

COHIZON *Connect*

QUARTERLY NEWSLETTER - Q4 FY25-26

Quarter 4

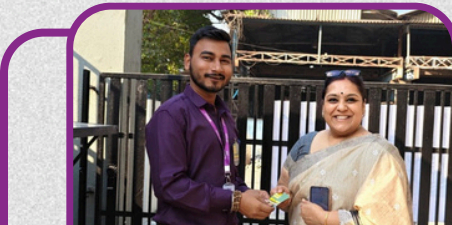


Table of Contents

Message from the MD & CEO's Desk	1
Leadership Speak	2
Our Business	3-5
Sustainability	6-10
Life at Cohizon	11-17
From Your Desk to Our Pages	18



MESSAGE FROM THE MANAGING DIRECTOR & CEO

DEAR VALUED STAKEHOLDERS, PARTNERS, AND TEAM MEMBERS,

With the close of the financial year FY'26, I extend my heartfelt appreciation to all of you for your dedication, collaboration, and continued support in achieving an exceptional performance.

In a dynamic and evolving business environment, the organization has demonstrated resilience, agility, and the ability to adapt to changing market conditions while maintaining a clear focus on delivering value. Strategic alignment across functions, combined with a strong sense of ownership and accountability, has played a critical role in achieving these outcomes.

The collective efforts of teams, supported by seamless cross-functional collaboration, have further strengthened operational efficiency and reinforced the organization's ability to execute with consistency. This shared commitment and alignment continue to be key enablers in building a strong and future-ready organization.

As we step into FY27, our focus will be on driving sustainable growth through strategic expansion our business to Specialty chemicals and strengthening our position as a customer-centric CDMO partner. We will continue enhancing our manufacturing, R&D, and business development capabilities to enable faster commercialization and scalable growth.

Our efforts will continue towards and operational excellence through continuous improvement programs. At the same time, we remain committed to fostering a high-performance, inclusive culture, while keeping safety and sustainability at the core of everything we do.

Sincerely,
Rajesh Srivastava
Managing Director & CEO



LEADERSHIP SPEAK

CHIEF FINANCIAL OFFICER

FY'26 STRONG CLOSE: DRIVING EXCELLENCE, RESILIENCE & TRANSFORMATION TOGETHER

As we close the FY'26, I want to take a moment to express my sincere gratitude for hard work of all Cohizon employees. Despite a complex global landscape and the persistent uncertainty surrounding international tariffs, we have delivered an excellent performance, meeting and exceeding our budgetary goals.

This past year was defined by our commitment to digitization and strengthening our internal controls. We successfully hit several major milestones that have fundamentally changed how we operate:

- **Digital Transformation:** The implementation of Zoho Dashboards and VendX has streamlined our data visibility and procurement processes.
- **SAP Enhancements:** We successfully rolled out fixed cost controls and a new actual costing system within SAP to drive precision in our financial reporting. Multiple SAP enhancements were undertaken at plant level to improve internal controls.
- **Capital Management:** We maintained significantly tighter controls over our costs and working capital, ensuring a healthier profitability and balance sheet.
- **Sustainability:** In February, we officially began receiving power through our contract with Fourth Partner. We now source 72% of our energy from renewable sources- a massive win for our ESG goals.

Deep collaboration and partnership across departments has been the backbone of these achievements.

Looking ahead to FY27, despite tougher targets and external pressures, including market volatility driven by global geopolitical uncertainties, I remain confident in our leadership and resilience. With the right systems and talent in place, we are well positioned to navigate challenges and come out stronger.

Thank you for your dedication. Let's carry this momentum into the new financial year!

Sincerely,

Geetesh Ahuja

Chief Financial Officer



OUR BUSINESS GROWTH & HORIZONS

ALIGNING VISION THROUGH MEANINGFUL ENGAGEMENT

This quarter, Cohizon welcomed Board Members to the R&D Centre and Head Office for a strategic review meeting that fostered meaningful dialogue, collaboration, and organizational alignment.

The interactive session encouraged open discussions between employees and leadership, providing teams with deeper insights into the organization's direction and strategic priorities while reinforcing a culture of transparency.

During the quarter, we also hosted global customer visits, showcasing Cohizon's manufacturing facility at Ankleshwar and R&D capabilities at Rabale, Navi Mumbai. Customers appreciated our MPP plant, expertise in multi-stage chemistries, robust R&D, seamless technology transfer, and strong EHS practices.

