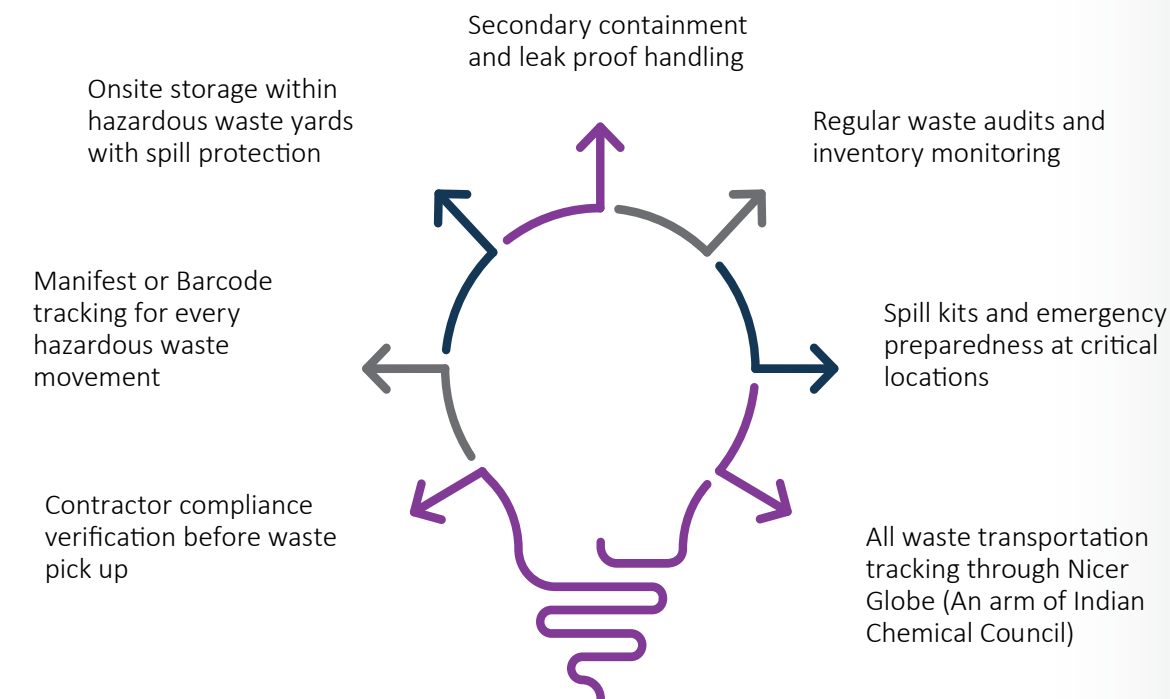
Waste Type	Management Method	Technology/ Facility	Regulatory Compliance
Liquid Waste (Low COD/ TDS)	Treatment	Effluent Treatment Plant (ETP)	GPCB norms
Liquid Waste (High COD/TDS)	Reduction and concentration	Multi-Effect Evaporator (MEE)	Disposal standards
High calorific/toxic waste	Safe destruction	Pre-Processing or co-processing or Incineration	Authorised offsite disposal facilities as per Hazardous Waste Rules 2016
Semi-Solid Waste	Secure storage and disposal	Treatment, Storage, and Disposal Facility (TSDF)	Authorised offsite disposal facilities as per Hazardous Waste Rules 2016
Solid Waste	Incineration or reuse	Approved for TSDF or cement industry use	Authorised offsite disposal facilities as per Hazardous Waste Rules 2016
Spent /reusable/ recyclable waste	Send to actual end user	Authorised Actual end users under Rule-9	Rule-9 of Hazardous Waste Rules 2016



OPERATIONAL FLOW:
WASTE LIFECYCLE MANAGEMENT



Tracking and Monitoring Controls



EMPLOYEE COMPETENCE AND TRAINING

Training Topic	Coverage	Frequency
Chemical handling and PPE	100% exposed workforce	Continuous
Emergency response and spill management	Targeted functions	Drills every quarter
MSDS awareness	All relevant users	Continuous

