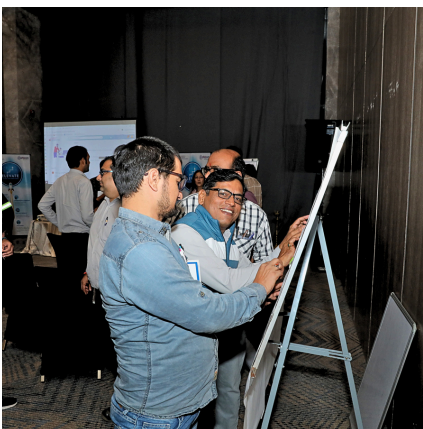




COHIZON *Connect*

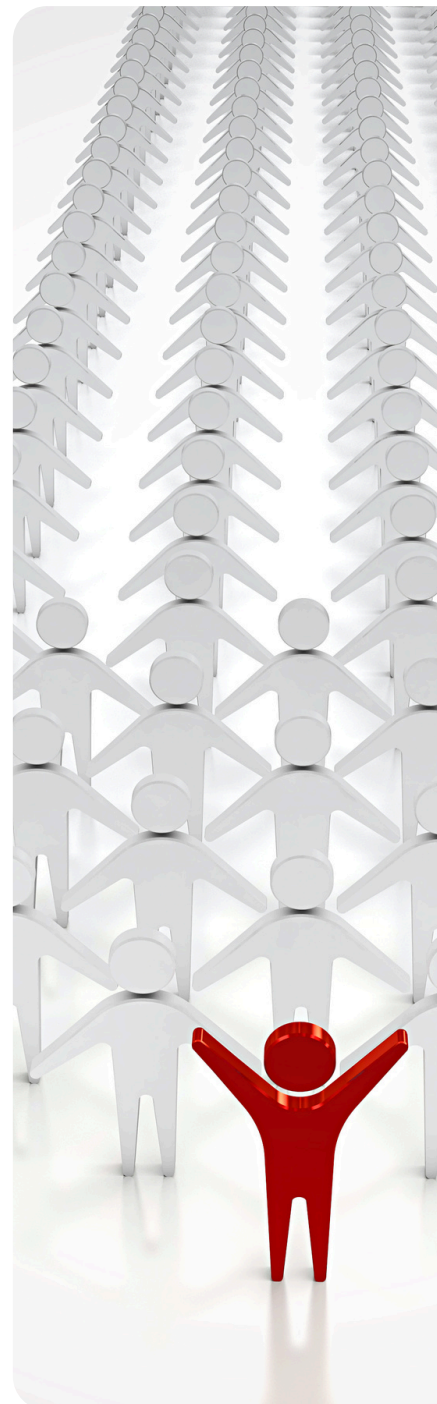
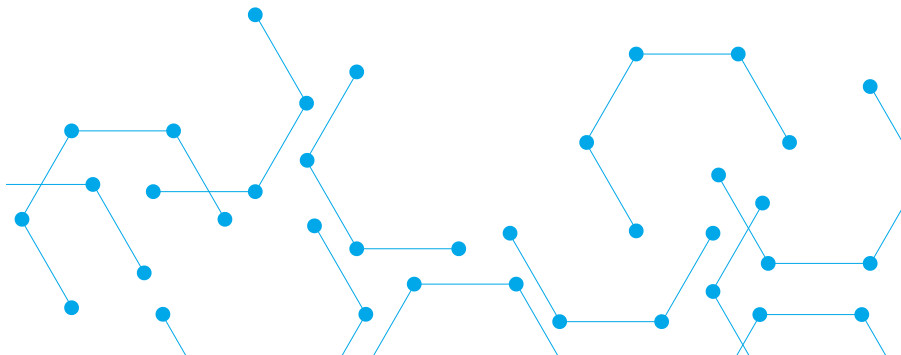


QUARTERLY NEWSLETTER - Q3 FY25

Quarter 3

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MESSAGE FROM THE MANAGING DIRECTOR & CEO



Dear Valued Stakeholders, Partners, and Team Members,

At Cohizon, our journey is guided by our values; Cohizon CARES. As we move ahead, we are advancing our growth strategy through scalable manufacturing and strategic portfolio transformation. Cohizon differentiates from the competition through its deep customer-centric approach, backed by a robust chemistry platform and advanced technology capabilities. The company combines strong cost competitiveness with an unwavering commitment to intellectual property protection, customer confidentiality, and a strict non-compete philosophy - ensuring trust, integrity, and long-term partnership with its customers.



