



THE
VIVID VISION
2029

Our Journey Toward Industry Leadership



zymo
PRANAM



With gratitude and pride, we share our new vision...

A few years ago, we set out with a dream our **Vivid Vision 2026**.
Today, we are proud to say: we achieved it.

What once felt ambitious has now become our foundation. Together, we have built **Zymo Cosmetics** into a company that reflects our deepest values where learning thrives, creativity is encouraged, innovation is constant, and people feel truly valued and empowered.

This milestone belongs to all of us.

Thank You.

But while we take a moment to celebrate, we also recognize something important this is not the destination. It is just the beginning of what we are capable of.

And that brings us to what's next...

With the same belief, clarity, and collective strength, we are excited to share our **Vivid Vision 2029**.

This new vision is not just about growth it is about evolution. It reflects who we are becoming, the impact we want to create, and the higher standards we are ready to set for ourselves.

We dare to dream again do you?

As you go through this document, we invite you to see yourself in this journey once more. Because just like before, this vision will only become reality through shared ownership, aligned efforts, and unwavering commitment.

In the pages ahead, we have clearly defined our: **Purpose (Why) Strategy (How) Goals (What)**.

Each of these is designed to guide us toward an even more remarkable future. Your role continues to be vital. Your ideas, your energy, and your belief will shape what 2029 looks like for all of us.

Thank you for being part of this journey past, present, and future.

Let's build the next chapter together.

On behalf of Zymo Parivar,

Ankit Patel • Chaitanya Patel • Tarak Patel • Bharat Patel

It's 1st April 2029

**THE VISION WE ONCE IMAGINED IS NOW
WHAT WE HAVE ACHIEVED.**

This document reflects the achievements
we've accomplished from 2026–2029.
And today, we step forward to shape
Vivid Vision 2032.

Snapshot

Zymo's philosophy is rooted in creating real value that enhances lives and elevates brands. It stands as the first choice for brand owners by going beyond manufacturing, delivering thoughtful, value-driven solutions that make the world more beautiful.

Built on trust, care, and shared growth, Zymo nurtures a "Parivar" where every partner experiences not just service but meaningful collaboration, turning relationships into long-term success stories.

Core Values

At Zymo, every Zymist lives by the philosophy of “win-WIN-win” - putting the organisation’s interest as the top-most priority, focusing on solutions, learning from feedback, and letting data guide decisions. We do what must be done, not what’s comfortable, and always strive to stay ahead, making things happen rather than waiting. Leadership, responsibility, and humanity guide us as we build lasting relationships while empowering others and delivering meaningful impact every day.

- Live the philosophy of “win-WIN-win”.
- Focus on solutions, not problems.
- Don’t defend complaints – learn from them.
- Let data drive decisions.
- Do what must be done. Not what’s comfortable.
- Learn ahead – never the hard way.
- Make it happen.
- Lead – don’t follow.
- I am responsible for everything.
- Lead with humanity. Build lasting relationships.



The Company

Zymo Cosmetics is more than a manufacturer; it's a growth partner for brand owners, adding value through creative formulation, packaging, and market-differentiating ideas. Acting as the silent engine behind brands, Zymo enables fast-to-market innovation with reliable execution. Trusted for quality, compliance, and risk-free long-term partnerships, it operates as a process-driven, people-respected organisation with SOPs, KPIs, and dashboards to ensure predictable, scalable growth.

The Company

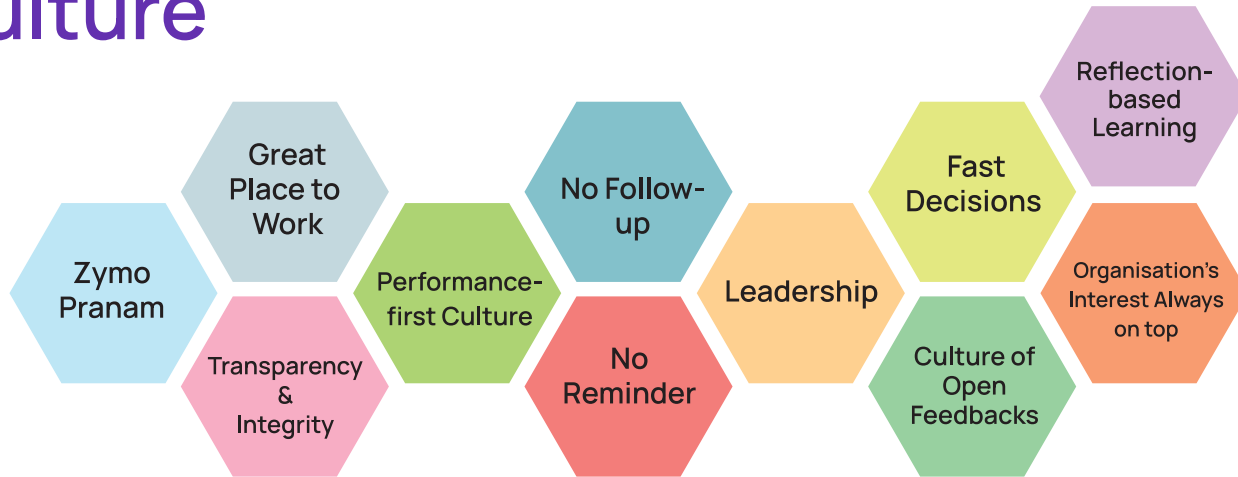


- Zymo is recognised as a leader, not a participant. **We think and act as an industry leader.** We shape standards, influence best practices, and raise quality benchmarks.
- We now have manufacturing facilities with advanced production technologies for **colour cosmetics and pharmaceutical ointment** formulations.
- As a company, we are focusing on backward and forward integrations to optimise and control supply-chain functions, product lead times, inventory management and product cost.
- Zymo and its group companies are combinedly IPO ready now.
- Our manufacturing units are **compliant with USFDA, EU and WHO regulations.**
- We are complying with various international Environment & Safety-related compliance certificates. We are now certified **ISO 14001 (International standard for Environmental Management Systems)** and **ISO 45001 (International standard for occupational health and safety management systems.)**

The Company

- We own a “**Zymo House**”. It is a center for various key functions like R&D, Quality Assurance, Product Testing, Hiring, L&D, Sales, Marketing, Purchase, and Finance.
- We have a centralised purchase operation for RM and PM to manage procurement for BPC, Colour Cosmetics, and Pharma Ointment.
- We have a centralised corporate people’s department. Each plant has a dedicated people’s department.
- We have a dedicated “**Centre of Excellence**” to promote continuous growth and leadership among Zymists. It is helping us always stay ahead of time.
- Our first line of Leadership operates independently with strategic clarity, allowing founders to focus on expansion, partnerships, & long-term growth planning.
- We have a dedicated **finance team led by the CFO**.
- All our functional units are **led by CEOs or Chief Officers and Plant Heads**.
- We choose the best – never the easiest. We deliver excellence and uncompromising standards in every product and process. We maintain a clean, organised, high-standard manufacturing environment.
- Zymo is capable of running its **operations across three shifts a day**.
- **Data is God here**. Facts and data analysis back all of our actions and decisions. This helps us implement actions more efficiently and cost-effectively.
- We use advanced technologies such as AI, ML, project management tools, ERP, and BI across the organisation to maximise productivity. Our integrated technology backbone connects ERP, production planning, inventory intelligence, cost control, and performance dashboards into a single decision-making system. The time saved through these tools is invested in strategic thinking and innovation for the organisation’s growth and overall development of Zymists.
- We have automated Inventory Systems for finished goods, raw materials, and packing materials stores.