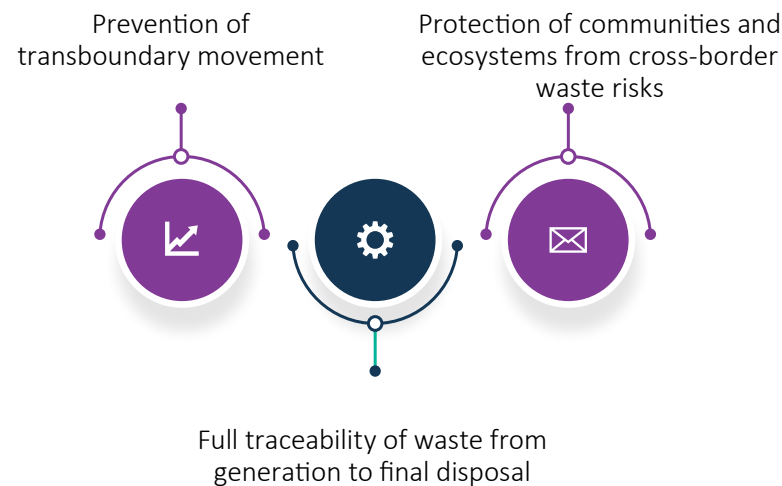
Result: Zero significant hazardous waste related injuries reported in FY 2025, FY 2024 and FY 2023.

Measures to Restrict Transboundary
Movement of Hazardous Waste

The management of hazardous waste, including its storage, handling, utilisation, and safe disposal, is conducted in full compliance with the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016.

We have formal agreements with authorised TSDFs within the state that are licensed to receive, transport, and dispose of collected waste. This ensures:

Zero illegal waste transfers recorded in FY 2025, FY 2024 and FY 2023.





INNOVATION



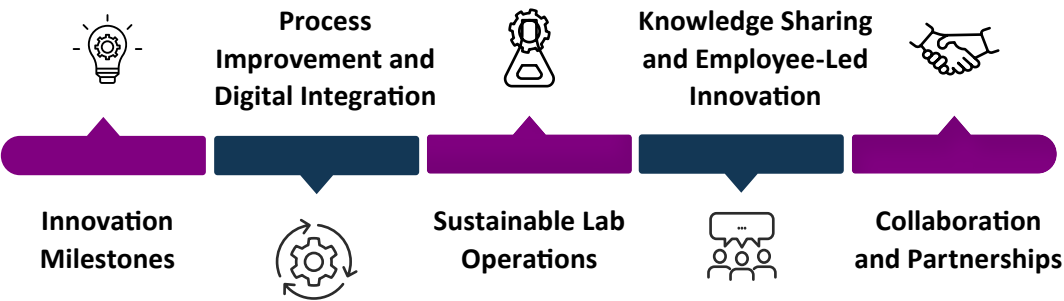
INNOVATION AND TECHNOLOGICAL ADVANCEMENT

Innovation lies at the core of Cohizon’s mission to advance science responsibly and deliver sustainable solutions for the future.

Guided by a strong commitment to excellence, safety, and environmental stewardship, the Research & Development (R&D) centre continues to push boundaries through process optimisation, collaborative research, and digital transformation.

“
EACH INNOVATION AT COHIZON IS DESIGNED TO ENHANCE EFFICIENCY, MINIMISE ENVIRONMENTAL IMPACT, AND STRENGTHEN THE COMPANY’S COMPETITIVE EDGE IN THE GLOBAL SPECIALTY CHEMICALS SECTOR.

5 Key Pillars of Innovation and Technological Advancement at Cohizon



INNOVATION MILESTONES

During the reporting period, Cohizon's R&D teams achieved significant breakthroughs, marking a new phase of sustainable innovation and operational excellence. These advancements reflect the company's ability to translate scientific progress into tangible sustainability outcomes, achieving lower emissions, improved resource efficiency, and safer process operations.