The organization is also persistently shifting its focus from primarily agchem to specialty chemicals as part of a deliberate portfolio transformation strategy. To enable this shift, R&D and Business Development functions have been significantly strengthened and equipped with the necessary technical capabilities, market insights, and governance frameworks to manage specialty chemical businesses effectively. This transition positions the organization to deliver higher value, differentiated solutions while building long-term, sustainable growth. We are also focusing on diversifying our product portfolio and customer base to unlock new revenue stream.

Alongside this, by prioritizing safety at every level, we not only protect lives but also strengthen our long-term sustainability and foster a culture of care, accountability, and proactive risk management. These initiatives collectively position Cohizon Life Sciences as a competitive organization and an industry leader in both innovation and sustainable practices.

Together, let us pledge to work as one team with a shared purpose and the determination to drive excellence, deliver lasting value, and build a future defined by innovation and sustainable growth.

Sincerely,
Rajesh Srivastava
Managing Director & CEO



LEADERSHIP SPEAK



Driving Scientific Excellence Through Collaboration and Innovation

This period reflects the collective commitment, agility, and collaborative spirit of our teams at Cohizon Life Sciences Ltd. It has been marked by focused execution, strong cross functional alignment, and steady progress toward our strategic and customer driven priorities. We advanced multiple projects with emphasis on process optimization, scalability, efficiency, and enhanced quality standards.



Close coordination across synthesis, analytical, tech transfer, supply chain, business excellence, PMT, and commercial teams enabled us to strengthen documentation practices, reinforce data integrity, and further enhance our overall operational readiness.

Our collaborative initiatives, including work in advanced technologies such as flow chemistry with partners like Flowrex and IIT Bombay, reflect our continued commitment to innovation and capability building. Customer engagement through site visits and technical interactions further deepened partnerships and contributed to onboarding new customers, reinforcing trust in our scientific and operational expertise.

I sincerely appreciate the dedication and teamwork demonstrated across the organization. As we move ahead, let us continue to focus on innovation, sustainable practices, cost competitiveness, and operational excellence, strengthening our position as a reliable and forward looking partner.

Dr. Gelebith Modi
Chief of Research & Development



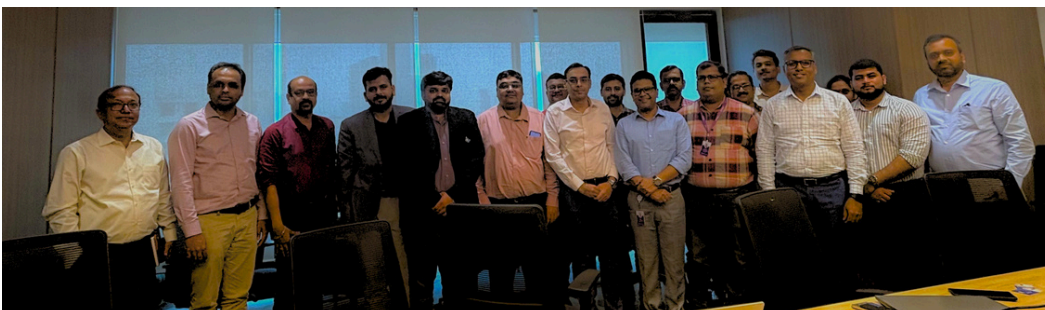
OUR BUSINESS: GROWTH & HORIZONS

Transforming Procurement Through Digital Innovation

Cohizon Life Sciences Ltd. marked an important milestone in its digital transformation journey with the launch of E- Sourcing project. Unveiled alongside our leadership team, this project sets the foundation for a more agile, transparent, and technology driven procurement framework aligned with our long term vision of operational excellence.

