ONE COMMITMENT

Collaborate for Science, **Enhance** for People, & **Deliver** for Planet.

Sustainability Report FY 2024-25

Cohance

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One Commitment

Collaborate for SCIENCE

Deliver for PLANET

Enhance for PEOPLE

One Commitment is a pledge to unite knowledge, compassion, and responsibility.

By **collaborating for science,** we harness innovation to solve pressing challenges and expand the frontiers of discovery.

By **enhancing for people,** we ensure that progress uplifts communities, improves lives, and creates opportunities for all.

By **delivering for the planet,** we safeguard ecosystems, nurture sustainability, and honor our duty to future generations.

This triad of purpose – science, people, planet – forms a holistic vision where advancement is balanced with empathy and stewardship.

One Commitment is not just a promise, it is a shared journey toward a resilient, inclusive, and sustainable world.

Pioneering a New Frontier in Pharmaceutical Innovation

The Board of Directors of the Company at its meeting held on February 29, 2024, approved the Scheme of Amalgamation for the merger of Cohance Lifesciences Limited ("Transferor Company") with and into Suven Pharmaceuticals Limited ("Transferee Company").

Pursuant to the Scheme of Amalgamation for the merger of Cohance Lifescience Limited with Suven Pharmaceuticals Limited, the name of "Suven Pharmaceuticals Limited" has been changed to "Cohance Lifesciences Limited", with effect from May 1, 2025, consequent to approval of the Ministry of Corporate Affairs, Government of India ("MCA") on May 7, 2025.

The merger marked a pivotal milestone in the pharmaceutical industry, with the company rapidly evolving into a powerhouse of innovation, scale and global reach, setting new benchmarks in Contract Development and Manufacturing (CDMO) and Active Pharmaceutical Ingredient (API) services.

Stronger Together: A Unified Legacy of Innovation

Cohance Lifesciences is globally recognised for its end-to-end pharmaceutical services, spanning molecule development to commercialisation across 60 countries. Prior to merger, it had a portfolio of over 80 molecules and seven cutting-edge manufacturing facilities with deep expertise in lifecycle management and global operations.

Suven Pharmaceuticals Limited (now known as Cohance Lifesciences Limited and part of), was India's leading innovator in Pharma and Specialty Chemical CDMO services. Known for its excellence in Custom Synthesis and Process R&D, Suven (now 'Cohance Lifesciences') contributed a robust pipeline of over 100 late-stage drug development projects and industry-leading EBITDA margins exceeding 40%.

Post-Merger Synergies: Bigger, Better, Bolder

The merger has unlocked powerful synergies, creating a diversified CDMO leader with enhanced capabilities across the pharmaceutical value chain. The integration of Cohance's ADC platform has strengthened the company's position in high-growth segments, while cross-selling opportunities and lifecycle management strategies have amplified value creation for global innovators.

Key benefits realised since the merger include:

- Expanded chemistry and manufacturing capabilities
- Strengthened customer relationships
- Significant cost efficiencies
- Double-digit EPS accretion in the first year

Unified Capabilities for End-to-End Solutions

Cohance Lifesciences Limited now offers unmatched end-to-end solutions – from clinical development to commercialisation – under one roof. This integration has not only broadened service offerings but also attracted top-tier talent and deepened strategic partnerships with global pharmaceutical innovators.

Sustainability and Operational Excellence

With access to US FDA-approved facilities and a commitment to quality and compliance, the merged entity is driving sustainable growth. Enhanced operational efficiencies and resource optimization have enabled the company to reduce its environmental footprint while maintaining high standards of excellence.

Global Vision, Local Impact

Looking ahead, Cohance Lifesciences Limited is well-positioned to expand its global footprint, set new industry standards, and lead with purpose. The merger has catalysed a bold journey of growth, innovation and sustainability, delivering lasting value to stakeholders and shaping the future of healthcare.

About the Report

Introduction to the Report

We, at Cohance Lifesciences Limited, are a leading Contract Development and Manufacturing Organisation (CDMO), Active Pharmaceutical Ingredient (API) and Specialty Chemical platform based in India, offering integrated solutions across all stages of a molecule's lifecycle, from development through to commercialisation. We are pleased to present our third Sustainability Report, which highlights our performance and progress in the areas of Environmental, Social, and Governance (ESG).

Through this report, we aim to provide a comprehensive overview of our operations and activities, with a particular focus on ESG initiatives, outcomes and strategic direction. We seek to demonstrate our commitment to operational excellence and our dedication to fostering environmentally and socially responsible growth. The scope of this report has been shaped by identifying and prioritising key material topics that influence our ability to create sustainable value over the short, medium and long term.

Reporting Period

This report outlines our sustainability initiatives and performance for the period from April 1, 2024, to March 31, 2025. As part of our commitment to transparency and continuous improvement, we publish a sustainability report annually. Our previous edition was released in 2023 and is publicly available for reference.

Responsibility Statement

Our Board of Directors and Management Team have thoroughly reviewed this report and confirm that it presents a fair, transparent and balanced account of our non-financial performance for FY 2024-25. We have concluded that the report accurately reflects our performance across key material issues.

Reporting Principles

The information disclosed in this report is based on the Global Reporting Initiative (GRI) Standards 2021. In addition, we have strengthened our reporting approach by aligning with the principles of the United Nations Global Compact (UNGC) and the United Nations Sustainable Development Goals (UN SDGs). Disclosures related to environmental, social and safety performance indicators have been developed in accordance with applicable national and local laws, regulations and guidelines. To ensure the integrity and quality of the information presented, we adhere to key data quality principles, including accuracy, balance, clarity, comparability, reliability and timeliness.

Scope and Boundary of the Report

This Sustainability Report provides a comprehensive overview of our business strategy, risks and opportunities, non-financial performance and future outlook, with a focus on environmental, social and governance (ESG) aspects. The scope of the report includes all relevant non-financial information across our operations.

The Scheme of Amalgamation of Cohance Lifesciences Limited with and into Suven Pharmaceuticals Limited was effective from May 1, 2025. The name of the Company was changed from "Suven Pharmaceuticals Limited" to "Cohance Lifesciences Limited", with effect from May 7, 2025, consequent to approval from the MCA.

The ESG performance of both Cohance and Suven (now known as Cohance Lifesciences Limited) has been incorporated into this report. Compared to the previous reporting period, the boundary of the report has been expanded to reflect this organisational change. The report now covers all our manufacturing and research facilities, including five API manufacturing units located at Jaggaiahpet, Atchutapuram, Ankleshwar, Nacharam, and Parawada; two FDF manufacturing units at Nacharam and Jadcherla; three API R&D centers at Patancheruvu (now it is shifted to Genome Valley), and Ankleshwar; one FDF R&D center at Nacharam; our Corporate Office in Hyderabad; and our Registered Office in Mumbai. Additionally, following the acquisition, the report also includes Suven Pharmaceuticals' (now known as Cohance Lifesciences Limited) facilities comprising four API manufacturing units at Suryapet, Jeedimetla, Pashamylaram, and Vizag; two FDF units at Pashamylaram and Shamshabad; and one R&D center located at Genome Valley. This expanded scope ensures a holistic and transparent representation of our sustainability performance across all operational sites.

Restatement of Information

The report maintains consistency and comparability of information across the current reporting year and previous years. There are no changes in the reporting boundary, and there have been made adjustments the Scope 1 numbers of Suven (now known as Cohance Lifesciences Limited) for FY 2023-24.

Forward-looking Statements

This report contains forward-looking statements regarding our business operations. These statements are based on projected outcomes and prevailing industry trends and are subject to change due to evolving market conditions, regulatory developments, legal changes, and other influencing factors. As such, they should not be construed as guarantees of future performance. Forward-looking statements may include, but are not limited to, terms such as "will," "may," "expect," "would," "could," "might," "intend," "plan," "believe," "likely," "estimate," "anticipate," "objective," "predict," "project," "drive," "seek," "aim," "target," "potential," "commitment," "outlook," "continue," "strive," "ambition," and similar expressions.

Statement on External Assurance

To enhance the credibility of this report, we engaged Bureau Veritas (India) Pvt Ltd to conduct an external assurance of our Sustainability Report for FY 2024–25, in accordance with the ISAE 3000 standard. A limited level of assurance has been provided, offering independent verification of the accuracy and reliability of our reported data and ESG practices.

Feedback

We greatly appreciate your feedback, as it helps us share relevant information in a clear and transparent manner. If you have any questions or suggestions regarding our performance or this report, we would be pleased to hear from you. Please feel free to reach out to us via email at esg@cohance.com. For further details, we invite you to visit our website: https://cohance.com/.

Note - In this report, we have used the following naming while presenting qualitative and quantitative information for clarity and consistency.

Quantitative Information

- Cohance refers to the operations of Cohance Lifesciences Limited prior to its merger with Suven Pharmaceuticals Limited (now known as Cohance Lifesciences Limited).
- Suven refers to the operations of Suven Pharmaceuticals Limited (now known as Cohance Lifesciences Limited), which is now part of Cohance Lifesciences Limited post-merger.
- Total represents the combined entity post-merger, now operating as Cohance Lifesciences Limited.

Qualitative Information

- 'Cohance' refers to new Cohance Lifesciences Limited post to its merger with Suven Pharmaceuticals Limited (now known as Cohance Lifesciences Limited).

Leadership Messages[1]

Executive Chairman's Message

FY2025 marks a defining moment in our journey – the formal convergence of Suven Pharmaceuticals (now known as Cohance Lifesciences Limited) and Cohance Lifesciences into a unified enterprise. This merger is not merely a structural milestone; it is the embodiment of our belief that true strength lies in integration. "Power of One" is the theme for this year's Sustainability Report, and it reflects our transformation into a singular, agile, and future-ready platform purpose-built to deliver responsible innovation, stakeholder value, and global impact.

We are investing ahead of scale, building capacity and capabilities that will enable us to reach our US$1 billion revenue milestone by 2030. US$ 1 billion is far more than a financial target. It is a defining moment in any organisation's journey one that commands respect from peers, inspires competitors and signals a new echelon of opportunity. For us at Cohance, it is a powerful validation of our differentiated capabilities, especially in complex and niche therapies where chemistry meets innovation. It reflects our strength as a trusted partner to global pioneers and positions us to unlock new levers of growth across markets and modalities.

Financial year 2024-25, was a year of bold execution and transformative growth. We closed the year with ₹2,608 crore in consolidated revenue reflecting a growth of 9% from previous year, driven by strong momentum in our pharma CDMO segment, which contributed 62% of total revenues. We delivered robust performance establishing a US$ 335 million platform business with an industry-leading EBITDA margin of 34%. These results reflect the strength of our operating model and our commitment to scalable, sustainable growth. Our values Customer First, Accountability, Empowerment, Trust, and Sustainability continue to shape our culture and strategy.

Our R&D engine continues to be a catalyst for differentiation. With over 510+ scientists across facilities in Genome Valley, Hyderabad and Princeton, New Jersey, we are solving complex scientific challenges with precision and speed. We have invested ₹45.81 crore in R&D this year, with 100% of our efforts focused on improving environmental and social impact. Our proprietary platforms in flow chemistry, bioconjugation, and sustainable catalysis are enabling scalable solutions across oncology, neurology, and rare diseases. With the integration of NJ Bio and Sapala Organics, we expanded our capabilities in Antibody Drug Conjugates (ADCs) and oligonucleotide platforms, positioning ourselves at the forefront of next-generation therapeutics.

We are equally committed to social responsibility. Our CSR initiatives impacted over 57,000 beneficiaries, spanning education, healthcare, nutrition, and environmental sustainability. From mid-day meals for 7,000+ children to mobile science labs and clean water access in underserved communities, we are creating lasting value where it matters most.

At Cohance, sustainability is not a checkbox – it is a strategic imperative. Our Environmental, Social and Governance (ESG) commitments are deeply embedded in our operating model, guiding every decision as we scale with integrity and resilience. We are proud to be recognised among the World's Best Companies for Sustainable Growth 2025 by Times and Statista, and to have received validation from the Science Based Targets initiative (SBTi) for our greenhouse gas reduction goals, as we advance toward net zero. Our facilities recently underwent SA8000 certification audits, reflecting our dedication to social accountability and ethical workplace practices. We expect to receive this certification shortly, further strengthening our ESG credentials. These milestones are the result of our team's relentless dedication, their passion and perseverance continue to drive our sustainability agenda forward, ensuring that Cohance remains a trusted, future-ready partner in advancing responsible innovation across the global CDMO landscape.

Our strategy is built on three pillars: a domain-led CDMO business, targeted acquisitions, and a high-performing leadership team focused on execution excellence. As we move forward, we do so with confidence in our platform, our people, and our partnerships. With deep scientific capabilities and a strong commitment to responsible innovation, Cohance is well-positioned to deliver lasting value across the global CDMO landscape.

To our customers, partners, and stakeholders, thank you for your trust. Together, we will continue to push boundaries and shape a future defined by excellence, sustainability, and impact. The Power of One is not just a theme – it is our philosophy. One team. One platform. One purpose.

Thank you for your continued trust and partnership.

Warm regards,
Vivek Sharma
Executive Chairman

[1] GRI Disclosure 2-22: Statement on sustainable development strategy

Leadership Messages[1]

Chief Financial Officer's Message

FY2025 was a pivotal year for Cohance Lifesciences — a year that underscored our ability to integrate, innovate, and grow responsibly. The successful merger of Suven Pharmaceuticals (now known as Cohance Lifesciences Limited) with Cohance Lifesciences Limited marked a significant milestone, fortifying our financial foundation and unlocking synergies across our CDMO, API++, and Specialty Chemicals businesses.

We concluded FY2024-25 with consolidated revenues of ₹2,608 crore, reflecting a 9% year-on-year growth. This performance was primarily driven by strong momentum in our pharma CDMO segment, which contributed 43% to total revenues. Our EBITDA margin stood firm at 34%, demonstrating our capacity to maintain profitability while continuing to invest in strategic growth levers such as capacity expansion, R&D, and digital transformation. Despite the costs associated with integration, we sustained healthy cash flows and remained committed to long-term value creation for all stakeholders.

Our R&D investments of approximately ₹90 crore reflect our conviction that innovation is central to sustainable financial performance. We are channeling capital into high-impact areas such as bioconjugation, flow chemistry, and oligonucleotide synthesis, while also enhancing process efficiency and digital capabilities across our facilities. These investments are designed to strengthen our competitive edge and operational resilience over the long term.

We continue to follow a disciplined capital allocation strategy — balancing growth-oriented investments with a sharp focus on returns. Our capital expenditure during the year prioritised capacity building in high-growth modalities, technology upgrades, and sustainability-driven initiatives, including renewable energy expansion, Zero Liquid Discharge (ZLD) systems, and energy-efficient utilities across our manufacturing sites.

The merger has already begun to deliver tangible financial synergies — from streamlined procurement and shared services to improved capacity utilization. Integration costs were well-managed within planned budgets, and we are beginning to see the benefits of scale and operational efficiency reflected in our margins and leverage. Our strengthened balance sheet positions us well to pursue selective acquisitions and organic growth, aligned with our ambition to achieve US$1 billion in revenue by 2030.

Sustainability is increasingly shaping our financial strategy. Our investments in renewable energy, water reuse, and energy efficiency are not only reducing our environmental footprint but also generating measurable cost savings. For example, initiatives such as solar installations and energy-efficient motors have collectively reduced over 18% emission intensity per physical output annually, while enhancing our resilience to future carbon pricing mechanisms.

Looking ahead, our financial priorities are clear: accelerate profitable growth, improve capital efficiency, and embed ESG-linked resilience into our financial architecture. We are integrating sustainability metrics into our investment decisions and actively exploring ESG-linked financing instruments to support our transition to a low-carbon, future-ready enterprise.

FY2025 has demonstrated that financial discipline and sustainability are not mutually exclusive they are, in fact, mutually reinforcing. As we move forward, Cohance Lifesciences Limited remains committed to operational excellence, transparent reporting, and responsible value creation for our business, our stakeholders, and the planet.

Thank you for your continued trust and support.

Warm regards,

Himanshu Agarwal
Chief Financial Officer

[1] GRI Disclosure 2-22: Statement on sustainable development strategy

Cohance Lifesciences at a Glance

(This includes Cohance and Suven (now known as Cohance Lifesciences Limited))

Cohance Lifesciences Limited, headquartered in Hyderabad, is a globally recognised, innovation-led CDMO platform that delivers high-value, end-to-end solutions across the entire lifecycle of complex molecules from early development to large-scale commercial production. We serve a distinguished clientele in the pharmaceutical and specialty chemical sectors, and are redefining pharmaceutical development and manufacturing through our focus on agility, innovation and scalable global operations.

With a fully integrated global footprint, we offer a cohesive suite of development and manufacturing services tailored to complex chemistries. Our advanced infrastructure and technical expertise enable seamless collaboration with clients at every stage – from route design and initial development to commercial-scale manufacturing.

Our chemistry capabilities span across therapeutic areas and are supported by efficient, timeline-driven delivery models. We are committed to innovation and operational excellence, ensuring consistent delivery of reliable, high-quality solutions to our partners.

Customer feedback consistently highlights our dedication to exceeding expectations, reinforcing our reputation as a trusted and preferred collaborator. Our ability to meet stringent timelines without compromising quality has positioned us as a reliable partner in both the pharmaceutical and fine chemical industries.

Strategically aligned with global innovation trends, we are well-placed in high-growth segments such as Antibody-Drug Conjugates (ADCs), oligonucleotides and specialty APIs, strengthening our role as a forward-looking and sustainable enterprise.

Our 20 Years Journey

RA Chem

2003
Acquired API facility at Jaggaiahpet

2006
Started Clinical Research and Biosciences. Acquired Clinical Research facility at Balanagar

DSIR

2015
API Facility audited by COFEPRIS & EDQM. API R&D facility was recognised by DSIR, a Govt. of India Authority

2016
Formulations R&D was recognised by Department of Science and Industrial Research (DSIR), a Govt. of India Authority

2020
Acquired by Advent International.

2022
Rebranded as Cohance Lifesciences

ZCL CHEMICALS LIMITED

1991
Established as a Subsidiary of Zandu Pharma Ltd.

2008
State-of-the-art plant commissioned

2009
Company split from Zandu Pharma to form ZCL

2017
Successfully inspected / approved by USFDA & EDQM

2021
Acquired by Advent International

Cohance

Avra

1995
Avra Laboratories, founded by eminent scientist, Dr A V Rama Rao

2002
Acquired the manufacturing facilities of Uniloids Limited in Nacharam, Hyderabad, and made it our Second Plant Unit

AVRA

2007
Started Avra Synthesis, our catalogue chemicals trading business a sister concern.

USFDA

2019
Obtained a second approval from the USFDA at Unit 2

2022
Acquired by Advent International

SUVEN PHARMA

1989
Launched focusing on producing Generic Active Pharmaceutical Ingredients (APIs), laying the foundation for future growth

1995
Entered the Contract Research & Manufacturing Services (CRAMS) market, providing integrated solutions from development to manufacturing

2005
Commenced development of the proprietary New Chemical Entity (NCE) SUVN-502, a significant stride in our drug discovery efforts

2014
Achieved commercialisation of three CRAMS projects, demonstrating our capacity for bringing research to market

2020
Suven Pharma emerged as a distinct entity following a demerger, marking a new focused growth phase

2023
Majority stake acquired by Advent entities in Suven Pharma, Professional management on boarded

ESG Performance Highlights

83%
Renewable energy increased compared to previous year

Water recycled
80,265 KL

11%
waste generation intensity reduction compared to FY 23-24

Energy saving:
1,856 MWh
% share of renewable energy: **13%**

2411
No. of trees planted

18%
reduction in Scope 1 and 2 emission intensity compared to FY 22-23

3,024
Permanent Workforce

504
New Hires

28
Average hours of trainings per employee

Zero
Fatalities

8.6/10
Employee Satisfaction Score

57,242
CSR Beneficiaries

20%
Board Diversity

100%
Key supplier screened on ESG basis

Awards and Achievements

- Gold Medal In Ecovadis
- Environment Award (Medium enterprises – pharmaceutical sector) Gujarat
- Safety Award (Medium Enterprises – Pharmaceutical Sector) Gujarat
- CII EHS Excellence Award
- International Safety Awards 2025 by British Safety Council/Merit Winner
- National Safety Council Award issued by the National Safety Council

Certificates

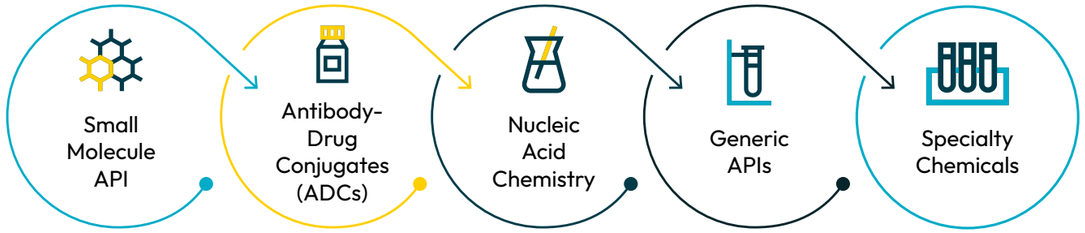
ISO 20400:2017 Sustainable Procurement – Guidance

- ISO 22301:2019 Business Continuity Management System
- ISO 37001:2016 Anti-Bribery Management System
- ISO 50001:2018 Energy Management System
- ISO 9001:2015 Quality Management System
- ISO 14001:2015 Environmental Management System
- ISO 45001:2018 Occupational Health and Safety Management System
- ISO 27001 Information Security Management System

Product Stewardship

At Cohance, sustainability is more than a regulatory requirement. It is a core responsibility that drives us to create enduring value for our customers, communities and the planet. Our integrated approach ensures that quality, safety, innovation and environmental stewardship are embedded throughout the entire product lifecycle – from development to safe disposal across all our business verticals, including Pharma CDMO, APIs and Specialty Chemicals. We are committed to consistently exceeding expectations by redefining standards through innovation and excellence. With a strong focus on health, safety, data privacy, and customer-centricity, we continue to expand our global footprint by delivering advanced solutions that empower our partners, enhance their experience, and reinforce their trust in the Cohance brand.

Our products



Global Leadership and Excellence

- Global Top Performer for key pharmaceutical molecules, including Betahistine Hydrochloride, Methylphenidate HCl, Zonisamide, Drotaverine, Ritalinic Acid, Entacapone, Fluvoxamine, Lamotrigine, Mebeverine, Midazolam, Quetiapine, Fenoprofen Calcium, Doxofylline, Calcium Acetate, SN-38, S-Trione, and Exatecan Mesylate.
- India's Leading Exporter of backward-integrated pellets, known for consistent quality, supply reliability, and reduced environmental footprint.
- Expanded Product Portfolio backed by strong R&D, regulatory expertise, and advanced manufacturing infrastructure.

As a pharmaceutical manufacturer deeply committed to environmental stewardship, we recognise the ecological impact of our products throughout their entire lifecycle. Our comprehensive product lifecycle policy reflects a proactive approach to sustainability, ensuring that every stage from development to disposal is guided by environmental responsibility.

We maintain strict compliance with global standards and regulatory frameworks, including those set by the USFDA (United States Food and Drug Administration), EDQM (European Directorate for the Quality of Medicines and Healthcare), Cofepris (Comisión Federal para la Protección contra Riesgos Sanitarios), PMDA-Japan (Pharmaceuticals and Medical Devices Agency), MOH-Russia (Ministry of Health – Russia), and KFDA (Korea's Ministry of Food and Drug Safety). This rigorous adherence ensures that all legal obligations related to product information and labelling are met, including any product - or packaging-specific requirements.

Our commitment to product safety is reinforced through continuous monitoring and lifecycle assessments. We regularly evaluate our products to protect public health and ensure compliance. Our facilities are equipped with robust systems that manage materials, production processes, quality control, laboratory operations, and packaging. Internal audits are conducted routinely and reviewed by senior management to ensure optimal system performance and drive continuous improvement.

Material Control and Management

- Qualification and testing of raw materials to ensure controlled and compliant usage.
- Controlled material movement with preventive measures against cross-contamination.
- Labeling materials at each stage to ensure proper identification and prevent misplacement.

Quality Management System Overview

- A detailed SOP is in place to manage product recalls efficiently, ensuring timely action and full regulatory compliance.
- To prevent product failures, all process operations and quality control testing are conducted in our laboratory using validated procedures and standardised test methods.

Internal Controls and Processes

- Comprehensive SOPs are established to consistently uphold product quality across all stages of manufacturing and testing.
- SOPs are periodically reviewed and updated as needed to reflect current practices and regulatory requirements.
- Any deviations from approved procedures are investigated through a Quality Notification, with Corrective and Preventive Actions (CAPA) implemented to prevent recurrence.

Product Management

- Recalled and expired products are disposed of in accordance with established standard disposal procedures.
- General and cytotoxic materials are detoxified and then handed over to the EHS department for safe and compliant disposal.
- The EHS department ensures safe disposal of detoxified materials by transferring them to government-approved agencies for proper waste management.

Inspections and Audits

- An independent in-house Quality Unit monitors process operations and analytical activities to proactively identify and prevent potential quality issues.
- An SOP is established for the disposal of rejected and expired raw materials, packing materials, and intermediates, ensuring safe and compliant handling.

Material control and Management

- Qualification and testing of raw materials to ensure controlled and compliant usage.
- Controlled material movement with preventive measures against cross contamination.
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- An SOP is established for the disposal of rejected and expired raw materials, padding materials, and Intermediates, ensuring safe and compliant handling.

R&D Excellence

7
R&D Centers

510+
Scientists and Engineers

01
Percent

05
Projects

12
Products

At Cohance Lifesciences Limited, Research and Development (R&D) serves as the cornerstone of its commitment to transformative pharmaceutical innovation. Our R&D strategy is built around deep scientific expertise, differentiated technology platforms and a robust infrastructure that enables end-to-end development across high-growth therapeutic segments.

We operate seven dedicated R&D centres staffed by over 510+ scientists and engineers, including newly established facilities in Genome Valley, Hyderabad and Princeton, New Jersey. These centres are designed to support the full lifecycle of drug development – from route scouting and process optimisation to scale-up and commercial manufacturing – with agility and precision.

Our R&D strategy is anchored in differentiated technology platforms that include Antibody Drug Conjugates (ADCs), oligonucleotide chemistry, flow chemistry and sustainable catalysis. In the ADC space, we offer end-to-end CDMO services, including payload-linker synthesis, bioconjugation, and analytical characterisation. Its proprietary payload technologies and extensive linker library allow rapid development of targeted therapies. In oligonucleotide chemistry, we lead with capabilities in DNA amidites, GalNAc synthesis, and conformationally constrained nucleic acids. A GMP-compliant facility is currently under validation to support scale-up of oligonucleotide drug substance manufacturing.

We have also deployed advanced technologies such as photo-flow reactors, microchannel systems and fixed-bed hydrogenation setups to enhance safety, reduce impurities and improve yields. A state-of-the-art scale-up laboratory fosters collaboration between chemists and engineers, while process safety tools like DSC, reaction calorimetry and powder hazard studies ensure safety-by-design across all development stages.

In FY 2024-25, our R&D team successfully developed several new products, including Lecanidipine HCl (crystalline and amorphous forms), Buspirone HCl, Hydroxyzine Pamoate, Tapentadol Hydrochloride and Phosphate, Dabigatran Etexilate Mesylate (via a new route), Cilostazol, Lisdexamfetamine Stage-I (LDV), and Dapagliflozin Propanediol Monohydrate. Additionally, Remimazolam Intermediate is currently undergoing the patent filing process. These developments reflect our responsiveness to late-phase and commercial supply opportunities, supported by a pipeline of nine Phase III molecules and over 100 active projects. Our analytical infrastructure includes HPLC, GC, ICP-MS, GC-HS, ion chromatography with UV and conductivity detectors, dissolution apparatus (USP I–III), stability and photostability chambers, NMR, LCMS, GCMS, and Malvern PSD analysis. These tools support method development, validation, and transfer to commercial plants, ensuring regulatory compliance and product integrity.

By aligning scientific excellence with environmental stewardship, we are setting new benchmarks in sustainable pharmaceutical innovation, ready to meet the evolving demands of global markets.