Culture



At Zymo, culture isn't just a word; it's lived every day through ownership and accountability. Every Zymist takes responsibility not only for their work but for empowering those around them.

Our culture is felt, not told. Across the industry, Zymo stands out because of consistent behaviour that inspires trust, collaboration, and collective growth.

- We are proud to be known as the absolute best place to work in the cosmetic industry. **Zymo is certified as a “Great Place to Work” by an international certification body.**
- Our culture is consistent across all our business verticals, unified in values, aligned in processes, & connected through strong cross-location collaboration systems.
- **We at Zymo prioritise values and ethics in all our transactions.** We maintain a high-trust environment where transparency, honesty, and integrity guide all our interactions.
- We embrace problems or challenges to transform them into opportunities to learn, grow, excel, and achieve exceptional results. **We believe in transforming downturns into upturns; stumbling blocks into stepping stones.**
- As of April 2029, **we have successfully built a performance-first culture** where results matter, and excuses do not. **Every Zymist is motivated to do what is needed without cutting any corners.**

Culture

- We have created a culture of accountability and ownership. **Every Zymist executes their work without any follow-ups or reminders.**
- Every Zymist is motivated to develop a growth mindset - not only in terms of monetary, but in terms of growing holistically as a great leader.
- We have a structured coaching and mentorship program for Zymists. **Any Zymist can develop into a coach or mentor.** They guide other Zymists in leadership development, personal growth, financial discipline, healthy lifestyle, and work-life harmony.
- At every level, our leaders focus on developing and empowering more leaders and not just followers. **Each of our key players has empowered 5 additional leaders who lead teams of at least 3 Zymists.**
- Every Zymist is living a culture of win-WIN-win, putting the organisation's interest as the topmost priority. We do short, sweet, sufficient, and straight communication by using the right choice of words, voice tone & body language while keeping a smile on our face. **However, being nice is never an option when it compromises the organisation's interests.**
- We developed robust internal systems and processes at every level such that internal verbal communications are rare, and communication gaps are minimal.
- Our team is open to providing and receiving constructive feedback or addressing Areas of Improvement (AOI) either internally or externally. **We view AOIs as a learning opportunity to improve skills.**
- Zymists are leaders, regardless of title or position. Leaders always take action and make decisions, which lead to making certain mistakes. Mistakes are part of learning, and we support learning that comes from them. But we do not tolerate ignorance or negligence, as they reflect attitudes that hinder progress.
- **We prioritise reflection-based learning and encourage safe experimentation to drive innovation.** We conduct reflection sessions to review failures and mistakes without blame. We learn from them and convert them into solutions through the implementation of systems, processes, or guidelines.
- We believe in a culture of agility and collaboration. When problems can be solved through team suggestions or collaboration, we don't wait for Top Management's involvement. At least 50% of operational improvements come from internal team's suggestions.
- **Decision-making cycles are shortened through clear delegation.**
- We welcome everyone with our unique “**Zymo Pranam**”, a meaningful gesture that reflects our culture and shared values. It symbolises respect, unity, creativity, and enthusiasm. More than just a greeting, it strengthens team spirit, builds a sense of belonging, and reminds us that every individual contributes to our collective success.

Team

We have created an employer brand that naturally draws skilled professionals who thrive in a culture of ownership, accountability, and innovation. Zymo is a place where talent meets opportunity, and every Zymist is inspired to contribute their best.

Here, capability grows through mentoring, facilitating, guidance and dealing with challenges every day. Zymists are encouraged to think beyond boundaries, act responsibly, and grow with confidence, shaping both their journey and the future of Zymo.



The Team

- **The mission of our people's department is to remain in the hearts of Zymists for a lifetime**, inspire them for a lifetime and to provide them with the learnings they can carry through their lives. However, productivity and discipline are non-negotiable.
- We attract top talent who are highly competent, coachable, and align with our core values and fit well with the culture we have built. **We have a waitlist of candidates who are amazed by our culture and are looking for an opportunity to join our team.**
- We only hire people who are open to personal growth and development, and who are willing to contribute to the growth and development of the people they are working with.
- **Our mishire rate has reduced to 2%**, reflecting the strength of our positive and well-established workplace culture.
- **We have a flat organisational structure** where we foster more leadership opportunities and fewer hierarchical layers, making top leadership easily accessible for the bottom layer of the organogram.
- **As of April 2029, we have a dedicated team of 900 members** cumulatively for the Beauty & Personal Care (BPC), Pharma Ointment and Colour Cosmetic divisions. We have 500 members at BPC Unit 1, 150 members at BPC Unit 2, 100 members at Pharma Unit 1, and 100 members at Colour Cosmetics Unit 1 and 50 members for the centralized functions at the headquarters.
- Out of 500 members at BPC Unit 1 and 50 members at HQ, **100+ are associated with us for more than 5 years, and 250+ are associated with us for more than 2 years.**
- We have a structured performance evaluation system. We recognise and celebrate exceptional functional and behavioural performance of Zymists on a quarterly and annual basis.
- We continuously appreciate Zymists based on their performance, professional development over time, and dedication towards the organisation's growth & value system by special rewards and recognition schemes or initiatives for Zymists who have been associated with Zymo for more than 2 years.
- We have a core team of highly enthusiastic and empowered leaders who are intrapreneurs and runners and are competent to lead any business operation.
- We actively recognise and take special initiatives to enhance the overall well-being of our Zymists who have dedicatedly contributed to the organisation's growth for more than 6 years.
- We encourage the core team of Zymists to read regularly and remain competent in their roles. We promote health consciousness through yoga, meditation, and healthy eating habits.

The Team

- **We have dedicated teams of Zymists empowered to execute various functions.** Each function is led by an energetic and enthusiastic lead executive who has a team of executives, officers and associates.
- **We provide opportunities to young and aspiring talent through apprenticeships and internships.** Each department converts one apprentice or intern into a regular team member every year after structured training and learning.
- As of April 2029, we have a culture where training is not just part of sessions, but it's the essence of Zymo. **We have an automated Learning Management System (LMS)**, where our staff members can develop their Technical, Functional & Professional skills on their own.
- Our team is well-dressed and well-groomed. Their personality and attitude win over clients and guests even before they speak.
- **Staff members not covered under ESIC become eligible for the group health insurance policy** after completing their 6-month probation period. As they continue their association, the coverage gradually extends to up to 2 (two) family members upon completion of 2.5 years from their joining. Zymists who demonstrate long-term association and dedication to the organisation and achieve yearly milestones receive enhanced coverage limits and additional medical benefits.
- **We promote physical and mental well-being within the team.** We encourage practices such as yoga and meditation, organise sports activities, and conduct stress management workshops.
- Birthdays or special events in the lives of Zymists are celebrated thoughtfully, with a unique approach each year.
- **We encourage departments to celebrate their success stories.**
- **Every year, we plan an event where all our Zymists and their family members can participate and enjoy to the fullest.**
- We have planned **a religious tour specifically for the parents of our Zymists** who demonstrated excellent performance and long-term commitment.
- **We host an annual event to celebrate the organisation's achievements and performances,** followed by a gala event with fun activities and stage performances.
- In 2029, we have celebrated work anniversaries of Zymists who have been associated with us for more than 5 years, 10 years and 15 years.