These engagements further strengthened customer confidence and reinforced long-term partnerships.





INAUGURATION OF ADVANCED PILOT PLANT, ANKLESHWAR

The Pilot Plant was formally inaugurated by Rajesh Srivastava, Managing Director & CEO, marking a significant milestone for Cohizon, with C.B. Bhardwaj, Executive Director & Chief of Operations, playing a pivotal leadership role in advancing this strategic initiative.

We were honoured by the visit of our Board members, Dirk Backhaus and Neha Surekha, whose walkthrough and engagement with our teams reinforced the strategic importance of this investment for our customer centric approach for end-to-end solution of R&D to commercialization as part of innovation, speed to market, and long-term sustainable growth.



The facility is equipped with advanced infrastructure, including reactors, autoclaves, centrifuges, hydrogenation systems, DCS-based automation, and dedicated utilities, enabling a wide range of high-value chemistries and processes.

This milestone reinforces Cohizon's focus on innovation, operational excellence, safety, and sustainability, while enabling scalable, future-ready solutions. The achievement is a testament to the dedication and collaborative efforts of the Project, Design, Technical Services, R&D, Manufacturing, and EHS teams.



A Significant milestone in our growth journey

STRATEGIC



ADVANCED



PIVOTAL



SUSTAINABILITY: OUR ENDURING COMMITMENT

COHIZON ACHIEVES SILVER RATING IN ECOVADIS SUSTAINABILITY ASSESSMENT

Cohizon Life Sciences Ltd. has achieved a notable milestone with an EcoVadis score of **75/100**, placing the organization in the 90th percentile globally and earning the prestigious **Silver Medal**.

This marks a significant improvement from last year's score of 70, reflecting consistent progress across key areas including sustainability, ethical practices, environmental performance, and corporate responsibility.



The achievement highlights Cohizon's continued commitment to responsible business practices and its focus on driving sustainable growth while adhering to global standards of excellence.

STRENGTHENING OUR SUSTAINABILITY JOURNEY

As part of its sustainability initiatives, Cohizon Life Sciences Ltd. has developed a 2-hectare greenbelt at Amritpura Village, supporting biodiversity, environmental conservation, and ecological balance.

This initiative reinforces Cohizon's commitment to responsible environmental stewardship and long-term impact.

The Renewable Energy (RE) power supply has been successfully commissioned at the Ankleshwar site, marking a major step toward reducing our carbon footprint and increasing reliance on clean energy sources.

This initiative aligns with Cohizon's long-term sustainability and energy efficiency roadmap.

POWERING SUSTAINABILITY: COHIZON'S STRATEGIC RENEWABLE ENERGY MILESTONE

As part of its continued commitment to sustainability and clean energy adoption, Cohizon Life Sciences signed a Power Purchase Agreement (PPA) in May 2025 for a 20 MW hybrid renewable energy project at Barpatoli, Gujarat. Marking a significant milestone in the company's clean energy journey, Cohizon began receiving renewable power from the project in February 2026, reinforcing its long-term focus on responsible growth, operational sustainability, and energy resilience.

The Barpatoli Hybrid Project combines 19.8 MW of wind capacity through six Wind Turbine Generators (WTGs) of 3.3 MW each, along with a 19.2 MWac / 25 MWp solar installation. Together, the integrated hybrid system is designed to maximise energy generation efficiency while ensuring stable and reliable power for uninterrupted life sciences manufacturing operations.

Strategically located near NH-51 with direct connectivity to the 66kV Barpatoli Government Sub-station (GSS), the project has been developed entirely on private land with completed Non-Agricultural (NA) conversions. This enables a de-risked execution framework with regulatory clarity while safeguarding ecologically sensitive zones and supporting responsible infrastructure development.

Aligned with Cohizon's ESG Committee mandates and EHS governance priorities, the initiative reflects the company's continued efforts toward decarbonising its supply chain and strengthening key ESG performance indicators. The transition to a hybrid renewable energy model is expected to significantly reduce Scope 2 emissions, lower the Product Carbon Footprint (PCF), and further support Cohizon's broader circular economy and sustainability initiatives.

Additionally, the hybrid renewable energy configuration mitigates the intermittency associated with single-source renewable systems, enabling a more stable and consistent power profile for continuous manufacturing processes.