Successfully developed novel continuous processes for multiple molecules using flow reactor modules, reducing plant footprint and capital expenditure by 25–30% compared to conventional batch processes.



Introduced a cost-effective green synthesis route for a key intermediate, improving safety and enhancing heat and mass transfer efficiency, which has resulted in a 30–40% reduction in environmental impact.



PROCESS IMPROVEMENT AND DIGITAL INTEGRATION

Cohizon continues to integrate innovation into its operational fabric through targeted process improvements and the adoption of digital technologies.



Implemented flow chemistry across two key synthesis pathways, resulting in a 45% reduction in solvent usage and increased production throughput.



Digitised project inventories and chemical usage logs using the ZOHO platform, significantly enhancing traceability, retrievability, and review accuracy while reducing manual errors.

SUSTAINABLE LAB OPERATIONS

Cohizon's R&D laboratories are designed to operate with minimal environmental impact. Even under high utilisation, teams strive to reduce resource consumption and promote responsible experimentation, reinforcing the company's focus on creating a resource-efficient research environment that upholds safety and sustainability standards.



Despite full utilisation of fume hoods in two laboratories, water and energy consumption per R&D project declined due to targeted optimisation measures.



Minimised hazardous chemical usage through microscale experimentation and the adoption of automated or high throughput micro reactor systems, such as Vapor tech, which require smaller reagent quantities.



The use of flow chemistry systems further reduced exposure risks and chemical volumes, improving both safety and sustainability within laboratory operations.

KNOWLEDGE SHARING AND EMPLOYEE-LED INNOVATION

Cohizon fosters a culture of continuous learning and innovation across its workforce. Under the Cohizon Academy's Learning Excellence platform, employee-led sessions were facilitated on green innovation, technical excellence, and process safety, encouraging knowledge sharing and collaborative problem solving. Such initiatives empower employees to become active contributors to Cohizon's innovation journey, strengthening internal expertise and cultivating a sustainability driven research mindset.

COLLABORATION AND PARTNERSHIPS

Cohizon recognises that innovation thrives through collaboration and shared expertise. During the reporting period, the company strengthened its research ecosystem by initiating a strategic partnership with the Indian Institute of Technology (IIT) Powai. The collaboration focuses on advancing flow chemistry and developing continuous process technologies for solid–liquid and liquid–gas reagent systems.

By combining academic insight with industrial application, this partnership enhances Cohizon's research capabilities, promotes knowledge exchange, and accelerates the development of next-generation sustainable chemical technologies.



ANNEXURE



AWARDS AND RECOGNITIONS



Cohizon Life Sciences has received the prestigious Responsible Care Certificate from Dr. Ilham Kadri, President of International Council of Chemical Associations.

The award was graciously accepted by Mr. Rajesh Srivastava, our Managing Director & CEO, accompanied by Dr. Dharmendra Mehra, Vice President EHS & Sustainability.



Achieved EcoVadis Silver rating (90th percentile) in 2024 - Top 15% globally in the pesticides, agrochemical, and specialty chemicals sector.



Achieved a 'Awareness Score' of level C for both Climate and Water Security for 2024



Recognised by S&P Global with an ESG Score of 51 in 2024



Great Indian Sustainable Product of the Year (DCTF)

India Sustainability Conclave and Awards 2024



Great Indian Sustainable Future Leader of the Year

Dr. Dharmendra Mehra, Vice President EHS & Sustainability,



Upgradation of Nicer Globe Membership from Level 1 to Level 3

UN GLOBAL COMPACT (UNGC) MEMBERSHIP

In 2024, Cohizon became a member of the United Nations Global Compact (UNGC), reinforcing our commitment to embedding its ten universally accepted principles thus inclusive of human rights, environment, labor, anti-corruption into our business strategy, policies and operations.

By adhering with the UNGC, we seek to contribute meaningfully to the United Nations’ wider development agenda, particularly the Sustainable Development Goals (SDGs).