Our Approach to ESG

At Cohance, we are committed to accelerating our growth trajectory through a comprehensive ESG transformation framework, built on three interconnected pillars: Environmental, Social and Governance (ESG), Quality Compliance, and Growth & Productivity. This framework is designed to create long-term value for our stakeholders while positively impacting the environment, society, and the economy.

We believe that our ESG strategy is essential for achieving sustainable growth and long-term success. By integrating ESG principles into every aspect of our business, we ensure that our operations are guided by the values of environmental stewardship, social responsibility, and business integrity and transparency.

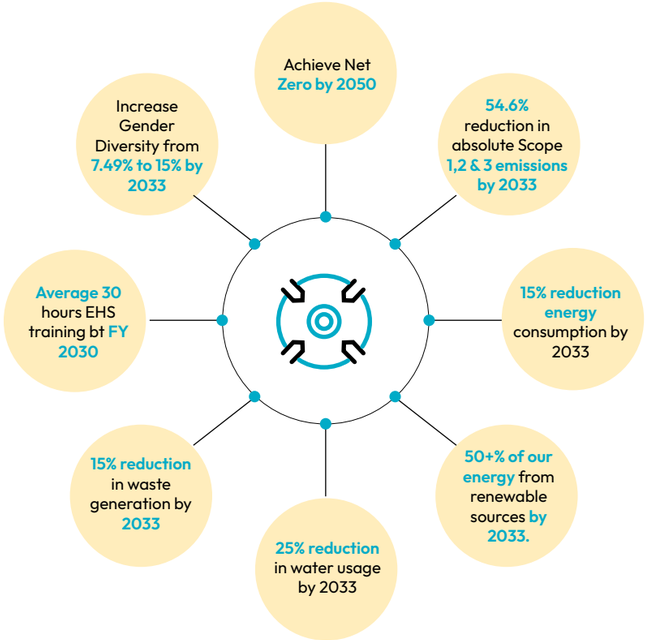
Our Quality Compliance pillar focuses on upholding the highest standards of ethics, quality, and regulatory adherence across all operations. Meanwhile, the Growth and Productivity pillar drives innovation through digital transformation, investments in cutting-edge technologies, and the development of products that enhance customer experiences.

We place strong emphasis on people development, empowering our employees with the skills and capabilities they need to thrive. We actively promote diversity, equity, and inclusion, and support the overall well-being and professional growth of our workforce.

Our governance structure is robust, transparent, and accountable, with clearly defined responsibilities and effective risk management processes. At Cohance, we maintain a customer-centric approach, consistently aligning our actions with the needs and expectations of our customers.

We are confident that our ESG strategy will not only drive sustainable growth but also deliver long-term value for all stakeholders. It reflects our commitment to building a responsible future through sustainable practices and ethical business conduct.

Goals and Targets



At Cohance, our Environmental, Social, and Governance (ESG) strategy is structured around a phased and performance-driven approach to sustainability. We are actively working to reduce our carbon footprint and mitigate environmental impact across all operational areas, guided by both short-term and long-term objectives that emphasise energy efficiency, innovation and responsible resource management. A cornerstone of this strategy is our Carbon Transition Plan, which enables us to drive measurable progress in key areas such as greenhouse gas emissions reduction, water conservation and waste minimisation. Our ESG framework is continuously reviewed and refined to remain aligned with evolving global best practices and operational insights.

On the social dimension, we are committed to fostering a culture that prioritises safety, well-being, and empowerment across our workforce. From a governance standpoint, we uphold the principles of transparency, ethical conduct, and accountability, ensuring that sustainability is embedded in all aspects of decision-making and corporate governance.

Prior to the merger, Suven Pharmaceuticals Limited (now known as Cohance Lifesciences Limited) committed to reducing absolute Scope 1, 2 & 3 greenhouse gas emissions by 54.60% by FY 2033, using FY 2023 as the base year. The company also pledged to achieve net-zero greenhouse gas emissions across its entire value chain by FY 2050. Additionally, also committed to a 90% reduction in absolute Scope 1, 2, and 3 emissions from key categories, including purchased goods and services, capital goods, fuel- and energy-related activities, upstream and downstream transportation and distribution, waste generated in operations, business travel, and employee commuting by FY2050, relative to FY2023 levels.

We are currently in the process of integrating Cohance into the target boundary to ensure a unified and comprehensive approach to climate action across the merged entity.

Stakeholder Engagement and Materiality Assessment[2]

[2] GRI 2-29

Empowering Strategy Through Stakeholder Engagement

Stakeholder engagement is a vital component of contemporary business practices, enabling organisations to identify and prioritise key issues. Through this process, companies set meaningful short-term and long-term goals, which contribute to enhanced overall performance. This engagement plays a crucial role in shaping strategies, executing initiatives and increasing enterprise value.

At Cohance, we deeply value stakeholder perspectives and give careful consideration to their input prior to implementation. This commitment has driven our journey toward sustainable operations since our inception. We have built a robust system for stakeholder identification and prioritisation, rooted in the principles of inclusivity, materiality and responsiveness.

Stakeholders are individuals or groups with a significant interest in the organisation's activities. At Cohance, we have systematically classified our stakeholders into internal and external categories, ensuring that our engagement efforts are both comprehensive and targeted.

Stakeholders, in essence, represent groups of individuals with a vested interest in a business or organisation.

Strengthening Sustainability through Stakeholder Collaboration

At Cohance, we recognise that identifying key sustainability issues requires more than internal analysis. It demands consistent, informed dialogue with our stakeholders. Our structured engagement practices, supported by a strong feedback loop and deep industry insight, enable us to pinpoint and address the most pressing concerns within our sustainability agenda.

We proactively connect with all key stakeholder groups—investors, customers, suppliers, communities, regulators, third-party manufacturers, employees and senior leadership, ensuring timely and meaningful interaction. These engagements occur annually across diverse platforms, including SMS, email, face-to-face meetings, printed materials, newsletters, websites, conferences, public forums and more.

This comprehensive approach not only ensures transparency and trust but also empowers us to steer our sustainability strategy with clarity and shared purpose.

Stakeholder Engagement Process

At Cohance, we follow a four-step stakeholder engagement and materiality assessment process:

1. Stakeholder Identification

Stakeholders are identified based on their relevance, interest, and the extent to which they are directly or indirectly impacted by our operations and business activities.

2. Stakeholder Prioritisation

Stakeholders are prioritised and ranked based on their influence, scope of impact, urgency of ESG-related concerns, and their level of responsibility in relation to our operations.

3. Stakeholder Interaction

Designed questionnaires and employed a variety of engagement tools such as surveys, workshops, and digital platforms to gather stakeholder insights on key sector-specific issues.

4. Material Topics Identification and Reporting

A materiality assessment, guided by stakeholder input, identified key issues that now shape our ESG strategy; we also share how feedback informed our actions and report progress transparently.

Our Stakeholder Groups

Stakeholders	Significance of Engagement	Mode of Engagement	Frequency of Engagement	Key Considerations
Employees and Workers	Employees enrich internal communication and workplace satisfaction by offering valuable ESG-driven insights, while their active engagement and strategic execution foster a culture of ownership and motivation, driving productivity, business competitiveness, and market leadership.	• Direct Interactions • Employee engagement/ feedback surveys • Performance Management • Employee well-being programmes • Learning and development programmes • Grievance Redressal • Mechanism	Annually/Monthly meetings	• Occupational Health and Safety • Fair Remuneration and equal opportunities • Employee well-being • Skill development and career growth opportunities
Suppliers and Vendors	Fosters collaboration and responsible sourcing to build resilient, efficient, and sustainable supply chains. Supplier partnerships are a vital part of the value chain offering crucial insights into dependencies and operational challenges, while securing availability, competitive pricing, and seamless execution.	• Emails and Meetings • Onboarding process • Supplier Audits • Supplier assessment • Training workshops • and seminars	Annually	• Timely payments and Grievance mechanism • Long-term partnerships • Capacity building
Investors and Shareholders	Provides essential financial capital and fostering trust, transparency, and goal alignment, stakeholders play a pivotal role in driving long-term business growth, attracting sustained financial support, and securing organisational stability.	• Investor meets • Annual General Meetings • Periodic declarations on performance • Email • Earnings calls • Website • Press releases	Annual, Quarterly Need basis	• Economic and ESG performance • Long-term growth • Better return on investment • Debt servicing
Government and Regulators	Facilitating compliance, shaping proactive policies, and cultivating strong regulatory partnerships, stakeholders help minimise legal risks, enhance reputation, and build a favourable regime that supports sustainable industry growth.	• Policy Advocacy • Direct interaction • Annual Reports	Annually, Quarterly, Need based	• Compliance • Revenue • Taxes • Community • development
Customers	Understanding customer preferences, gathering feedback, and delivering tailored services, Cohance Lifesciences drives satisfaction and loyalty making customers a cornerstone of revenue generation, sustainable growth, and enduring success.	• Direct Communication • One-on-One interaction • Emails • Seminars • Customer feedback surveys • Website • Electronic and print media • Customer grievance redressal mechanism	Annually, Need basis	• Customer Health and Safety • Power outage • Planned Maintenance • Modernisation and upgradation

Stakeholders	Significance of Engagement	Mode of Engagement	Frequency of Engagement	Key Considerations
Community Members	Prioritising inclusive growth and community engagement, we foster strong relationships and earns a social license to operate, ensuring goodwill, sustainability, and long-term viability.	• Meetings • Direct Interactions • Community events • Interactions with NGO partners and Communities • Need assessment • Community development programmes • Outcome assessment • Grievance Mechanism • Advertisements • Publications • CSR Report • Integrated Annual Report and • Sustainability Report	Need based	• Employment and industry relation • Resource • availability • Support in utilisation of ecosystem services • Healthcare support
Peer Companies	Collaborating with industry peers sharpens our competitive edge by enabling progress benchmarking and ensuring we consistently meet or surpass industry standards.	• Industry Conferences	Need based	• Standard setting pressure • Environmental innovation race • Social responsibility comparison • ESG Collaboration opportunities • Reputational alignment
Industry Partners	Industry partners play a pivotal role in ESG value creation by fostering innovation, setting sector-wide benchmarks, and driving collaborative solutions for sustainability and ethical governance. Their active involvement strengthens accountability, amplifies impact, and ensures that the company's ESG commitments resonate across the value chain.	• Seminars • Conferences • Industry expos • Interviews • Reports and Newsletters	Need based	• Sustainable operations • Fair labour and Human rights • Community impacts • Corporate Transparency • Ethical Governance

Materiality Assessment [3]

Our sustainability strategy is driven by clear, long-term objectives that enhance business performance, foster stakeholder trust, and create enduring economic, environmental, and societal value. Through ongoing evaluation and collaborative materiality mapping, stakeholders are actively involved in key decisions, strengthening relationships and shaping impactful strategic insights across all areas of our operations.

We conducted a comprehensive materiality assessment in fiscal year 2022–23, based on guidance from the sector-specific topics of SASB and MSCI ratings, and further enriched by peer benchmarking, market leaders, and customers, to identify relevant material topics.

[3] GRI 3-1, GRI 3-2, GRI 3-3

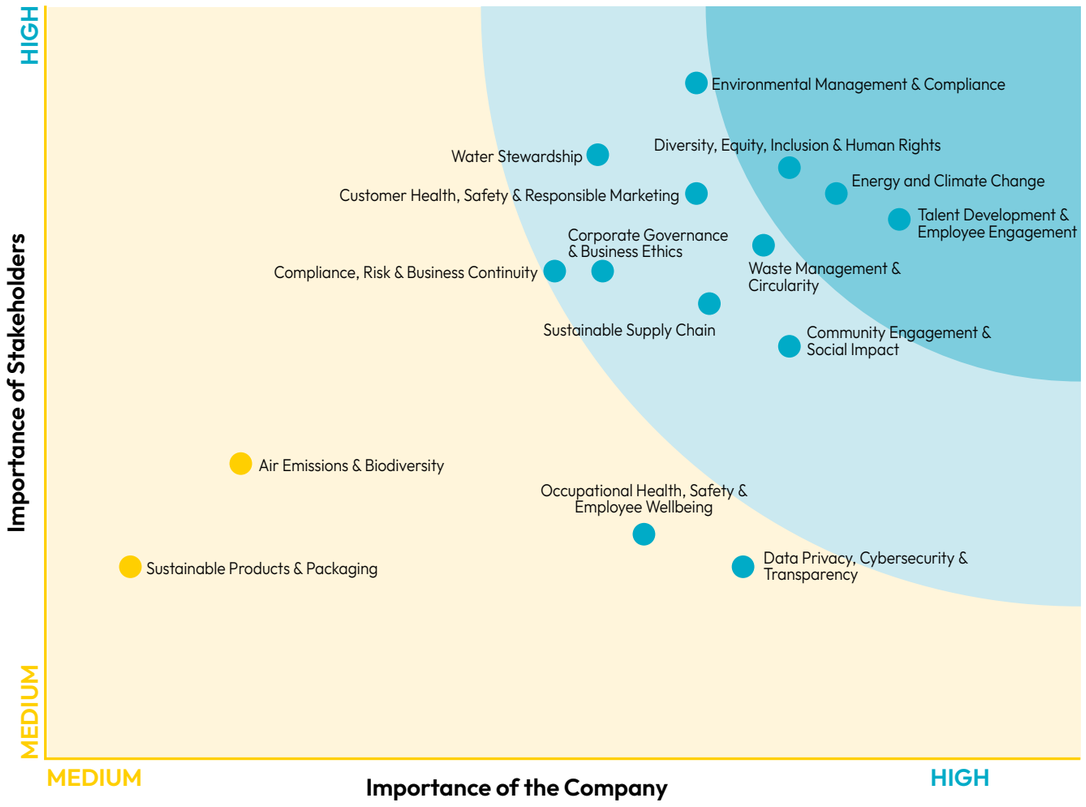
In the fiscal year 2024-25, we have thoroughly evaluated and reorganised the material topics of Suven (now known as Cohance Lifesciences Limited) and Cohance, ensuring robust benchmarking against industry peers. The findings were meticulously reviewed and approved by our Board. Understanding the evolving landscape of Environmental, Social and Governance (ESG) priorities, we undertake annual revisions of our materiality assessment to align with emerging trends and developments.

Our methodology is built on a four-pillar framework for identifying and prioritising key material topics:

- In-depth analysis of industry performance and global sector-specific standards through peer review and secondary research.
- Stakeholder identification and prioritisation, coupled with active engagement to incorporate diverse perspectives into our sustainability strategy.
- Soliciting feedback from both internal and external stakeholders to enhance the relevance and impact of our initiatives.
- Utilising a hybrid research model that integrates both quantitative and qualitative data to effectively prioritise topics that are critical to our sustainability efforts.

Materiality assessments enable us to identify and address the issues that are most important to our internal and external stakeholders. They illustrate how our economic, social, and environmental impacts resonate across the value chain and translate into current and future risks and opportunities. The resulting materiality matrix reflects the significant risks and potential impacts of our operations on stakeholders, the environment, and broader society.

Material Topic Matrix



ESG Pillar	ESG Topic Category	Material Topic	Description	GRI Mapping	SDG Mapping
Environment	Empowering people	Environmental Management and Compliance	Involves integrating robust systems and protocols, including pollution prevention and the safe handling of hazardous substances to ensure compliance with environmental regulations.	GRI 2	
		Energy and Climate Change	Focuses on improving energy efficiency, adopting renewable energy sources, and reducing greenhouse gas emissions to address climate risks and transition to net zero.	GRI 302 GRI 305	
		Water Stewardship	Highlights responsible water management, emphasising strategies for withdrawal, consumption, reuse, and regulatory compliance to mitigate water-related risks.	GRI 303	
		Waste Management and Circularity	Revolves around reducing waste through effective segregation and recycling practices and embracing circular economy initiatives to minimise environmental impact.	GRI 306	
		Air Emissions and Biodiversity	Addresses the reduction of non-GHG pollutants like VOCs and NOx/SOx, while considering biodiversity impacts and proximity to sensitive areas.	GRI 304 GRI 305	
Social		Occupational Health, Safety and Employee Wellbeing	Ensures industrial and process safety, promotes mental health, and maintains safe workplace conditions, tracking near-misses to improve safety protocols.	GRI 403	
		Talent Development and Employee Engagement	Supports holistic employee growth through training, learning opportunities, and performance management, fostering retention with feedback mechanisms.	GRI 401 GRI 406	

ESG Pillar	ESG Topic Category	Material Topic	Description	GRI Mapping	SDG Mapping
Social		Diversity, Equity, Inclusion and Human Rights	Champions gender and cultural diversity, equal pay, anti-discrimination, and labor rights, while conducting human rights due diligence.	GRI 405	
	Collaborative actions	Community Engagement and Social Impact	Focuses on CSR initiatives, community investment, healthcare access, and local hiring to strengthen stakeholder relations and maximise social impact.	GRI 411 GRI 413	
		Customer Health, Safety and Responsible Marketing	Prioritises product safety, regulatory compliance, and transparent communication, alongside mechanisms for consumer grievances and ensuring access to medicine.	GRI 416 GRI 417	
Governance	Building Trust	Corporate Governance and Business Ethics	Stresses the importance of board oversight on ESG issues, ethical practices, anti-corruption measures, and supporting whistleblower policies, with dedicated ESG committees.	GRI-2	
		Compliance, Risk and Business Continuity	Incorporates legal adherence strategies, environmental permitting, emergency preparedness, and scenario analysis for effective business continuity management.	-	
		Data Privacy, Cybersecurity and Transparency	Emphasises IT security, personal data protection, and cyber risk management, fostering transparency through ESG disclosure mechanisms.	GRI 418	
	Sustainable Innovation	Sustainable Products and Packaging	Involves product lifecycle analysis, green chemistry, and sustainable packaging, along with extended producer responsibility to enhance product sustainability.	-	
		Sustainable Procurement and Supply Chain Responsibility	Ensures suppliers adhere to a code of conduct, undergo ESG audits, and avoid conflict minerals, focusing on ethical labour practices and local sourcing in the supply chain.	-	

Our Corporate Governance[4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23]

We operate under a resilient corporate governance structure anchored in integrity, transparency, and ethical responsibility. At Cohance, our decision-making processes are consistently aligned with its mission, vision, and core values, ensuring that operational conduct is both principled and strategic. Through regular board evaluations, stringent oversight protocols, and comprehensive internal and external audits, we nurture a culture of accountability and trust across all levels of our organisation.

Ethical business practices are embedded into everyday interactions, encouraging fairness, respect, and long-term value creation. Our governance approach also prioritises stakeholder confidence by safeguarding privacy, upholding individual rights, and fostering inclusive engagement. By combining sound commercial acumen with a commitment to social responsibility and innovation, we continue to adapt, evolve, and deliver high-quality outcomes that resonate with our partners, patients, and the broader community. Above all, it remains steadfast in its dedication to integrity, ensuring that each decision is made with clarity, conscience, and credibility.

Our Board of Directors [24]

At Cohance, we are a professionally managed company guided by our Board of Directors. Our Board is composed of experienced, diverse, and well-informed individuals who provide us with leadership, strategic direction, and independent oversight. They help ensure that we uphold the highest standards of ethics, transparency, and disclosure in our corporate governance.

Our Board takes its fiduciary responsibilities seriously exercising appropriate control to ensure we manage the company efficiently, meet stakeholder expectations, and contribute positively to society. They act in the long-term interests of our shareholders and other stakeholders, making independent, well-informed decisions with care and diligence as they oversee our business operations. Our Board serves as the highest governing body, entrusted with making all critical strategic decisions. Our Board is composed of 10 members, including an Executive Chairman 3 [25] , a Whole time director, three Non-Executive Directors, and five Independent Directors. Our board members with varying skill sets, knowledge, and experience play a critical role in providing us with the strategic direction.

The composition of our Board demonstrates a strong dedication to effective governance, visionary oversight, and long-term sustainability. Our Board brings together seasoned professionals with diverse backgrounds in life sciences, finance, corporate governance, and sustainable development. Our Board is responsible for supporting the development and maintenance of a workplace culture that upholds strong ethical principles, demonstrates unwavering dedication to regulatory compliance, and promotes a safe and open environment where stakeholders feel empowered to voice their concerns to the management. [26]

Our Board has a diverse range of skills and expertise on parameters such as business leadership, financial expertise, risk management, global experience, corporate governance and ESG, mergers and acquisitions, and technology and innovation.

[4] Disclosure 2-9: Governance structure and composition, [5] Disclosure 2-10: Nomination and selection of the highest governance body, [6] Disclosure 2-11: Chair of the highest governance body [7] Disclosure 2-12: Role of the highest governance body in overseeing the management of impacts [8] Disclosure 2-13: Delegation of responsibility for managing impacts, [9] Disclosure 2-14: Role of the highest governance body in sustainability reporting, [10] Disclosure 2-15: Conflicts of interest, [11] Disclosure 2-16: Communication of critical concerns, [12] Disclosure 2-17: Collective knowledge of the highest governance body, [13] Disclosure 2-18: Evaluation of the performance of the highest governance body, [14] Disclosure 2-19: Remuneration policies, [15] Disclosure 2-20: Process to determine remuneration, [16] Disclosure 2-21: Annual total compensation ratio, [17] Disclosure 2-27: Compliance with laws and regulations, [18] Disclosure 2-28: Membership associations, [19] Disclosure 2-23: Policy commitments, [20] Disclosure 2-24: Embedding policy commitments, [21] Disclosure 2-25 Processes to remediate negative impacts, [22] GRI 205: Anti-corruption, [23] GRI 206: Anti-competitive Behavior [24] GRI 2-9 [25] GRI 2-11, [26] GRI 2-12, GRI 2-14

Our Board of Directors

Vivek Sharma
Executive Chairman

Pankaj Patwari
Non-Executive Director

K.G Anantha Krishnan
Independent Director

Matangi Gowrishankar
Independent Director

Vinod Rao
Independent Director

Pravin Rao
Independent Director

Shweta Jalan
Non-Executive Director

Vinod Padikkal
Non-Executive Director

Jai Shankar Krishnan
Independent Director

Himanshu Agarwal
Whole-time Director &
Chief Financial Officer

20% of the Board Members are women

Committees to the Board of Directors [27]

Our Board has various committees comprising different board members to provide strategic oversight and track, monitor, and review the business performance periodically at meetings.

Board Committees

- Audit
- Nomination & Remuneration
- Stakeholder Relationship
- Risk Management
- Corporate Social Responsibility
- Investment Banking and Authorizations

Audit Committee

Comprising of independent directors, we oversees financial reporting, internal controls, and compliance, ensuring transparency, accuracy and integrity of financial statements. Our Audit Committee is responsible for overseeing the vigil mechanism, financial reporting, internal controls, and risk management. During FY 2024-25, there were no complaints received under the vigil mechanism of the Company.

Nomination and Remuneration Committee

Responsible for Board composition, director selection, and governance policies, is responsible for managing board appointments, succession planning, and executive compensation. The Committee oversees compensation alignment with the Company performance and industry benchmarks

Stakeholder Relationship Committee

Focused on building strong stakeholder relationships, the Committee ensures effective communication, addresses concerns, and integrates stakeholder feedback into decision-making processes.

Risk Management Committee

Responsible for risk identification, evaluation, and mitigation, our Committee formulates strategic approaches, sets governance policies, and oversees exposure to safeguard the Company's operational and strategic goals. The committee is further supported by specialised sub-committees focused on M&A Risk, Legal, Regulatory & Tax Risk, Reputation Risk, and Commodity Price Risk.

Corporate Social Responsibility Committee

Formulating and overseeing the Company's CSR Policy, the Committee ensures the implementation and reviews the Company's CSR performance. Our Committee also guides sustainable practices at Cohance.

Our Corporate Responsibility Committee is tasked with supervising the Company's sustainability and climate change initiatives. In Board meetings involving the Committee, senior leadership and management provide updates on industry developments and share advanced sustainable practices adopted both within the Company and across the sector.

Each committee is chaired by an independent director, further reinforcing the Company's governance standards.

The ratio of annual total compensation for the highest paid individual (CEO) to the median annual total compensation for all employees for FY 2024-25 stood at 3% [28].

[27] GRI 2-13, [28] GRI 2-21

Board Age & Tenure [29]

Name	Designation	Age	Tenure	Expertise	Committee
Vivek Sharma	Executive Chairman	58	1 Year	BL, CG & ESG, FE	Chairperson – CSR, RMC and IBA Committee Member in – SR Committee
Pankaj Patwari	Non-Executive Director	45	2 Years	BL, CG & ESG , FE, RM	Member in – AC, NRC and IBA Committee
K.G Anantha Krishnan	Independent Director	68	2 Years	BL, CG & ESG, FE	Chairperson – SR Committee Member in – AC, NRC and CSR Committee
Matangi Gowrishankar	Independent Director	67	2 Years	BL, CG & ESG, FE	Chairperson – NRC Committee Member in – CSR Committee
Vinod Rao	Independent Director	63	2 Years	BL, CG & ESG, FE, GE	Chairperson – Audit Committee Member in – RMC and IBA Committee
UB Pravin Rao	Independent Director	63	1 Year 10 Months	BL, CG & ESG, FE	Member in – Audit, SR and RM Committee
Jai Shankar Krishnan	Independent Director	59	10 Months	BL, CG & ESG, FE	Member in IBA Committee
Shweta Jalan	Non-Executive Director	49	1 Year 10 Months	BL, CG & ESG, FE, GE	-
Vinod Padikkal	Non-Executive Director	42	10 Months	BL, CG & ESG, FE, T&I	-
Himanshu Agarwal*	Whole-time Director & Chief Financial Officer	55	1 Month	BL, CG & ESG, FE	IBA, RM and SRC

* Appointed as Whole-time Director & CFO on 29th October 2025. He has joined as CFO in January 2024.

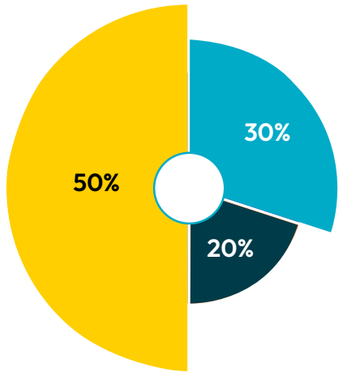
Business Leadership (BL)
Financial Expertise (FE)
Risk Management (RM)
Global Experience (GE)
Corporate Governance and ESG (CG & ESG)
Technology and Innovation (T&I)

Committees

AC: Audit Committee
SRC: Stakeholders Relationship Committee
NRC: Nomination and Remuneration Committee
CSR: Corporate Social Responsibility Committee
RMC: Risk Management Committee
IBA: Investments, Banking and Authorisations Committee

[27] GRI 2-13, [28] GRI 2-21

Board Independence



- Executive Directors
- Non-Executive Independent Directors
- Non-Executive Non-Independent Directors

50% of the board members are independent directors. The independent directors have to meet the baseline definition and criteria on 'independence' as per the 16(1)(b) of the SEBI Listing Regulations, and Section 149(6) of the Companies Act, 2013 read with the rules and Schedule IV. In terms of Regulation 25(8) of Listing Regulation, independent directors of the Company have confirmed that they are not aware of any circumstance or situation, which exists or may be reasonably anticipated, that could impair or impact their ability to discharge their duties. Our independent directors have also given declarations of compliance with Rules 6(1) and 6(2) of the Companies (appointment and qualification of directors) Rules, 2014, with respect to their name appearing in the data bank of independent directors maintained by Indian Institute of Corporate Affairs (IICA).

As per the SEBI (LODR) Regulations 2015, non-executive/independent directors can serve on the boards of up to seven listed companies. If they are a whole-time director in a listed company, they can serve as an independent director in up to three listed companies.

The directors do not have any material relationship with the Company, ensuring that their decisions are made in the best interest of shareholders and other stakeholders. This independence fosters robust discussions and effective oversight of management.

Board Evaluation and Nomination and Selection of Directors

The Board of Directors, in compliance with the Companies Act, 2013 and SEBI Listing Regulations, conducts a comprehensive annual evaluation of our own functioning, committees, and independent directors. This assessment, led by the Nomination and Remuneration Committee, covered parameters such as Board structure, meeting dynamics, functional effectiveness, and governance practices.

Independent Directors separately assessed the performance [30] of the Chairman and Non-Independent Directors. Overall, the Board expressed satisfaction with the robustness of the evaluation process, the quality of information received, and the effectiveness of its oversight responsibilities.

