

# A Message from Our CEO:

## Our Commitment to Sustainability and Corporate Responsibility

At KCAS Bio, our mission has always been grounded in accelerating science responsibly and with integrity.

As a global bioanalytical partner to pharmaceutical and biotechnology companies, we recognize that our work plays a critical role not only in supporting the development of life changing therapies, but also in shaping how our industry contributes to society and the environment.

Sustainability and corporate social responsibility (CSR) are integral to how we operate and how we define long term success. We believe responsible science means delivering rigorous, high quality data for our clients while thoughtfully managing the impact of our operations on our people, our communities, and the world around us. Our approach to sustainability is focused on three core pillars:

### **Our People.**

Our employees are the foundation of KCAS Bio's success. We are dedicated to fostering a safe, inclusive, and engaging workplace that supports professional growth, well being, and equal opportunity. By investing in our people and promoting a culture of respect, collaboration, and accountability, we strengthen our ability to deliver outstanding science to our clients.

### **Environmental Responsibility.**

We are committed to reducing the environmental footprint of our laboratories and business operations through responsible resource management, waste reduction, and thoughtful supplier engagement.

As we continue to grow, we are actively evaluating opportunities to improve energy and water efficiency, minimize waste, and embedding sustainability considerations into our operational decision making.

### **Ethical Governance and Partnerships.**

Trust, transparency, and quality are central to everything we do.

We maintain rigorous standards for data integrity, regulatory compliance, and ethical business practices across our organization. We also believe meaningful progress depends on collaboration, working closely with our clients, suppliers, and partners to uphold shared values and responsible practices throughout the drug development ecosystem.

Sustainability is not a standalone initiative at KCAS Bio—it is an ongoing journey that evolves alongside our science, our clients' needs, and global expectations. We are committed to listening, learning, and continuously improving, guided by measurable frameworks and stakeholder engagement.

I am proud of the progress we have made and confident in the dedication of our teams as we continue to build a company that delivers scientific excellence while acting as a responsible corporate citizen.

Together, we are working to create long term value for our clients and investors, meaningful opportunities for our employees, and a positive impact on the communities we serve.



**John Bucksath**

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