Our participation in the UNGC not only reflects our dedication to ethical business practices but also enhances our sustainability strategy thus supporting the development of a resilient and responsible business model.

As part of our commitment, Cohizon will begin reporting the annual Communication on Progress (COP), outlining our efforts and progress in implementing the UNGC’s ten principles.

These COPs would be publicly accessible on <https://unglobalcompact.org/> By complying with the principles, Cohizon ensures its operations are in line with global standards, contributing to sustainable development while improving business resilience and stakeholder confidence.

We remain committed to continuously strengthening our performance and transparency in accordance with the UNGC principles and the Sustainable Development Goals (SDGs).



Principle	Category	Description	Linked SDGs	Page No.
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.	Human Rights	Ensure that the Company’s operations do not infringe on human rights.	SDG 8 (Decent Work), SDG 16 (Peace, Justice, and Strong Institutions) SDG 3 (Good Health and Well being)	112-115
Principle 2: Businesses should make sure that they are not complicit in human rights abuses.	Human Rights	Avoid actions or partnerships that may result in human rights violations.	SDG 8 (Decent Work), SDG 16 (Peace, Justice, and Strong Institutions)	112-115
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Labor	Respect employees’ rights to organize and engage in collective bargaining.	SDG 8 (Decent Work)	114-115
Principle 4: Elimination of all forms of forced and compulsory labor.	Labor	Work towards eradicating forced labour in all forms within the supply chain.	SDG 8 (Decent Work), SDG 10 (Reduced Inequalities)	112-113, 114-115
Principle 5: Effective abolition of child labor.	Labor	Prohibit child labour across all operations and supply chains.	SDG 8 (Decent Work), SDG 10 (Reduced Inequalities)	113-115
Principle 6: Elimination of discrimination in respect of employment and occupation.	Labor	Promote equal opportunities and diversity in the workplace.	SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities)	46-47, 112-113, 148-149
Principle 7: Businesses should support a precautionary approach to environmental challenges.	Environment	Take proactive steps to prevent environmental degradation.	SDG 13 (Climate Action), SDG 15 (Life on Land)	30-31, 67, 72-73, 88-89, 90-91, 124
Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.	Environment	Develop programs and policies that enhance environmental performance.	SDG 6 (Clean Water and Sanitation), SDG 12 (Responsible Consumption and Production), SDG 13 (Climate Action)	61
Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.	Environment	Invest in and promote green technologies that reduce environmental impact.	SDG 7 (Affordable and Clean Energy), SDG 9 (Industry, Innovation, and Infrastructure), SDG 13 (Climate Action)	26-27, 67, 89, 124
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	Anti-Corruption	Implement policies and practices to prevent corruption and ensure transparency.	SDG 16 (Peace, Justice, and Strong Institutions)	46-47, 82-83

OUR JOURNEY TOWARDS SUSTAINABLE GROWTH



To Our Stakeholders,

At Cohizon Life Sciences, sustainability is not only a responsibility but a strategic opportunity to create enduring value. The past year has been a period of purposeful transformation as we continue to strengthen operational resilience, climate readiness, and stakeholder trust.

WE ARE COMMITTED TO FOSTERING A CULTURE WHERE SAFETY AND WELL-BEING ARE INTEGRAL TO EVERY DECISION. THROUGH VISIBLE FELT LEADERSHIP, RIGOROUS STANDARDS, AND STRONG ENGAGEMENT, WE ARE TRANSITIONING FROM A COMPLIANCE MINDSET TO ONE OF SHARED ACCOUNTABILITY FOR A ZERO-HARM WORKPLACE.

Our focus on employee welfare is reinforced by comprehensive health coverage, wellness initiatives, and a supportive work environment that nurtures inclusivity and talent growth. Our sustainability journey extends beyond regulatory compliance.

We are embedding circularity and resource stewardship into operational design, protecting our natural ecosystems, and driving continuous improvement across environmental performance. Responsible waste management, water stewardship,

and enhanced process safety remain key levers in building a sustainably growing business. Strong governance is the foundation of these efforts.