Board Remuneration

The Nomination and Remuneration (N&R) [31] Committee has formulated a Remuneration Policy [32] outlining the criteria for the selection and remuneration of Directors and senior management. The policy elaborates the responsibility to periodically review and enhance executive pay structures and succession plans, ensuring they remain

[30] GRI 2-18, [31] GRI 2-10, [32] GRI 2-19, GRI 2-20

aligned with company strategy and governance standards. Recommendations are made to the Board based on relevance, effectiveness, and required updates.

Our Board Diversity

We firmly believe that strengthening the effectiveness of its Board is inherently linked to fostering diversity in its composition. In line with the Securities and Exchange Board of India (SEBI) Listing Regulations, 2015, the Company ensures compliance with prescribed diversity norms, reflecting its commitment to inclusive governance. As of the current Board structure, we have appointed two female directors out of a total of ten Board members, underscoring its efforts toward gender representation and balanced decision-making. This inclusive approach not only enhances Board performance but also aligns with the Company's values of equity, transparency, and ethical leadership.

ESG Governance

Cohance has reaffirmed its dedication to sustainability by implementing a robust Environmental, Social, and Governance (ESG) framework. This initiative aims to enhance the effectiveness of our ESG efforts and embed sustainable practices at the core of our corporate strategy.

Our ESG Framework

Governance Hierarchy and Framework

Our ESG governance structure features a tiered approach, consisting of an ESG Steering Committee and a dedicated ESG Implementation Task Force. Each committee plays a distinct role, with defined responsibilities that drive and support the achievement of our broader ESG objectives

Committee Driving and Executing Strategic Vision

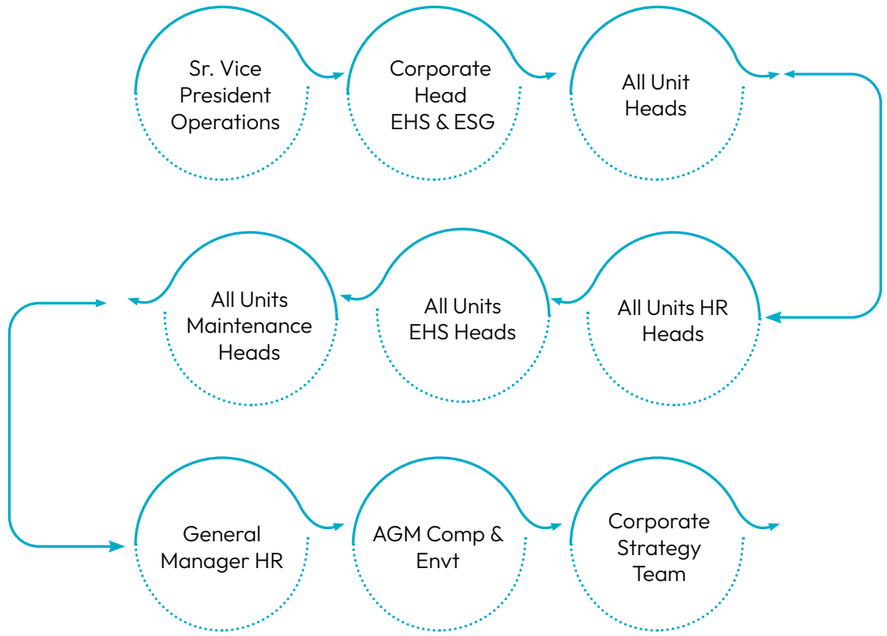
- The Steering Committee, made up of top-tier leadership including our CEO, Executive Chairman, and other senior management acts as the central force driving our ESG agenda. This high-level group ensures that strategic vision and governance are seamlessly aligned with our sustainability goals.
- Team Formation
- Enabling Success
- Performance Tracking

Operational Excellence Through the ESG Task Force

- Operating alongside the Steering Committee, the ESG Task Force serves as the execution arm of our sustainability strategy. Comprising functional leaders from across our operational sites, this group meets on a quarterly basis to address location-specific ESG challenges and opportunities.
- Embedding ESG into Daily Operations
- Agile Implementation

ESG Governance and Committee

Working Group - ESG Operational Committee



Policies at Cohance Lifesciences [33]

Code of Conduct
Our Code of Conduct lays principles and standards, which shall govern the actions of the directors, employees and business associates at Cohance.

Vigil Mechanism
We operate with fairness, transparency, and the highest ethical standards, upholding professionalism, honesty, and integrity in all our actions.

Corporate Social Responsibility
We promote unified CSR efforts across all locations to deliver meaningful social impact through every initiative.

Anti-bribery and Anti-corruption Policy
Cohance Lifescience upholds a strict zero-tolerance policy against corruption and bribery across all its operations.

Environment Health and Safety
We prioritise health and safety for all stakeholders through proactive and responsible practices.

Sustainable Procurement Policy
We expect our partners to uphold ethics, respect human rights, act with integrity, and ensure a safe, healthy environment.

Energy Policy
The Policy informs and directs our choices and practices related to energy consumption.

Prohibition of Insider Trading Policy
Cohance Lifescience strictly prohibits insider trading to ensure transparency and uphold market integrity.

Business Continuity Policy
The policy safeguards business continuity through proactive risk management and disruption preparedness.

Social Accountability Policy
The policy promotes ethics, human rights, and safe, fair working conditions across all operations.

BRSR Policy
The BRSR policy underscores its commitment to responsible business practices, sustainability, and transparent value creation for all stakeholders.

Biodiversity Policy
Our biodiversity policy supports habitat protection, ecological responsibility, and compliance with environmental laws to sustain natural ecosystems.

Code of Practices Procedures for fair disclosure of UPSI
We ensures transparent disclosure of UPSI as per its Code of Practices.

Remuneration Policy
Remuneration Policy ensures fair, performance-driven compensation aligned with company goals and regulatory standards.

Policy on Related Party Transactions
We manages related party transactions with transparency, ensuring compliance and avoiding conflicts of interest.

Customer Health and Safety Policy
Cohance Lifesciences ensures customer safety through global compliance, lifecycle risk management, and clear product communication.

Pharmaceutical and Environment Policy
Cohance Lifesciences is committed to sustainable pharmaceutical practices by complying with environmental laws and standards across all operational geographies.

Product End-of-Life Policy
Cohance Lifesciences ensures legal and responsible end-of-life product management by complying with all relevant environmental laws and regulations.

Data Privacy and Protection Policy
Ensures the secure handling of personal and sensitive data, safeguarding confidentiality, integrity, and compliance with applicable regulations.

[33] GRI 2-23 and GRI 2-24

Ethical Business Practices

At Cohance, our ethos shapes our commitment to ethical practices, transparent decision-making, and responsible leadership. Our strong culture of business ethics, guided by principles of transparency, accountability, and responsible innovation. Our governance framework is aligned with the National Voluntary Guidelines (NVGs) on Social, Environmental, and Economic Responsibilities of Business, ensuring ethical conduct across all operations.

Every action we take is oriented toward shaping a better tomorrow for our stakeholders, our industry, and the communities we serve. Our commitment to ethical sourcing ensures that procurement and supply chain activities uphold human rights and promote environmental sustainability. All directors, employees, officers, and partners are expected to uphold ethical business practices and full legal compliance. Our role is vital in fostering a workplace culture grounded in integrity and accountability, where high ethical standards guide behaviour and stakeholders feel empowered to voice concerns freely. 100% of all sites assessed or audited internally on a specific business ethics issue.

Code of Conduct [34]

At Cohance, ethical business practices form the cornerstone of stakeholder trust and corporate credibility. Anchored in our Code of Conduct (CoC) and a robust governance framework including the whistle-blower policy, insider trading policy, related party transaction policy, and code of practice we cultivates a culture of integrity, transparency, and accountability aligned with our core values and strategic vision.

Employees play a pivotal role in advancing Cohance's ethical agenda. The Company promotes responsible conduct through continuous training, policy awareness, and transparent communication.

Our CoC also outlines situations that may lead to conflicts of interest. Directors, officers and employees must avoid such conflicts of interests with the company.

Anti-Bribery and Anti-Corruption

We remain firmly committed to ethical business conduct, operational transparency, and compliance with applicable laws. In line with this commitment, the Company has instituted a comprehensive Anti-Bribery and Anti-Corruption Policy, which outlines clear guidelines prohibiting unethical practices and ensures adherence to global and domestic regulatory standards. During the financial year 2024-25, no instances of bribery, corruption, or anti-competitive behaviour were reported. As part of our zero-tolerance stance for victimisation/retaliation, all employees are mandated to complete the training module available on our e-learning platform. This program serves to enhance awareness and reinforce ethical conduct across all levels of the organisation. In accordance with the policy, all operational areas are subject to periodic risk assessments focused on identifying and mitigating bribery and corruption risks. These evaluations during FY 2024-25 did not reveal any significant risk exposures.

Looking ahead, we continue to invest in strengthening our compliance framework through proactive monitoring, policy reinforcement, and stakeholder education ensuring the business remains guided by integrity and accountability. We are also progressing towards ISO 37001:2025 anti-bribery certification and leveraging technology to reinforce ethical oversight across its value chain, reaffirming its commitment to principled growth and sustainable leadership in the pharmaceutical industry. 100% of all sites with an ethics certification, such as ISO 37001

Whistleblower Policy / Vigil Mechanism

We encourage employees to report unethical behaviour, fraud, or company policy violations, providing reporting channels and protecting against retaliation. We have instituted a Whistleblower Policy [35] in alignment with the Companies Act, 2013 and SEBI (Listing Obligations and Disclosure Requirements) Regulations. This framework empowers all stakeholders including individual employees and their representative

[34] GRI 2-15, [35] GRI 2-16

bodies to raise concerns about unethical, unlawful, or unacceptable practices in a secure and confidential manner, without fear of retaliation or victimisation at wbm@cohance.com.

The policy serves as our commitment to ethical governance and accountability, ensuring that reported concerns are addressed promptly and responsibly. Oversight of this mechanism is entrusted to the Vigilance and Ethics Officer, who monitors its effectiveness, manages grievance resolution, and reports to the Board on policy compliance and outcomes. There are no whistle-blower complaints received by the Company during the year.

Vigil Mechanism

Our Vigil Mechanism fosters a culture of transparency and trust, enabling stakeholders to report concerns without fear. It ensures ethical accountability by safeguarding whistleblowers and reinforcing integrity across all levels of the organisation.

Grievance Redressal Mechanism [36]

We are committed to fostering an inclusive and responsive work environment where every employee is valued and their voice respected. Our policies and procedures are designed to ensure that all concerns pertaining to workplace behaviour, remuneration, discrimination, or operational matters are addressed in a timely, fair, and transparent manner.

We are committed to fostering a positive and transparent work environment by effectively addressing employee concerns. Our HR Manual outlines two key policies: the Grievance Redressal Policy, and Open Door Policy. Our Grievance Redressal Policy offers a defined and structured process for employees to raise concerns or complaints, ensuring fair, unbiased, and timely resolution to uphold a respectful workplace. Complementing this, our Open Door Policy fosters a culture of transparency and approachability by encouraging employees to share ideas, suggestions, or grievances directly with their superiors or senior management without fear of retaliation.

To facilitate effective grievance redressal, we have implemented a multi-channel mechanism accessible to all stakeholders, including employees, customers, shareholders, and value chain partners. Customer satisfaction is a key priority for us, and we continuously strive to exceed expectations each step of the way.

Compliance Strategy [37]

Compliance is more than a legal obligation - it's a reflection of our corporate integrity and a foundation for stakeholder trust. We uphold the highest standards of ethical conduct by aligning our operations with ESG regulations. Our comprehensive compliance framework mitigates legal and financial risks, fosters transparency, and reinforces our commitment to sustainable and responsible business practices. This framework is embedded across all levels of our organisation, ensuring consistent adherence to both local and international regulatory requirements.

Our 2025 compliance strategy emphasises global regulatory alignment, enhanced ESG integration, and the use of advanced digital compliance tools. We are implementing real-time monitoring systems and expanding our teams to navigate complex regulatory environments as we grow internationally. This strategy also includes comprehensive training programs to promote awareness and accountability among employees. By prioritising integrity, data transparency, and responsible practices, we are ensuring resilience and long-term sustainability while strengthening trust with investors, employees, and communities.

No instances of non-compliance and no fines or penalties imposed during the year.

[36] GRI 2-26, [37] GRI 2-27

Information Security and Data Privacy

At Cohance, data privacy and security are central to our responsible business ethos. We manage substantial volumes of sensitive information from customer details and partner data to research and operational insights. Our robust privacy framework ensures regulatory compliance, reinforces stakeholder trust, and shields our systems from dynamic cyber threats.

Our data privacy and security framework is built on layered technical and administrative safeguards, including advanced encryption, strict access control mechanisms, and routine security audits that reinforce the integrity and confidentiality of our systems.

Our IT systems demonstrate a robust and multi-layered approach to data security and privacy, anchored by its comprehensive Information Technology Security Policy (ITSP) and Information Security Management System (ISMS).

To further strengthen our commitment to data protection, we have implemented clearly defined protocols governing data collection, usage, storage, and disposal. These measures are rigorously aligned with applicable regulatory frameworks, guaranteeing compliance and promoting responsible information stewardship across the organisation. Our approach reflects a proactive posture toward safeguarding digital trust and maintaining stakeholder confidence.

Cohance's infrastructure is fortified with intrusion detection systems, cloud security assessments, and continuous logging and monitoring to detect and mitigate threats in real time. Physical security measures, including 24/7 surveillance and access-controlled zones, further reinforce protection of critical systems.

Mobile device usage is tightly regulated with built-in security features to prevent unauthorised access. we recognise that our workforce is the first line of defense against cyber threats and data breaches. To reinforce this, we conduct regular Information Technology Management System (ITMS) training sessions that equip employees with the knowledge and skills to handle sensitive data responsibly. Through lifecycle management, formalised risk assessments, and compliance with evolving regulatory standards, Cohance ensures the confidentiality, integrity, and availability of its information assets reflecting its unwavering commitment to operational resilience and stakeholder trust.

Key Elements of Information Technology Security Policy (ITSP)

Data Classification and Access Controls
Tiered protection for Restricted, Private, and Public data, with access granted only to authorised personnel.

Encryption and Backup Protocols
Sensitive data is encrypted during transmission and storage, regular backups are tested for restoration integrity.

Endpoint and Gateway Security
Firewalls, antivirus, and intrusion detection / prevention system are deployed across all IT systems.

Cloud Security
Cloud-based services are used following formal risk assessments and access control protocols.

Monitoring and Logging
Real-time threat detection via SIEM tools, mail content filters, and firewall logs.

Physical Security
CCTV surveillance, access-controlled server rooms, and 24/7 security personnel.

Mobile Device Management
Enpoint security includes device control, application privilege management, and encrypted data protection.

Employee Training
Regular ITMS training ensures staff are equipped to handle data securely and responsibly

Information Security Risk and Compliance Management
Suven (now known as Cohance Lifesciences Limited) secures licensed IT systems with layered controls and risk management to protect data and block unauthorised use.

IT Acceptable Use
Suven's (now known as Cohance Lifesciences Limited) policy establishes responsible technology use and enforces clear rules for IT systems, internet, email, and social media engagement.

Third-Party Risk & Confidentiality
Suven (now known as Cohance Lifesciences Limited) ensures contracts include confidentiality and security controls based on risk.

We prioritise the ethical handling of data and uphold transparent mechanisms for reporting cyber incidents or privacy concerns. In alignment with our Whistleblower Policy and vigil mechanism customers can confidentially report suspected breaches or unethical practices via wbm@cohance.com.

100% of all sites with an ethics certification of ISO 27001.[38]

Zero cases of data breach in the past year

Public Policy Advocacy [39]

Our commitment to ethical governance and responsible corporate behaviour, the organisation maintains a clear stance regarding political contributions. As part of our transparent and principled approach, we ensure that no financial or in-kind contributions are made either directly or indirectly to any political parties, candidates, or related entities in any jurisdiction where it operates. We have reported no financial or in-kind political contributions, either directly or indirectly, during the reporting period. we maintain a strict policy of non-engagement in political funding, ensuring neutrality and compliance with ethical governance standards. This approach reinforces our commitment to transparency, integrity, and responsible corporate citizenship across all jurisdictions in which it operates.

[38] GRI 418-1, [39] GRI 415

Sustainable Supply Chain[40, 41, 42]

[40] GRI 204: Procurement Practices, [41] GRI 308: Supplier Environmental Assessment, [42] GRI 414: Supplier Social Assessment

At Cohance, responsible supply chain management forms a vital pillar of our sustainability strategy. This approach is guided by our Sustainable Procurement Policy (SPP), which aligns with the 2030 Agenda and the Sustainable Development Goals (SDGs), and is reinforced by a dedicated Supplier Code of Conduct (SCoC). The core objective of this policy is to foster sustainable practices throughout our supply chain ecosystem.

We are dedicated to building a supply chain that reflects our core principles of ethical business conduct, environmental stewardship, and social responsibility. We proactively collaborate with suppliers who uphold our sustainability commitments, giving preference to those who practice responsible resource management, minimise environmental impact, and honour labour rights and ethical standards.

Sustainable Procurement

Sustainability lies at the heart of our procurement strategy. We evaluate potential suppliers not only on their environmental footprint and social responsibility efforts but also on their broader contributions to sustainable development. All our supplier procurement contracts includes the clauses on environmental, labour, and human rights requirements. To ensure responsible sourcing, we embed clear sustainability criteria throughout the procurement process, placing emphasis on working with MSMEs and local suppliers. This approach supports regional economic growth and helps minimise transportation-related emissions reinforcing our commitment to building a resilient, ethically driven supply chain.

We have a wide network of suppliers, but our sourcing strategy appears to be globally diversified rather than heavily focused on local procurement.

Category	FY2023-24	FY2024-25
	%	%
Percentage of targeted suppliers that have signed the sustainable procurement charter or supplier code of conduct	100	100
Percentage of targeted suppliers that have gone through a sustainability assessment	100	100
Percentage of targeted suppliers that have gone through a sustainability on-site audit	100	100
Percentage of buyers across all locations who have received training on sustainable procurement	100	100
Percentage or number of audited or assessed suppliers engaged in corrective actions or capacity building	100	100

We have aligned our sustainable procurement practices with ISO 20400:2017, enabling us to identify and address process gaps and move closer to more sound and sustainable sourcing.

Supplier Screening

In alignment with our SPP and SCoC, we have implemented a comprehensive supplier evaluation process that integrates environmental, social, ethical, and traditional performance criteria. During the reporting period, 100% of new suppliers, vendors, and contractors underwent thorough environmental and social screenings prior to onboarding.

The environmental screening assesses sustainable practices, while the social screening focuses on human rights, child and forced labour, and health and safety standards. This rigorous approach ensures our suppliers have systems in place that reflect our Code's principles and actively monitor and document regulatory compliance.

Supplier Assessment and Supplier Audits

Our supplier assessment strategy is built on a robust risk evaluation framework to ensure ethical, sustainable, and reliable sourcing. Before onboarding, potential suppliers undergo rigorous evaluation across multiple criteria including financial stability, environmental compliance, and ethical labour practices, helping us mitigate supply chain risks and meet global regulatory standards.

Comprehensive environmental and social screenings are conducted during the onboarding phase. Post-engagement, while detailed reassessments are not routinely performed, suppliers are expected to adhere to our Supplier Code of Conduct. In cases of non-compliance, they must submit a corrective action plan (CAPA), which, if accepted, is followed by a defined implementation timeline. Failure to resolve issues may lead to further action, including potential termination of the business relationship.

Supplier audits are a key component of our procurement strategy, enabling us to uphold high standards in environmental management, ethical conduct, and quality assurance. The process begins even before onboarding, using a detailed EHS checklist to assess suitability. Our quality team reviews sample materials and flags concerns via email, prompting swift CAPA execution when needed. This structured approach ensures compliance and fosters continuous improvement across our supply chain. 100% of audited or assessed suppliers are engaged in corrective actions or capacity building. 100% of targeted suppliers that have gone through a sustainability on-site audit. 100% of targeted suppliers that have gone through a sustainability assessment.

Suppliers are assessed on EHS parameters and are reviewed on an annual basis.

Category	FY2023-24		FY2024-25	
	Foreign suppliers	Local suppliers	Foreign suppliers	Local suppliers
Percentage of direct procurement budget allocated	12.09%	87.91%	12.93%	87.07%

Procurement Governance and "No PR, No PO" Policy

Our procurement discipline is anchored by a stringent "No PR, No PO" mandate no purchase requisition, no purchase order ensuring that every sourcing decision receives formal multi-tier approval and is fully traceable. Leveraging a bespoke e-procurement platform integrated with our ERP system, requisitions trigger automated workflows routed through finance, quality, and EHS (Environment, Health & Safety) teams. This end-to-end digital solution provides real-time dashboards, audit trails, and budget-control checkpoints, guaranteeing transparency, eliminating unauthorised spends, and accelerating cycle-times from requisition to invoice settlement.

Operational Supply Chain Review

At Cohance, we operate under a specialised supply chain management framework encompassing dedicated teams for planning, sourcing, and logistics. This integrated structure enhances product visibility and traceability across every stage of our operations.

We are committed to cultivating long-term partnerships with our suppliers by supporting capacity-building initiatives that enable the adoption of sustainable practices.

Transparency and traceability are foundational to maintaining a responsible and ethical supply chain. We strive for full traceability of key materials used in our products, investing in advanced technologies and streamlined processes to enhance visibility at every stage. This enables us to monitor material origins and evaluate their social and environmental impact. In FY 2024-25, we on-boarded nearly 200 new suppliers into our network. Notably, we recorded zero negative social impacts across our supply chain, and no supplier was found to be at risk of child or forced labour.

Planning Team	Sourcing Team	Manufacturing Team	Logistics Team	Finished Products
The Planning team obtains a six-month sales plan from the Marketing team and reverse-engineers it into monthly targets for procurement, production, and supply chain operations.	The Sourcing team ensures the procurement of required raw materials for production, adhering to ESG best practices to promote responsible and sustainable sourcing.	The Manufacturing team executes production in alignment with the scheduled plan, delivering the required products efficiently and on time.	Following clearance, the logistics team coordinates the shipment of products to designated customers, ensuring full adherence to statutory compliance requirements.	Finished products are properly labelled and systematically placed in their designated warehouse area, ready for dispatch.

Supplier Code of Conduct

Central to our sustainable-sourcing ethos is a robust Supplier Code of Conduct that codifies expectations across four pillars: ethical business practices, human rights and labour standards, environmental stewardship, and health & safety protocols. Upon contract award, each supplier commits to periodic reporting, virtual and on-site audits, and Corrective and Preventive Actions (CAPA) for any non-conformance.

100% of our targeted suppliers have signed the supplier code of conduct

Key Pillars of our Supplier Code of Conduct

Ethical Business Practices

Prohibition of all forms of bribery, corruption and kickbacks; commitment to fair competition and transparent dealings

Labour Standards & Human Rights

Zero tolerance for child, forced or bonded labour fair wages, lawful working hours, freedom of association and non-discrimination.

Environmental Stewardship

Minimisation of waste and emissions; responsible resource use; compliance with environmental laws and continual improvement of eco-performance.

Health, Safety & Well-Being

Safe, hazard-free workplaces; mandatory adherence to occupational health and emergency-response protocols

Quality & Product Responsibility

Conformance to agreed quality specifications, regulatory requirements and product-safety norms at all the times.

Data Privacy & Confidentiality

Protection of all proprietary, personal and Cohance-related information against misuse or unauthorised disclosure.

Legal & Regulatory Compliance

Unconditional observance of all applicable local and international laws, standards and contractual obligations.

Monitoring, Auditing & Corrective Actions

Regular performance reviews and on-site audits; formal corrective-action plans (CAPA) with clear timelines and business relationship review or termination if non-conformances persist.

Training & Capacity Building

Ongoing supplier education on our Code's requirements through workshops, e-learning modules and joint improvement initiatives.

Suppliers Training

We conduct in-depth training for our suppliers to ensure alignment with the company's ethical standards and sustainability goals outlined in our Supplier Code of Conduct. These sessions are delivered via digital platforms such as Microsoft Teams, allowing for wide-reaching and efficient engagement across the supply base. In FY 2024-25, we trained over 200 supplier personnel through interactive e-learning modules and live workshops, conducted on-site audits for all high-risk vendors, and closed 100% of CAPA cases within 90 days, ensuring our network continually elevates its performance in lockstep with our sustainability and integrity objectives.

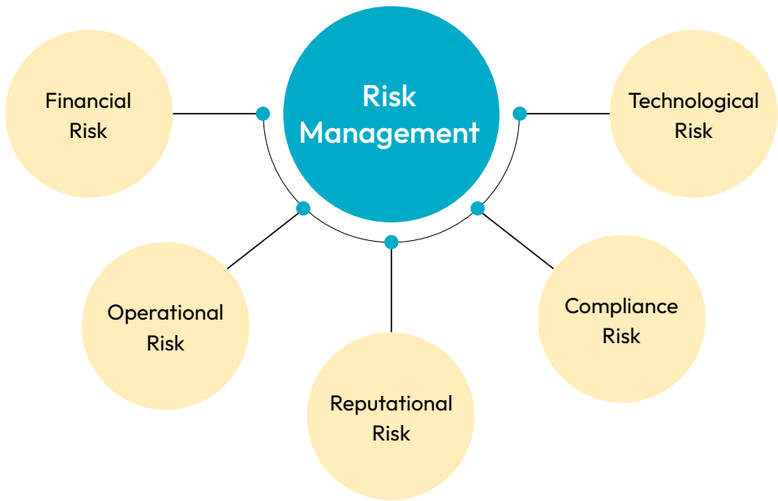
Risk Management

Anchored in our commitment to resilient growth and stakeholder confidence, we have instituted a comprehensive Enterprise Risk Management (ERM) Framework to proactively identify, assess, and mitigate risks across its operations. We have embedded a risk-aware culture through clearly defined roles, standardised processes, and continuous training.

A dedicated Risk Management Committee (RMC) comprising executive, independent, and non-executive directors oversees the implementation of risk strategies, monitors emerging threats including cybersecurity and data privacy, and evaluates the effectiveness of internal controls. Regular safety audits and insurance safeguards further reinforce our commitment to protecting its workforce and assets.

In alignment with SEBI's Listing Regulations, our RMC plays a pivotal role in advising the Board on current and future risk exposures. We collaborate with the audit committee to assess the company's resilience against evolving risks and ensure transparency through periodic reporting. We have also integrated sustainability risk trends into our strategic planning, drawing insights from global reports and ESG rating agencies like MSCI and Sustainalytics. This enables us to maintain oversight of both established and emerging ESG risks, supporting long-term value creation and responsible governance.

Types of Risks



Tenure of Risk

- Energy and GHG Emissions
- Water Use and Effluent Discharge
- Health and Safety
- Chemical and Hazardous waste-handling

Short Term Risk

>> Regulatory fines, rising energy costs

>> Production interruptions, treatment expenses

>> Operational stoppages, legal penalties

>> Environmental incidents, compliance costs

- Climate change and extreme weather
- Biodiversity and ecosystem impacts
- Evolving ESG regulations and investors
- Social license and human capital
- Reputational and financing

Long Term Risk

>> Facility damage, supply-chain disruptions

>> Raw-material constraints, stricter regulation

>> Higher compliance capex, reporting burden

>> Retention of talent pressures, community

>> Increased cost of capital, limited funding trust

Climate-related Risk and Opportunities

At Cohance, we recognise that climate change brings both risks and opportunities to the API, pharmaceutical, and life sciences industries. We are thus deeply committed to tackling climate-related challenges through proactive strategies while also embracing the chance to drive innovation, sustainability, and growth in a low-carbon future.

Climate-related Risks

We face several climate-related financial risks that stem from the energy demands and environmental impact of our manufacturing operations. We understand that greenhouse gas emissions and inefficient energy use could result in rising operational costs driven by evolving environmental regulations, potential supply chain disruptions caused by extreme weather events, and the physical vulnerability of our facilities to climate impacts and possible regulatory penalties. During the reporting period, 100% of our operational sites were assessed on specific environmental risks.

To tackle these challenges, we have taken proactive steps like implementing robust contingency plans, advancing research and development, and adopting adaptive strategies to enhance our climate resilience such as installation of solar power systems, upgrading to more energy-efficient machinery, diversifying our supplier base and strengthening the infrastructure of our manufacturing sites. We also recognise that our industry's heavy water usage and wastewater generation bring risks of environmental fines and reputational harm. To address these issues, we have implemented Zero Liquid Discharge (ZLD) systems to treat and reuse wastewater, helping us stay aligned with our sustainability goals while reducing long-term liabilities.