The project represents one of Cohizon's key sustainability milestones during FY26, highlighting the strategic and environmental value of its renewable energy sourcing initiatives while reinforcing the company's commitment to operational excellence, sustainable growth, and responsible energy transformation.

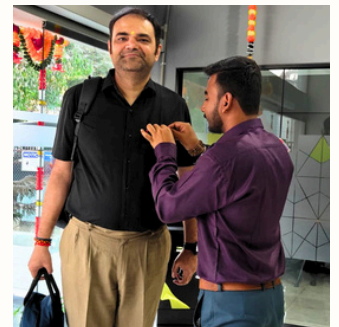


DRIVING SAFETY EXCELLENCE ACROSS THE ORGANIZATION

Safety being a paramount priority, the EHS & Sustainability team delivered over 320 training hours during the quarter on First Aid, emergency protocols, and safety awareness, reinforcing a proactive safety culture.

The 55th National Safety Week 2026 was celebrated with activities such as mock drills, quizzes, and awareness sessions, witnessing strong participation from employees and contract workers. Leadership emphasized safety ownership, while outstanding contributions and innovations were duly recognized at all locations.

These initiatives highlight Cohizon’s continued commitment to safety, engagement, and operational excellence.



ADVANCING HEALTHCARE THROUGH MEANINGFUL COLLABORATION

Striving to advance health & sanitation in line with our CSR pillar - focused on strengthening community healthcare infrastructure - Cohizon Life Sciences Ltd. participated in the Inauguration & Dedication Ceremony of new healthcare facilities at Smt. Jayaben Mody Multi Specialty Hospital, Ankleshwar, marking a significant step toward accessible and compassionate healthcare.

Gracing the occasion on behalf of Cohizon Life Sciences Ltd., C.B. Bhardwaj, Executive Director & Chief of Operations and Rajeev Saxena, Director - Administration marked the organization's valued contribution to the development of these healthcare facilities. The event was further honoured by the presence of Shri Ishwarsinh Patel, Hon'ble Minister, Government of Gujarat.

The inauguration of advanced cancer care and critical care facilities reflects a shared commitment to strengthening healthcare systems and improving patient outcomes, reinforcing the importance of collaboration in building a healthier and more inclusive future.



PROMOTING DISASTER PREPAREDNESS THROUGH CSR

People are at the core of every intervention we undertake, with education and skilling as key drivers of progress. As part of this commitment, an Emergency Preparedness Session was conducted at Government Primary School, Rajpara, engaging 150 participants.

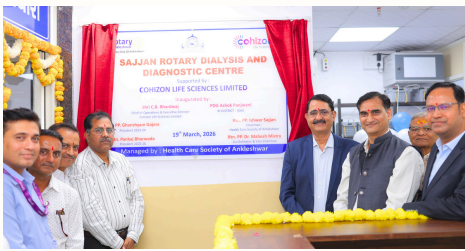
The session focused on safety awareness and emergency response, reinforcing Cohizon's commitment to community well-being and preparedness.

ENABLING BETTER HEALTHCARE FOR THE COMMUNITY

As part of its continued commitment to community healthcare, Cohizon Life Sciences Ltd. supported the establishment of the Sajjan Rotary Dialysis and Diagnostic Centre in Ankleshwar. The facility was inaugurated by C.B. Bhardwaj, Chief of Operations & Executive Director.

With a capacity of 10 beds, the centre aims to enhance access to essential dialysis and diagnostic services, benefiting patients across the Bharuch district.

This initiative reflects Cohizon's dedication to improving healthcare infrastructure and contributing to the well-being of the community through meaningful CSR efforts.



INSPIRING YOUNG MINDS THROUGH SCIENCE & INNOVATION

Under our CSR pillar of Education & Skilling, Cohizon Life Sciences Ltd., in collaboration with Agastya Foundation, supported a Mega Science Fair at Sarangpur Primary School, Ankleshwar on 24th –25th March 2026.

The event was inaugurated by Abhimanyu Sen, Chief Human Resources Officer, and Praveen Joshi, Site HR Head. Around 100 students showcased 50 innovative science models, with participation from over 500 students across five schools.

The event concluded with a prize distribution ceremony led by C.B. Bhardwaj, Chief of Operations & Executive Director, recognizing the creativity and efforts of the young participants.



