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June 23, 2022

Dear Robert,

On behalf of the Commercial Leadership Team at Coherus, I'm writing to thank you and Zachary for facilitating our recent Organizational Future by Design session. Having worked with you (and the Legacy team) at previous companies, I can personally attest to the positive impact and high return on time invested that occurs during and after the session, and I was thrilled with the outcome of our time together. I knew we hit the mark when I heard repeatedly from each member of the team that this was the best leadership workshop they have ever attended.

As a new leadership team, the timing was perfect for us to gather together and get complete individually and collectively with the amazing past 10 years of Coherus' existence. This freed us up to then chart the course for our New Era. We achieved three directional breakthroughs, shaped the New Commercial Era of Coherus BioSciences, and created and aligned on a strategic future into which we are now leading. We continue to enroll the organization in our Charter and Bold Promise, and the reaction from our employees has been extremely positive.

What's been amazing is how my team has been leading since our time together. We altered the occurrence of this Commercial team (and Coherus) and their commitment and dedication to living into our newly created future is just awesome to watch. Lot's of work to do still, but we just accelerated the transformation.

Thank you again for being our guide on this exciting journey.

Warm regards,  
Paul

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