Climate-related Opportunities

At Cohance, we actively explore climate-related financial opportunities as part of our commitment to sustainability and innovation. By investing in green technologies and enhancing energy efficiency across our manufacturing operations, we are not only minimising our carbon footprint but also reducing long-term operational costs. We have adopted on-site solar power generation and ZLD systems to improve environmental performance initiatives that also elevate our value as a responsible CDMO partner in regulated markets. Our efforts include investing in cutting-edge green technologies, enhancing energy efficiency within our manufacturing processes, and focusing on the development of sustainable products.

To further our environmental commitment, we are setting science-based targets aimed at reducing our carbon footprint, promoting the use of renewable energy, and integrating circular economy principles wherever feasible. These efforts position us to thrive in a low-carbon economy while creating long-term value for our stakeholders.

Economic Performance[43, 44]

[43] GRI 201: Economic Performance, [44] GRI 203: Indirect Economic Impacts

Our unwavering commitment to operational excellence has been pivotal in delivering outstanding financial results during the reporting period. These achievements highlight the strength of our business model and our ability to adapt to changing market dynamics while remaining firmly positioned as a key player in the pharmaceutical industry.

Driven by visionary leadership, a culture of innovation, and a passionate team, we successfully capitalised on market opportunities and mitigated external challenges.

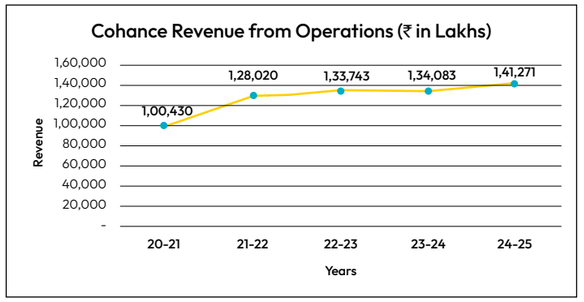
Between FY 2022-23 and FY 2024-25, erstwhile Cohance, showed steady growth in economic value generated, rising from ₹136,837 lakhs to ₹142,381 lakhs, while Suven (now known as Cohance Lifesciences Limited) saw a decline from ₹138,669 lakhs to ₹125,614 lakhs. Erstwhile Cohance maintained higher operating costs but improved its EBITDA both in absolute terms and as a percentage of revenue (from ₹36,419 lakhs at 27% to ₹42,150 lakhs at 29.8%). Suven (now known as Cohance Lifesciences Limited), despite recent revenue dips, maintains leaner cost structures and higher EBITDA margins (51% in FY 2022-23 vs. Cohance's 27%). Combining operations could allow Cohance to optimise cost efficiencies, reduce employee benefit expenses, and improve overall EBITDA margins.

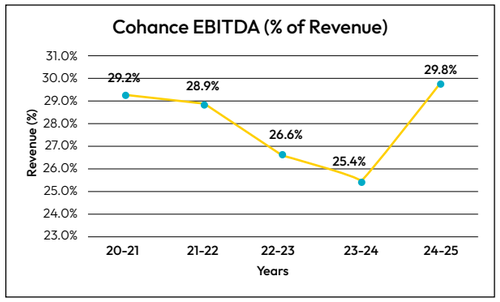
The merger between Cohance Life Sciences and Suven (now known as Cohance Lifesciences Limited) will significantly enhance erstwhile Cohance's performance by leveraging Suven's (now known as Cohance Lifesciences Limited) historically stronger EBITDA margins and lower operating costs. While Cohance has shown steady revenue growth, its operating costs remain high, impacting profitability.

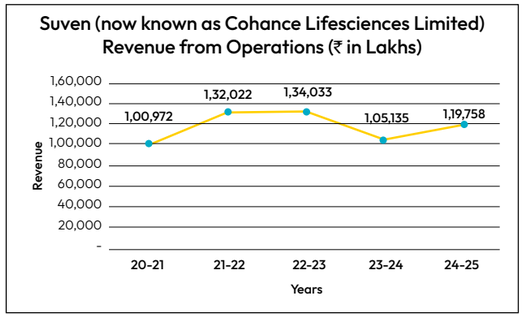
Our revenue and EBITDA margins of the combined entity stood at ₹2,67,995 lakhs and 31.6% respectively.

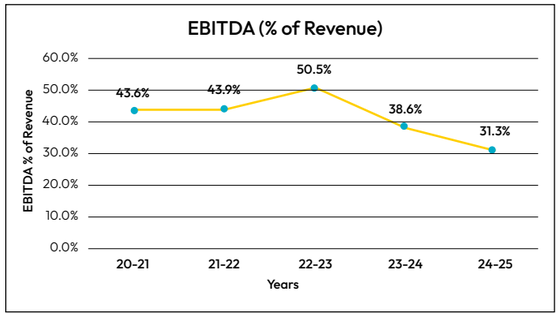
Our consistent performance in revenue and EBITDA growth affirms our operational agility and strategic clarity.

This robust performance reflects our focused investment in high-value CDMO services, operational optimisation, and sustainable growth strategies. Above all, it demonstrates our resolute commitment to generating enduring value for our stakeholders.









Performance (Rs in Lakhs)	FY 2022-23			FY 2023-24			FY 2024-25		
	Cohance	Suven	Total	Cohance	Suven	Total	Cohance	Suven	Total
Economic Value Generated (A)	136,837	138,669	**275,506**	136,225	111,326	**247,551**	142,381	125,614	**267,995**
Revenue from operations (including other income)	133,743	134,033	**267,776**	134,083	105,135	**239,218**	141,271	119,758	**261,029**
Other Income	3,094	4,636	**7,730**	2,142	6,191	**8,333**	1,110	5,856	**6,966**
Economic Value Distributed (B)	111,585	79,327	**190,912**	121,554	71,466	**193,020**	113,806	82,611	**196,417**
Operating Costs	80,560	52,888	**133,448**	88,097	46,659	**134,756**	83,119	48,505	**131,624**
Employee Benefits Expenses	16,764	11,051	**27,815**	21,551	13,523	**35,074**	19,892	24,956	**44,848**
Payments to providers of capital (Finance Cost)	6,344	544	**6,887**	6,137	745	**6,882**	2,871	1,235	**4,106**
Payments to the Government (Tax)	7,918	14,844	**22,762**	5,769	10,539	**16,308**	7,924	7,915	**15,839**
Economic Profit	25,252	59,342	**84,594**	14,671	39,860	**54,531**	28,575	43,003	**71,578**
EBITDA	36,419	70,093	**106,513**	34,108	40,581	**69,388**	42,150	37,520	**84,557**

**Financial information for Cohance is taken from its official financial reports, while erstwhile Suven data is sourced from its annual report.

Tax Transparency and Integrity

Our Approach to Tax

We actively support India's social and economic development by fulfilling its tax obligations diligently and without delay. We are committed to full transparency in disclosing tax-related information through our financial statements. In all aspects of taxation, we uphold both the spirit and letter of Indian laws and regulations. Our business decisions are guided purely by commercial rationale without resorting to profit shifting, use of lower tax jurisdictions, or any form of tax avoidance. This approach reflects our integrity and responsible corporate behaviour.

Tax Governance

We entrust our tax function to a team of seasoned professionals led by subject matter experts who bring deep domain knowledge and strategic insight. Oversight of all tax-related activities rests with our Board of Directors, the highest governing authority, ensuring that every action is carried out with integrity, professionalism, and strict adherence to ethical standards. Supporting this governance framework, our Audit Committee plays a vital role in exercising rigorous oversight to ensure full compliance with applicable tax laws and regulations. This structured and transparent approach upholds our reputation and reflects our commitment to responsible and ethical corporate conduct.

Effective Tax Rate

We continue to uphold our commitment to transparent and responsible tax practices during FY 2024-25. The company's effective tax rate remained in line with prevailing statutory norms, reflecting its adherence to Indian tax laws and regulations. Through diligent reporting and timely payments, we demonstrate our role as a conscientious contributor to the nation's fiscal ecosystem. This approach underscores the company's broader commitment to governance excellence and ethical corporate behaviour.

Tax Reporting

At Cohance, we ensure transparent and timely tax reporting through our audited financial statements and disclosures. The company's tax-related information is presented in accordance with Indian Accounting Standards (Ind AS) and SEBI's listing obligations. Tax disclosures, including current and deferred tax liabilities, are reviewed by the Audit Committee and published in quarterly and annual reports, ensuring stakeholders have access to accurate and complete data.

Tax Risk

We adopt a conservative and compliant tax strategy, mitigating risks through robust internal controls and governance. The company identifies tax risk as a material issue, particularly considering evolving global regulations and transfer pricing norms. To address this, we engage in regular audits, maintain documentation for tax positions, and avoid aggressive tax planning. Our debt-to-equity ratio of 0.33 and strong cash flows further reduce exposure to financial risk from tax liabilities.

Stakeholder Engagement on Tax

We engage proactively with stakeholders, including investors, employees, and regulatory bodies on tax-related matters. The company has a grievance redressal mechanism and a Stakeholder Management Policy to address concerns efficiently. Stakeholders can report tax-related queries via email, and the Audit Committee oversees resolution. For FY 2023-24 and FY 2024-25, no tax-related complaints were reported, reflecting strong stakeholder trust and governance.

Assurance for Disclosures on Tax

The tax disclosures are subject to external assurance through statutory audits conducted by independent auditors. These audits confirm the accuracy of tax provisions, deferred tax assets/liabilities, and compliance with Ind AS. The company's auditor reports for FY25 affirm that the financial statements, including tax disclosures, present a true and fair view with no qualifications or adverse remarks.

Environmental Resilience[46, 47, 48, 49, 50, 51]

[46] GRI 301: Materials; [47] GRI 302: Energy; [48] GRI 303: Water and Effluents; [49] GRI 304: Biodiversity, GRI 101: Biodiversity 2024; [50] GRI 305: Emissions; [51] GRI 306: Waste

At Cohance Lifesciences Limited, environmental resilience is not merely a goal; it is a core commitment woven into the fabric of our operations and ethos. We proactively drive environmental sustainability and continuous improvement through innovative practices and strategic collaborations. Our 'Pharmaceutical and Environment Policy' reflects our dedication to minimising ecological impacts across all stages of our operations, from raw material sourcing to waste disposal. Recognising the significant environmental footprint inherent in pharmaceutical manufacturing, we have positioned transparency, accountability and continuous improvement at the forefront of our environmental stewardship efforts.

Key Highlights

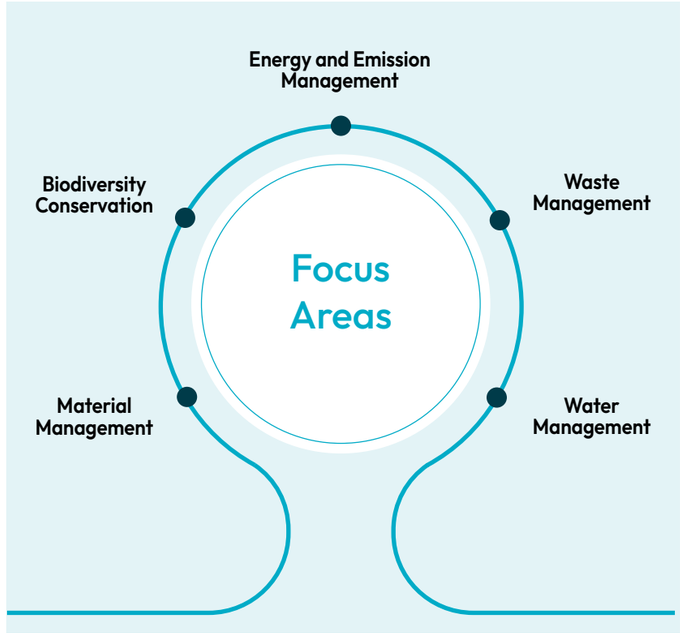
25.29 tCO_2e
Emission Intensity

0.101 ML/Tonne of Physical Output
Water Intensity

80 Million Litres
Water Recycled and Reused

1,108
Total Waste Diverted from Disposal

Contribution to SDGs



At Cohance Lifesciences, 93% of our operational sites are certified with an environmental certification, such as ISO 14001 and ISO 50001. Our Environmental Management System (EMS) ISO 14001 plays a pivotal role, providing a structured framework for identifying, managing and mitigating environmental risks. Through rigorous monitoring and optimisation of processes, we ensure compliance with global sustainability standards, striving for excellence in environmental performance. Our strategies include integrating sustainable practices throughout business operations, which not only reduces our ecological impact but also fosters long-term value creation for stakeholders and contributes to a more sustainable future.

Innovation is key to our approach. Whether it's through developing eco-friendly processes or harnessing cutting-edge technologies, we aim to reduce the environmental impact of our operations. Our initiatives have led to significant achievements, including reductions in energy use, water consumption and waste generation. These efforts have solidified our reputation as a leader in environmental stewardship within the pharmaceutical industry. To further raise environmental awareness among our employees, we organise training sessions for them. During the reporting period, 100% of employees were trained on specific environmental issues.

Looking to the future, we are committed to further enhancing our environmental resilience by setting ambitious targets aligned with global sustainability goals. We are accelerating our efforts toward reducing greenhouse gas emissions and are actively exploring renewable energy solutions. Through dedication and proactive engagement, we aim to continue mitigating environmental risks, ensuring that our progress benefits not only us but also the planet and future generations.

Climate Change and Emissions Management [52]

Climate change represents one of the most pressing global challenges today, with extreme weather events being ranked among the top risks by severity according to the World Economic Forum. Cohance Lifesciences Limited acknowledges that addressing climate change is crucial not only for global stability but also for business continuity, as our operations rely heavily on international supply chains. The cascading impact of newer, more stringent regulations related to climate change requires adaptive strategies to mitigate operational and financial implications while embracing opportunities to contribute positively.

At Cohance, we integrate climate change management into our core business strategy, focusing on a multifaceted approach to reducing greenhouse gas emissions, enhancing energy efficiency, and adopting sustainable practices across all sectors. We employ cutting-edge technologies and adhere strictly to regulatory standards, ensuring compliance and leadership in environmental stewardship. Our approach is multifaceted, integrating cutting-edge technologies and sustainable practices to reduce greenhouse gas (GHG) emissions, enhance energy efficiency, and adhere to stringent regulatory standards.

Moreover, our commitment extends to fostering partnerships with industry leaders, exploring further emission-reduction technologies, and setting ambitious targets for future reductions. These initiatives exemplify our ongoing dedication to positively impact the environment and address the cascading impacts of climate change regulations globally. Cohance Lifesciences continues to see opportunities in combating climate-related challenges, ensuring sustainable growth and contributing meaningfully to society and the industry.

Our direct emissions (Scope 1) consist of greenhouse gas emissions directly from sources that are owned or controlled by the company. These emissions primarily arise from the stationary combustion of our fuel sources and the use of ozone-depleting substances. In contrast, our indirect emissions (Scope 2) stem from the consumption of purchased electricity, steam, and cooling used within our manufacturing facilities and offices.

We follow the GHG Protocol Corporate Accounting and Reporting Standard for calculating emissions. In the current reporting period, our Scope 1 emissions were 52,004 tCO_2e, reflecting the inclusion of fugitive emissions from Ozone Depleting Substances (ODS) gases. Scope 2 emissions amounted to 60,911 tCO_2e. Additionally, 180.9 tCO_2e of biogenic emissions resulted from the use of biomass briquettes.

Para-meter	UoM	FY 2022-23			FY 2023-24			FY 2024-25		
		Cohance	Suven (now known as Cohance Lifesciences Limited)	Total (Cohance Lifesciences Limited)	Cohance	Suven (now known as Cohance Lifesciences Limited)	Total (Cohance Lifesciences Limited)	Cohance	Suven (now known as Cohance Lifesciences Limited)	Total (Cohance Lifesciences Limited)
Scope-1	tCO_2e	14,020	48,593	**62,613**	18,106	41,728	**59,834**	20,180	31,824	**52,004**
Scope-2	tCO_2e	31,692	33,723	**65,415**	33,654	24,415	**58,069**	35,620	25,291	**60,911**
Total	tCO_2e	**45,712**	**82,316**	**1,28,028**	**51,760**	**66,143**	**1,17,903**	**55,800**	**57,115**	**1,12,915**
Biogenic Emission	tCO_2e	95	-	**95**	107	20	**127**	146	36	**182**

*We have restated values of Suven (now known as Cohance Lifesciences Limited) for FY 2023-24 for Scope 1 emissions, following the SBTi recommendation and change in the data source of scope 1 emissions. The restatement has led to a revision of prior reported value of 41,259 MT.

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Emissions Intensity										
Parameter	Unit	FY 2022-23			FY 2023-24			FY 2024-25		
		Cohance	Suven (now known as Cohance Lifesciences Limited)	Total (Cohance Lifesciences Limited)	Cohance	Suven (now known as Cohance Lifesciences Limited)	Total (Cohance Lifesciences Limited)	Cohance	Suven (now known as Cohance Lifesciences Limited)	Total (Cohance Lifesciences Limited)
Emissions intensity per million revenue	tCO_2e/ ₹ Revenue	4.40	6.14	**5.27**	29.79	6.25	**4.81**	3.95	4.77	**4.33**
Emissions intensity per kg of production	tCO_2e/kg	16.59	26.78	**21.97**	18.55	44.35	**27.54**	17.80	42.94	**25.29**

Scope 3 Emissions (tCO_2e)						
Parameter	FY 2023-24			FY 2024-25		
	Cohance	Suven (now known as Cohance Lifesciences Limited)	Total (Cohance Lifesciences Limited)	Cohance	Suven (now known as Cohance Lifesciences Limited)	Total (Cohance Lifesciences Limited)
Upstream Categories						
Purchased s and service (Cat-1)	25,651	18,669	**44,320**	36,421	22,623	**59,044**
Capital good service (Cat-2)	1,401	1,262	**2,663**	1,368	4,438	**5,806**
Fuel & energy related activities not included in scope-1 & scope-2 (Cat-3)	18,098	17,548	**35,646**	13,054	12,349	**25,403**
Upstream transportation and distribution (Cat-4)	3,616	594	**4,210**	1,346	789	**2,135**
Waste generated in operation (Cat-5)	486	2,091	**2,577**	956	1,456	**2,381**
Businesses travel (Cat-6)	268	1,270	**1,538**	828	86	**915**
Employee commuting (Cat-7)	1,631	2,679 *	**4,310**	691	555	**1,246**
Total Upstream Emissions	**51,151**	**44,113**	**95,264**	**54,664**	**42,296**	**96,930**
Downstream Emissions						
Downstream transportation and distribution (Cat-9)	935	568	**1,503**	3,171	1,303	**4,474**
Processing of sold products (Cat-10)	0	5,462	**5,462**	7,411	6,755	**14,166**
End of Life treatment of sold products (Cat-12)	0	31	**31**	42	33	**76**
Total Downstream Emissions	**935**	**6,061**	**6,996**	**10,616**	**8,091**	**18,707**
Total Scope 3	**52,086**	**50,174**	**1,02,260**	**65,250**	**50,387**	**1,15,646**

*We have restated values of Suven (now known as Cohance Lifesciences Limited) for FY 2023-24 for Scope 3 Category-7 Employee Commuting emissions, following the SBTi recommendation and change in the data source of scope 3 emissions. The restatement has led to a revision of prior reported value of 2416 MT.

In our heating, ventilation, and air conditioning (HVAC) systems, as well as in the refilling of fire extinguishers, Ozone Depleting Substances (ODS) and CO_2 are utilised across our plants and facilities. During the fiscal year 2024-25, we recorded a total refilling of 1,464 kilograms of ODS gases. A detailed breakdown of this quantity is provided in the accompanying table.

Air Emissions Management

In our commitment to sustainable environmental practices, we have implemented a rigorous system to oversee and control air emissions at their origin. By employing Continuous Emission Monitoring Systems (CEMS), we ensure meticulous observation and documentation of emission levels across our operational facilities. Our emission management strategy is designed to align with and remain well within the prescribed limits established by the Central Pollution Control Board as well as relevant State Pollution Control Board regulations.

Parameter	FY 2023-24			FY 2024-25		
	Cohance	Suven (now known as Cohance Lifesciences Limited)	Total (Cohance Lifesciences Limited)	Cohance	Suven (now known as Cohance Lifesciences Limited)	Total (Cohance Lifesciences Limited)
Particulate Matter	16	22.7	**38.7**	16.24	20.3	**36.54**
SOx	11.1	48.64	**59.74**	19.84	49.3	**69.14**
NOx	9.8	14.71	**24.51**	23.08	25.4	**48.48**
Total Air Pollutants	**36.9**	**86.05**	**122.95**	**59.16**	**95**	**154.16**

To adhere to regulatory standards and optimise the management of process emissions, we have integrated online pH probes within our process scrubbers – essential devices for mitigating pollution. These scrubbers serve a pivotal role in eliminating hazardous emissions generated by industrial activities prior to atmospheric release. The implementation of online pH probes facilitates uninterrupted, real-time surveillance of pH levels in the scrubbers, thereby sustaining optimal conditions for the neutralisation of gases and ensuring maximal emission control efficacy. To manage air emissions, several initiatives were undertaken, such as installing Agitated Nautch Filter Driers (ANFDs) and Rotocone Vacuum Dryers (RCVD) and implementing nitrogen blanketing for solvent storage tanks in PESO-regulated areas.

Energy Management [53]

Energy management is a cornerstone of Cohance Lifesciences Limited's commitment to sustainability. Our approach is guided by the 'Energy and GHG Policy,' which directs our actions regarding energy consumption and greenhouse gas emissions. As part of our dedication to energy efficiency, we are implementing an Energy Management System in line with ISO 50001:2018 standards, aiming to establish a robust framework that integrates energy management seamlessly into operations.

At Cohance, we are committed to minimising our environmental impact by reducing energy consumption, increasing the energy mix with clean fuel and mitigating climate change effects while ensuring the quality and reliability of our products. Our primary energy sources include Coal, Petrol Diesel, Piped Natural Gas (PNG), Liquefied Petroleum Gas (LPG), High-Speed Diesel (HSD), Furnace Oil and biomass briquettes. Out of the total fuel consumption, coal contributes is more, 79% of our total energy mix.

To drive efficiency, we have established a Centre of Excellence at the corporate level, comprising skilled engineers and professionals from all units, to drive continuous improvement in our energy management practices. Our comprehensive energy management program is designed to reduce consumption, explore alternative energy sources, and promote sustainable practices, thereby improving air quality and reducing operating costs.

We conduct regular energy audits at our manufacturing plants through external, accredited energy auditors certified by the government-designated body, BEE India. This process helps to identify areas for improvement and implement structured enhancement programmes across the organisation. Additionally, we regularly assess and upgrade

[53] GRI 302

our facilities and equipment to optimise energy performance. Adopting a multipronged approach, we leverage newer, more efficient technologies to continuously enhance our energy efficiency and reduce our carbon footprint, ultimately supporting our broader sustainability goals and enhancing business competitiveness.

Energy Consumption (in GJ)									
	FY 2022-23			FY 2023-24			FY 2024-25		
Parameter	Cohance	Suven (now known as Cohance Lifesciences Limited)	Total (Cohance Lifesciences Limited)	Cohance	Suven (now known as Cohance Lifesciences Limited)	Total (Cohance Lifesciences Limited)	Cohance	Suven (now known as Cohance Lifesciences Limited)	Total (Cohance Lifesciences Limited)
Total Energy Consumption	4,12,177	7,25,492	**12,26,715**	4,05,833	474,444	**8,62,912**	4,13,730	3,70,416	**7,84,146**
Renewable Energy Consumption	42,183	2,341	**44,523**	47,272	15,312	**55,983**	84,582	23,934	**1,08,516**
Non-renewable Energy Consumption	3,69,994	7,23,152	**11,82,192**	3,58,561	4,59,132	**8,06,929**	3,29,148	3,46,482	**6,75,629**

Energy Intensity										
		FY 2022-23			FY 2023-24			FY 2024-25		
Parameter	Unit	Cohance	Suven (now known as Cohance Life-sciences Limited)	Total (Cohance Life-sciences Limited)	Cohance	Suven (now known as Cohance Life-sciences Limited)	Total (Cohance Life-sciences Limited)	Cohance	Suven (now known as Cohance Life-sciences Limited)	Total (Co-hance Life-sciences Limited)
Energy intensity per million revenue	GJ/ ₹Revenue	30.82	54.13	**42.49**	29.79	45.13	**37.46**	29.29	30.93	**30.04**
Energy intensity per kg of production	GJ/MT	150	236	210	145	318	202	132	278	176

Recognising the impact, we have increased the share of renewable energy from 06% in FY 2023-24 to 14% in the current reporting period.

Transition to Alternative Energy Sources

At Cohance, our commitment to sustainability is deeply rooted in a strategic shift toward alternative energy sources. This transition is not only a response to climate imperatives but also a proactive step towards building a resilient, low-carbon energy ecosystem. By integrating energy efficiency and renewable energy adoption, we are redefining how industrial operations can thrive sustainably. We approach energy management through a dual lens: efficiency as the first fuel and renewables as the future. This framework enables us to reduce our carbon footprint while enhancing energy security and operational resilience.

1. Renewable Energy Adoption

a. Solar Power Purchase Agreements (PPAs)

Cohance has entered into large-scale group captive solar PPAs to replace fossil fuel–based electricity with clean solar energy:

- API Unit-I: 3 MWp solar PPA replacing ~5.1 million kWh annually, meeting 39.1% of site demand.
- API Unit-III: 7 MWp solar PPA generating ~10.85 million kWh annually, covering 57.8% of site consumption.

b. On-site Solar Installations

To enhance energy self-reliance, we have deployed decentralised solar assets across multiple facilities:

- API Unit-V: 270 kWp ground-mounted plant generated 283,049 kWh, abating 205.8 tCO_2e.

- CDMO Unit 3: 650 kWp rooftop system generated ~657,150 kWh, avoiding 478 tCO_2e.
- FDF – Shamshabad: 750 kWp rooftop system generated ~758,250 kWh, avoiding 552 tCO_2e.
- CDMO Unit 1: 1,650 kWp system generated ~1,668,150 kWh, avoiding 1,213 tCO_2e.

Total On-site Impact (FY25): ~2,833 tCO_2e avoided.

2. Green Steam Initiative

In a pioneering industrial symbiosis model, we source steam from waste heat recovery systems of a neighbouring industry. This initiative, operational since July 2024, abated 1,805.42 tCO_2e in FY25, with projected annual reductions of 2,996 tCO_2e from FY26 achieved without burning fossil fuels.

3. Bio-briquette Adoption

To further reduce dependence on coal, we are increasingly adopting bio-briquettes as an alternative fuel. In FY25, we consumed 3,535 MT of bio-briquettes, which not only reduces carbon emissions but also promotes agro-waste valorisation, contributing to India's waste-to-energy and circular economy goals.

4. Long-Term Outlook and SBTi Alignment

Our energy transition roadmap is aligned with our Science Based Targets initiative (SBTi) commitments. Through a balanced mix of efficiency, renewables, and alternative fuels, we are:

- Advancing toward near-term Scope 1 and 2 reduction targets, and
- Building the foundation for achieving Net Zero by 2050.

Our Energy Saving Initiatives

As part of our ongoing commitment to environmental stewardship, several energy efficiency and renewable energy initiatives were implemented across production and utility areas in FY 2024–25. Key actions included upgrading cooling tower fans, optimising chillers and compressors, automating HVAC systems, integrating solar energy, and replacing conventional lighting with LEDs. Collectively, these initiatives resulted in an estimated 1,349 metric tons of CO_2 emissions avoided, reinforcing our focus on reducing operational carbon intensity and enhancing energy performance across sites.

We conduct regular energy audits to identify opportunities for improving energy performance and reducing energy consumption. These audits help us identify inefficiency and optimise our energy use. Collectively, these measures have significantly reduced our energy intensity, aligning our operational excellence with environmental responsibility and supporting our broader climate action goals.