Pruthvi Prajapati
Business Development
Zymist Since: 2023

Vaishali Sali
Business Development
Zymist Since: 2022

Ashu Patel
Business Development
Zymist Since: 2022

Manali Patel
Business Development
Zymist Since: 2024

Renita Nagani
Business Development
Zymist Since: 2024



“The Velocians in Business Development turn opportunities into unstoppable growth; every call, every strategy fuels the brand’s rise. Together, they are more than a team—they are the living pulse of our Vivid Vision, shaping the future side by side.”

Business Development

Zymo’s consultative approach makes us a true growth partner. By combining formulation innovation, operational reliability, and speed-to-market, we help brands confidently move their manufacturing to us.

We are recognised as a one-stop solution for Beauty & Personal Care, Colour Cosmetics, and Pharma Ointments. With a single vendor and one dedicated contact, brands enjoy simplicity, efficiency, and seamless collaboration.

Business Development



- **In the financial year 2028-29, Zymo has generated a combined revenue of 500 Cr.,** of which 350 Cr. is generated from BPC manufacturing, 75 Cr. from colour cosmetic manufacturing and 75 Cr. from pharma ointment manufacturing.
- **Combinedly, we have sold 12 Cr. units in the financial year 2028-29 in our various manufacturing facilities.**
- **We are exporting to more than 15 countries.** We have established region-specific sales partners in GCC, EU, Africa & Southeast Asia.
- We have a dedicated range of products, developed under our own brand, exclusively for export. **We export our own branded products to 5+ countries.**
- **We manufacture 25+ pharma brands,** including leading national companies and export-focused regulatory markets.
- **We have more than 150 active clients with balanced domestic & export accounts,** ensuring revenue stability & reduced client concentration risk.

Business Development

- Dedicated key account management structure drives more than 90% client retention rate.
- **Our top 25 clients contribute at least 3% to the overall revenue.**
- Each of our business development executives is continuously maintaining a pipeline of at least 50 active prospects aligned with the capacity & profitability. **Out of which 5 are highly potential to contribute at least 3% to the revenue in the coming 2 years.**
- **More than 1000 Cr. of business is in the pipeline of the organisation;** each business development executive is maintaining 100+ Cr. in their pipeline individually.
- Our new product development cycle, from concept to commercialisation, is streamlined to an average of 90 days.
- We provide exceptional expert guidance and support to our clients and prospects for the new product development. Helping our clients and prospects expand their product portfolio is not our duty but a ritual.
- Our business development lead executives continuously brainstorm new business growth ideas and research various key industry parameters. Based on this, we continuously share meaningful insights with our clients and prospects during in-person meetings, which support them in achieving their business growth milestones faster.
- We have launched the **Zymo Accelerator Program for startups** with product, regulatory, and go-to-market support across India and export markets. Zymo extends its expertise to support new emerging brands who has clear vision and roadmap ready to strongly establish in the market. **Every year we onboard at least 15 such new brands who has a potential to grow exponentially in the coming 2 years.**
- Our key accounts are actively grown through structured Zymo review meetings and long-term expansion planning. We do at least 1 in-person meeting every 2 months with our key clients to share and discuss on various business growth opportunities.
- **We have a total of 30 Zymists actively working for Business Development.** We have built a strong sales leadership layer that mentors new business development talent & drives disciplined execution.
- Our sales personnel focus on partnerships, not transactions. We follow transparent communication, make data-driven decisions, act as trusted advisors, and are known for high-quality consultation.

Marketing

Zymo marketing is crafted with deep empathy, addressing brand owners' pain points while fueling their growth ambitions. We combine research, strategy, and data-driven insights to make every product meaningful and market-ready.

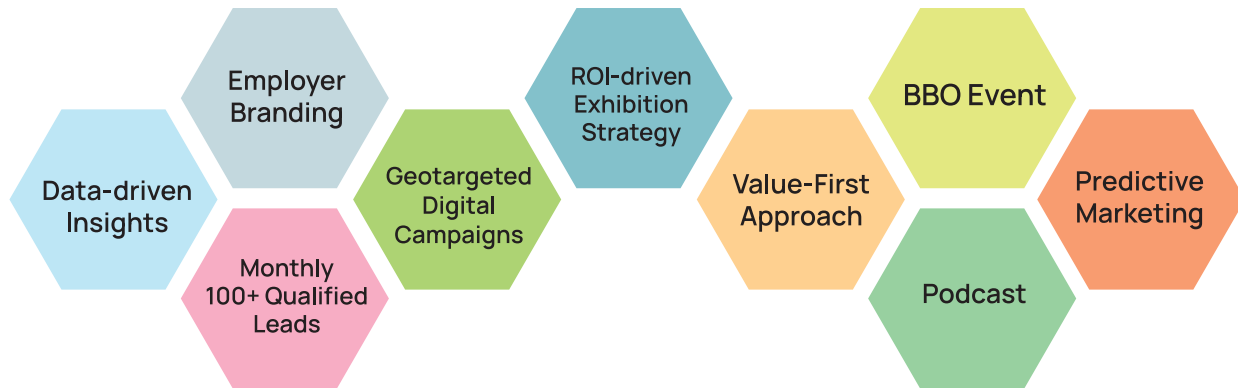
Our employer branding highlights infrastructure, culture, and leadership, positioning Zymo as a trusted partner and a preferred workplace in the cosmetics industry.

Rimpi Banerjee
Branding And Promotion
Zymist Since: 2022



“The Velocians in Marketing create campaigns that make brands unforgettable; every idea, every story sparks curiosity and connection.”

Marketing



- We have 50,000 followers on LinkedIn, 30,000 subscribers on Zymo Cosmetics Newsletter, 30,000 Subscribers on Career Compass Newsletter, 10,000 followers on Instagram, and 10,000 followers on Life@Zymo. We have 300+ Google Reviews.
- Through 360 ° marketing efforts, **we generate more than 100 qualified inbound B2B leads per month** that go to the sample development stage, with structured tracking of lead source, segment & conversion ratio.
- **At least 30% of total inquiries originate from export markets**, supported by geo-targeted digital campaigns & international platform presence.
- We participate in or visit 8 major national & international trade exhibitions annually, specifically for BPC and Colour Cosmetics, strengthening brand visibility & global lead generation.
- **We participate in the two biggest Pharma Expos, such as CPHI.**
- **Our exhibition strategy is ROI-driven** – every participation is measured by qualified leads generated, conversion rate, and long-term business value created.
- Our marketing and sales alignment ensures that every campaign directly contributes to measurable revenue growth, brand expansion, and brand authority strengthening.