We maintain ethical conduct, transparency, and a zero-tolerance policy against corruption, ensuring trust in every aspect of our work.

Our policies and performance demonstrate alignment with globally recognised frameworks, including the United Nations Global Compact principles and the United Nations Sustainable Development Goals.

We remain dedicated to respecting human rights, safeguarding data privacy, strengthening supply chain integrity, and driving a culture of responsibility grounded in our Code of Conduct.

WE ALSO CONTINUE TO PRIORITISE OUR ROLE IN THE COMMUNITIES THAT SUPPORT US. THROUGH TARGETED COMMUNITY DEVELOPMENT PROGRAMMES, WE ARE ENHANCING EDUCATION, HEALTH, AND LIVELIHOOD OUTCOMES, REAFFIRMING OUR BELIEF THAT BUSINESS GROWTH MUST CONTRIBUTE MEANINGFULLY TO SOCIETAL PROGRESS.

As we look ahead, our ambition is clear. We will continue to accelerate decarbonisation initiatives, scale renewable energy adoption, strengthen digital security and risk preparedness, and enhance the skills and competencies of every individual contributing to our success.

Sustainability at Cohizon is a journey of continuous advancement, guided by scientific decision-making, stakeholder expectations, and our long-term vision for a responsible and resilient future.

WE ARE GRATEFUL FOR THE TRUST AND COLLABORATION OF OUR EMPLOYEES, CUSTOMERS, PARTNERS, REGULATORS, AND COMMUNITIES.

Together, we are building a future where health, safety, innovation, and environmental care coexist to create lasting positive impact.

Sincerely,
DR. DHARMENDRA MEHRA
Vice President - EHS & Sustainability
Cohizon Life Sciences Limited

Assurance Statement



RA
Reassured

RA GLOBAL
Audit and Assurance Services
ESG | Sustainability | GHG | Safety
www.raglobal.me
+ 971 52 618 3338
contact@raglobal.me

Independent Limited Assurance Statement
Relating to the Sustainability report of Cohizon Life Sciences Limited for the period 01 April 2024 to 31 March 2025.

Date issued: 15/12/2025

To:
The Management
Cohizon Life Sciences Limited,
14th Floor, Urmi Estate, 95 G.K. Marg,
Lower Parel (W), Mumbai
Maharashtra, India

Introduction
Cohizon Life Sciences Limited (hereinafter referred to as “Cohizon”) engaged RA Global, an independent third-party assurance provider, to perform limited assurance procedures on its Sustainability Report for FY 2024-2025. The objective of this engagement was to assess the reliability and accuracy of the selected sustainability information disclosed in the report.

The Sustainability Report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards, which provide a globally recognised framework for reporting on economic, environmental, and social performance, ensuring consistent, transparent, and comparable disclosures.

Scope and Boundary
The assurance engagement covered the verification of selected Key Performance Indicators (KPIs) presented below, with a focus on their accuracy, completeness, and consistency. The assessment included operations under the Cohizon’s direct control, including:

- Manufacturing facilities: Unit 1 and Unit 2 in Ankleshwar
- Corporate Office: Mumbai
- Research & Development (R&D) facility: Navi Mumbai
- Guest House facility: Ankleshwar



RA
Reassured

RA GLOBAL
Audit and Assurance Services
ESG | Sustainability | GHG | Safety
www.raglobal.me
+ 971 52 618 3338
contact@raglobal.me

The assurance procedures were performed following the International Standard on Assurance Engagements (ISAE) 3000, to ensure a credible and systematic evaluation of Cohizon’s sustainability disclosures for the reporting period.

Key Performance Indicators Assured

Environmental

- GHG Emissions (Scope 1, Scope 2, Scope 3)
- Energy Consumption (Electricity, Coal, Petrol, Diesel, Natural Gas (Industrial & Commercial))
- Water Consumption
- Waste Management

Social

- Health, Safety and Environment (HSE)
- Human Resources (HR)

Governance

- Materiality
- Economic Performance

RA Global has prepared this Limited Assurance Statement for Cohizon as part of our engagement with Agile Advisors, who were appointed to support the preparation of the Sustainability Report for the period 2024-2025.