FY 2024-25		
Initiative Type	**Description**	**Energy Savings (in kwh)**
Cooling Tower Fan Upgrades	Installation of New Cooling Tower Fans to reduce the CO_2 Emissions	287,104
	Replacement of Aluminium fans of Cooling Towers	609,597
	Replaced with high energy efficient cooling fans	65,876
Chiller and Compressor Efficiency	Implementation of Frigitech Oil Additive	136,682
	Replacement Chillers with energy efficient Chiller	111,552
	New Air Compressor for Process Plant & N_2 Plant	216,769
Vacuum System Optimisation	Replacement of Ejectors with Dry claw pumps	206,640
Building Energy Efficiency	AHU's Automation	66,363
	Resetting the Cold Container temperature as per requirement	5,209
	Energy efficiency in buildings through installation of LED lightings	18,224
Process Optimisation	Cooling tower Circulation pump usage load optimises	83,549
	Energy efficiency through installation of capacitor, Duty Contractors at Utilities area, High Process Pumps and reactors	33,068
Total Savings		**1,840,633**

Looking ahead, Cohance is committed to advancing our energy consumption practices through a series of forward-thinking strategies. We intend to significantly expand our investment in renewable energy sources, aiming to increase the proportion of our energy derived from sustainable options. Our energy initiatives will consistently align with our objectives for addressing climate change.

By benchmarking our practices against global best standards, we strive to maintain our position at the forefront of energy management within the pharmaceutical industry. This strategy allows us to adopt the most effective and innovative solutions, ensuring continuous improvement in our energy consumption methods. We ensure that our energy consumption is both efficient and adheres to global sustainability goals.

Water Management[54]

Water is critical to Cohance Lifesciences Limited's commitment to environmental resilience, as it plays a vital role in our operations and the sustainability of global communities. Our strategy is centered on ensuring efficient water use and robust water conservation practices, guided by our comprehensive 'Water Management Policy'. Given the increasing threats posed by climate change and water scarcity, responsible water use is integral to our sustainability goals.

To minimise our environmental footprint, we prioritise effective water usage monitoring, which allows us to identify areas for improvement and optimise our operations. This includes leveraging advanced water treatment and monitoring technologies to maintain stringent quality and efficiency standards. Our proactive approach extends to water recycling and reuse, significantly reducing reliance on freshwater sources, while maintaining operational efficiency.

Most of our manufacturing units are strategically located outside the water-stressed areas identified by the Central Ground Water Authority (CGWA) in India. We remain committed to identifying, prioritising, and mitigating actual or potential water-related impacts resulting from our operations. By optimising equipment, installing water-efficient technologies, and conducting audits, we strive to enhance our efficiency further.

Our innovation and stewardship are exemplified by achieving Zero Liquid Discharge (ZLD) status at API Unit-I and III, CDMO Unit-I, III and IV, with ongoing efforts in other units. Achieving Zero Liquid Discharge (ZLD) status at this facility represents a significant milestone in our pursuit of sustainable operations.

In other locations, including API Units II, CDMO Unit II and CDMO Unit V, Spec. Chem , and FDF Units I, II, III, and IV effluents generated are directed to a Common Effluent Treatment Plant (CETP) for further refinement. We ensure that all discharged effluents meet primary treatment standards in adherence to stringent wastewater quality norms, reflecting our steadfast commitment to maintaining water quality and contributing positively to the health of the ecosystems in which we operate.

We withdraw water from multiple sources, including groundwater, municipal supplies, third-party tanker water and industrial corporations serving various operational needs such as cooling and domestic purposes. This water is utilised for several operational purposes such as boiler functions, cooling towers, regeneration of De-Mineralised (DM) plants, gardening, and domestic uses. To reduce our water withdrawal and consumption, we focus on optimising equipment, deploying water-efficient technologies, implementing operational changes, and conducting water audits to identify areas for improved efficiency.

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Water Withdrawal by Source (in Million Liters)									
Parameter	FY 2022-23			FY 2023-24			FY 2024-25		
	Cohance	Suven (now known as Cohance Lifesciences Limited)	Total (Cohance Lifesciences Limited)	Cohance (Cohance Lifesciences Limited)	Suven (now known as Cohance Lifesciences Limited)	Total (Cohance Lifesciences Limited)	Cohance (Cohance Lifesciences Limited)	Suven (now known as Cohance Lifesciences Limited)	Total (Cohance Lifesciences Limited)
Ground Water	120	47	**168**	109	48	**157**	108	42	**150**
Municipal water	3	0	**3**	24	0	**24**	25	0	**25**
Third Party Water (Tanker Water)	128	210	**338**	119	152	**271**	120	153	**274**
From open-pit Mining	0	0	**0**	0	0	**0**	1	0	**1**
Total Water Withdrawal	**251**	**257**	**508**	**252**	**200**	**452**	**254**	**195**	**449**

Water Discharged (in Million Liters)									
	FY 2022-23			FY 2023-24			FY 2024-25		
Parameter	Cohance	Suven (now known as Cohance Lifesciences Limited)	Total (Cohance Lifesciences Limited)	Cohance	Suven (now known as Cohance Lifesciences Limited)	Total (Cohance Lifesciences Limited)	Cohance	Suven (now known as Cohance Lifesciences Limited)	Total (Cohance Lifesciences Limited)
Water Discharged	45	67	**112**	49	44	**93**	45	43	**88**

Water Consumption (in Million Liters)									
	FY 2022-23			FY 2023-24			FY 2024-25		
Parameter	Cohance	Suven (now known as Cohance Lifesciences Limited)	Total (Cohance Lifesciences Limited)	Cohance	Suven (now known as Cohance Lifesciences Limited)	Total (Cohance Lifesciences Limited)	Cohance	Suven (now known as Cohance Lifesciences Limited)	Total (Cohance Lifesciences Limited)
Water Consumed	206	190	**396**	203	156	**359**	209	152	**361**

Water Intensity										
		FY 2022-23			FY 2023-24			FY 2024-25		
Parameter	Unit	Cohance	Suven (now known as Cohance Life-sciences Limited)	Total (Cohance Life-sciences Limited)	Cohance	Suven (now known as Cohance Life-sciences Limited)	Total (Cohance Life-sciences Limited)	Cohance	Suven (now known as Cohance Life-sciences Limited)	Total (Cohance Life-sciences Limited)
Water intensity per million revenue	ML/ ₹Revenue	0.02	0.01	**0.01**	29.79	0.01	**0.02**	0.01	0.01	**0.01**
Water intensity per tonne of production	ML/MT	0.091	0.083	**0.087**	0.090	0.134	**0.105**	0.081	0.146	**0.100**

Parameter	FY 2024-25		
	Cohance	Suven (now known as Cohance Lifesciences Limited)	Total
Total Water recycled and reused	**36**	**45**	**80**

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During the reporting period, we commenced the systematic tracking and monitoring of water recycled and reused within our operations. This metric will henceforth be disclosed annually as part of our commitment to transparent and comprehensive reporting

Additionally, we are dedicated to raising awareness about water conservation among employees and stakeholders and encourage efficient practices in our supply chain. This comprehensive strategy underscores our commitment to environmental excellence and the health of ecosystem we operate within. In alignment with circular economy principles, we recycled 22.16% of the effluents generated during the reporting period, reinforcing our dedication to sustainability.

Waste Management [55]

We are committed to sustainable waste management as an integral aspect of our sustainability strategy, recognising that effective waste management systems are vital for minimising environmental impact and promoting a circular economy. By implementing comprehensive waste management strategies, we strive to reduce waste generation, enhance resource efficiency, and support ecological balance. Our approach is anchored in the principles of green chemistry and emphasises waste segregation at the source, improving recyclability and reusability of materials in collaboration with suppliers.

To align with global sustainability standards, we have adopted the 3R principle of 'Reduce, Reuse, and Recycle'. Our waste management system is categorised into hazardous, non-hazardous, and biomedical waste streams, each managed with stringent protocols to mitigate environmental risks. Hazardous waste from manufacturing processes is collected and stored safely at a dedicated facility and treated by Pollution Control Board-approved vendors. Biomedical waste from dispensaries and R&D centres is transported for incineration, ensuring compliance with regulatory standards.

Innovative approaches include the utilisation of recyclable packaging and efficient solvent recovery processes, where solvent streams are recycled, and any non-recovered solvents are co-processed by authorised vendors. E-waste and battery waste are handled according to specific regulatory frameworks, with a buy-back policy for batteries.

Waste Generation (in MT)									
Parameter	FY 2022-23			FY 2023-24			FY 2024-25		
	Cohance	Suven (now known as Cohance Lifesciences Limited)	Total (Cohance Lifesciences Limited)	Cohance	Suven (now known as Cohance Lifesciences Limited)	Total (Cohance Lifesciences Limited)	Cohance	Suven (now known as Cohance Lifesciences Limited)	Total (Cohance Lifesciences Limited)
Total Hazardous Waste	10,450	9,494	**19,944**	10,073	5,981	**16,054**	12,047	3,983	**16,030**
Total Non-hazardous Waste	123	3,279	**3,403**	1,125	2,840	**3,965**	1,164	1,167	**2,331**
Total Waste Generated	**10,574**	**12,773**	**23,347**	**11,198**	**8,821**	**20,019**	**13,211**	**5,150**	**18,361**

Waste Diverted to Disposal (in MT)									
Parameter	FY 2022-23			FY 2023-24			FY 2024-25		
	Cohance	Suven (now known as Cohance Lifesciences Limited)	Total (Cohance Lifesciences Limited)	Cohance	Suven (now known as Cohance Lifesciences Limited)	Total (Cohance Lifesciences Limited)	Cohance	Suven (now known as Cohance Lifesciences Limited)	Total (Cohance Lifesciences Limited)
Incineration	27	95	**122**	3,976	32	**4,008**	69	88	**157**
Landfill	1,507	5,625	**7,132**	365	3,788	**4,153**	833	2,828	**3,661**
Others	0	7,022	**7,022**	681	5,101	**5,782**	0	0	**0**
Total Waste Diverted to disposal	**1,534**	**12,743**	**14,277**	**5,022**	**8,922**	**13,944**	**902**	**2,916**	**3,818**

Waste Diverted From Disposal (in MT)									
	FY 2022-23			FY 2023-24			FY 2024-25		
Parameter	Cohance	Suven (now known as Cohance Lifesciences Limited)	Total (Cohance Lifesciences Limited)	Cohance	Suven (now known as Cohance Lifesciences Limited)	Total (Cohance Lifesciences Limited)	Cohance	Suven (now known as Cohance Lifesciences Limited)	Total (Cohance Lifesciences Limited)
Recycling	4,615	0	**4615**	1,163	0	**1,163**	9,421	1,668	**11,089**
Reuse	11	0	**11**	0	0	**0**	0	0	**0**
Other Recovery options (MT)	1	0	**1**	7,363	0	**7,363**	2,739	526	**3,265**
Total Waste Diverted From disposal	**4,627**	**0**	**4,627**	**8,526**	**0**	**8,526**	**12,160**	**2,194**	**14,354**

Waste Intensity										
		FY 2022-23			FY 2023-24			FY 2024-25		
Parameter	Unit	Cohance	Suven (now known as Cohance Life sciences Limited)	Total (Cohance Life sciences Limited)	Cohance	Suven (now known as Cohance Life sciences Limited)	Total (Cohance Life sciences Limited)	Cohance	Suven (now known as Cohance Life sciences Limited)	Total (Cohance Life sciences Limited)
Waste intensity per million revenue	MT/ ₹Revenue	0.79	0.95	**0.87**	29.79	0.84	**0.84**	0.93	0.43	**0.70**
Waste intensity per tonne of production	MT/MT prodcu-tion	3.84	4.155	**4.00**	4.01	5.91	**4.67**	4.21	3.87	**4.11**

We are steadfast in our commitment to advancing waste management practices as an integral component of our long-term sustainability objectives. Our future endeavours are outlined as follows:

- Achieve Zero Waste to Landfill by 2030: We are focused on reaching our zero-waste-to-landfill target by enhancing recycling, reuse, and resource recovery initiatives. Additionally, we are exploring alternative treatment technologies to address non-recyclable waste effectively.
- Expand Waste Minimisation Programs: We plan to broaden the scope of our waste minimisation efforts at all operational sites, concentrating on the reduction of hazardous waste through process optimisation and the adoption of cleaner technologies.
- Strengthen Circular Economy Partnerships: We are committed to fostering collaborations with industry partners, suppliers, and waste management professionals to establish closed-loop systems that minimise waste throughout our value chain.

We understand that effective waste management transcends regulatory obligations; it represents a moral duty to safeguard our planet and future generations. Through relentless innovation and dedicated initiatives, we remain focused on achieving our waste reduction targets and contributing to a more sustainable future.

Overall, our waste management initiatives reflect a commitment to a sustainable business model that fosters long-term ecological and economic growth, ensuring safe disposal practices while minimising waste generation and maximising resource recovery.

Material Management [56]

Cohance Lifesciences Limited is committed to sustainable material management and resource efficiency, exemplified through strategic initiatives and innovative practices. By prioritising the use of environmentally and socially responsible materials, products, and processes, we demonstrate our dedication to environmental sustainability. Through optimising material utilisation, we focus on reducing dependency on virgin materials by increasing the use of recycled solvents and chemicals. These efforts align with global sustainability goals, emphasising innovation's crucial role in reducing ecological impact. During the reporting period, numerous initiatives were undertaken to reduce material consumption, reinforcing our leadership in responsible resource management while contributing to a more sustainable future.

Material Consumption (in MT) for FY 2024-25			
Parameter	Cohance	Suven (now known as Cohance Lifesciences Limited)	Total
Soild	3684	2460	**6145**
Liquid	17609	11265	**28874**
Gas	95	424	**519**

During the reporting period, we commenced the systematic tracking and monitoring of material consumption within our operations. This metric will henceforth be disclosed annually as part of our commitment to transparent and comprehensive reporting. In FY 2024-25, we recycled/reused 50% of solvents and 90% of catalysts. Furthermore, 37% of acids were recycled. In reporting period, we have used 10180 MT recycled input materials.

[56] GRI 301,

Biodiversity [57]

Cohance Lifesciences Limited is committed to preserving and enhancing biodiversity as a fundamental pillar of our sustainability strategy. We recognise that biodiversity is crucial for maintaining ecological balance and the health of our planet, and we are dedicated to incorporating biodiversity-friendly practices into our operations. Our approach centers around minimising our environmental footprint and avoiding actions that could negatively affect biodiversity or natural habitats.

Preserving biodiversity is not only pivotal for ecological health but also for the sustainable development of our business. Biodiversity provides essential services such as pollination, water purification, and climate regulation, which are integral to our operations. By protecting diverse ecosystems, we ensure the sustainability of these services and the resilience of our supply chains.

Through strategic initiatives, such as expanding plant species diversity and enhancing green cover, Cohance actively contributes to ecosystem protection and flora and fauna conservation. Our operations are strategically situated to avoid proximity to environmentally sensitive regions recognised by entities such as the IUCN Red List, UNESCO World Heritage sites, Ramsar Wetlands, IUCN category (I-IV) protected areas, and designated biodiversity hotspots. In instances where our facilities are located near ecologically or biodiversity-sensitive areas, we employ a mitigation hierarchy aimed at avoidance, minimisation, restoration, and offsetting to manage potential impacts effectively.

Strategic Approach and Initiatives

Our biodiversity management strategy begins with comprehensive Environmental Impact Assessments (EIA) for all our projects. Conducted rigorously, these EIAs help us identify potential impacts on local biodiversity, allowing us to make informed decisions that mitigate adverse effects. We ensure that all operational sites adhere to regulatory requirements, with biodiversity assessments conducted in tandem with environmental evaluations.

Cohance avoids utilising raw materials from biodiversity-rich areas and has implemented desk-based biodiversity risk assessments in line with WWF atlas guidelines. To further enhance our commitment, we maintain a biodiversity policy that is shared with all stakeholders, emphasising collaboration to reduce environmental impacts.

Our green cover initiatives are a testament to our proactive stance on biodiversity management. Across our operational units, we have established extensive green belts, contributing to local biodiversity. Cohance is committed to enhancing the green cover across all our manufacturing facilities, maintaining a 33% green cover of the land area. During the reporting period, we successfully planted approximately 2411 trees within and surrounding our operational premises. Looking forward, we have embarked on an ambitious project to plant 1000 trees in and around our facilities. This initiative reflects our dedication to environmental stewardship and our ongoing efforts to promote ecological sustainability in the areas where we operate.

[57] GRI 304: Biodiversity, GRI 101: Biodiversity 2024

Strengthening Our People and Progressing Together[56, 57]

[56] GRI 301, [57] GRI 304: Biodiversity, GRI 101: Biodiversity 2024

Our approach to social responsibility is rooted in empowering our workforce, safeguarding their well-being, supporting communities and fostering trust with our customers. A diverse and skilled team drives our success, supported by progressive HR practices that promote continuous learning, career advancement and an inclusive culture. We place a strong emphasis on occupational health and safety, implementing proactive measures and comprehensive programmes to ensure a secure and supportive work environment.

In addition to our core operations, we actively drive societal progress through CSR initiatives that reflect our mission to foster a healthier future. Through active stakeholder engagement, we align our strategies with community expectations, ensuring our efforts are both meaningful and impactful. We also remain committed to enhancing customer experience by prioritising transparency, responsiveness and long-term value. Together, these pillars form the foundation of our social impact, strengthening our relationship with our people, communities and partners.

Key Highlights

504
New Hires

0
Employee Fatalities

8.6/10
Employee Satisfaction Survey Score

76,104
Total Employee Training Hours

0
LTIFR

57,242
CSR Beneficiaries

Contribution to SDGs

Driven by People, Defined by Purpose

Our workforce is the driving force behind our progress. We believe that fostering a safe, inclusive and empowering workplace is essential to driving long-term value for both our business and society. Our Human Resources strategy is closely aligned with our ESG commitments, focusing on employee well-being, diversity and inclusion, talent development and ethical labour practices. Through continuous engagement, transparent communication and robust policies, we aim to create a work environment where every individual feels valued, supported and inspired to grow. Our commitment to cultivating a people-first culture rooted in 'integrity, inclusion, and impact' guides our efforts not only to meet regulatory standards but also to set benchmarks in responsible employment and workplace excellence.

[57] GRI 405-1 Diversity of governance bodies and employees

Our Workforce[58]

Our workforce comprises permanent employees, permanent workers and contractual workers, who are integral to our operations. In the reporting period, our total workforce stands at 5,397 across all our manufacturing units and offices.

Total Workforce (FY 2024-25)									
Parameter	Cohance			Suven (now known as Cohance Lifesciences Limited)			Total (Cohance Lifesciences Limited)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Employees									
Permanent	701	66	**767**	516	42	**558**	1,217	108	**1,325**
Other than Permanent	0	0	**0**	0	0	**0**	0	0	**0**
Total Employees	**701**	**66**	**767**	**516**	**42**	**558**	**1,217**	**108**	**1,325**
Workers									
Permanent	938	107	**1,045**	606	48	**654**	1,544	155	**1,699**
Other than Permanent	1,081	209	**1,290**	941	142	**1,083**	2,022	351	**2,373**
Total Workers	**2,019**	**316**	**2,335**	**1,547**	**190**	**1,737**	**3,566**	**506**	**4,072**

Total Employees									
Parameter	FY 2022-23			FY 2023-24			FY 2024-25		
	Cohance	Suven (now known as Cohance Lifesciences Limited)	Total (Cohance Lifesciences Limited)	Cohance	Suven (now known as Cohance Lifesciences Limited)	Total (Cohance Lifesciences Limited)	Cohance	Suven (now known as Cohance Lifesciences Limited)	Total (Cohance Lifesciences Limited)
By Gender									
Male	1,787	1,102	**2,889**	1,713	1080	**2,793**	1,639	1,122	**2,761**
Female	165	63	**228**	165	72	**237**	173	90	**263**
By Age Group									
<30 years	488	350	**838**	440	146	**626**	465	155	**620**
30-50 years	1,384	740	**2124**	1,365	903	**2,265**	1,266	956	**2,222**
>50 years	80	75	**155**	73	103	**151**	81	101	**182**
By Employee Category									
Senior Management	85	70	**155**	57	48	**105**	54	49	**103**
Middle Management	137	124	**261**	196	120	**316**	204	157	**361**
Junior Management	369	340	**709**	426	306	**732**	509	352	**861**
Non-management	1,361	631	**1992**	1,199	690	**1,889**	1,045	654	**1,699**

Employee Attrition and Retention[59]

We are committed to building a diverse and inclusive workforce by partnering with recruitment agencies, participating in diversity-focused job fairs and adopting unbiased hiring practices. As an equal opportunity employer, we ensure that every individual, regardless of age, gender, ethnicity, or cultural background, has a fair chance to succeed. Our recruitment strategy focuses on hiring candidates with the right skills and growth potential, enabling us to build agile teams ready to meet evolving industry demands.

Career progression is a key focus of our hiring strategy, supported by structured pathways for professional growth such as skill development, succession planning and opportunities for promotion and recognition, helping us retain top talent. In alignment with our commitment to diversity, we give preference to women candidates for both new and replacement roles. To further enhance employment opportunities for women, we are actively exploring shift modifications and facility upgrades. During the reporting period, we onboarded 504 new employees.[60]

Employee Hires									
Parameter	FY 2022-23			FY 2023-24			FY 2024-25		
	Cohance	Suven (now known as Cohance Lifesciences Limited)	Total (Cohance Lifesciences Limited)	Cohance	Suven (now known as Cohance Lifesciences Limited)	Total (Cohance Lifesciences Limited)	Cohance	Suven (now known as Cohance Lifesciences Limited)	Total (Cohance Lifesciences Limited)
By Gender									
Male	445	355	**800**	407	67	**474**	276	147	**423**
Female	34	30	**64**	64	13	**17**	45	36	**81**
By Age Group									
<30 years	282	244	**526**	250	19	**269**	170	61	**231**
30-50 years	188	138	**326**	211	52	**263**	144	115	**259**
>50 years	9	3	**12**	10	9	**19**	7	7	**14**
By Employee Category									
Senior Management	14	15	**29**	8	3	**11**	9	20	**29**
Middle Management	32	50	**82**	40	6	**46**	26	41	**67**
Junior Management	78	90	**168**	75	15	**90**	74	36	**110**
Non-management	355	230	**585**	348	56	**404**	212	86	**298**
Total Employee Hires	**479**	**385**	**864**	**471**	**80**	**551**	**321**	**183**	**504**

Employee Turnover						
	FY 2023-24			FY 2024-25		
	Cohance	Suven	Total	Cohance	Suven	Total
By Gender						
Male	436	181	**617**	330	96	**426**
Female	43	15	**58**	27	18	**45**

Employee Turnover						
	FY 2023-24			FY 2024-25		
	Cohance	Suven	Total	Cohance	Suven	Total
By Age Group						
<30 years	197	52	**249**	123	16	**139**
30-50 years	269	125	**394**	226	80	**306**
>50 years	13	19	**32**	8	18	**26**

[59] GRI 401-1 New employee hires and employee turnover; [60] GRI 202-2 Proportion of senior management hired from the local community

Employee Turnover			
	FY 2024-25		
	Cohance	Suven	Total
By Employee Category			
Senior Management	14	11	**25**
Middle Management	39	20	**59**
Junior Management	75	25	**100**
Non-management	229	58	**287**
Total Employee Turnover	**357**	**114**	**471**

Our turnover rate during the reporting period stood at 15%.

Diversity and Inclusion

Gender Diversity at Cohance Lifesciences (2025)
8.15% of women employees
20% of women at the top management level

At Cohance, we believe that a diverse and inclusive workforce is key to driving innovation and long-term success. Our commitment to diversity and inclusion is embedded in our policies and practices across recruitment, retention and employee development, ensuring consistent implementation throughout the organisation.

We are proud to be an equal opportunity employer and actively promote the inclusion of individuals from the LGBTQA+ community and persons with disabilities. Our approach goes beyond compliance; we strive to create a workplace where every individual feels valued, respected and empowered to contribute.

Increase the representation of women in the workforce to at least 20% by 2030

Increase representation of women in leadership to 25% by 2030

To build awareness and foster inclusive behaviours, we conduct regular training and sensitisation sessions focused on diversity, equal opportunity and respectful workplace practices.

Workplace Accessibility

All our premises are accessible to employees, workers and visitors with disabilities. We have implemented a comprehensive 'Policy on the Rights of Persons with Disabilities' as part of our HR Manual. We are committed to providing robust support (physical, psychological and otherwise) to individuals with disabilities. This support enables them to carry out daily activities, make independent and informed decisions, and participate fully in all aspects of life, including education, employment, family, community engagement and access to treatment and therapy.

Employee Engagement

At Cohance, we are dedicated to fostering a workplace where employees feel motivated, valued and deeply connected. Our employee engagement strategy is anchored in a culture of collaboration, trust and transparency.

We actively drive engagement through initiatives aligned with our transformative framework, DISHA, which focuses on holistic employee development. Regular townhalls serve as open forums where leadership shares business updates and strategic direction while also inviting feedback and suggestions from employees, ensuring their voices help shape our future.

To further strengthen engagement, we organise dedicated thematic weeks such as Quality Week, Productivity Week, Research Week and Safety Week, each dedicated to spotlighting key organisational priorities and encouraging active participation across teams.

Innovation is a cornerstone of our culture. We conduct structured idea-generation workshops and knowledge-sharing sessions that empower employees to contribute meaningfully and drive continuous improvement.

Understanding employee sentiment is vital to our engagement efforts. We conduct regular employee satisfaction surveys, including through third-party platforms like Great Place to Work. In FY 2024-25, our survey focused on key dimensions such as credibility, respect, fairness, pride and camaraderie, resulting in a satisfaction score of 8.6/10. These insights guide our ongoing efforts to enhance the employee experience and build a workplace where people thrive.

Employee Well-being

At Cohance, employee well-being is a cornerstone of our people culture. We believe that when our people thrive, so does our organisation. Our approach to well-being is holistic, encompassing physical, mental and financial health. Our well-being programmes were extended to both permanent employees and contract workers, reflecting the Company's inclusive approach to workforce care.

Throughout the year, we implemented a range of initiatives designed to support the health and well-being of our employees at every stage of life and work. An annual calendar of wellness activities was rolled out during the reporting period, comprising awareness sessions, health camps and fitness events. The calendar included awareness sessions on hypertension, World Drug Day, Norovirus Prevention and Management, healthy heart, mind and body balance and HIV/AIDS.

These programmes helped enable early diagnosis and reduced absenteeism, promoted psychological safety and stress reduction, enhanced financial security, resulting in a healthier, more engaged and resilient workforce. These efforts reflect the organisation's core values of care, inclusion and sustainable growth, setting a benchmark for employee-centric practices in the industry.

Employee Benefits[61]

We offer a comprehensive suite of benefits to our permanent employees, encompassing health insurance, retirement plans, stock ownership, parental leave and a range of other leave entitlements. Our steadfast commitment to fostering work-life balance is reflected in our flexible working hours and remote work arrangements, enabling our employees to thrive both personally and professionally.

Leave Benefits	
Sick leave	Compensatory off
Parental leave	Annual leaves
Marriage leave	Serious and Critical illness
Bereavement leave	
Health and Wellness Benefits	
Health Insurance	
Annual Medical check-ups	Access to site-level medical services 24/7
Emergency Financial Support	Disability coverage
Retirement provision	Stock ownership
Promoting Work-life Balance	
Flexible working hours	Work-from-home arrangements

We understand that supporting employees through their key life stages, like parenthood, is essential to building a compassionate and resilient workplace. Our parental leave policies are designed to help employees navigate this important transition with confidence and care.

All our female employees are eligible for maternity leave in accordance with the Maternity Benefit Act, 1961, ensuring time for recovery and bonding. Further, we provide paternity leave of 05 days to male employees, reinforcing our commitment to shared caregiving responsibilities. During the reporting period, 110 employees availed paternity leave while 13 employees availed maternity leave, reflecting our inclusive approach to employee well-being and family support.

[61] GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or parttime employees

Parental Leave[62]	FY 2024-25					
Parameter	Cohance		Suven (now known as Cohance Lifesciences Limited)		Total (Cohance Lifesciences Limited)	
	Male	Female	Male	Female	Male	Female
Employees entitled to parental leave	812	59	483	17	**1,295**	**76**
Employees who took parental leave	82	11	28	2	**110**	**13**
Employees who returned to work in the reporting period after parental leave ended	82	11	28	2	**110**	**13**
Employees who returned to work after parental leaves ended are still employed 12 months after their return to work	79	11	28	2	**107**	**13**
Return to Work Rate	100%	100%	100%	100%	**100%**	**100%**
Retention Rate	96%	100%	100%	100%	**97%**	**100%**

Learning and Development[63]

At Cohance, we empower our workforce through structured learning and development programmes tailored to meet evolving industry demands and individual career aspirations. Our approach begins with rigorous needs assessments, followed by the design of customised training modules that align with organisational goals. These modules are tailored to different job roles and career stages and cover various topics, including technical skills, regulatory compliance, leadership development and soft skills.