The initiative began with collaborative workshops involving corporate and plant procurement teams to ensure smooth adoption and alignment. As a first step, Logistics and Ocean Freight procurement has already gone live on the platform, enabling structured bidding, real time visibility, and improved cost efficiency.

With SAP integration underway, the project will soon enable seamless PR to PO cycles, stronger compliance, digital audit trails, and enhanced supplier collaboration. This initiative marks a significant step toward building a smarter, data driven, and future ready supply chain ecosystem at Cohizon.





SUSTAINABILITY: OUR ENDURING COMMITMENT

Driving Safety Excellence and Sustainable Operations



At Cohizon Life Sciences Ltd., safety is a cornerstone of our philosophy and operations, at R&D Centre, Rabale. In line with our safety cultural transformation, during the quarter, teams actively participated in safety drills, mock emergency response exercises, and EHS training programs, strengthening preparedness and awareness.



The center also achieved a key milestone by receiving the Green Building Certification – GOLD Category from the Indian Green Building Council (IGBC), CII, recognizing its commitment to sustainable and environmentally responsible practices.



With close to 90 hours of training delivered, we have further reinforced employee engagement while strengthening safety awareness across the organization. This is reflected in the increase in UA/UC reporting from 137 in Q2 to 263 in Q3, demonstrating stronger employee participation and a growing safety culture.



Sustainability Milestone: FY 2024 - 25 Report Now Live

We are proud to announce the release of Cohizon Life Sciences' Sustainability Report FY 2024-25. This report outlines our continued commitment to responsible growth, operational excellence, and long-term value creation.

It captures our progress across environmental stewardship, energy and resource efficiency, waste management, workplace safety, employee development, and community engagement. The report also reflects our strengthened governance framework and our focus on transparency, compliance, and ethical business practices.

As we scale responsibly, sustainability remains integral to how we operate, innovate, and create impact for our stakeholders. We invite you to explore the detail report and learn more about our journey towards building a more resilient and sustainable future. Discover more about our initiatives at www.cohizon.com.



Community First: Making a Difference Where it Matters

Driven by our strong commitment to community development, throughout Q3 2025, our outreach initiatives strengthened science education in rural schools through 150+ hands-on Science and Phygital sessions, blending digital tools with practical experiments to make learning more engaging and accessible.

Guided by our commitment to inclusive community development, we strengthened grassroots education through community visits and Operation Vasantha, supporting children at risk of dropping out with interactive learning sessions and structured after-school reinforcement.

Our Winter Camps enriched their academic journey, while celebrations of Children’s Day, C.V. Raman Day, Mathematics Day, and a Science Fair sparked curiosity and active participation. Together, these efforts reflect our continued dedication to nurturing young minds and advancing grassroots education.



Our CSR initiatives in Ankleshwar created meaningful impact across environment and healthcare.

Under the Bird Park Development project, key initiatives including pathway levelling, landscaping, fencing, desilting, drinking water facilities, and rainwater harvesting were undertaken to strengthen ecological sustainability.

In healthcare, 4,474 patients benefited from cancer treatment services at our CSR-sponsored ward at Smt. Jayaben Mody Multi Specialty Hospital between October and December 2025, reinforcing our commitment to accessible community care.





LIFE AT COHIZON: OUR PEOPLE, OUR STRENGTH

Leadership Connect: Townhall with the MD & CEO



An interactive session with Mr. Rajesh Srivastava, Managing Director & CEO, was held to foster open communication, encourage dialogue, and reinforce engagement across the organization.



The session provided employees with valuable insights into the company's vision, strategic priorities, and future roadmap. An engaging Q&A segment encouraged meaningful exchange, enabling participants to share perspectives and gain clarity on key initiatives.