STRENGTHENING A CULTURE OF SAFETY & SUSTAINABILITY

A two-day SHE (Safety, Health & Environment) Seminar - 2026 was organized by the Ankleshwar Environmental Preservation Society (AEPS) in association with the Ankleshwar Industries Association, bringing together around 2,500 participants from industries and academic institutions.

Cohizon Life Sciences Ltd. was represented at the inaugural ceremony by Praveen Joshi, Site HR Head, and Dr. Dharmendra Mehra, Head - EHS&S. Dr. Mehra also chaired two technical sessions, contributing valuable insights on safety, health, and environmental best practices.

The seminar served as a strong platform for knowledge sharing, reinforcing the importance of leadership-driven sustainability and fostering a culture of safety and environmental responsibility.



LIFE AT COHIZON: OUR PEOPLE, OUR STRENGTH

LEADERSHIP CONNECT: ALIGNING VISION & EXECUTION

In alignment with our leadership connect and feedback approach, engaging townhalls were conducted at the R&D Centre in Navi Mumbai, Rabale, and at the Ankleshwar site, fostering open dialogue and strategic alignment.

Sharing the long-term direction under Cohizon 2.3.5, Rajesh Srivastava, Managing Director & CEO, highlighted business performance, growth priorities, cost optimization, and focus on safety and quality. Geetesh Ahuja, Chief Financial Officer presented the financial highlights, followed by an address from C.B. Bhardwaj, Chief of Operations and Executive Director at Ankleshwar.

At our R&D Centre, Dr. Gelebith Modi, Chief of R&D, shared insights on innovation and R&D priorities, while Abhimanyu Sen, Chief Human Resources Officer, highlighted key people initiatives and organizational development focus.

The sessions saw active participation and engaging discussions on key topics, reinforcing clarity, collaboration, and a strong sense of collective accountability as Cohizon moves toward a promising FY27.



HEALTH, SAFETY & EMERGENCY PREPAREDNESS INITIATIVES

A series of health, safety, and emergency preparedness initiatives were conducted across sites at Ankleshwar and R&D Center at Rabale, focusing on building awareness and capability among employees and contractors.



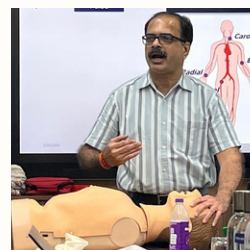
Health Hazard Communication sessions were led by Dr. Pragnesh Patel, Dr. Nirali Naik, Dr. Devang Yadav, and Dr. Tejas Prajapati, covering chemical handling, insulation work, packing operations, and engineering activities. Periodical Medical Examination (PME) at R&D Rabale was conducted in association with Apollo Hospital, covering 112 employees.



First Aid capability was strengthened through refresher and certification trainings conducted by Dr. Devang Yadav, Dr. Pragnesh Patel, Life Line Foundation, and C2P Healthtech. Medical mock drills on snake bite emergencies were also conducted at Ankleshwar to enhance on-site preparedness.



These initiatives reinforce Cohizon's commitment to employee well-being, safety awareness, and a proactive emergency response culture.



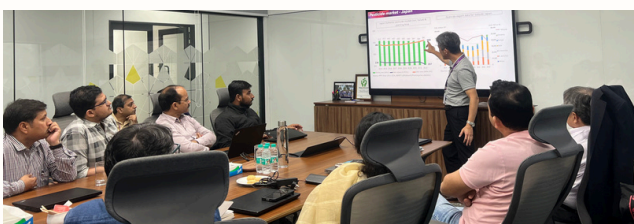
ENHANCING LEADERSHIP THROUGH LEARNING AND EFFECTIVE FEEDBACK

As a part of managerial effectiveness, the “Art of Giving Feedback” training session was successfully conducted across all three locations, strengthening managers’ ability to communicate effectively and provide constructive, actionable feedback.

The program equipped leaders with practical tools to engage teams, build trust, and drive performance, while also preparing them for the upcoming Grow FY’27 assessments - ensuring stronger team development and alignment with organizational goals.



STRENGTHENING COLLABORATION WITH JAPANESE CUSTOMERS THROUGH CULTURAL TRAINING



A Cultural Sensitivity Workshop focused on Japan was conducted by our Japanese team including, Yasuhiro Tomita, Yukio Tachibana, Tatsumi Ikeda aimed at strengthening cross-cultural understanding and collaboration.