We employ blended learning methods, including classroom sessions, e-learning, workshops, on-the-job training, and mentoring, to cater to diverse learning preferences and ensure accessibility. Training is extended to both employees and contract workers, with a strong emphasis on Good Manufacturing Practices (GMP) and Environment, Health and Safety (EHS) standards.

We regularly update our content to reflect industry trends, technological advancements and regulatory changes, ensuring relevance and impact. Through regular feedback and reviews, we maintain a dynamic learning ecosystem that drives excellence across the organisation.

During the reporting period, employees were trained on various topics, including ESG, business ethics, information security and data privacy, discrimination, human rights, anti-bribery and anti-corruption, whistleblower mechanism, Code of Conduct, POSH and diversity, equity and inclusion. 100% of employees trained on business ethics.

In FY 2024-25, 100% of our employees received skill-related training. In total, we delivered 76,104 training hours, averaging 28 hours per full-time employee. The average training hours for male employees is 27 per employee per year and the average training hours for female employees is 28 per employee per year.

Performance Management[64]

At Cohance, performance management is a strategic enabler of growth, productivity and employee development. Our Performance Management Framework (PMF) aligns individual goals with organisational objectives, promoting accountability, engagement and continuous improvement through a transparent and structured appraisal process.

The PMF applies to all full-time employees and operates on an appraisal cycle aligned with the financial year, from 1 April to 31 March. Performance evaluation begins with cascading objectives from reporting managers, which employees refine and submit for approval. A mid-year review offers feedback and course correction, while final assessments in March inform career growth and compensation.

Performance is rated on a five-point scale from "Substantially Exceeds" to "Does Not Meet" expectations based on goal achievement, initiative, process adherence, and impact.

The PMS framework also supports career growth and promotions. Employees are eligible for promotions based on minimum performance thresholds, tenure requirements and demonstrated readiness for higher responsibilities. Career progression plans guide structured development while corporate HR and senior leadership review recommendations to maintain consistency and meritocracy.

[62] GRI 401-3 Parental Leave [63] GRI 404-1: Average hours of training per year per employee, GRI 404-2: Programs for upgrading employee skills and transition assistance programs; [64] GRI 404-3: Percentage of employees receiving regular performance and career development reviews

Employees who received regular career and performance development reviews (FY 2024-25)									
	Cohance			Suven (now known as Cohance Lifesciences Limited)			Total (Cohance Lifesciences Limited)		
Gender	Tot who received performance development reviews		% of employees who received performance development reviews	Total no. of employees	No. of employees who received performance development reviews	% of employees who received performance development reviews	Total no. of employees	No. of employees who received performance development reviews	% of employees who received performance development reviews
Employees									
Male	701	654	93%	**516**	516	100%	**1,217**	1,170	96%
Female	66	62	94%	**42**	42	100%	**108**	104	96%
Total	**767**	**716**	**93%**	**558**	**558**	**100%**	**1,325**	**1,274**	**96%**
Workers									
Male	938	879	94%	**606**	606	100%	**1,544**	1,485	96%
Female	107	102	95%	**48**	42	88%	**155**	144	93%
Total	**1,045**	**981**	**94%**	**654**	**648**	**99%**	**1,699**	**1,629**	**96%**

Human Rights

At Cohance, we respect and uphold human rights as both a moral imperative and a strategic pillar of sustainable business. Our Human Rights Policy is aligned with international frameworks, including the International Labour Organisation (ILO) and the UN Guiding Principles on Business and Human Rights (UNGPs), and is embedded across all levels of our operations. As a signatory to the UN Global Compact (UNGC) and a member of the UN Women's Empowerment Principles Forum, we actively promote responsible business conduct, ethical governance, gender equality and inclusive workplace practices.

We uphold fundamental labour rights across all operations, including the prohibition of child and forced labour, discrimination and harassment. We are committed to maintaining a workplace free from discrimination based on age, gender, marital status, disability, race, ethnicity, national/regional origin, ancestry, indigenous status, personal beliefs, religion, political affiliation, sexual orientation, or health status, including HIV/AIDS. We also expect our suppliers to adhere to the same high standards of human rights and ethical labour practices.

Our 'Prevention of Sexual Harassment (POSH) Policy' lays down the framework to prevent, prohibit and redress sexual harassment of women at the workplace. It ensures confidentiality and protection against victimisation, with strict actions against violations.

We respect the right of an individual to freedom of association and collective bargaining. Our 'Freedom of Association and Anti-Human Trafficking Policy' provides clear guidelines for managing workforce relationships and employment terms. While our employees and workers are not part of collective bargaining agreements, we ensure direct engagement to address their workplace expectations and concerns effectively. We also uphold and respect the rights of the supplier employees to associate freely, join labour unions, participate in work councils, seek representation and engage in collective bargaining[65].

We are committed to maintaining a workplace where all individuals are treated with dignity, work voluntarily and are free from coercion or exploitation. During the reporting period, 100% of our operational sites were assessed for human rights impact. Additionally, 43% of our sites were certified with SA(Social Accountability) 8000.

In FY 2024-25, no human rights violations were reported, including issues related to discrimination, harassment, child labour, forced labour, wage complaints, or other concerns[66].

We ensure that our security personnel (own employees and third parties) are trained on human rights to prevent and manage any kind of human rights-related incident at the workplace. During the reporting period, 100% of security personnel were trained on human rights-related topics[67].

[65] GRI 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk; [66] GRI 406-1 Incidents of discrimination and corrective actions taken, GRI 408-1 Operations and suppliers at significant risk for incidents of child labor, GRI 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor; [67] GRI 410-1 Security personnel trained in human rights policies or procedures

To uphold high human rights standards, we conduct continuous training and awareness programmes for both employees and suppliers. These initiatives reinforce our shared responsibility in recognising, respecting, and protecting human rights across our value chain.

We uphold the rights of indigenous people, ensuring free, prior, and informed consent from them before initiating any developments. During the reporting period, there were no reported incidents of violations involving the rights of indigenous people[68].

Fair Remuneration[69]

At Cohance Lifesciences, we ensure fair and equitable remuneration for men and women. Furthermore, all our permanent employees and workers receive wages well above the legal minimum, whereas our contractual workers receive minimum wage.

Parameters	FY 2024-25			
	Employees		Contractual Workers	
	Female	Male	Female	Male
Ratios of standard entry-level wage compared to local minimum wage[70]	1.37:1	1.37:1	1:1	1:1

Ratio of basic salary and remuneration of women to men for each employee category (FY 2024-25)	
Employee Category	Ratio (Female: Male)
Senior Management	0.04:1
Middle Management	0.09:1
Junior Management	0.08:1
Non-management	0.07:1

Parameter	Unit	FY 2024-25
Average unadjusted gender pay gap	%	5%

Living Wage

At Cohance, we acknowledge living wages as a cornerstone of development, contributing directly to the UN SDGs. We comprehensively assess and determine the living wage required for employees/workers to afford a decent standard of living for themselves and their families. We have conducted a living wage analysis based on which all our employees are paid above the living wages. Further, we are committed to continually paying living wage to 100% of our employees in the future.

Parameter		FY 2024-25
Percentage of direct employees covered by a living wage benchmarking analysis	%	100%
Percentage of direct employees paid below living wage	%	0%
Percentage of all employees paid below living wage, including direct employees and non-employee workers	%	0%
Percentage of average wage gap for direct employees paid below living wage against a living wage benchmark	%	0%
No of employees' wage levels against a living wage benchmark (benchmark from a methodology recognised by IDH Living Wage Benchmark Methodologies Recognition Process)	%	0%

Grievance Redressal Mechanism

At Cohance, we are committed to fostering a positive and transparent work environment by effectively addressing employee concerns. Our HR Manual outlines two key policies, the Grievance Redressal Policy and the Open Door Policy.

The Grievance Redressal Policy offers a defined and structured process for employees to raise concerns or complaints, ensuring fair, unbiased and timely resolution to uphold a respectful workplace. Complementing this, the Open Door Policy fosters a culture of transparency and approachability by encouraging employees to share ideas, suggestions, or grievances directly with their superiors or senior management without fear of retaliation.

We have established well-defined channels for employees to report grievances, supported by designated individuals and committees who oversee and manage the redressal process. To ensure awareness and accessibility, all employees receive relevant information and training through multiple communication platforms.

[68] GRI 411-1 Incidents of violations involving rights of indigenous peoples; [69] GRI 405-2 Ratio of basic salary and remuneration of women to men; [70] GRI 202-1 Ratios of standard entry level wage by gender compared to local minimum wage

Fostering a Safety-First Culture[71]

[71] GRI Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

The health, safety, and well-being of our people remain a fundamental priority, deeply embedded in our operational ethos and core values. Our efforts have focused on strengthening behaviour-based safety practices, conducting comprehensive assessments of high-risk activities, enhancing confined space safety protocols, implementing robust near-miss reporting mechanisms, and advancing ergonomics and contractor safety management.

We have implemented a robust Occupational Health and Safety Management System (OHSMS), aligned with the ISO 45001:2018 standard in 100% of our manufacturing facilities and Corporate Office. 100% of our employees and workers are covered under the OHSMS[72]. During the reporting period, 100% of our operational sites were assessed for health and safety risk assessment.

Our Environment, Health and Safety (EHS) Policy reflects our unwavering commitment to maintaining a safe, healthy, and secure work environment. To promote inclusivity and accessibility, the policy is prominently displayed at all sites in English as well as regional languages such as Telugu and Hindi, enabling clear understanding across our diverse workforce. All employees are introduced to the EHS Policy during onboarding, with comprehensive training sessions designed to familiarise them with safety protocols, environmental practices, and health standards. Refresher training is conducted annually and/or upon policy revision, reinforcing our culture of continuous awareness and compliance.

To ensure effective implementation and ongoing improvement, we have institutionalised regular internal and external audits, detailed risk assessments, structured safety training programmes and employee engagement mechanisms. These initiatives collectively support our goal of fostering a resilient and safety-conscious workplace.

Safety Governance

We have established a robust safety governance framework that ensures comprehensive oversight and accountability for all aspects of occupational health and safety across the organisation.

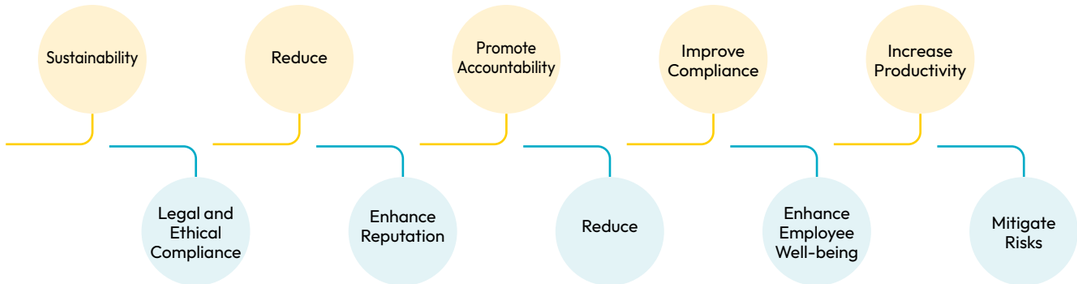
A dedicated Safety Committee comprising representatives from both management and the workforce plays a central role in this governance structure. The Committee meets quarterly to review and discuss key safety matters, including incident reports, hazard identification, mitigation strategies, compliance with environmental parameters such as air and water quality, EHS awareness initiatives and adherence to legal requirements. These discussions also encompass periodic inspections of equipment and verification of statutory licenses.

All Committee meetings are formally documented, and records are submitted to the Factory Inspector in accordance with regulatory obligations, reinforcing our commitment to transparency and continuous improvement in health and safety practices.

[72] GRI 403-1 Occupational health and safety management system, GRI 403-8: Workers covered by an occupational health and safety management system

Board of Directors / ESG Committee	Quarterly Meetings	• Provide strategic oversight and policy direction • Approve safety policies, targets and ESG-linked performance goals • Ensure accountability and integration of safety with ESG commitments
Corporate EHS and Safety Committee	Quarterly Meetings	• Review incidents, hazard assessments and CAPA implementation • Standardise safety practices across all sites • Monitor compliance with statutory requirements and ensure reporting to the Factory Inspector • Oversee periodic audits and regulatory submissions
Site Safety Committees	Monthly and Weekly Reviews	• Conduct site-level safety review meetings to discuss ongoing and pending issues • Track risks specific to operations at API, intermediates, formulations and fine chemical sites • Implement mock drills, awareness programmes and emergency preparedness activities • Report findings and progress to the Corporate EHS Committee
Departmental Safety Officers and Supervisors	Daily Monitoring	• Conduct toolbox talks and ensure permit-to-work compliance • Carry out daily workplace inspections, equipment checks and risk observations • Escalate any deviations or incidents immediately to site management. • Facilitate workforce engagement in hazard reporting
Employees and Worker Representatives	Regular	• Participate actively in training, audits and safety drills • Report unsafe conditions and contribute to hazard identification • Support a culture of safety and continuous improvement

Purpose of the Safety Cultural Transformation



Implementation of the Safety Cultural Transformation

Fostering a Proactive Safety Culture

Our Safety Culture Transformation philosophy is focused on embedding safety as a core organisational value. It promotes proactive risk management, regulatory compliance, and employee well-being, with the overarching goal of achieving zero incidents. This approach supports a healthier, more productive work environment and aligns with our broader sustainability and ethical commitments.

Hazard Identification and Risk Assessment[73]

We conduct Hazard Identification and Risk Assessment (HIRA) and Job Safety Analysis (JSA) to systematically identify and evaluate hazards across both routine and non-routine activities. These assessments are conducted periodically by trained EHS personnel and line supervisors, with annual reviews to ensure continued relevance and effectiveness.

Each hazard is assessed for its likelihood and potential severity, guiding the implementation of appropriate control and preventive measures. Safety teams ensure thorough assessments, and contractors are briefed before undertaking high-risk activities.

For complex processes, we perform Hazard and Operability Study (HAZOP) to identify, evaluate and mitigate design-related risks and operational vulnerabilities. This allows us to proactively address potential issues and enhance process safety.

Before commissioning any facility, we conduct a comprehensive Pre-Startup Safety Review (PSSR) to verify operational readiness and compliance with safety standards. These reviews are supported by independent assessments from external agencies, in alignment with international best practices.

Findings from all these assessments are used to update risk registers, revise standard operating procedures (SOPs), and enhance safety training programmes. Lessons learned from incidents and near misses are systematically reviewed and integrated into ongoing safety improvements.

Worker Participation and Consultation[74]

We have established formal joint management-worker health and safety committees at all operational sites. These committees, comprising representatives from both management and the workforce, meet monthly to review safety performance, incidents, corrective actions, and compliance with EHS policies. They are empowered to recommend safety improvements and ensure inclusive representation across all worker categories, fostering collaborative decision-making.

Further, active worker involvement is encouraged through regular toolbox talks, hazard reporting mechanisms, and participation in safety awareness campaigns. This inclusive approach strengthens our safety culture and ensures that worker perspectives are integral to our occupational health and safety practices.

At Cohance, we actively foster employee engagement in safety practices. We encourage every team member to identify at least one unsafe condition each month and participate in safety toolbox talks and risk assessments. Our bi-monthly safety campaigns are designed to involve all employees and reinforce a strong, positive safety culture across our sites.

To recognise and celebrate outstanding safety contributions, we have established a Reward and Recognition (R&R) programme. Each month, we honour workers and supervisors who demonstrate exemplary safety performance. Additionally, we provide special recognition for the best Spotlight Individual Gratitude, Spotlight on the Group and Certificate of Special Achievement. Further, we reward the site with the highest safety performance. These initiatives not only motivate our teams but also strengthen our collective commitment to safety excellence.

[73] GRI 403-2 Hazard identification, risk assessment, and incident investigation; [74] GRI 403-4 Worker participation, consultation, and communication on occupational health and safety;

Occupational and Non-Occupational Health Services[75]

We prioritise proactive health and wellness by integrating occupational health services into our core operations, ensuring the safety and well-being of all employees. Our facilities are equipped with fully functional health centres staffed by doctors and medical personnel available 24/7.

Our occupational health services encompass pre-employment and periodic health check-ups, audiometric and vision tests, respiratory surveillance and regular vaccination drives. Qualified medical professionals are available on-site or through strategic partnerships to provide timely care and continuous health monitoring.

Beyond occupational health, we also support non-occupational healthcare through comprehensive medical insurance, health camps, doctor consultations, and reimbursement programmes. We also organise health awareness campaigns focusing on nutrition, stress management, and lifestyle-related diseases. Our wellness initiatives address broader health risks such as smoking, unhealthy diet and stress. These include offering healthy food options in the canteen, hosting yoga sessions, conducting mental wellness workshops, and facilitating health screenings for early detection of lifestyle diseases.

Incident Reporting and Investigation[76]

We have established multiple channels for employees and workers to report hazards and unsafe conditions, including hazard reporting forms, safety suggestion boxes, and direct communication with safety officers or supervisors. We also support anonymous reporting to encourage open and honest feedback.

In line with our non-retaliation policy, workers are assured protection from any form of reprisal or disciplinary action when reporting concerns in good faith. This commitment is reinforced through awareness sessions and toolbox talks, which emphasise the importance of open communication and the right to raise safety concerns without fear. Workers are empowered to stop or remove themselves from any activity they perceive as unsafe or harmful to their health.

All incidents, including near misses, are promptly investigated by the EHS team using a structured process such as root cause analysis and risk assessment. Findings inform the implementation of corrective and preventive actions based on the hierarchy of controls.

Incidents must be reported within 12 hours of occurrence to the designated Safety In-Charge. An occurrence report is then developed and shared with management. Investigations are conducted using analytical methods, and key learnings are disseminated across all levels of the organisation to promote a culture of safety and continuous improvement.

Contractor Safety Management

We prioritise contractor safety through a comprehensive Contractor Safety Programme that outlines clear expectations and requires strict adherence to our safety protocols. As part of contractual agreements or purchase orders, contractors are required to formally acknowledge and commit to these safety standards. To ensure readiness, they receive both initial and ongoing training on safety procedures.

Tools and equipment used by contractors are subject to regular inspections to maintain safe working conditions. Safety is reinforced through field-level toolbox talks and on-site inspections, helping to proactively identify and address potential hazards. Monthly Contractor Safety Field Audits (CSFA) are conducted to monitor compliance with safety standards, with deviations subject to penalties. Auditors are trained to uphold consistent safety standards across all sites.

[75] GRI 403-3 Occupational health services, GRI 403-6 Promotion of worker health; [76] GRI 403-2 Hazard identification, risk assessment, and incident investigation; [77] GRI 403-9: Work-related injuries, GRI 403-10 Work-related ill health

Safety Performance[77]

Safety Performance										
		FY 2022-23			FY 2023-24			FY 2024-25		
Parameter	Category	Cohance	Suven (now known as Cohance Lifesciences Limited)	Total (Cohance Lifesciences Limited)	Cohance	Suven (now known as Cohance Lifesciences Limited)	Total (Cohance Lifesciences Limited)	Cohance	Suven (now known as Cohance Lifesciences Limited)	Total (Cohance Lifesciences Limited)
Fatalities	Employees	0	0	**0**	0	0	**0**	0	0	**0**
	Workers	0	0	**0**	0	0	**0**	0	0	**0**
Injuries / Accidents	Employees	0	0	**0**	2	1	**3**	0	0	**0**
	Workers	0	1	**1**	3	0	**3**	0	0	**0**
Number of high-consequence work-related injuries or ill health	Employees	0	0	**0**	0	0	**0**	0	0	**0**
	Workers	0	0	**0**	0	0	**0**	0	0	**0**
Lost Time Injury Frequency Rate (LTIFR)	Employees	0	0	**0**	0	0	**0**	0	0	**0**
	Workers	0	0.29	**0.29**	0.353	0.19	**0.54**	0	0	**0**
Number of days lost to work-related injuries and ill health	Employees	0	0	**0**	0	0	**0**	0	0	**0**
	Workers	0	0	**0**	0	0	**0**	0	0	**0**
Number of days lost to work-related fatalities	Employees	0	0	**0**	0	0	**0**	0	0	**0**
	Workers	0	0	**0**	0	0	**0**	0	0	**0**

Hazards such as handling of hazardous chemicals, confined space entries, working at heights and equipment maintenance activities pose a risk of high-consequence injury. These were recognised through routine risk assessments (HIRA), safety observations, audits and investigation of past incidents. During the reporting period, no fatalities were reported. However, minor injuries occurred due to slips and manual handling. No high-consequence injuries were recorded. To manage these risks, we have implemented a range of control measures, including substitution of hazardous materials, automation of material transfer processes, lock-out/tag-out procedures, confined space permit systems, fall protection personnel protective equipment (PPE), and ongoing safety training. Additional administrative controls and engineering modifications have also been introduced to further reduce risk exposure.

In terms of work-related ill health, potential hazards include chemical exposure, ergonomic strain from manual handling, prolonged standing and noise exposure in utility areas. These risks were identified through medical surveillance, ergonomic assessments, and job hazard analyses. While no occupational diseases were reported, mild ergonomic discomfort and respiratory issues due to process exposure were observed and effectively managed through safety controls. Engineering measures such as local exhaust ventilation, material handling aids, and noise-dampening barriers have been deployed. Workers are rotated to minimise physical strain, and regular health check-ups are conducted. The use of PPE and targeted training further supports risk mitigation and promotes employee well-being.

[78] GRI 403-5 Worker training on occupational health and safety

Safety Training[78]

Training needs at Cohance are systematically identified through job hazard analyses, incident trend reviews, legal compliance requirements, and feedback from safety audits. Based on these insights, the Environment, Health, and Safety (EHS) team. alongside input from operations, designs targeted training modules. These are delivered through a mix of classroom sessions, hands-on practice, toolbox talks, and digital formats to ensure comprehensive learning. To enhance accessibility and understanding, sessions are conducted in local languages such as Telugu, Odia, Hindi and English. Training is provided during induction and repeated periodically, typically on a monthly or quarterly basis.

Effectiveness is evaluated using pre- and post-training quizzes, supervisor feedback and incident rate monitoring to drive continuous improvement.

We maintain a structured safety training calendar that outlines regular sessions for both employees and contract workers. These sessions, often facilitated by external experts, cover a wide range of critical topics including EHS policy, first aid, fire safety, proper use of personal protective equipment (PPE), confined space safety, chemical handling, static hazard elimination, incident reporting and investigation, lock-out/tag-out (LOTO) procedures, ergonomics, laboratory safety, behaviour-based safety and emergency response. During the reporting period, 100% of our employees and workers were trained on health and safety measures.

To strengthen emergency preparedness, we have implemented several key measures. These include a site-specific emergency response plan tailored to various scenarios, and the installation of comprehensive fire safety equipment such as extinguishers, fire blankets, smoke detectors, manual call points (MCPs), alarm panels, modular fire systems, sprinklers and nitrogen blanketing systems.

Karmika Raksha – Safety Drive for Workforce Protection

Karmika Raksha was launched as a safety and welfare campaign to protect our workforce across all our operational sites. Through this initiative, we aimed to strengthen workplace safety culture, ensure compliance with OHS standards and empower our workers by providing education and access to welfare schemes and safety resources.

Our site leadership, EHS teams, and labour welfare boards actively participated in the campaign. We carried out a series of targeted interventions, including risk assessments, compliance monitoring, health check-ups, safety kit distribution, toolbox talks, and regular safety audits. We trained our workers on safe practices, emergency preparedness, and their rights under labour laws – ensuring they remained both protected and informed.

We also prioritised infrastructure improvements by ensuring access to clean drinking water, hygienic sanitation, and adequate rest areas. Contract agencies were audited for statutory compliance, and feedback mechanisms were established to continuously monitor and enhance safety standards. To foster a sense of pride and accountability, we recognised contractors and departments that demonstrated exemplary welfare practices.

The initiative yielded tangible benefits, including improved worker morale, early detection of health risks, increased safety awareness, and adherence to safety and labour laws. The initiative helped us build an inclusive, respectful, and safety-first culture, leading to higher retention and a more resilient workforce across our operations.

Static Electricity and Flash Fire Protection Programme

As part of our commitment to operational safety, we initiated the Static Electricity and Flash Fire Protection programme to proactively eliminate fire and explosion risks associated with static electricity buildup in areas handling flammable materials. The programme was designed to prevent ignition sources in hazardous environments, implement effective grounding and bonding systems, control static charge during operations, and enhance awareness of static safety practices. The overarching objective was to proactively safeguard personnel, assets, and the environment from flash fire incidents.

To achieve this, we identified high-risk zones involving flammable materials, including solvent transfer points, powder handling areas, and material loading/unloading sections. These areas were equipped with grounding and bonding systems across equipment, pipelines, and storage tanks. Anti-static materials, tools, and PPE were introduced to minimise charge accumulation. In addition, we developed and enforced SOPs, installed safety signage, and mandated the use of anti-static clothing, gloves, and footwear in designated zones.

Preparedness was strengthened through regular training sessions, toolbox talks, and mock drills. Monitoring and inspection activities were conducted routinely to ensure the reliability of bonding/grounding systems. Fire detection and suppression systems were deployed in high-risk areas to ensure emergency preparedness. All incidents, near-misses, and unsafe conditions were reported and analysed to support continuous improvement.

The programme delivered measurable outcomes, including increased hazard awareness, improved safety behaviour and enhanced compliance with internal SOPs and external safety standards. During FY 2024-25, no static electricity-induced fire incidents were reported. All critical areas were successfully equipped with bonding and grounding systems. The initiative contributed to the standardisation of static protection measures across units, reinforcing a safety-first culture throughout the organisation.

Near Miss Reporting Campaign

The Near Miss Reporting Campaign was launched to promote a proactive safety culture across all operational sites by encouraging employees and contractors to report near-miss incidents. The initiative aimed to prevent potential accidents by identifying and addressing unsafe conditions early. To support this, toolbox talks and awareness sessions were conducted to educate teams on the importance of near miss reporting and the process involved. Reported incidents were acknowledged by site leadership, and high-potential cases received special rewards and recognition from senior management.

To support the initiative, a structured Safety Suggestion Reporting Drive was implemented. Awareness sessions were conducted by engineers, supervisors, and safety officers on topics such as road safety to initiate dialogue and build understanding. Employees were trained to document and submit safety suggestions using a standardised format, with daily collection facilitated through drop boxes and direct submissions. Each suggestion underwent joint review by EHS managers, relevant employees, area in-charges, and safety officers to determine appropriate corrective actions, which were then communicated and executed by designated area in-charges. Progress was tracked through monthly updates, ensuring transparency and follow-through.

During FY 2024-25, the campaign resulted in a significant increase in near-miss reporting across departments and contractor teams. Several high-potential cases were identified and resolved, helping to avert possible incidents. The initiative led to improved hazard awareness, stronger communication between teams and management, and enhanced compliance with safety protocols. By embedding a prevention-focused mindset and encouraging continuous improvement, the campaign played a pivotal role in reinforcing a transparent and accountable safety culture throughout the organisation.

Striving towards Community Upliftment

At Cohance, we believe that our responsibility extends beyond scientific innovation and commercial success, it encompasses a broader mission to uplift communities, protect the environment, and contribute to sustainable development.

Our CSR philosophy is anchored in the principle of *Sustainable, Replicable, and Impactful Interventions through Community Involvement*. This approach ensures that our initiatives are not only responsive to immediate needs but also designed to deliver long-term value. Our efforts span a wide spectrum – from enhancing access to quality healthcare and supporting inclusive education, to promoting environmental stewardship and enabling infrastructural support for underserved populations. Each initiative is carefully crafted to drive measurable impact and foster systemic change.

By aligning our CSR strategy with national development priorities and global sustainability goals, we ensure that our interventions remain relevant, resilient and future-ready, contributing to a more equitable, healthier and sustainable future for all.

Community Engagement

At Cohance Lifesciences, community engagement is integral to our CSR philosophy, rooted in trust, inclusivity and shared progress. We engage regularly with local communities through need assessment surveys, direct interactions, site visits, community development programmes, impact assessments, corporate communication materials and grievance mechanisms.