Honouring a Lifetime of Dedicated Service



A heartfelt retirement ceremony was held to honour Mr. Sajjan Singh for his years of dedicated service, in the presence by Mr. CB Bhardwaj, Executive Director & Chief of Operations, along with senior leaders and colleagues. He was felicitated for his professionalism, unwavering commitment, and invaluable contributions, and he expressed sincere gratitude to the management and his team. The ceremony ended on a heartfelt note, celebrating his remarkable legacy and dedication to the organization.



Cohizon Utsav 2025: One Team, One Celebration

Cohizon Utsav 2025 brought Ankleshwar alive with a vibrant celebration of joy, creativity, and togetherness, aligned with the theme "ONE TEAM – Building Excellence Together, Caring for Our People, Being a Responsible Organization."

The event began with the ceremonial lamp lighting by our Managing Director & CEO, Mr. Rajesh Srivastava, and the leadership team, followed by engaging performances and skits highlighting safety, sustainability, and social responsibility. The presence of employees' families added a special warmth to the occasion, reflecting the spirit of extended family that defines Cohizon and reminding us that our growth is truly a shared journey.

Together, we move forward as One Team!



Learning & Development for Leadership Excellence: ELEVATE 2026

As part of our continued focus on Learning & Development, we are proud to conclude another successful session of ELEVATE - our flagship Managerial Effectiveness Program designed to strengthen leadership excellence.

Launched by Mr. Rajesh Srivastava, Managing Director & CEO, and Mr. CB Bhardwaj, Chief of Operations & Executive Director, the program covered 31 participants who engaged in a two-day learning journey focused on critical leadership themes such as Inspirational Leadership, Situational Leadership, Conflict Management, Art of Delegation, etc. The program enabled them to understand their approach and align it effectively with team needs and diverse operational contexts.

The program further reinforced the importance of continuous improvement and technology-enabled thinking as part of managerial decision-making equipping leaders to address challenges with clarity, empathy, and balance. ELEVATE stands as a strategic investment in our people. Here's to building leaders who inspire, uplift, and elevate others.



Learning & Development in Focus: Strengthening Capability Across Functions

As part of our continuous journey of excellence and adherence to compliances through learning and skill development, we conducted a two-day **IMS Internal Auditor Training & Certification Program** to strengthen capabilities in Integrated Management Systems and internal auditing. The program covered core audit principles, standards compliance, and practical techniques, enabling participants to effectively support continual improvement and organizational compliance.

Further reinforcing our focus on safety and operational excellence, the **111A – Occupational Health & Safety Training** was conducted during November and December 2025. A total of 25 batches were completed, covering 511 employees across bands A&B, enhancing safety awareness, regulatory understanding, and safe work practices across the organization.



Additionally, with our focus on risk awareness, and operational excellence, **High Risk Standard Awareness Training** was conducted in October and November 2025 through two batches led by DSS+ Consultants. The sessions strengthened understanding of critical safety standards, high-risk activities, and effective mitigation practices.

Further extending our commitment to organizational resilience, an **IT Cyber Security Awareness Training** held on 4th November 2025 sensitized employees to cyber threats, data protection protocols, and responsible digital practices. Together, these initiatives reinforce our proactive approach to safety, compliance, and information security.

World Quality Week 2025: A Collective Commitment to Excellence



At Cohizon, quality goes beyond products - it is embedded in every action, function, and service we deliver. During World Quality Week 2025, we reaffirmed this commitment through a series of engaging learning and awareness initiatives across the organization.

The celebration commenced with inspiring remarks from our Chief of Operations & Executive Director, CB Bhardwaj, along with department heads, emphasizing shared accountability in strengthening a culture of quality, integrity, and continuous improvement. Employees participated in focused sessions on ISO 9001:2015, internal audits, documentation practices, and data integrity, concluding the week with an interactive Quality Quiz. Together, the initiatives reinforced that quality is a journey we pursue collectively - with commitment, consistency, and collaboration.



One Year Strong: Building Excellence Together



We proudly marked one transformative year - a milestone that strengthened our identity, accelerated growth, and reinforced the cohesion and togetherness that define us.