RA GLOBAL
Audit and Assurance Services
ESG | Sustainability | GHG | Safety
www.raglobal.me
+ 971 52 618 3338
contact@raglobal.me

Management's responsibility

The management of Cohizon is responsible for preparing and presenting the Sustainability Report for the period 2024-2025 in accordance with the GRI Standards. This includes the design, implementation, and maintenance of appropriate internal controls to ensure that the information disclosed is free from material misstatements, whether arising from fraud or error.

Non-financial information, by its nature, is subject to greater inherent limitations compared to financial data. The 2024-2025 Sustainability Report is therefore exposed to uncertainties stemming from the methodologies used to collect, calculate, sample, or estimate data. In compiling the report, management exercises judgment to determine the relevance, materiality, and accuracy of the information presented, applying qualitative assessments informed by underlying assumptions and professional discretion.

Responsibility of an independent assurance practitioner

RA Global's role in this engagement is to provide a limited assurance conclusion on the 2024-2025 Sustainability Report of Cohizon, based on the evidence examined and procedures performed. Our work was conducted in accordance with the International Standard on Assurance Engagements (ISAE) 3000, following a structured and professional approach to evaluate the accuracy and reliability of the sustainability disclosures within the defined scope.

The procedures we performed were determined using professional judgment and included inquiries with management, observation of processes, inspection of supporting documentation, evaluation of the methods and assumptions used to quantify and report data, and reconciliation with underlying records. During the engagement, clarifications were sought from management regarding certain discrepancies, which were subsequently addressed and incorporated into the final version of the Sustainability Report.

This limited assurance engagement relates only to the sustainability performance disclosures within the agreed scope for the financial year 01 April 2024 to 31 March 2025. No procedures were performed on prior periods, projections, targets, or other elements included in the report, and accordingly, no conclusions are expressed on these areas.



RA GLOBAL
Audit and Assurance Services
ESG | Sustainability | GHG | Safety
www.raglobal.me
+ 971 52 618 3338
contact@raglobal.me

It should be noted that a limited assurance engagement is inherently less extensive than a reasonable assurance engagement (examination), and the level of assurance obtained is correspondingly lower. Nevertheless, the procedures performed and evidence obtained provide a reasonable basis for forming our limited assurance conclusion.

Throughout the engagement, RA Global maintained independence and adhered to the relevant ethical requirements.

Conclusion

Based on the procedures performed and the evidence obtained during our engagement, nothing has come to our attention to suggest that the KPIs reported by Cohizon, as outlined in this Assurance Statement, are materially misstated or inaccurate.

Based on our limited assurance work, we are satisfied that the data presented in Cohizon's 2024-2025 Sustainability Report is reliable and provides a fair and balanced representation of the company's sustainability performance for the reporting period.

Our conclusion is limited to the scope and boundaries of the engagement, as described in this statement. It does not extend to any information outside the agreed-upon KPIs or to projections, targets, or historical data not covered by our procedures.



Attestation by RA Global

GRI

CONTENT INDEX

Statement of use		Cohizon Life Sciences has reported the information cited in this GRI content index for the period [1st April 2024- 31st March 2025] in accordance with the GRI Standards.				
GRI 1 used		GRI 1: Foundation 2021				
Applicable GRI Sector Standard(s)		NA				
GRI STANDARDS/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
General disclosures						
GRI 2: General Disclosures 2021	2-1 Organizational details	17-21, 22-25	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.			
	2-2 Entities included in the organization's sustainability reporting	4-5, 6-7				
	2-3 Reporting period, frequency and contact point	5, 218				
	2-4 Restatements of information	7				
	2-5 External assurance	208-211				
	2-6 Activities, value chain and other business relationships	26,27,28				
	2-7 Employees	101				
	2-8 Workers who are not employees	101				
	2-9 Governance structure and composition	36-39, 41				
	2-10 Nomination and selection of the highest governance body	40,43				
	2-11 Chair of the highest governance body	36, 38-39				
	2-12 Role of the highest governance body in overseeing the management of impacts	36-39, 41-43				
	2-13 Delegation of responsibility for managing impacts	38-39, 41-43, 48-51				