Our CSR interventions are designed based on insights gathered from these assessments, often conducted in collaboration with government bodies and implementation partners.

We adopt a participatory approach, involving community members in the planning and execution stages to ensure that our programmes are inclusive and tailored to local needs. Transparent communication is maintained with all stakeholders, including NGOs, local authorities and community representatives, fostering long-term collaboration and mutual respect. Our Annual Report and Sustainability Report serve as key tools for communicating our performance and progress to stakeholders, and we continue to explore additional platforms to enhance transparency and outreach.

We have implemented local community engagement and development programmes across all our operating locations. Further, we conducted social impact assessments, including gender impact assessments for 60% of our locations.[79] These assessments help us measure outcomes, gather feedback and refine our strategies to remain responsive to evolving community needs.

Additionally, communities can raise concerns through site-level CSR/EHS point-of-contacts. We are currently in the process of developing a structured community grievance mechanism to streamline reporting, monitoring and resolution, reinforcing our commitment to transparency and responsiveness in all our engagements.

Our CSR Vision

To Uplift Children	To Uplift Society	To Uplift Forestation
For Better Future	For Better Future	For Better Green Planet

CSR Spend
₹ 11.265 Cr

Beneficiaries
57,242

[79] GRI 413-1: 413-1 Operations with local community engagement, impact assessments, and development programs

CSR Policy and Governance

At Cohance, our CSR initiatives are guided by a well-defined CSR Policy and aligned with Schedule VII of the Companies Act, 2013. These principles ensure that our efforts are both purposeful and compliant with regulatory standards.

Our governance framework is led by the CSR Committee of the Board, which plays a pivotal role in shaping and overseeing our CSR strategy. The Committee is responsible for formulating and periodically reviewing the CSR Policy, preparing the annual budget and action plan, and supervising the implementation of CSR activities. In addition to strategic oversight, the CSR Committee actively monitors the progress of ongoing projects and regularly reports their status to the Board, ensuring transparency, accountability, and sustained impact.

Managing Potential Impacts on Local Communities

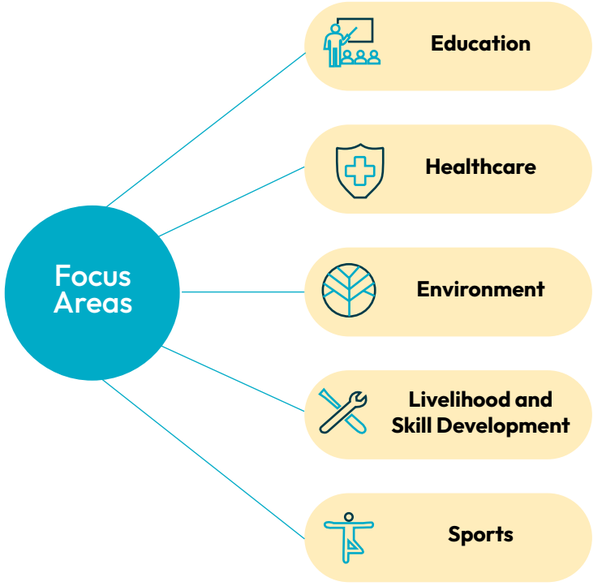
At Cohance, we recognise that responsible operations go hand in hand with safeguarding the well-being of the communities surrounding our facilities. We have identified certain operational locations where potential negative impacts may arise due to environmental factors such as air and noise emissions, transportation of hazardous materials, and waste management practices.

These potential impacts are systematically identified through a combination of environmental and social impact assessments, internal Environment, Health and Safety (EHS) reviews, compliance audits, and stakeholder consultations. We also factor in community feedback and the proximity of our sites to sensitive areas, such as residential zones, to ensure a holistic evaluation.

A few operational sites have been classified under this category, based on the scale and nature of activities and their closeness to local communities. To mitigate these risks, we have implemented a range of proactive measures, including:

- Installation of pollution control equipment such as scrubbers and real-time emission monitoring systems
- Development of green belts and deployment of noise control mechanisms
- Scheduling of material transportation to minimise community disruption
- Strengthening of hazardous waste management and co-processing initiatives
- Implementation of Zero Liquid Discharge (ZLD) systems where applicable
- Community awareness and engagement programs to foster transparency and trust

Progress on these mitigation plans is tracked through a robust monitoring framework that includes periodic internal and external audits, compliance reporting to regulatory authorities, and site-level EHS dashboards. We also maintain documentation of stakeholder feedback and grievance redressal records, which are reviewed regularly by our ESG or Sustainability Committee as part of our broader governance structure.



Education – Nurturing Minds, Shaping Futures

We believe that quality education is one of the most powerful tools for creating lasting change. It not only transforms individual lives but also strengthens communities and contributes to long-term economic stability. By making education a central focus of our CSR efforts, we are working to close opportunity gaps, support inclusive growth, and prepare the next generation for the future. Our initiatives span across digital literacy, scholarship programmes, educational aid, mobile laboratories, mobile education vans and infrastructural support for schools – tailored to meet the diverse needs of underserved populations. These efforts reflect our strategic commitment to building a more equitable and empowered society through education.

4,600
Students benefitted from Mobile Education Van – Laboratory in a box (Telangana)

2,843
Students supported through scholarships and education aid (Telangana)

2,000
Students benefitted from Mobile Science Laboratory (Telangana)

2,000
Girl students benefitted from renovation of Girl Schools (Telangana and Gujarat)

400
Students benefitted from construction of Science Block at Chinmaya Vishwa Vidyapeeth (Kerala)

200
Students benefitted from Digital Classroom at IIT Tirupati (Andhra Pradesh)

Constructed compound wall and infrastructure at SC Girls Hostel, benefitting
160
girl students (Telangana)

60
girl students benefitted from construction of a room for matron, kitchen, toilet block and store room (Gujarat)

Science on Wheels: Transforming Learning in Rural Telangana

To address the disparities in science education and digital learning in under-resourced schools, we launched transformative initiatives in Telangana, aimed at rural students. The programme comprised two core components — the Mobile Science Laboratory and the Laboratory in a Box (Education Van) — both designed to strengthen STEM learning and provide hands-on learning experiences to students for government and rural schools in remote areas. These mobile units travelled across villages, bringing science experiments, demonstrations, and digital content directly to schools that lacked basic laboratory infrastructure.

The Mobile Science Lab travelled to schools and focused on conducting live experiments and interactive science demonstrations, igniting curiosity and engagement among students. Similarly, the Education Van delivered structured digital and lab-based sessions tailored for students in grades 6 to 10, aligned with the state curriculum. Teachers were also trained to effectively utilise these resources, thereby enhancing their ability to teach scientific concepts. This dual approach ensured that both students and educators benefitted from the initiative.

These programmes yielded positive outcomes. Students who had never encountered a science laboratory before were able to access first-time lab experience, leading to increased interest and understanding in science subjects. Teachers reported improved classroom engagement and better comprehension of scientific principles among students. In FY 2024-25, over 2,000 students benefitted from the Mobile Science Lab, while the Education Van reached more than 4,600 students. Feedback from educators was overwhelmingly positive, and measurable improvements in science learning outcomes were observed. This initiative stands as a testament for leveraging mobility and innovation to expand access to quality education and empower rural communities through science.

Healthcare – Nurturing Lives Through Accessible Healthcare

Access to basic healthcare remains a challenge in many areas, often hindered by economic, geographic, and social barriers. As part of our CSR commitment, we focus on addressing these gaps through targeted initiatives that promote well-being and dignity in care. We actively strengthen grassroots healthcare by working collaboratively with trusted implementation partners across urban, rural and tribal regions, promoting preventive care and expanding access to essential medical services. Our efforts include providing mid-day meals and nutritious food to school students, supporting children undergoing cancer treatment, and offering ambulance services to ensure timely medical assistance. These programmes reflect our belief that healthcare is not just a necessity, but a right – and a foundation for building healthy, resilient, and inclusive communities.

Constructed central kitchen in school, which will support **25,000** meals per day upon its commencement from FY 2025-26 (Telangana)

15,000 Villagers benefitted from medical camps near Suryapet facility (Telangana)

7,286 Students benefitted from Mid Day Meal Programme in government schools (Telangana)

4,728 Children with cancer received food provisions (Telangana)

1,500 Villagers benefitted from ambulance services at Mukhtyala (Andhra Pradesh)

Accommodated and supported **175** cancer-surviving children (Telangana)

4,000 households provided with safe drinking water

Shelter, Strength and Support—Easing ss the Cancer Journey for Children

We launched an initiative in Telangana to support children undergoing cancer treatment. Recognising the immense physical, emotional, and financial burden faced by low-income families who travel to urban hospitals for treatment, the initiative aimed to ease their journey by providing nutritious meals and temporary accommodation during the treatment period.

Implemented in collaboration with cancer hospitals and NGOs, the programme distributed nutrition kits tailored to the dietary needs of children battling cancer. These kits were provided regularly to ensure consistent nutritional support, which is vital for recovery and treatment efficacy. In addition, short-stay accommodation was arranged for children and their caregivers, with a focus on hygiene, comfort, and emotional well-being. This holistic approach helped create a supportive environment for both patients and their families.

The nutritional support contributed to improved treatment outcomes, while safe and accessible shelter reduced stress and logistical challenges for families. Importantly, the programme helped prevent treatment discontinuation due to financial hardship — a common risk among vulnerable families.

In FY 2024-25, over 3,600 children benefitted from the initiative, and several families received accommodation support during treatment. Caregivers and healthcare providers reported high levels of satisfaction, highlighting the initiative's positive impact on both health and morale.

Livelihood and Skill Development – Empowering Youth, Enabling Progress

We recognise that empowering one youth with the right skills can uplift an entire family and strengthen the fabric of society. As part of our CSR commitment to inclusive growth, we focus on enhancing employability across diverse sectors beyond our core pharmaceutical domain. In collaboration with implementation partners, we continue to support capability-building initiatives that benefit hundreds of young individuals from rural and semi-urban communities.

240 youth benefitted from vocational skill development (Telangana and Andhra Pradesh)

Our efforts include the establishment of state-of-the-art facilities for hands-on training in pharmaceutical manufacturing, as well as support for vocational skill development programmes targeting youth from Telangana and Andhra Pradesh. These initiatives reflect our dedication to creating sustainable livelihood opportunities and fostering self-reliance among the next generation.

Environment – Caring for People and the Planet

We believe that caring for people begins with caring for the planet. As Cohancers, we understand that clean surroundings and access to basic sanitation are essential for public health and overall well-being. Our initiatives focus on creating a lasting impact through tree plantation drives that enhance green cover and improve air quality and provide for the development of natural habitat.

1 lakh+ trees planted for elephant conservation (Uttar Pradesh)

Benefitted around **50** rescued elephants in having a natural habitat for recovery

Funded the training of around **50** Olympic Gold aspirants

Creating Green Corridors for Elephant Conservation

As part of our commitment to environmental sustainability and biodiversity preservation, we launched a large-scale afforestation initiative in Uttar Pradesh. The project aimed to support elephant conservation by restoring degraded land and creating a green corridor that facilitates safe elephant movement and habitat connectivity. This initiative also aligned with broader climate action goals by increasing green cover and promoting carbon sequestration.

In collaboration with local forest authorities and ecological experts, over 100,000 native trees were planted. The species were carefully selected to support the dietary and migratory needs of elephants, while also improving the overall health of the forest ecosystem. The plantation site is being actively monitored for tree survival and growth, ensuring long-term sustainability. Additionally, the initiative generated local employment opportunities, engaging community members in plantation and maintenance activities.

The creation of a green corridor has enhanced habitat connectivity for elephants, supporting their conservation in the region. This initiative stands as a model for integrating conservation goals with community engagement and climate action, demonstrating how targeted afforestation can support both wildlife and environmental sustainability.

Sports – Fueling Dreams, Building Champions

At Cohance Lifesciences, we believe in the transformative power of sports to inspire discipline, resilience and excellence. As part of our CSR commitment to nurturing future-ready communities, we actively support initiatives that empower young athletes to pursue their dreams. Through strategic funding and mentorship programmes, we have supported the training of around 50 Olympic gold aspirants, helping them access world-class coaching and facilities. These efforts reflect our dedication to fostering talent, promoting physical well-being and contributing to a culture of achievement and national pride.

Fostering Customer-Centric Partnerships

Delivering meaningful and lasting customer experiences is a cornerstone of our business strategy. We go beyond conventional service delivery to build relationships rooted in trust, relevance, and shared success. Every customer interaction is viewed as an opportunity to create value through thoughtful engagement, tailored solutions, and a deep understanding of evolving needs.

We foster a culture of agility and continuous improvement, enabling us to respond swiftly to challenges and adapt to changing customer expectations. This culture of responsiveness and innovation enables us to stay ahead of the curve and consistently deliver outcomes that matter.

We believe strong customer relationships are built on transparency, collaboration, and a shared vision. By aligning our solutions with their evolving business priorities and industry dynamics, we co-create solutions that are not only impactful today but also resilient for tomorrow. Customer-centricity is embedded across our organisation, ensuring that our services remain adaptive, forward-looking and consistently relevant.

We maintain regular engagement with our customers through calls, emails, in-person and virtual meetings, our website, feedback channels, and customer satisfaction surveys. This ongoing dialogue helps us stay attuned to their needs and continuously refine our offerings.

Cohance proudly serves global pharmaceutical companies across CDMO, APIs, specialty chemicals and FDF. Our customer base spans mid-sized to large enterprises, reflecting our ability to scale and tailor solutions to meet diverse and complex requirements.

Customer Satisfaction

Customer satisfaction is a key priority for us, and we continuously strive to exceed expectations each step of the way. Our focus is on delivering exceptional product quality that aligns with their requirements. We believe that satisfied customers are the cornerstone of long-term success and are committed to fostering loyalty through transparent communication, proactive support and a deep understanding of each customer's unique requirements.

We employ various tools and methodologies to gauge customer satisfaction, including regular feedback, performance reviews and customer satisfaction surveys.

Customer Health and Safety

At Cohance, safeguarding the health and safety of our customers is a fundamental pillar of our sustainability commitment. We take our responsibility for product safety seriously and integrate it into every stage of our operations – from design to delivery.

To uphold the highest standards, we rigorously comply with national and international health regulations. Our Quality Assurance (QA) programme is designed not just to meet regulatory requirements but to exceed them, ensuring consistent product performance and safety. Through robust testing protocols and stringent quality control measures, we maintain reliability across all production cycles.

Our Quality Management System (QMS) consultancy and design services provide expert support to help organisations align with industry best practices and regulatory expectations. We invest in continuous training and development to equip our teams with the skills and knowledge needed to uphold these standards. We ensure that qualified personnel (QP/RP) can manage and oversee quality processes, reinforcing our commitment to excellence.

In addition, our comprehensive risk management framework enables us to proactively identify, assess, and mitigate risks throughout the production lifecycle. Our detailed SOPs ensure consistent quality across all operations, thereby minimising errors and deviations. We regularly conduct reviews and audits to ensure compliance with regulatory standards and drive continuous improvement. During the reporting period, 100% of our significant product categories were assessed for

health and safety impacts as part of product lifecycle management. Assessments were carried out in compliance with CPCB, SPCB, ISO standards and pharmaceutical industry regulations to ensure safe product development, manufacturing and distribution[80]. We did not report any incidents of non-compliance concerning the health and safety impacts of our products[81].

Good Manufacturing Practices (GMP)

Regulatory authorities enforce GMP, which ensures that drugs are consistently produced and controlled according to quality standards, personnel hygiene, equipment maintenance, and manufacturing process validation.

Testing

Before any drug is released for public use, it undergoes rigorous testing to assess the quality, safety, efficacy.

Risk Management

Quality risk management strategies are in place to monitor and mitigate any potential risks.

Regulatory Approval and Compliance

The manufacturing units are approved by regulatory authorities (like USFDA, EMA, PMDA, MFDS etc.)

Post-Marketing Service

We are responsible for the continuous monitoring of product safety. We also have market complaints and market returns procedures in place to resolve customer concerns.

Product Recalls and Safety Alerts

Procedures are in place to inform local and international regulatory authorities in case of any product deficiency that may pose a risk to public safety; such products are then recalled.

Customer Grievance Mechanism

We recognise that a transparent, accessible, and responsive grievance mechanism is essential to maintaining trust and accountability across our stakeholder ecosystem. Our grievance redressal framework is designed to ensure that customer concerns are addressed promptly, fairly, and effectively. To facilitate ease of access, we offer a multi-channel grievance reporting system that includes written communication, verbal discussions, and dedicated phone support. This mechanism is available to all stakeholders – customers, employees, value chain partners, and shareholders – ensuring inclusivity and responsiveness.

Once a concern is raised, it is systematically logged and routed to the relevant department for investigation and resolution. Each case is handled with diligence, and feedback is provided to the complainant to ensure transparency throughout the process.

[80] GRI 416-1 Assessment of the health and safety impacts of product and service categories; [81] GRI 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services

Responsible Marketing[82]

At Cohance, responsible marketing is integral to our business ethos. We comply with international standards and labelling requirements, ensuring that all our products carry clear, accurate and comprehensive information for safe and informed usage.

As a leading Contract Development and Manufacturing Organisation (CDMO), we work closely with global pharmaceutical and fine chemical companies, supporting their innovation journeys through strategic partnerships and tailored engagements. We primarily operate under the B2B model wherein we supply products to leading pharmaceutical companies who manage the final marketing and distribution to healthcare professionals and patients. To support their efforts, we provide comprehensive product information that enables accurate communication with end-users.

We prioritise ethical communication and transparency in all our interactions. Our marketing practices are designed to be clear, responsible, and respectful, avoiding any form of exploitation or misleading content. In the event of a product-related concern, our robust product recall process ensures that customers are promptly informed and supported. This includes immediate alerts, guidance on safe return or disposal, and assistance with any health or safety implications.

Transparency extends beyond marketing to our supply chain. Through Material Safety Data Sheets (MSDS), we disclose detailed information about the origin, quality, and safe handling of raw materials and components as well as the guidelines for their responsible disposal. These documents also highlight any environmental or social impacts, helping our customers understand the broader implications of our products and make informed decisions aligned with their sustainability goals.

To maintain high standards, our marketing materials undergo rigorous internal reviews to ensure full compliance with applicable laws and industry guidelines. Our internal policies are regularly updated to reflect evolving regulatory frameworks and best practices. Additionally, we provide comprehensive product leaflets and patient information documents that clearly outline safe usage instructions, helping end-users avoid potential health risks.

During the reporting period, there were no instances of non-compliance related to product and service information, labelling, and marketing communications[83].

Customer Privacy[84]

At Cohance Lifesciences, we have established a comprehensive Data Protection Framework that aligns with ISO 27001 information security standards as well as applicable local IT and data protection regulations. Our approach ensures full compliance with both internal policies and external regulatory requirements concerning customer data privacy.

We implement strict role-based access controls to safeguard customer data, ensuring that only authorised personnel can access sensitive information. To maintain robust cybersecurity, we conduct regular IT audits, vulnerability assessments, and security checks. All employees and contractors are bound by legally enforceable confidentiality agreements, reinforcing our commitment to data protection. In addition, we conduct ongoing awareness and training programmes across all our sites to promote a culture of privacy and ensure that all team members understand their responsibilities regarding customer data.

During the reporting period, we did not receive any substantiated complaints from outside parties and regulatory bodies regarding breaches of customer privacy. Furthermore, there were no identified incidents of customer data breaches, thefts or loss involving customer data.

[82] GRI 417-1 Requirements for product and service information and labeling; [83] GRI 417-2 Incidents of non-compliance concerning product and service information and labeling, GRI 417-3 Incidents of non-compliance concerning marketing communications; [84] GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data

Sustainable Innovation

At Cohance Lifesciences, sustainability is embedded in our core purpose; it shapes the way we innovate, operate and grow. Guided by our 'Power of One' philosophy, we take a unified approach that blends scientific excellence, technological advancement and environmental responsibility throughout the product life cycle. From early-stage research and development to manufacturing and distribution, we make conscious decisions that support both improved healthcare outcomes and a healthier planet. Our commitment to responsible product development ensures that eco-conscious practices are seamlessly integrated into our operations.

Our Approach to Green Chemistry and Life Cycle Thinking

We have embedded green chemistry principles at the heart of our operations. Our Manufacturing Science and Technology (MSAT) team conducts detailed Life Cycle Assessments (LCA) of high-volume products, enabling us to evaluate the environmental footprint from raw material sourcing to end-of-life. These insights allow us to target the most impactful areas of intervention such as reducing water consumption, lowering solvent usage and optimising energy efficiency. This initiative plays a vital role in reducing our ecological footprint and reinforcing the environmental responsibility embedded in our product portfolio.

By tracking Green Chemistry Process Intensification (PI) values, we measure how effectively we are minimising hazardous inputs, maximising atom economy and improving yield while lowering waste. This data-driven approach ensures that our processes are not only compliant but also progressively cleaner, safer and more sustainable.

During the reporting period, we completed Life Cycle Assessments (LCA) for nine products, representing approximately 40% of our total product portfolio. We remain committed to expanding this initiative and aim to conduct LCAs for all products in the near future

Transforming Processes, Reducing Footprints

Eco-efficient Design

Incorporating solvent recovery, process simplification and energy optimisation.

Circular Economy Integration

Converting by-products into valuable inputs for other industries, reducing disposal and supporting zero landfill goals.

Sustainable Packaging Solutions

Develop eco-friendly packaging by using recyclable and biodegradable materials, reducing material usage and adopting innovative technologies to minimise environmental impact.

Emission and Waste Reduction

Implementing corrective actions from LCA studies to cut down CO_2 emissions and hazardous waste generation.

Resource Efficiency

Using advanced simulations and modeling to shorten cycle times, thereby saving both energy and raw materials.

Innovation with Impact

Through the Power of One, we bring together scientific expertise, cross-functional collaboration and innovation-driven culture to deliver sustainable value. Our approach to sustainability-driven innovation goes beyond regulatory compliance, it reflects our vision of a future where chemistry, technology and responsibility converge. By embedding LCA, green chemistry principles and PI metrics into our processes, we ensure that every molecule we develop contributes meaningfully to economic growth, environmental stewardship and social responsibility. This integrated mindset empowers us to deliver healthcare solutions that are not only effective but also aligned with the broader goals of sustainability and shared progress.

Managing Responsible Product Development

The Manufacturing Science and Technology (MSAT) and Operational Excellence (OE) team plays a central role in driving process improvements, manufacturing excellence, scale-up support, and safety awareness across the organisation. Its responsibilities include identifying and resolving equipment bottlenecks, exploring and implementing innovative technologies, and conducting GAP analyses to bridge discrepancies between Standard Operating Procedures (SOPs) and actual practices.

The team also focuses on optimising product yields by studying yield trends and eliminating variations using DMAIC (Define, Measure, Analyse, Improve, Control) and statistical analysis methods. Through operational excellence projects, it enhances study capacity and supports continuous improvement. The MSAT and OE team evaluates facility capabilities, monitors production batches, identifies deviations, and provides troubleshooting and documentation support for process validation. It coordinates with stakeholders to investigate production deviations and integrate cutting-edge technologies aligned with the company's manufacturing model.

Safety being a key priority, the Committee actively participates in Process Hazard Analysis (PHA), risk assessments for new products and facilities, and supports engineering teams in completing HAZOP recommendations and incident investigations.

The MSAT Committee will continue to champion continuous innovation and operational excellence by adopting advanced technologies, enhancing staff training, and refining risk assessment and mitigation strategies. Through our concerted efforts, the Committee remains instrumental in upholding our commitment to responsible product development and management.

Annexures

GRI Content Index

Cohance Lifesciences Limited has reported the information cited in this GRI content index for the period 1st April 2024 to 31st March 2025 'with reference' to the GRI Standards.

GRI Standard	Disclosure	BRSR	Location / Section	Page Number
	General Disclosures			
GRI 2: General Disclosures 2021	2-1 Organisational details	Section A: I	Cohance Lifesciences at a Glance, Geographical Footprint	17
	2-2 Entities included in the organisation's sustainability reporting	Section A: I-13	Introduction to the Report	9-11
	2-3 Reporting period, frequency and contact point	Section A: I-9	Introduction to the Report	9-11
	2-4 Restatements of information	-	Introduction to the Report	-
	2-5 External assurance	Section A: I-14, 15	Introduction to the Report	11
	2-6 Activities, value chain and other business relationships	Section A: II- 17, 18	Cohance Lifesciences at a Glance, Responsible Supply Chain	17, 50-55
	2-7 Employees	Section A: IV-20	Strengthening Our People and Partnerships. Driven by People, Defined by Purpose	77
	2-8 Workers who are not employees	Section A: IV-20	Strengthening Our People and Partnerships. Driven by People, Defined by Purpose	77
	2-9 Governance structure and composition	-	Our Corporate Governance and Our Board of Directors	37-39
	2-10 Nomination and selection of the highest governance body	-	Board Evaluation and Nomination and Selection of Directors	41-42
	2-11 Chair of the highest governance body	-	Our Board of Directors	38
	2-12 Role of the highest governance body in overseeing the management of impacts	P4-L1	Our Board of Directors	38
	2-13 Delegation of responsibility for managing impacts	P4-L1	Committees to the Board of Directors	37-39
	2-14 Role of the highest governance body in sustainability reporting	Section B: 8	Committees to the Board of Directors	37-39
	2-15 Conflicts of interest	P1-E6	Code of Conduct	45
	2-16 Communication of critical concerns	-	Whistleblower Policy / Vigil Mechanism	45-46
	2-17 Collective knowledge of the highest governance body	P1-E1	Board Age & Tenure	40
	2-18 Evaluation of the performance of the highest governance body	-	Board Evaluation and Nomination and Selection of Directors	41-42
	2-19 Remuneration policies	-	Board Remuneration	41-42
	2-20 Process to determine remuneration	-	Board Remuneration	41-42
	2-21 Annual total compensation ratio	P5-E3	Corporate Governance and Committees to the Board of Directors	39

GRI Standard	Disclosure	BRSR	Location / Section	Page Number
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	Section B: 7	Executive Chairman's Message	12-13
	2-23 Policy commitments	Section B: 1, P1-E4, P5-E9	Policies at Cohance Lifesciences	44
	2-24 Embedding policy commitments	Section B: 1, 2, P1-E1, L1, P5-E1	Policies at Cohance Lifesciences	44
	2-26 Mechanisms for seeking advice and raising concerns	Section A: VII-25, P3-E6, P5-E5, P8-E3	Grievance Mechanism	100
	2-27 Compliance with laws and regulations	P1-E2, E3, P6-E13	Compliance Strategy	46
	2-28 Membership associations	P7-E1	Cohance Lifesciences at a Glance | Membership of Associations	30-33
	2-29 Approach to stakeholder engagement	P4-E1, E2	Human Rights	30-33
	2-30 Collective bargaining agreements	-	Human Rights	82
Material topics				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Section A: VII-26	Stakeholder Engagement and Materiality Assessment	30-33
	3-2 List of material topics	Section A: VII-26	Stakeholder Engagement and Materiality Assessment	30-33
	3-3 Management of material topics	Section A: VII-26	Stakeholder Engagement and Materiality Assessment	30-33
Economic Performance				
GRI 3: Material Topics 2021	3-3 Management of material topics		Economic Performance	59-60
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	-s	Economic Performance	59-60
Indirect Economic Impacts				
GRI 3: Material Topics 2021	3-3 Management of material topics	-	Striving towards Community Upliftment	92-97
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	-	Striving towards Community Upliftment	92-97
	203-2 Significant indirect economic impacts	-	Striving towards Community Upliftment	92-97
Procurement Practices				
GRI 3: Material Topics 2021	3-3 Management of material topics	-	Sustainable Supply Chain	51-55
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	P8-E4	Sustainable Supply Chain	51-55
Anti-corruption				
GRI 3: Material Topics 2021	3-3 Management of material topics	P1-E4	Ethical Business Practices - Anti-Bribery and Anti-Corruption	45
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	-	Ethical Business Practices - Anti-Bribery and Anti-Corruption	45
	205-2 Communication and training about anti-corruption policies and procedures	-	Ethical Business Practices - Anti-Bribery and Anti-Corruption	45
	205-3 Confirmed incidents of corruption and actions taken	P1-E5, E7	Ethical Business Practices - Anti-Bribery and Anti-Corruption	45