The session provided valuable insights into Japanese business culture, communication styles, and key principles such as trust, consistency, and consensus-driven decision-making. It also highlighted the importance of relationship-building, attention to detail, and cultural awareness in driving successful partnerships.



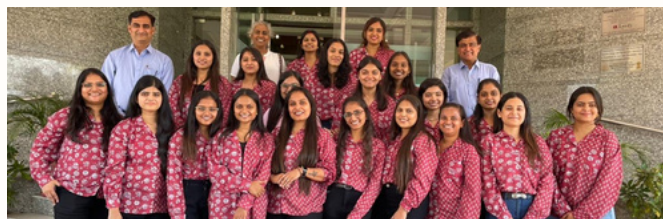
The workshop enabled teams to better understand customer expectations and reinforced Cohizon’s commitment to building strong, long-term relationships in the Japanese market.

CELEBRATING REPUBLIC DAY WITH PRIDE & UNITY

Cohizon Life Sciences Ltd. celebrated Republic Day with enthusiasm across its Ankleshwar site, R&D Centre, Rabale and Head Office, Mumbai.

The celebration began with a Flag Hoisting ceremony, followed by an address by C.B. Bhardwaj, Chief of Operations & Executive Director, along with leadership messages.

A Safety & Medical Drill reinforced our focus on well-being, while fun activities saw enthusiastic participation. The event concluded with refreshments and cheerful interactions, making it a memorable occasion.



Celebrating International Women's Day Across Cohizon

International Women's Day was celebrated across Cohizon Life Sciences Ltd., recognizing the contributions of women across all locations.

Sessions included "Meditation & Reflection" at the Head Office, "Connecting to Your Ikigai" at R&D Centre, Rabale and a motivational session by Madhu Ars at Ankleshwar, along with messages from C. B. Bhardwaj, Chief of Operations & Executive Director and Praveen Joshi, Site HR Head.

The celebration concluded with team activities, gatherings and felicitation making it a meaningful and joyful occasion.

HOLI CELEBRATIONS BRINGING TEAMS TOGETHER

Cohizon Life Sciences Ltd. celebrated Holi 2026 with enthusiasm across all locations. At the Head Office and R&D Centre, employees marked the occasion with Phoolon Ki Holi, enjoying games and traditional treats.

At Ankleshwar, around 250 employees participated in Rang Utsav 2026, celebrating with colors, energy, and team spirit. Leadership extended warm wishes and appreciated the collective efforts across teams.

The celebrations reflected unity, engagement, and the spirit of togetherness across the organization.



CREATING MOMENTS OF JOY TOGETHER

As part of our ongoing employee engagement initiatives, birthday celebrations were organized across locations, bringing together employees in a warm and joyful atmosphere. The celebrations made employees feel valued and appreciated, while providing an opportunity for colleagues to connect, share moments, and extend their best wishes.

With cake-cutting, fun activities, and informal interactions, the gatherings strengthened team bonding and reflected our commitment to fostering a positive, inclusive, and people-centric workplace culture.



REWARDS & RECOGNITION

The Quarterly Champion Award Ceremony was organized during the visit of the Managing Director & CEO at Ankleshwar to recognize and celebrate outstanding employee performance across the organization.

The winners were felicitated by Rajesh Srivastava, Managing Director & CEO, Geetesh Ahuja, Chief Financial Officer and Vikas Gupta, Chief Supply Chain Officer, making the occasion even more special and inspiring.

The event honored individuals for their exceptional contributions, dedication, and commitment to excellence.



TOGETHER AS ONE TEAM: CELEBRATING EXCELLENCE & SHARED SUCCESS

At Cohizon Life Sciences Ltd., we believe true excellence is built through people, driven by purpose, and strengthened by a culture of safety, collaboration, and operational excellence - together as One Team.

Our Annual Performance Celebration recognized the outstanding contributions of our teams and celebrated the spirit of commitment, innovation, and shared success that defines our organization. We proudly honoured individuals and teams who have driven business growth, strengthened operations, upheld the highest safety standards, and fostered a people-first culture.

The celebration was further inspired by the address of Rajesh Srivastava, Managing Director & CEO, who reinforced our commitment to safety, quality, innovation, and building a resilient, future-ready organization.