Our Managing Director & CEO, Rajesh Srivastava, addressed the team with heartfelt reflections on our journey and gratitude for every employee who contributed to this achievement. Over the past year, we enhanced cross-functional collaboration, advanced strategic initiatives, strengthened our safety culture, and expanded our impact through CSR, sustainability, and operational excellence initiatives.

We extend our sincere appreciation to our employees, customers, investors, and stakeholders for their continued trust and partnership.



Festive Celebrations at Cohizon: Togetherness with a Purpose

Cohizon Life Sciences Ltd. marked the festive season with vibrant celebrations that blended tradition, joy, and awareness. Diwali was celebrated with colorful decor, diyas, and rangoli across the workplace, beginning with a traditional pooja and fun activities to invoke positivity and prosperity.



Festive Celebrations at Cohizon: Togetherness with a Purpose

Continuing the festive cheer, the Safety Santa initiative during Christmas 2025 combined celebration with awareness. Engaging activities such as a safety quiz, plant round, and entertainment programs encouraged enthusiastic participation, with prizes awarded to winners. The initiative reinforced our strong culture of safety while making learning enjoyable and memorable.



Honoring Excellence: Our Quarterly Champions

The Quarterly Champion Award Ceremony was organized to recognize and celebrate outstanding employee performance across the organization. The event honored individuals for their exceptional contributions, dedication, and commitment to excellence. By acknowledging achievements and applauding consistent efforts, the ceremony reinforced a culture of appreciation, motivation, and high performance.



Moments of Joy: Birthday Celebrations at Work

The birthday celebration was held in a warm and joyful atmosphere, honoring our employees and making them feel truly valued and appreciated. The gathering provided colleagues an opportunity to come together, extend their best wishes, and strengthen team bonding. The celebration reflected our commitment to fostering a positive, inclusive, and people-centric workplace culture.



FROM YOUR DESK TO OUR PAGES



This article, authored by **Vina Pinto, Manager – Human Capital**, reflects on a remarkable 34-year professional journey from an entrepreneurial, founder-led setup to a structured, process-driven corporate environment. Through phases of rapid decision-making, evolving governance frameworks, and organizational transformation, she shares insights on adaptability, resilience, and the ability to balance legacy values with modern systems and compliance practices. We appreciate her thoughtful reflection, which not only honors our organizational legacy but also inspires a culture of continuous learning, leadership continuity, and sustained growth across the organization.

“Continuity Through Change: A Legacy of Adaptability and Growth

Thirty four years in one organization is more than time served. For me, it represents adaptability, loyalty, and the courage to evolve. I began my career in a promoter driven company and gradually transitioned into a structured, process oriented corporate environment.

The Early Years: Learning by Proximity

I started in a promoter led organization where decisions were swift and hierarchies fluid. Learning was direct and personal. I often played multiple roles in a single day problem solver, executor, and confidant.

Processes were shaped by experience rather than manuals. Success depended on trust, responsiveness, and alignment with the promoter’s vision. Those years built my resilience, accountability, and entrepreneurial mindset.

Winds of Change: The Shift Begins

As the company expanded, external investments and professional leadership introduced formal systems and governance.

The shift from informal decision making to structured processes was both exciting and demanding. Documentation increased, collaboration widened, and alignment became essential. Yet this phase brought clarity, scalability, and sustainability.

Adapting to a structured environment, this journey of 34 years

The transition to a structured corporate environment demanded both learning and unlearning. Structured reporting, defined KPIs, and compliance frameworks gradually replaced instinct-driven workflows. My institutional knowledge and agility became my key strengths. I found myself bridging two worlds preserving the company’s roots while embracing governance and transparency.

Leadership Through Continuity

Over time, I grew into a mentor and change catalyst, translating vision into process and experience into best practices. The credibility built over decades helped create trust and stability during transformation.

Reflections Today

I have learned that longevity is about staying relevant, not staying the same. My journey reflects loyalty, learning, and adaptability. From close promoter interactions to boardroom dashboards, the transition expanded my identity rather than changing it.

In a world of short career stints, this 34 years journey proves that growth can be deep, and embracing change at any stage can be one’s most defining achievement.