GRI Standard	Disclosure	BRSR	Location / Section	Page Number
Anti-competitive Behaviour				
GRI 3: Material Topics 2021	3-3 Management of material topics	P7-E2	Ethical Business Practices - Anti-Bribery and Anti-Corruption	45
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	P7-E2	Ethical Business Practices - Anti-Bribery and Anti-Corruption	45
Tax				
GRI 3: Material Topics 2021	3-3 Management of material topics	-	Tax Governance	60-61
				60-61
GRI 207: Tax 2019	207-1 Approach to tax	-	Tax Governance	60-61
	207-2 Tax governance, control, and risk management	-	Tax Governance	60-61
	207-3 Stakeholder engagement and management of concerns related to tax	-	Tax Governance	60-61
	207-4 Country-by-country reporting	-	Tax Governance	73
Materials				
GRI 3: Material Topics 2021	3-3 Management of material topics	Principle 2	Material Management	73
GRI 301: Materials 2016	301-1 Materials used by weight or volume	-	Material Management	73
	301-2 Recycled input materials used	P2-L3	Material Management	73
	301-3 Reclaimed products and their packaging materials	P2-E3, L5	Material Management	73
Energy				
GRI 3: Material Topics 2021	3-3 Management of material topics	Principle 6	Energy Management	66-69
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	P6-E1	Energy Management	66-69
	302-3 Energy intensity	P6-E1	Energy Management	66-69
	302-4 Reduction of energy consumption	-	Energy Management	66-69
Water and Effluents				
GRI 3: Material Topics 2021	3-3 Management of material topics	Principle 6	Water Management	69-71
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Principle 6	Water Management	69-71
	303-3 Water withdrawal	P6-E3, L1	Water Management	69-71
	303-4 Water discharge	P6-E4, E5, L1	Water Management	69-71
	303-5 Water consumption	P6-E3, L1	Water Management	69-71
Biodiversity				
GRI 3: Material Topics 2021	3-3 Management of material topics	Principle 6	Biodiversity Management	74
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	P6, E11	Biodiversity Management	74
	304-2 Significant impacts of activities, products and services on biodiversity	P6, L3	Biodiversity Management	74
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	-	Biodiversity Management	74

GRI Standard	Disclosure	BRSR	Location / Section	Page Number
Emissions				
GRI 3: Material Topics 2021	3-3 Management of material topics	Principe 6	Climate Change and Emission Management	64-66
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	P6-E7	Climate Change and Emission Management	64-66
	305-2 Energy indirect (Scope 2) GHG emissions	P6-E7	Climate Change and Emission Management	64-66
	305-3 Other indirect (Scope 3) GHG emissions	P6, L2	Climate Change and Emission Management	64-66
	305-4 GHG emissions intensity	P6-E7, L2	Climate Change and Emission Management	64-66
	305-5 Reduction of GHG emissions	P6-E8	Climate Change and Emission Management	64-66
GRI 305: Emissions 2016	305-6 Emissions of ozone-depleting substances (ODS)	-	Climate Change and Emission Management	64-66
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	P6-E6	Air Emission Management	64-66
GRI 306: Waste 2020				
GRI 3: Material Topics 2021	3-3 Management of material topics	Principle 6	Waste Management	71-73
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	-	Waste Management	71-73
	306-3 Waste generated	P6-E9	Waste Management	71-73
	306-4 Waste diverted from disposal	P6-E9	Waste Management	71-73
	306-5 Waste directed to disposal	P6-E9	Waste Management	71-73
Supplier Environmental Assessment				
GRI 3: Material Topics 2021	3-3 Management of material topics	Principle 6	Sustainable Supply Chain	51-55
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	-	Sustainable Supply Chain	51-55
Employment				
GRI 3: Material Topics 2021	3-3 Management of material topics	-	Driven by People, Defined by Purpose | Employee Attraction and Retention	78-79
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Section A: IV-22	Employee Attraction and Retention	78-79
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	P3-E1	Employee Well-being	80
	401-3 Parental leave	P3-E5	Employee Well-being	80
Occupational Health and Safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	-	Fostering a Safety-First Culture	85-91
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	P3-E10	Fostering a Safety-First Culture	85-91
	403-2 Hazard identification, risk assessment, and incident investigation	P3-E10	Fostering a Safety-First Culture	85-91
	403-3 Occupational health services	-	Fostering a Safety-First Culture	85-91

GRI Standard	Disclosure	BRSR	Location / Section	Page Number
	403-4 Worker participation, consultation, and communication on occupational health and safety	-	Fostering a Safety-First Culture	85-91
	403-5 Worker training on occupational health and safety	-	Fostering a Safety-First Culture	85-91
GRI 403: Occupational Health and Safety 2018	403-8 Workers covered by an occupational health and safety management system	-	Fostering a Safety-First Culture	85-91
	403-9 Work-related injuries	P3-E11, E12, E15	Fostering a Safety-First Culture | Safety Performance	85-91
	403-10 Work-related ill health	P3-E11, E12, E15	Fostering a Safety-First Culture | Safety Performance	85-91
Training and Education				
GRI 3: Material Topics 2021	3-3 Management of material topics	-	Driven by People, Defined by Purpose | Learning and Development	81
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	P3-E8, P5-E1	Learning and Development	81
	404-2 Programs for upgrading employee skills and transition assistance programs	P3-E8, L4	Learning and Development	81
	404-3 Percentage of employees receiving regular performance and career development reviews	P3-E9	Performance Management	81
Diversity and Equal Opportunity				
GRI 3: Material Topics 2021	3-3 Management of material topics	-	Our Board Diversity | Diversity and Inclusion	79
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Section A: IV-20, 21	Our Board Diversity | Diversity and Inclusion	79
	405-2 Ratio of basic salary and remuneration of women to men	P5-E2	Fair Remuneration	83
Non-Discrimination				
GRI 3: Material Topics 2021	3-3 Management of material topics	-	Human Rights	82
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	P5-E6	Human Rights	82
Freedom of Association and Collective Bargaining				
GRI 3: Material Topics 2021	3-3 Management of material topics	-	Striving towards Community Upliftment	93-97
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-	Striving towards Community Upliftment	93-97
Child labor				
GRI 3: Material Topics 2021	3-3 Management of material topics	-	Human Rights	82
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	-	Human Rights	82

GRI Standard	Disclosure	BRSR	Location / Section	Page Number
Forced or compulsory labor				
GRI 3: Material Topics 2021	3-3 Management of material topics	-	Human Rights	82
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	-	Human Rights	82
Rights of Indigenous Peoples				
GRI 3: Material Topics 2021	3-3 Management of material topics	-		
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	-	Human Rights	82
Local Communities				
GRI 3: Material Topics 2021	3-3 Management of material topics	-	Striving towards Community Upliftment	93-97
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	P6-E12	Striving towards Community Upliftment	93-97
	413-2 Operations with significant actual and potential negative impacts on local communities	-	Striving towards Community Upliftment	93-97
Supplier Social Assessment				
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	-	Sustainable Supply Chain | Supplier Assessment	51-55
	414-2 Negative social impacts in the supply chain and actions taken	P3-E14, P5-E10	Sustainable Supply Chain | Supplier Assessment	51-55
Customer Health and Safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	-	Fostering Customer-Centric Partnership | Customer Health & Safety	98-101
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	-	Fostering Customer-Centric Partnership | Customer Health & Safety	98-101
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	-	Fostering Customer-Centric Partnership | Customer Health & Safety	98-101
Marketing and Labelling				
GRI 417: Marketing and Labelling 2016	417-1 Requirements for product and service information and labelling	P9-L2, L4	Responsible Marketing	101
	417-2 Incidents of non-compliance concerning product and service information and labelling	-	Responsible Marketing	101
	417-3 Incidents of non-compliance concerning marketing communications	-	Responsible Marketing	101
Customer Privacy				
GRI 3: Material Topics 2021	3-3 Management of material topics	P9-E7	Customer Privacy	101
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	P9-E7	Customer Privacy	101

Alignment with UNGC Principles

Principle Number	UNGC Principle	Section in the Report	Page Number
Human Rights			
1	Business should support and respect the protection of internationally proclaimed human rights	Driven by people, Defined by Purpose | Human Rights	82
2	Make sure that they are not complicit in human right abuses	Driven by people, Defined by Purpose | Human Rights	82
Labour			
3	Business should uphold the freedom of association and the effective recognition of the right to collective bargaining	Driven by people, Defined by Purpose | Human Rights	82
4	Elimination of all forms of forced and compulsory labour	Driven by people, Defined by Purpose | Human Rights	82
5	Effective abolition of child labour	Driven by people, Defined by Purpose | Human Rights	82
6	Elimination of discrimination in respect of employment and occupation	Driven by people, Defined by Purpose | Human Rights	82
Environment			
7	Business should support a precautionary approach to environmental challenge	Environmental Resilience	63-74
8	Undertake initiatives to promote greater environmental responsibility	Environmental Resilience	63-74
9	Encourage the development and diffusion of environmentally friendly technologies	Environmental Resilience	63-74
Anti-Corruption			
10	Business should work against corruption in all its forms including extortion and bribery	Ethical Business Practices	45

Mapping with UN SDGs

Sustainable Development Goals (SDGs)	Description	Section in the report	Page number
	SDG 1: No Poverty End poverty in all its forms everywhere	Strengthening Our People and Progressing Together	76
	SDG 2: Zero Hunger End hunger, achieve food security and improved nutrition and promote sustainable agriculture	Strengthening Our People and Progressing Together	76
	SDG 3: Good Health and Well-being Ensure healthy lives and promote well-being for all at ages	Strengthening Our People and Progressing Together	76
	SDG 4: Quality Education Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	Strengthening Our People and Progressing Together	76
	SDG 5: Gender Equality Achieve gender equality and empower all women and girls	Strengthening Our People and Progressing Together	76
	SDG 6: Clean Water and Sanitation Ensure availability and sustainable management of water and sanitation for all	Environmental Resilience, Strengthening Our People and Progressing Together	63, 76
	SDG 7: Affordable and Clean Energy Ensure access to affordable, reliable, sustainable and modern energy for all	Environmental Resilience	63
	SDG 8: Decent Work and Economic Growth Promote sustained, inclusive, and sustainable economic growth, full and productive employment and decent work for all	Materiality Assessment, Strengthening Our People and Progressing Together	36, 76
	SDG 9: Industry, Innovation, and Infrastructure Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation	Environmental Resilience, Strengthening Our People and Progressing Together, Sustainable Innovation	63, 76
	SDG 12: Responsible Consumption and Production Ensure sustainable consumption and production patterns	Sustainable Supply Chain, Environmental Resilience, Strengthening Our People and Progressing Together	51-55, 63, 76
	SDG 13: Climate Action Take urgent action to combat climate change and its impacts	Environmental Resilience, Strengthening Our People and Progressing Together	63, 76
	SDG 15: Life on Land Protect, restore and promote sustainable use of terrestrial ecosystems, sustainable manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	Environmental Resilience, Strengthening Our People and Progressing Together	63, 76

Glossary of Abbreviations

AC	Audit Committee
ADC	Antibody Drug Conjugates
ANFD	Agitated Nautch Filter Driers
API	Active Pharmaceutical Ingredient
BL	Business Leadership
CAPA	Corrective and Preventive Actions
CDMO	Contract Development and Manufacturing
CEMS	Continuous Emission Monitoring Systems
CEO	Chief executive officer
CETP	Common Effluent Treatment Plant
CG & ESG	Corporate Governance and ESG
CGWA	Central Ground Water Authority
CoC	Code of Conduct
Cofepris	Comisión Federal para la Protección contra Riesgos Sanitarios
CSFA	Contractor Safety Field Audits
CSR	Corporate Social Responsibility
DM	De-Mineralised
DMAIC	Define, Measure, Analyse, Improve, Control
EBITDA	Earnings Before Interest, Taxes, Depreciation, and Amortization
EDQM	European Directorate for the Quality of Medicines and Healthcare
EIA	Environmental Impact Assessments
EMS	Environmental Management System
ERM	Enterprise Risk Management
ESG	Environmental, Social, and Governance
FE	Financial Expertise
GE	Global Experience
GHG	Green House Gas
GMP	Good Manufacturing Practices
GRI	Global Reporting Initiative
HAZOP	Hazard and Operability Study
HIRA	Hazard Identification and Risk Assessment
HVAC	Heating, Ventilation, and Air Conditioning
IBA	Investments, Banking and Authorisations Committee
IICA	Indian Institute of Corporate Affairs
ILO	International Labour Organisation

Ind AS	Indian Accounting Standards
ISAE	International Standard on Assurance Engagements
ISMS	Information Security Management System
ITMS	Information Technology Management System
ITPS	Information Technology Security Policy
ITSP	Information Technology Security Policy
JSA	Job Safety Analysis
KFDA	Korea's Ministry of Food and Drug Safety
MOH	Ministry of Health
MSAT	Manufacturing Science and Technology
N&R	Nomination and Remuneration
NRC	Nomination and Remuneration Committee
NVG	National Voluntary Guidelines
ODS	Ozone Depleting Substances
PHA	Process Hazard Analysis
PMDA-Japan	(Pharmaceuticals and Medical Devices Agency
PMF	Performance Management Framework
PPA	Power Purchase Agreements
PPE	Personnel Protective Equipment
PSSR	Pre-Startup Safety Review
QMS	Quality Management System
R&D	Reaserch and Development
RCVD	Rotocone Vacuum Dryers
RM	Risk Management
RMC	Risk Management Committee
ROCE	Return on Capital Employed
SASB	Sustainability Accounting Standards Board
SBTi	Science Based Targets initiative
SDG	Sustainable Development Goals
SRC	Stakeholders Relationship Committee
T&I	Technology and Innovation
UN SDG	United Nations Sustainable Development Goals
UNGC	United Nations Global Compact
US FDA	United States Food and Drug Administration
ZLD	Zero Liquid Discharge

INDEPENDENT ASSURANCE STATEMENT

To

The Management of Cohance Lifesciences Limited

Introduction and objectives of work

The Management of **Cohance Lifesciences Limited** (hereafter stated as "Cohance" or the "Company") have engaged us to undertake an Independent Assurance of the company's Sustainability report for the financial year ended **31st March 2025** (**i.e., Cohance Lifesciences Sustainability Report (FY 2024-25)**) and provide Limited Assurance Statement on the aforesaid report. Cohance has prepared the Sustainability Report with reference to Global Reporting Initiative (GRI) Standards, 2021 with stated parameters (Annexure 1) for the reporting period (FY 2024-25), based on which this overall assessment has been carried out. This Assurance Statement applies to the related information included within the scope of work described below.

Intended User

The intended user of this assurance statement is Cohance. We disclaim any liability or responsibility to a third party for decisions, whether investment or otherwise, based on this assurance Statement. Bureau Veritas planned and performed the work to obtain the evidence, considered necessary to provide a basis for our assurance opinion. The assurance engagement considers an uncertainty of ±5% based on materiality threshold for estimation / measurement errors and omissions. We did not engage with any external stakeholders as part of this assurance engagement.

Scope of Work

We have performed the Limited Assurance for Sustainability report verification engagement in accordance with ISAE 3000 methodology and in line with the requirements of Bureau Veritas's standard procedures and guidelines for External Assurance of Sustainability Reports, based on current best practice in independent assurance for the reporting period 1st April 2024 to 31st March 2025. The selected GRI disclosures referred to in Appendix – 1 for this statement.

The reporting boundaries considered for this reporting period are as follows.

Site	Site Address
Corporate Office	202, 2nd floor, A-wing, Galaxy by Aurobindo Realty, Sy No 83/1, Hyderabad Knowledge City, TSIIC, Raidurg Panmaktha Plot No.1, Hitech City Road, Opp. IKEA, Hyderabad, Telangana - 500081, India
Registered Office	215 Atrium, C Wing, 8th Floor, 819-821, Andheri (East), Chakala, Mumbai, Maharashtra - 400093, India

API R&D Unit-I	Building No. 119, Synergy Square-1, Genome Valley, Turkapally Village, Shameerpet Mandal, Medchal-Malkajgiri Dist., Hyderabad - 500078, India
CDMO R&D Unit-I	Building No. 119, Synergy Square-1, Genome Valley, Turkapally Village, Shameerpet Mandal, Medchal-Malkajgiri Dist., Hyderabad - 500078, India
FD R&D	Plot No. 10/8, A-Block, 4th Floor, CDC Towers, Road No. 05, IDA Nacharam, Uppal Mandal, Medchal-Malkajgiri Dist., Telangana - 500076, India
API Unit-I	R.S. No. 50/1, Mukteswarapuram Village, Jaggaiahpet Mandal, NTR Dist., Andhra Pradesh - 521457, India
API Unit-II	Plot No. 27C, Denotified Area, APSEZ, Gurajapalem Village, Atchutapuram, Rambilli Mandal, Anakapalli Dist., Andhra Pradesh - 531011, India
API Unit-III	Plot No. 3102/B, GIDC, Ankleshwar, Bharuch Dist., Gujarat - 393002, India
CDMO Unit-I	Plot No. 7-138, Sy No. 99, 101-109, Dasaigudem, 6th Ward, Suryapet Town, Suryapet Mandal, Suryapet Dist., Telangana - 508213, India
CDMO Unit-II	Plot No. 18 A & B, Phase III, IDA Jeedimetla, Quthbullapur Mandal, Medchal-Malkajgiri Dist., Telangana - 500055, India
CDMO Unit-III	Plot No. 266, 296 to 271, 274 & 279, Phase II, IDA Pashamylaram, Patancheru Mandal, Sangareddy Dist., Telangana - 502307, India
CDMO Unit-IV	Plot No. A21, Road No. 10, IDA Nacharam, Uppal Mandal, Medchal-Malkajgiri Dist., Telangana - 500076, India
CDMO Unit-V	Plot No. 48, Road No. 07, J.N. Pharma City, Parawada, Anakapalli Dist., Andhra Pradesh - 531021, India
Specialty Chemicals Unit-I	Plot No. 65 to 67, J.N. Pharma City, Thanam Village, Parawada Mandal, Anakapalli Dist., Andhra Pradesh - 531019, India

FDF Unit-I	Plot No. A-19/C, A-23A, A-23B, Road No. 18, IDA Nacharam, Uppal Mandal, Medchal-Malkajgiri Dist., Telangana - 500076, India
FDF Unit-II	Plot No. PI/B, Survey No. 423 & 424, Green Industrial Park, TSIIC, Polepally Village, Jadcherla Mandal, Mahabubnagar Dist., Telangana - 509301, India
FDF Unit-III	Plot No. 262 & 263, Phase II, IDA Pashamylaram, Patancheru Mandal, Sangareddy Dist., Telangana - 502307, India
FDF Unit-IV	Plot No. 9A (1), Sy No. 99/1, GMR Hyderabad Aviation SEZ, Mamidipally Village, Shamshabad, Balapur Mandal, Ranga Reddy Dist., Telangana - 500108, India

As part of its Independent Assurance, we assessed the appropriateness and robustness of underlying reporting systems and processes used to collect, analyze and review the information reported. In this process, we undertook the following activities:

Assessment was conducted by means of physical site visits at Hyderabad's corporate office, API Unit II Atchutapuram, API Unit VI Parwada, R&D Units at Genome Valley, FDF Unit II Shamshabad, API Unit I Jaggaiahpeta and Virtual audit of Registered Office, Mumbai.

Bureau Veritas interviewed personnel of Company including HR & Admin, EHS, Engineering & Maintenance, SCM, Finance & Accounts, Quality Assurance & Quality Control, Legal & Compliance, Information Technology and other relevant departments and review of Company's data & information systems for collection, aggregation, analysis and review.

Data on various GRI disclosures were assessed for the locations that were visited. Later, it was confirmed that the same assessed data went into preparation of the final data within the Sustainability Report 2024-25.

Management Responsibility

The Selection of reporting criteria, reporting period, reporting boundary, monitoring and measurement of data, preparation, and presentation of information in the Sustainability report are the sole responsibility of the Company and its management. We are not involved in drafting or preparation of Sustainability Report. Our sole responsibility is to provide Independent Assurance on the Sustainability report for the financial year ended 31st March 2025.

Our findings

On the basis of our methodology and the activities described above,

- Nothing has come to our attention to indicate that the GRI disclosures are inaccurate or that the information included therein is not fairly stated.

- It is our opinion that Company has established appropriate systems for the collection, aggregation, and analysis of data on Sustainability/Non-Financial performance disclosures with reference to GRI.
- The Sustainability Report provides a fair representation of the Company's activities as included therein.
- The information is presented in a clear, understandable, and accessible manner, and allows readers to form a balanced opinion over the Company and status during the reporting period.

Limitations and Exclusions

Excluded from the scope of our work is any assurance of information relating to:

- Activities outside the defined assurance period.
- Positional statements (expressions of opinion, belief, aim or future intention by the Company and statements of future commitment).
- Competitive claims in the report claiming, "first company in India", "first time in India", "first of its kind", etc.

Our assurance does not extend to the activities and operations of the Company outside of the scope and geographical boundaries as well as the operations undertaken by any subsidiaries or joint ventures of the Company.

Our assurance of economic and financial performance data or information on the Company is based only on the annual audited statement of accounts of the Company for the Financial Year 2024-25, and our conclusions rest solely upon that audited report.

This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist within the Report.

Conclusion

The Sustainability Report prepared by Cohance Lifesciences Limited determined to fairly represent GRI disclosures, with no material inaccuracies detected for the reporting period 01st April 2024 to 31st March 2025.

Statement of Independence, Integrity, and Competence

Bureau Veritas is an independent professional services company that specialises in quality, environmental, health, safety, and social accountability with over 196 years history. Its assurance team has extensive experience in conducting assessment over environmental, social, ethical and health and safety information, systems and processes.

Bureau Veritas operates a certified Quality Management System which complies with the requirements of ISO 9001:2015 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Bureau Veritas has implemented and applies a Code of Ethics, which meets the requirements of the International Federation of Inspections Agencies (IFIA), across the business to ensure that its employees maintain integrity, objectivity, professional competence and due care, confidentiality, professional behaviour, and high ethical standards in their day-to-day business activities.

The assurance team for this work does not have any involvement in any other Bureau Veritas projects with Cohance Lifesciences Limited.

Competence

The assurance team has extensive experience in conducting assurance over environmental, social, ethical, and health & safety information, systems and processes an excellent understanding of Bureau Veritas standard methodology for the Assurance of Sustainability Reports.

Restriction on use of Our Report

Our Limited Assurance report for Sustainability Report have been prepared and addressed to the Management of Cohance Lifesciences Limited at the request of the company solely to assist the company in reporting on the Company's Sustainability performance and activities. Accordingly, we accept no liability to anyone, other than the Company. Our deliverables should not be used for any other purpose or by any person other than the addressees of our deliverables. The Firm neither accepts nor assumes any duty of care or liability for any other purpose or to any other party to whom our Deliverables are shown or into whose hands it may come without our prior consent in writing.

Ahamed Mohiuddin SYED Lead Assuror **Bureau Veritas (India) Private Limited** **Hyderabad, India** **Dt: 13.11.2025**	**Munji Rama Mohan RAO** Technical Reviewer **Bureau Veritas (India) Private Limited** **Hyderabad, India** **Dt: 14.11.2025**

Appendix-1

GRI Standard	Disclosure
GRI 2: General Disclosures	2-1 Organisational details
	2-2 Entities included in the organization's sustainability reporting
	2-3 Reporting period, frequency and contact point
	2-4 Restatements of information
	2-5 External assurance
	2-6 Activities, value chain and other business relationships
	2-7 Employees
	2-8 Workers who are not employees
	2-9 Governance structure and composition
	2-10 Nomination and selection of the highest governance body
	2-11 Chair of the highest governance body
	2-12 Role of the highest governance body in overseeing the management of impacts
	2-13 Delegation of responsibility for managing impacts
	2-14 Role of the highest governance body in sustainability reporting
	2-15 Conflicts of interest
	2-16 Communication of critical concerns
	2-17 Collective knowledge of the highest governance body
	2-18 Evaluation of the performance of the highest governance body
	2-19 Remuneration policies
	2-20 Process to determine remuneration
	2-21 Annual total compensation ratio
	2-22 Statement on sustainable development strategy
	2-23 Policy commitments
	2-24 Embedding policy commitments
	2-26 Mechanisms for seeking advice and raising concerns
	2-27 Compliance with laws and regulations
	2-28 Membership associations
	2-29 Approach to stakeholder engagement
	2-30 Collective bargaining agreements
GRI 3: Material Topics	3-1 Process to determine material topics
	3-2 List of material topics
	3-3 Management of material topics
GRI 204: Procurement Practices	204-1 Proportion of spending on local suppliers
GRI 201: Economic Performance	201-1 Direct economic value generated and distributed
GRI 203: Indirect Economic Impacts	203-1 Infrastructure investments and services supported
	203-2 Significant indirect economic impacts
GRI 205: Anti-corruption	205-1 Operations assessed for risks related to corruption
	205-2 Communication and training about anti-corruption policies and procedures
GRI 206: Anti-competitive Behaviour	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices

GRI Standard	Disclosure
GRI 207: Tax	207-1 Approach to tax
	207-2 Tax governance, control, and risk management
	207-3 Stakeholder engagement and management of concerns related to tax
	207-4 Country-by-country reporting
GRI 301: Materials	301-1 Materials used by weight or volume
	301-2 Recycled input materials used
	301-3 Reclaimed products and their packaging materials
GRI 302: Energy	302-1 Energy consumption within the organization
	302-3 Energy intensity
	302-4 Reduction of energy consumption
GRI 303: Water and Effluents	303-1 Interactions with water as a shared resource
	303-3 Water withdrawal
	303-4 Water discharge
	303-5 Water consumption
GRI 304: Biodiversity	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas
	304-2 Significant impacts of activities, products and services on biodiversity
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions
	305-2 Energy indirect (Scope 2) GHG emissions
	305-3 Other indirect (Scope 3) GHG emissions (Select categories)
	305-4 GHG emissions intensity
	305-5 Reduction of GHG emissions
	305-6 Emissions of ozone-depleting substances (ODS)
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions
GRI 306: Waste	306-3 Waste generated
	306-4 Waste diverted from disposal
	306-5 Waste directed to disposal
GRI 403: Occupational Health and Safety	403-1 Occupational health and safety management system
	403-2 Hazard identification, risk assessment, and incident investigation
	403-3 Occupational health services
	403-4 Worker participation, consultation, and communication on occupational health and safety
	403-5 Worker training on occupational health and safety
	403-8 Workers covered by an occupational health and safety management system
	403-9 Work-related injuries
	403-10 Work-related ill health
GRI 308: Supplier Environmental Assessment	308-1 New suppliers that were screened using environmental criteria
GRI 401: Employment	401-1 New employee hires and employee turnover
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

GRI Standard	Disclosure
	401-3 Parental leave
GRI 404: Training and Education	404-1 Average hours of training per year per employee
	404-2 Programs for upgrading employee skills and transition assistance programs
	404-3 Percentage of employees receiving regular performance and career development reviews
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees
	405-2 Ratio of basic salary and remuneration of women to men
GRI 406: Non-discrimination	406-1 Incidents of discrimination and corrective actions taken
GRI 407: Freedom of Association and Collective Bargaining	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk
GRI 408: Child Labor	408-1 Operations and suppliers at significant risk for incidents of child labor
GRI 409: Forced or Compulsory Labor	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor
GRI 411: Rights of Indigenous Peoples	411-1 Incidents of violations involving rights of indigenous peoples
GRI 413: Local Communities	413-1 Operations with local community engagement, impact assessments, and development programs
	413-2 Operations with significant actual and potential negative impacts on local communities
GRI 414: Supplier Social Assessment	414-1 New suppliers that were screened using social criteria
	414-2 Negative social impacts in the supply chain and actions taken
GRI 416: Customer Health and Safety	416-1 Assessment of the health and safety impacts of product and service categories
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services
GRI 417: Marketing and Labelling	417-1 Requirements for product and service information and labelling
	417-2 Incidents of non-compliance concerning product and service information and labelling
	417-3 Incidents of non-compliance concerning marketing communications
GRI 418: Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data

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202, 2nd Floor, B-Wing, Galaxy by Aurobindo Realty, Sy No 83/1 Hyderabad Knowledge City TSIIC Raidurg, Panmaktha Plot 1 Hitech City Rd, opp. IKEA, Hyderabad, Telangana 500081.