Marketing

- **We have established a very strong presence of Zymo and Innovita in 10 countries** to be the best manufacturer based in India for beauty, personal care and colour cosmetics.
- **We prioritise a predictive marketing approach to reach out to prospective beauty brands.** We present Zymo as the first choice for cosmetics manufacturing in their mind. This makes it effortless to prospect them and onboard them for our business development team.
- **Our marketing strategy prioritises providing value to the client and prospects even before they start engaging with us.** For that, we execute various digital, offline and print media marketing campaigns which give our clients and prospects various insights and new product ideas to support their business growth. We plan and execute 1 such campaign every month.
- **We are organising an event for BBO.** We have built a community with our brand owners to be a strategic partner. We not only help them in developing a product but also assist them in creating a strong marketing profile.
- We provide beauty trends reports to our clients twice a year, which helps them in new product development.
- We share monthly success stories.
- **We have successfully started a podcast that is beneficial to the beauty brand owners and industry talents.** This will be a part of positioning Zymo as a brand supporter, not just a manufacturer.
- **Zymo is featured in beauty blogs and online magazines.**
- We have established **Zymo as a People Enterprise** by campaigning for showcasing the culture we live in, the success stories we generate, and the expertise we have through Newsletters, Blogs, Podcasts, Industrial Visits, free Seminars for College Students and Social Media.
- Our Co-founders and senior leadership maintain a strong professional presence on LinkedIn. Their profiles collectively reach 25,000+ industry contacts, strengthening credibility, partnerships & industry influence.
- **Each of the co-founders has 2000 followers on LinkedIn and 10000 followers on Instagram.**
- We have strengthened the Co-founder's personal brand through Newsletters, Magazines, Podcasts, Expert lectures, Seminars, Webinars, etc.



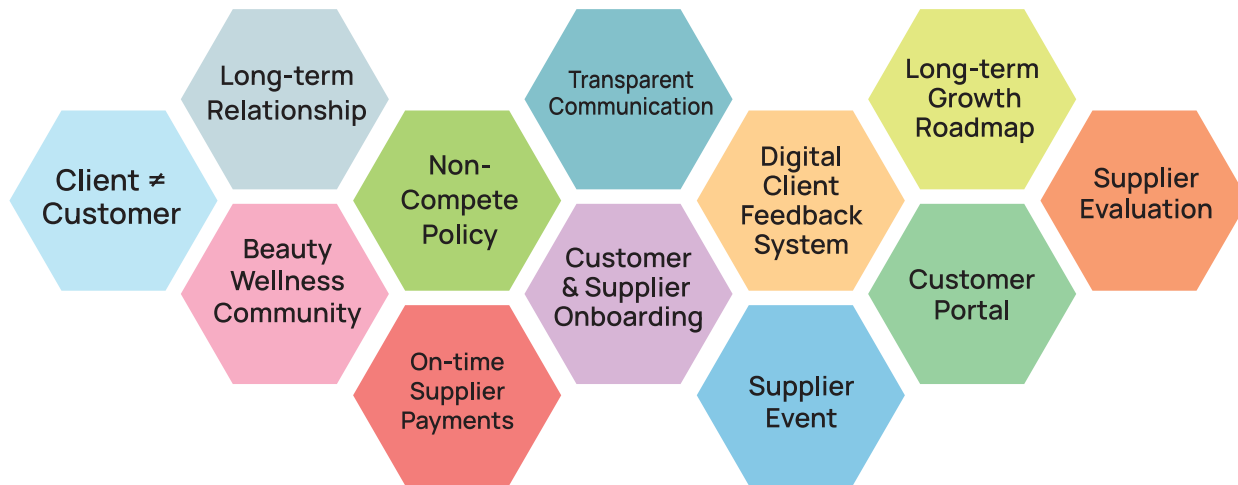
The Velocians in Client Relations build trust in every interaction, uniting partners and stakeholders to drive shared growth together.

Client Relations

Our clients include brand owners, end-users, business partners, vendors and service providers—each a strategic part of our ecosystem. Every Zymist, across roles and locations, is an empowered internal client driving shared growth.

We build long-term relationships based on trust, transparency, and consistent value creation, positioning Zymo as a preferred and dependable partner for each of our clients, internal or external.

Client Relations



- **We have built a loyal Beauty Wellness Community** that trusts our formulations, understands ingredients, engages with our experts, recommends us organically, and feels emotionally connected with our brand story. We become their go-to skin advisor, not just another brand.
- We share our vision and goals with our customers, suppliers, service providers, and Zymists to foster transparency and secure their support in achieving them.
- **We maintain a strict non-compete policy**, ensuring that our customers' proprietary formulations and ideas remain confidential and protected.
- **We maintain transparent communication with our customers to ensure clarity regarding rates, timelines, quality standards, and overall performance.**
- **We have a systematic and well-defined onboarding process for our customers.** We also follow a structured annual customer engagement initiatives to enhance the experience of BBOs working with us.
- We ensure that every new customer and their first order receive a delightful and memorable experience from us.
- **We assign a dedicated budget for our top-performing customers with a regular payment cycle**, to support them in their financially crunching situations during adverse business situations.
- **We implement a real-time digital client feedback system** and regularly use the feedback to drive continuous improvement through a structured feedback approach.