This article, authored by **Ajay Kumar, Director - Analytical**, offers thoughtful insights and perspectives drawn from his extensive experience in the analytical function. We commend his initiative in capturing and sharing this knowledge, which continues to inspire and foster a culture of continuous learning across the organization.

“Analytical Values: That Power Our Growth

In the chemical industry, success is built on trust, and trust exists in our science, our data, and our decisions. At the heart of this trust lies analytical excellence. The Analytical Development function is not just a technical capability; it is a strategic pillar that safeguards quality, ensures compliance, and accelerates innovation.

Beyond instruments and expertise, analytical excellence is defined by analytical values, which are very clear and uncompromising. Three values anchor our Analytical Development function: Data Integrity, Compliance & Regulatory Readiness, and Innovation & Future-Ready Science.

Data Integrity (The Foundation of Trust) is our most Non-Negotiable fundamental commitment. It is our foundation which creates scientific trust. Every result we generate must be accurate, complete, and traceable. Integrity is not driven by systems alone whereas it is driven by people and culture. When data integrity is embedded into everyday analytical work, it enables confident decision-making, reduces risk, and strengthens our credibility with regulators, customers, and partners worldwide.

Compliance and Regulatory Readiness (Quality by Design) are building our way of working. With increasing regulatory expectations, compliance must be proactive and integrated from day one. In a rapidly evolving regulatory landscape, preparedness is essential. With robust methods and scientifically justified, defensible data, we remain inspection-ready at all times.

By anticipating regulatory expectations rather than reacting to them, we protect timelines, prevent rework, and support smooth commercialization.

Innovation and Future-Ready Science (Enabling Smarter Development) keep us competitive. Innovation is not only about new tools but also about smarter science. Future-ready analytical teams go beyond reporting results; they generate insight. Through scientific curiosity, critical thinking, and structured problem-solving, analytics become a driver of speed, understanding, and value.

Innovative analytical practices strengthen process understanding, identify risks early, and support agile development. As complexity increases and timelines compress, analytical innovation becomes a competitive advantage - delivering faster decisions while protecting quality and compliance.

Conclusion: Together, these principles transform analytical data into a strategic asset. They ensure that our science is trusted, our compliance is confident, and our innovation is sustainable.

“Strong analytical principles ensure that data is not only accurate, but also trustworthy, compliant, and forward-looking. At ADL, our focus is on building scientific confidence through integrity, regulatory readiness, and innovation.”



*This article, authored by **Anjali Nagdev, Associate Director – Human Capital**, shares her reflections on beginning a new chapter at Cohizon and experiencing the organization’s journey of growth and transformation. Through meaningful metaphors and personal insights, she highlights themes of unity, resilience, leadership, and collective progress. We appreciate her thoughtful expression and initiative in capturing this perspective, which continues to inspire collaboration, learning, and a shared sense of purpose across the organization.*

“ Onward to Cohizon

Each one a story of triumph and strive.
 Each stage is different, every journey new,
 Yet moving ahead is the only cue.
 For me, it’s a new start at Cohizon,
 A move to Mumbai to expand my horizon.
 As I learned about this company and its story,
 Understanding the steps behind its glory.
 The team stands strong - many old, some new,
 Bound together by all that we do.

Just as nitrogen and hydrogen unite to form ammonia, a compound so profound,
 People have come together to help Cohizon stand tall from the ground.
 It started from Plant A to E, with streams growing fast,
 It is growing at a pace and building up to last.
 Employees have taken up challenges and roles have expanded,
 Chemistries are critical for where we are headed...

Growing with changes galore,
 We are moving forward with an uproar,
 With leadership, innovation, promise, focus and might,
 Towards specialty chemicals, claiming our right.
 Each customer we add, we are summing up wins,
 Cohizon is multiplying geographies and adding new pins...

To match up the pace, and to be a part of this race.
 As together we navigate this exciting shift.
 I am counting on all your support and your push, your lift,
 Let us learn and grow in this journey together.
 As simple elements unite to create powerful chemistry in the mix,
 Let us achieve our purpose and secure the success we fix.



COHIZON

Connect

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