As we move forward, we do so with renewed energy and unity, committed to achieving new milestones together as One Team.



FROM YOUR DESK TO OUR PAGES



This article, authored by **Kishan Mirani, Senior Executive – Program Management**, reflects on his journey from academic learning to real-world industrial application at Cohizon. It highlights the internal talent initiatives & career development opportunities across roles, emphasizing adaptability, cross-functional collaboration, and continuous learning in building a strong professional foundation.

“From Campus to Career Pathways: A Journey of Growth at Cohizon

The early years of a professional journey play a defining role in shaping one’s perspective. Joining Cohizon in June 2023 marked the beginning of a learning experience that went beyond academics - transforming theoretical knowledge into meaningful industrial contribution.

The Early Phase: Transition from Campus to Corporate

The journey began as a trainee in the Sajjan Technical Excellence Program (STEP), designed to bridge academic learning with corporate expectations. The program offered structured training, exposure to industry experts, and valuable insights into the chemical manufacturing sector.

Beyond technical knowledge, STEP encouraged curiosity, continuous learning, and the confidence to engage with real-world industrial challenges.

Building Technical Foundations

This phase was instrumental in building a strong technical foundation and appreciating the complexities of large-scale manufacturing.

Expanding Horizons

Transitioning into Program Management provided a broader perspective on how cross-functional teams collaborate to drive successful outcomes. The role involved coordinating across departments and supporting projects through various stages.

Exposure to the product lifecycle- from customer inquiries to commercial dispatch- highlighted the importance of structured coordination, clear communication, and disciplined execution.

Understanding the Bigger Picture

Working across multiple roles provided a holistic perspective on how different functions come together to deliver value. From technical development to operational execution, each stage plays a critical role in bringing solutions to the market.

Reflection on the Journey So Far

Reflecting on the journey since June 2023, the experience has been both enriching and rewarding. Each phase has contributed to building a strong foundation rooted in adaptability, collaboration, and continuous learning.

Being a part of Cohizon’s journey of innovation and growth continues to be deeply inspiring, offering a dynamic landscape of opportunities to learn, contributing meaningfully, and evolving with the organization’s forward momentum.



This article, authored by Mehul H. Sheth, Associate Director - Supply Chain Management, reflects the importance of discipline, teamwork, accountability, and continuous learning in ensuring smooth operations and building organizational confidence. It emphasizes the importance of discipline, accountability, cross-functional collaboration, and consistent efforts in building operational confidence, ensuring seamless processes, and fostering a culture of continuous learning and shared responsibility.

“ From Compliance to Confidence: Lessons from the Ground

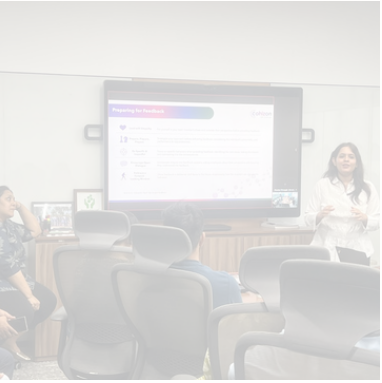
In our day-to-day roles, much of our work happens quietly in the background - ensuring compliances are met, materials move safely, records are accurate, and processes remain audit-ready. Often, these efforts don't make headlines, but they form the backbone of trust and continuity in any organization.

Working closely with warehousing, logistics, customs compliance, and audits has taught me one important lesson: discipline today prevents disruption tomorrow. Whether it's maintaining registers, coordinating with multiple teams under tight timelines, or addressing last-minute challenges, every small action contributes to a larger system that must function seamlessly.

There are days when the work feels routine, and days when it tests patience and problem-solving skills. But each challenge brings learning - about teamwork, accountability, and the importance of doing things right, even when no one is watching. What stands out most is how collaboration across departments turns challenges into solutions. A quick discussion, a shared responsibility, or timely support can make a significant difference.

At Cohizon, I've experienced how structured processes combined with a supportive culture help build not just compliance, but confidence - in our systems, our people, and our shared purpose. It reminds me that growth doesn't always come from big changes, but from consistent, thoughtful efforts made every day.

As we continue our journey, I believe that staying grounded in our responsibilities while remaining open to learning is what will help us move forward - stronger, safer, and more connected.





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