Client Relations

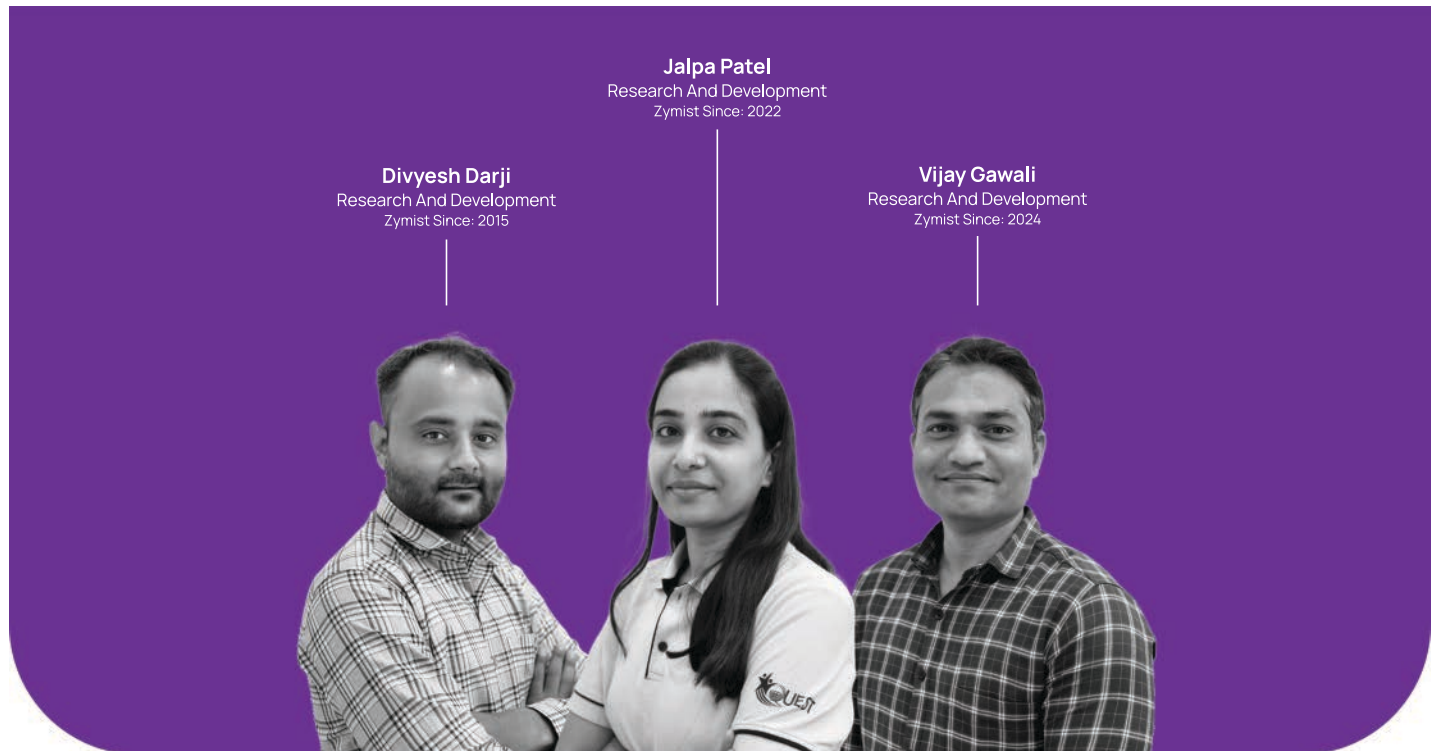
- We do an annual review meeting (1-to-1) with our customers to understand their success stories and challenges they are facing while working with Zymo.
- **Our strategic customers receive early access to upcoming formulations, packaging innovations, and trend-based product concepts before market release.**
- As of April 2029, **we have converted our top 10 clients into long-term strategic partners with 3-year structured growth roadmaps.**
- **Each BDE prepares a detailed client profile and maintains a KAM (Key Account Management) sheet,** building strong relationships with all relevant client departments. It contains detailed client history, case studies and performance records. They closely monitor the client's key products and demand - trends, ensure timely order placement during high-demand periods, proactively plan requirements, and act as the client's representative within our organisation, ensuring smooth coordination and complete client assurance.
- We build strong relationships with key customers by connecting with them personally, remembering birthdays, anniversaries, and work anniversaries, and celebrating these occasions with them.
- **We have a digital Customer Portal** where Customers have access to live order tracking, order dispatch documentation access, stability data, approved artworks, and Performance dashboards.
- **We consider our top suppliers as Strategic Partners,** working together on joint innovation and long-term growth.
- **We have a systematic and well-defined onboarding process for suppliers and service providers as well.**
- **We have a structured and well-defined supplier evaluation process.** We appreciate top-performing suppliers and service providers every year by acknowledging their product and service quality, on-time deliveries, fulfilment and rejection ratios, special support extended in challenging situations, and referrals of BBOs for product development, etc.
- We have structured and well-defined supplier payment policies. **More than 95% of undisputed supplier payments are made as per the agreed payment terms.**
- **We assign a dedicated budget to protect the financial interests of the top-performing suppliers during adverse business situations.**
- **We do a special initiative every year** for the suppliers to gather feedback, review performance certificates, analyse audit results, and discuss future growth plans.
- **Zymist Connect** - occasionally, we visit our proud Zymist's family members to share delightful moments together.

Research & Development

Zymo Cosmetics is built at the intersection of science, speed, and strategic innovation.

We don't create ordinary products; we build scalable, trend-leading formulations that empower brands to win. Our product development engine defines categories and drives our growth, revenue, and market leadership.

“The Velocians imagine, design, and create products that disrupt the ordinary. From spark to shelf, they turn ideas into market-changing realities.”



Research & Development



- **We have a dedicated Innovation & Future Trends division** that continuously tracks global beauty movements, ensuring Zymo launches ahead of the market – not behind it.
- **We have a dedicated R&D facility** with advanced equipment, tools and technology to support product & market research, formulation development, formulation optimisation, formulation testing, product claim evaluation, stability studies, preservative efficacy studies, product safety analysis, active presence, degradation & photostability, ingredients & packaging compatibility studies and regulatory compliance.
- Our R&D team specialises in the formulation of beauty and personal care products, colour cosmetic products, and pharma ointment products.
- We have a dedicated R&D team including competent formulation scientists, formulators, regulatory experts, packaging specialists & technical documentation professionals. **Our R&D team is of 25+ Zymists, with 3 formulation scientists of 10+ years of experience, 1 toxicologist, 1 fragrance specialist, 1 health and safety specialist and 1 regulatory compliance expert.**
- Clients rely on us for concept-to-market execution, not just formulation.
- We formulate products that are commercially viable, scalable, and data-driven. **At Zymo, we maintain a defined innovation pipeline from idea validation to formulation development to scalable production.** New product concepts are evaluated strategically, tested rigorously, and launched intelligently.
- We have a portfolio of sustainable packaging and formulations readily available for clients who want to use them as part of their brand identity.
- All new product samples are approved within the first or second trial in 90% of cases, reducing rework & development costs.

Research & Development

- Our Product Development team studies top-selling market products and focuses on matching or improving their formulas. We take inspiration from high-demand products in the market and create in-house formulas with added benefits or improved performance. **This helps us offer proven product ideas with enhancements to our clients, which helps in closing projects faster and staying ahead in the market.**
- We have a dedicated Zymist who is an expert in cost-optimising our existing products.
- The trend intelligence team shares **quarterly trend reports to our clients**, which cover texture evolution, sustainable formulation trends and regulatory updates.
- **Our R&D team collaborates with 10+ renowned and reliable CROs and institutions globally** to validate performance claims & ingredient efficacy at optimal prices with accurate results.
- We have a very well-defined system and process for smooth tech transfer of all our products with zero errors. **95% of our formulations scale successfully from lab to production without major rework.**
- Each new product development is assigned to a dedicated formulator responsible for overseeing the full cycle from concept to commercialisation, including formulation development, formulation evaluation, regulatory assessment, pilot batch preparation, tech-transfer document preparation, commercial batch manufacturing and technical evaluation of pilot and commercial batches to avoid any data integrity and communication gaps.
- **We proactively monitor ingredient bans or restrictions.** We maintain a diverse list of alternate raw material vendors to ensure no supply issues hinder our sample development.
- We have a separate and dedicated team for new packaging material development. Our PM NPD team is driven by a well-organised system and process, which makes the packaging selection and approval process fast and efficient, leaving our clients at ease and worry-free.
- **We conduct comprehensive packaging compatibility and feasibility studies, along with simulated transit trials**, including drop tests to ensure zero leakage, no breakage, and safe product delivery to the consumers.
- Our R&D and PM NPD departments are now fully compliant with the ISO 9001 QMS system.
- We continuously explore the possibility of joining hands with our clients having vision for a long-term association with us, **for research & development of exclusive formulation development technology.** Such developed exclusive technology can be jointly owned and shall be exclusively used for the product development of our clients, which can give them a competitive advantage over other brands.
- We work collaboratively with our business development team to present 2 new product concepts every month to our clients with supported product & market research data. **Out of these new product concepts, more than 50% gets selected by clients to add to their product portfolio.**
- **Zymo has successfully launched alcohol-free formulas for fragrance.**



“The Velocians stand as guardians of excellence, where uncompromising quality and trust define every product, every batch, and every process.”