GRI STANDARDS/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	41-43, 48-51				
	2-15 Conflicts of interest	46-47				
	2-16 Communication of critical concerns	46-47				
	2-17 Collective knowledge of the highest governance body	37				
	2-18 Evaluation of the performance of the highest governance body	40				
	2-19 Remuneration policies	43-45				
	2-20 Process to determine remuneration	42-43				
	2-21 Annual total compensation ratio	42-43				
	2-22 Statement on sustainable development strategy	8-11, 206-207				
	2-23 Policy commitments	44-47				
	2-24 Embedding policy commitments	44-47				
	2-25 Processes to remediate negative impacts	46-47				
	2-26 Mechanisms for seeking advice and raising concerns	46-47				
	2-27 Compliance with laws and regulations	41,46-47, 70-71, 82, 113-115, 191				
	2-28 Membership associations	204-205				
	2-29 Approach to stakeholder engagement	53-57				
	2-30 Collective bargaining agreements	114-115				

GRI STANDARDS/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Material topics						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	54-58				
	3-2 List of material topics	59				
Emissions						
GRI 3: Material Topics 2021	3-3 Management of material topics	155-161				
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	159,160				
	305-2 Energy indirect (Scope 2) GHG emissions	156-157, 159-160				
	305-3 Other indirect (Scope 3) GHG emissions	156-157, 159-160				
	305-4 GHG emissions intensity	159				
	305-5 Reduction of GHG emissions	166-169				
	305-6 Emissions of ozone-depleting substances (ODS)	160				
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	171				
Waste						
GRI 3: Material Topics 2021	3-3 Management of material topics	185-191				
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	185-189				
	306-2 Management of significant waste-related impacts	185-189				
	306-3 Waste generated	185-188				
	306-4 Waste diverted from disposal	186-188				
	306-5 Waste directed to disposal	188-189				

GRI STANDARDS/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Occupational health and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	129				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	130-131				
	403-2 Hazard identification, risk assessment, and incident investigation	134-137, 146				
	403-3 Occupational health services	134-141, 144-150				
	403-4 Worker participation, consultation, and communication on occupational health and safety	134-135, 141, 144-145, 146				
	403-5 Worker training on occupational health and safety	66, 133, 135, 144-145, 148, 150				
	403-6 Promotion of worker health	138-141, 146-150				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	65				
	403-8 Workers covered by an occupational health and safety management system	131				
	403-9 Work-related injuries	143, 191				
	403-10 Work-related ill health	143				
Customer privacy						
GRI 3: Material Topics 2021	3-3 Management of material topics	74-75				
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	74-75				

Topics in the applicable GRI Sector Standards determined as not material						
TOPIC			EXPLANATION			
MATERIAL TOPICS WITHOUT A CORRESPONDING GRI DISCLOSURE						
Legal and Regulatory Compliance						
GRI 3: Material Topics 2021	3-3 Management of material topics	70				
Critical Incident Risk Management						
GRI 3: Material Topics 2021	3-3 Management of material topics	66-69				
Product Quality and Safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	88, 92-93				
Customer Centricity and Engagement						
GRI 3: Material Topics 2021	3-3 Management of material topics	95-97				



STRONG PERFORMANCE
THIS YEAR IS OUR
COMMITMENT TO
PROVIDING VALUE FOR
OUR CUSTOMERS.

Feedback and Contact Information

Cohizon values stakeholder feedback and welcomes suggestions to further enhance reporting quality. For any query, clarification, or feedback, please contact:

DR. DHARMENDRA MEHRA

Vice President – EHS & Sustainability

Cohizon Life Sciences Limited

dharmendra.mehra@cohizon.com