Quality Assurance

Quality Control is not just a gatekeeper; it is a culture ambassador driving excellence in everything we create. At Zymo, we focus on defect prevention-not-defense through root cause analysis and continuous process improvement. Our zero-compromise approach protects our clients’ brands through disciplined processes, clear documentation, and rigorous quality checks.

Quality Assurance



- **We have an NABL-approved dedicated quality analysis centre equipped with advanced analytical equipment and test processes.** It has a team of competent and experienced quality experts and analysts. It gives a centralised quality testing facility to multiple manufacturing units of Zymo, its associate companies and other cosmetics and pharma manufacturers.
- We now have a manufacturing facility fully compliant with **Schedule M-II** of the Drugs and Cosmetics Act.
- We have successfully implemented a **Pharma-Aligned Quality System** in all our BPC and Colour Cosmetics manufacturing units, adopting pharmaceutical-grade discipline, documentation standards, and process controls.
- **Our quality centre is equipped with an advanced microbiology lab** to test RM, PM and finished products. We have in-house capability to test products for microbiology challenge test and PET test.
- We have started **special product testing, such as active assay, active potency, etc.,** for our top-selling products and products of our key clients to ensure the right dosage of active loading to build confidence in the product performance.

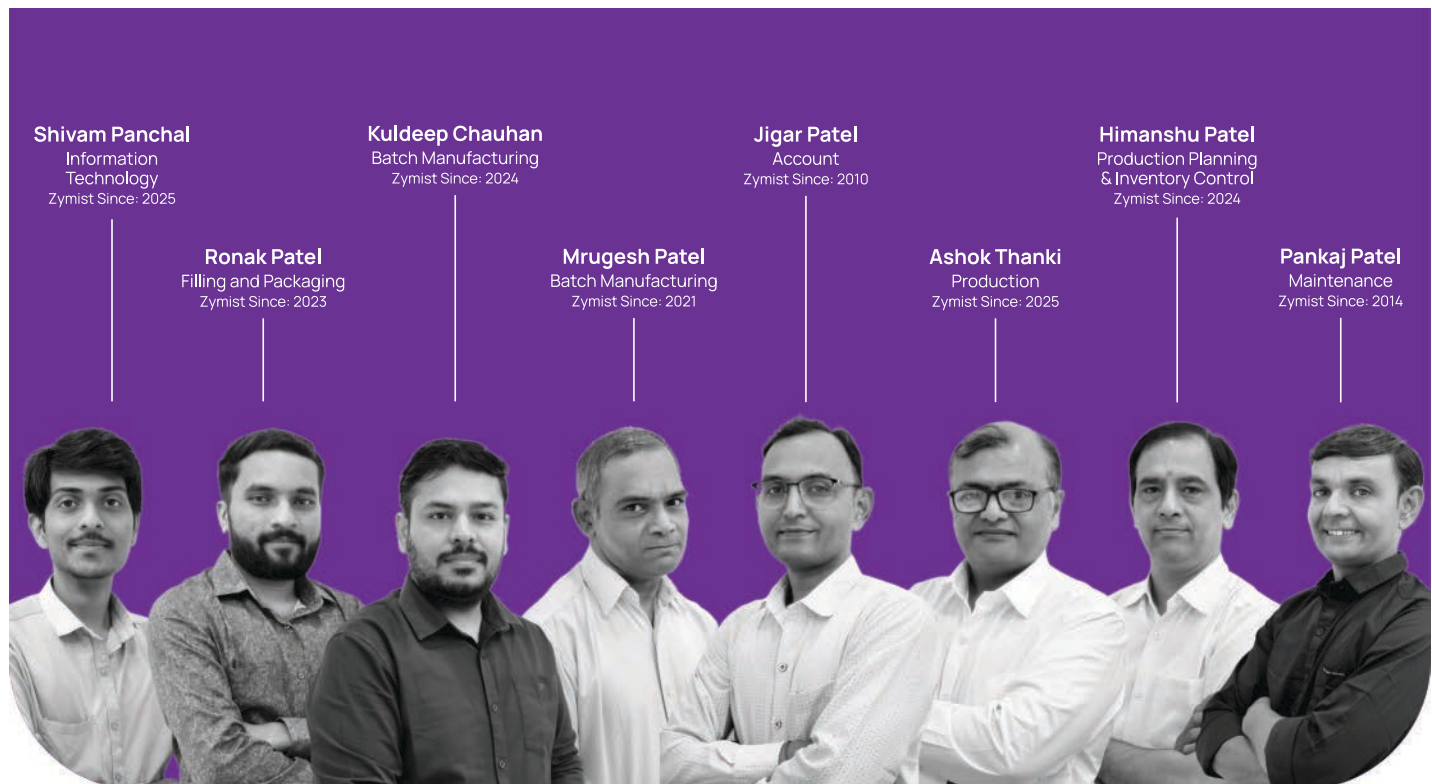
Quality Assurance

- **We take complaints seriously without any defence.** We have implemented a robust and foolproof system for tracking any internal or external non-conformities or quality complaints. We promptly analyse the complaint or non-conformity, identify the root cause, and immediately implement the preventive measures by following “Poka Yoke” philosophy. **We have 0% Repeat Rate for the non-conformities and complaints.**
- **We have implemented a robust Predictive Stability System,** which helps us detect and prevent any product defect right before it bursts into the market. It helps our clients protect the brand image and retain consumer trust.
- We have implemented the **first-time-right approach** for the first batch of every new product in every aspect of the product quality, process parameters, compliance and documentation. We do quality risk assessment in advance to minimise deviations during the first commercial batch. **80% of process deviations are now identified proactively through a predictive quality monitoring system.**
- We have assigned a dedicated person who is responsible for ensuring product quality, process compliance, and record keeping during the tech-transfer process of any new product, right from F&D approved sample handover to the pilot batch to the commercial batch.
- **We have implemented a data-driven Quality Cost Governance System** where even minor waste, rework, rejection, and inefficiencies are captured and used for proactive decision-making and continuous cost optimisation.
- Zymo has established a dedicated Quality Corner / Mini QC lab in the production areas, enabling faster batch and finished-goods release through spot QC.
- To ensure traceability, accountability, and compliance, we maintain full traceability across the entire process, from supplier to raw material to finished goods to dispatch, supported by a complete documented audit trail.
- **100% of retained samples are monitored as per defined stability timelines,** with periodic re-evaluation to ensure long-term product integrity.
- **We have reduced batch rejection rates to less than 1% through structured in-process quality control.**
- We now have a dedicated and independent Regulatory Affairs Department operating separately from QA & QC, with full responsibility for regulatory intelligence, Product registrations & Global compliance management.
- We have trained 15 members in the IPQA team, so we can easily extend our production over three shifts per day without compromising on product quality.

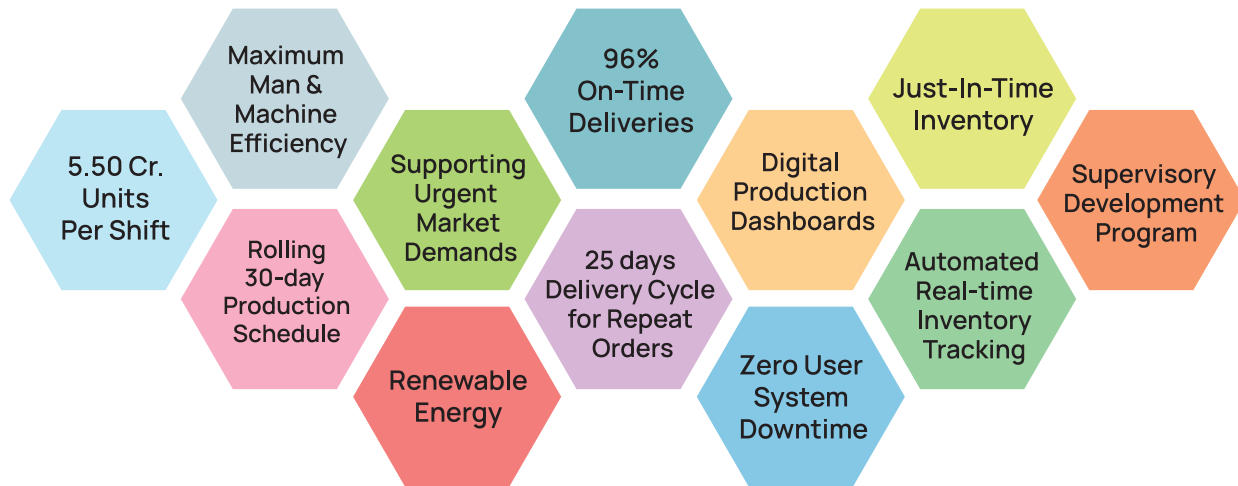
Plant Infrastructure

Zymo's manufacturing is built for efficiency, precision, and scalability. Our systems combine technology and skilled teams to ensure smooth operations and consistent quality. We focus on agility, innovation, and timely delivery for every client.

"The Velocians build the invisible engine that powers every launch. Strong, seamless, and scalable, they turn complexity into smooth execution."



Plant Infrastructure



- With advanced production infrastructure and efficient production planning, **we have achieved a total filling and packaging capacity of 3.60 Cr. Tubes, 1.50 Cr. Bottles & Jars and 35 lacs Pouches combinedly in all manufacturing units in a single shift.**
- We have well-defined systems and processes to perform various production and clerical tasks at the plant. **50% of our systems and processes are backed by technology to automate fully without human** intervention. Rest are using technological advances in ERP, AI, ML, etc. for efficient resource planning & management to achieve maximum (> 85%) man & machine efficiency every time.
- We maintain real-time production capacity for each filling line, track monthly utilisation, and work closely with the sales team to plan orders. This helps us use resources properly and handle sudden client demand. **Our production planning system operates on a rolling 30-day dynamic schedule with weekly recalibration.**
- **We have 15-days production planning cycle with provision to handle urgent production requirements** of the brands in case of certain unexpected spikes in product demands.
- **We provide tentative dispatch dates to our clients within 7 days of order receipt**, which helps our clients better predict their inventory restocking and make their supply-chain operations efficient.
- **On-time delivery performance consistently remains above 96% against the client's requirement date.** Our average delivery time for repeat orders is 25 days, and for new product orders is 45 days.
- We maintain a dynamic spare capacity buffer of 20-25%, ensuring agility for large or urgent client orders.

Plant Infrastructure

- **Real-time production tracking is accessible to leadership through centralised digital dashboards.**
- We have systematic and efficient lean inventory management practices, **maintaining a monthly inventory-to-revenue ratio of 1 or less.**
- **Our inventory management system helps us keep non-moving inventory below 0.5% of total inventory.** More than 50% of the total inventory is Just-in-Time type.
- With the use of automation and real-time tracking, **we have achieved 99% match between recorded inventory and physical inventory.**
- We maintain a structured safety stock model based on forecast accuracy & lead time risk mapping. For any critical material, we never rely on a single vendor; we maintain at least two active sources to ensure an uninterrupted supply.
- We have a fully skilled maintenance team to avoid machine breakdowns and unplanned downtime
- **We have organised documentation of each piece of machinery,** which helps us to troubleshoot the mechanical issues. We have the skilled resources that can help us to reduce the downtime.
- **We have a Supervisory Development Program** for our supervisors and operators that helps them improve their management skills, strengthen their decision-making approach, and build healthy relationships with their teams.
- We encourage our shop floor members to continuously grow by providing structured training programs and skill-upgradation opportunities, which ensure functional expertise enhancement, continuous capability enhancement, operational excellence, and career progression.
- Our plant follows a strong visual management system, including clear safety warnings, rule displays, creative awareness boards, and important information panels to ensure clarity and compliance.
- **60% of plant energy consumption now comes from renewable sources.**
- We have implemented a robust IT infrastructure with structured guidelines and well-defined IT processes that empower Data Security and provide proactive resolution for system issues. **We have implemented the preventive system health check-up for all the systems to ensure zero user system downtime.**
- Our ERP system provides strong support for material procurement planning and offers production planning suggestions. It is designed to maximise the utilisation of infrastructure while maintaining quality. It allows manual intervention from experienced planners, ensuring that human expertise and practical insights remain a part of the decision-making process.

Giving Back to Society

At Zymo Cosmetics, giving back is at the heart of what we do. We believe in making a positive difference in society and uplifting the communities around us through thoughtful and impactful initiatives.

- We support the overall well-being of Zymists and their families through structured initiatives.
- We have established a Zymist Welfare Trust to support the medical, education, marriage, and essential life needs of Zymists and their families. Through this trust, we continuously work to improve their overall quality of life. The benefits extend to all current Zymists as well as selected former Zymists who have contributed exceptionally to the growth of the organisation and served the organisation for at least seven years.
- “Saraswati Yojana” - To promote education in the future generations of our Zymists, we recognise students in the families of our Zymists (son, daughter, brother and sister of the Zymists) by awarding their academic achievements at annual celebrations.
- We have introduced a special welfare scheme for our female Zymist staff members. As per this scheme, we provide financial support to eligible female staff members after their marriage.
- We collaborate with universities to build a talent incubation program that prepares new talent as per the industry requirements and with the required professional skills to excel in their career. We also support the best talent to get placed at the right organisation.
- Each year, Zymists lead a unique CSR initiative that contributes to a positive impact on society.

Co-founders feeling

As co-founders, we are deeply committed to building something meaningful and impactful. Our journey is driven by purpose, fueled by passion, and strengthened by the trust of those we serve. For us, every step forward is an opportunity to create value, nurture relationships, and contribute positively to the people and communities connected to our work. We believe that true growth is not measured only by milestones achieved, but by the difference we make along the way.

Every challenge we encounter becomes a moment to learn, evolve, and push ourselves to think bigger. These experiences shape our vision and strengthen our resolve to keep moving forward with integrity and determination. Together, we remain dedicated to building a future that is brighter, more purposeful, and truly impactful.

We live what we believe!



Ankit Patel
Co-Founder



Chaitanya Patel
Co-Founder



Tarak Patel
Co-Founder



Bharat Patel
Co-Founder

“

This isn't just the founders' vision; it's a shared belief brought to life by every Vivid Vision Velocian. What started 3 years back as an initiative by the co-founders has grown into a collective force driven by passion, purpose, and unity. Each voice expands the vision, each step adds momentum.

”

Together, we are not just building Zymo,
we are shaping its future.

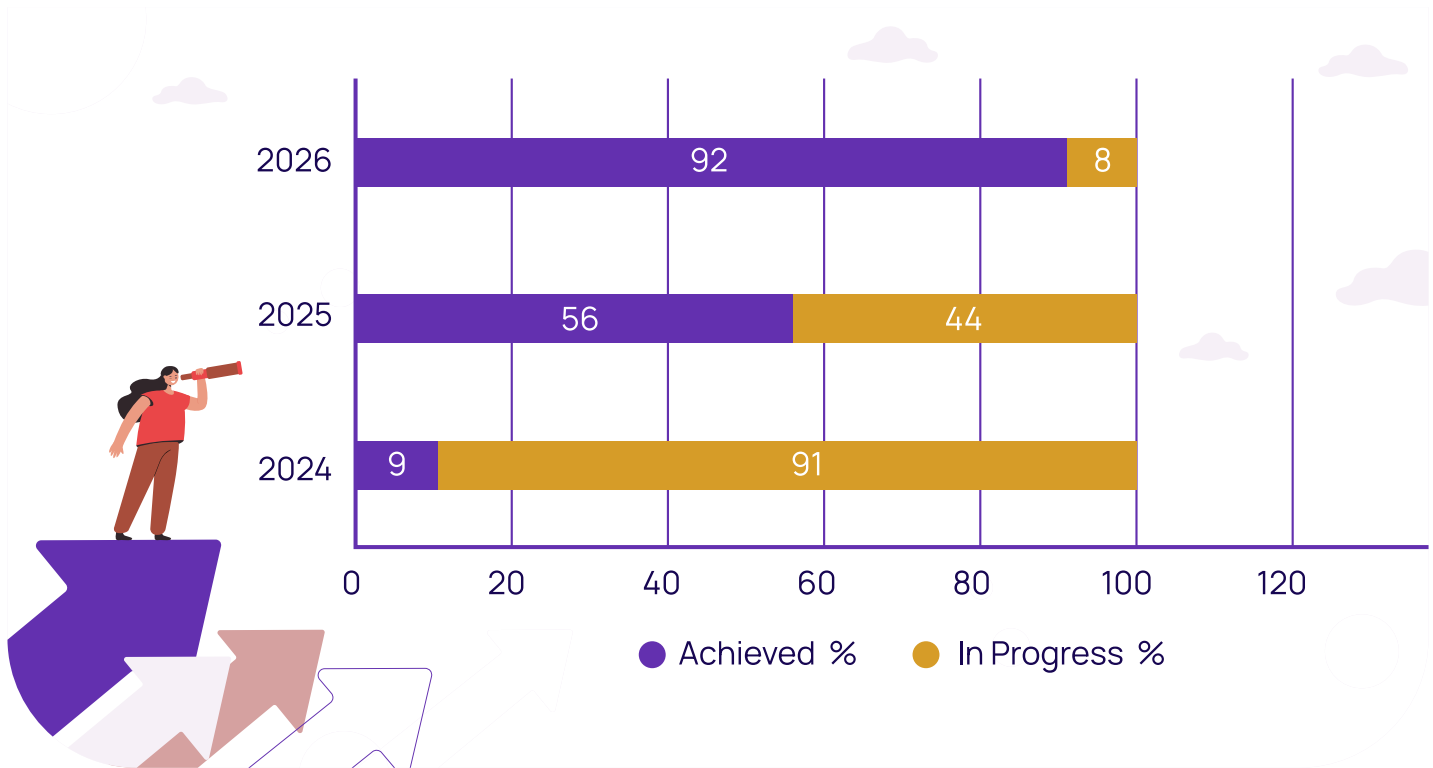


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Vivid Vision 2026 Key Achievements

- Core Values are ingrained in our Culture.
- Started Colour Cosmetics Manufacturing Facility at Rajkot
- A new plant for BPC and Pharma is under construction at Chhatral.
- Zymo has now entered into the 100 Cr. club.
- Zymo is now the First choice of brand owners.
- Celebrated excellent performances of Zymists by GPOZ and other special schemes.
- Zymists enjoyed the annual gala and other events, tours, celebrations, birthdays, special days and festivals.
- We have now utilised 100% of the available expansion capacity.
- We achieved 70% Automation in the Filling & Packaging Lines
- We started a canteen facility to serve healthy food.
- We now have a fully equipped, dedicated Formulation Development Laboratory.
- We now have a fully equipped, dedicated QC laboratory.
- We now have an In-house microbiology laboratory with a dedicated microbiologist.
- We now have 18,700 followers on LinkedIn and 10,200 subscribers of LinkedIn Newsletter.
- Every year we participate in 2 Domestic and 2 International Exhibitions.
- Zymo is now a family of 300+ Zymists.
- Each BDE has 25+ prospects in the pipeline.
- More than 96% of Zymists express enjoyment of their work.
- A culture of accountability and ownership has been developed.
- A culture of appreciation and accepting areas of improvement is developed.
- Zymists are now enjoying a family-like and fun-filled work culture.
- Zymo is now a System and Process-driven organisation with Humanity at Heart.
- We successfully implemented a process-driven and well-defined goal-tracking system.
- We now have a well-defined organogram.
- We now have a systematic recruitment and onboarding process
- We now have a systematic Supplier Evaluation System

Vivid Vision 2026 Goal Achievement Stats



“WHAT
STARTED AS
A DREAM,
IS NOW
A FORCE.”

2032 is not the peak
It's our next leap forward.



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