

MARS⁷

2026 Corporate Social Responsibility Annual Report



☎ +1 309-807-5006

✉ contact@marsgroupinc.com

🌐 www.marsgroup.inc

📍 1408 E Empire St, Bloomington, IL 61701, USA

MARS Group CSR Report

CSR ANNUAL REPORT FY 2025-26

Statement From Leadership

“AS A LEADER, I BELIEVE SUCCESS COMES FROM STAYING PERSISTENT IN CHALLENGES, HUMBLE IN ACHIEVEMENTS, AND FEARLESS IN INNOVATION. MY VISION IS SIMPLE, CREATE VALUE, INSPIRE PEOPLE, AND BUILD SOMETHING THAT OUTLIVES US.”



2025 marked a significant milestone in MARS's journey as a responsible, purpose-driven global CRO. We strengthened our commitment to sustainability by embedding ESG into our business strategy through four core pillars: Green Inspired, Social Focused, Quality Centered, and Ethics Driven.

Our first EcoVadis assessment earned MARS a Bronze Medal, placing us among the top 35% of companies globally. This achievement reflects our focus on strong governance, ethical practices, and environmental responsibility from the very beginning.

Our people remain at the heart of MARS. We enhanced employee wellbeing through improved health and wellness benefits, maintained a 100% health insurance claim settlement rate, promoted flexible working, and actively listened through regular employee feedback. Beyond the workplace, our teams continued to support local communities through meaningful volunteer initiatives.

As we move forward, we will continue strengthening our ESG performance, advancing ethical and responsible innovation, and delivering patient-centred clinical research with integrity and purpose.

MARS Group CSR Report

CSR ANNUAL REPORT FY 2025-26

About MARS

MARS is a dynamic CRO led by experienced industry professionals with a proven track record in the pharmaceutical sector. Our leadership has held key roles on both sponsor and CRO sides, uniting to transform the CRO-Pharma relationship from transactional engagements to strategic partnerships. Drawing on extensive experience delivering high-impact pharmaceutical services, we combine innovation with reliable execution to drive large-scale transformations while keeping overhead minimal.

We are building delivery centres across Europe and Asia, alongside our presence in the USA, creating a balanced global model that addresses geopolitical and time zone challenges.

In just four years, we have established a strong foundation and assembled a team of top talent, selected purely on merit to provide sponsor partners with access to innovation at no added risk or cost, fostering efficiency, collaboration and sustainable growth in clinical research.

Vision: Transforming global health through AI-powered talent and patient-centered innovation.

Mission: We advance global health through rigorous, ethical, and patient-centered clinical research by delivering world-class services and innovative solutions that empower our partners to improve lives worldwide.

Philosophy:

MARS's Philosophy Is To Build Long Term Strategic Partnerships By Providing:

- Focused attention on services
- Lead with Innovation
- Dedicated associates with the right experience
- Technically experienced leadership team

MARS Group CSR Report

CSR ANNUAL REPORT FY 2025-26

Report – MARS Commitment To Business Sustainability

At MARS, sustainability is embedded in our business strategy and day-to-day operations. We are committed to conducting business responsibly by aligning our strategies, operations, and decision-making with internationally recognized principles relating to human rights, labour practices, environmental stewardship, and ethical business conduct. Through these commitments, we strive to create long-term value for our customers, employees, business partners, communities, and the environment.

As part of our commitment to continuous improvement, MARS annually evaluates the maturity and effectiveness of its sustainability practices through the EcoVadis sustainability assessment, a globally recognized platform for assessing corporate sustainability performance.

The EcoVadis Assessment Evaluates Organizations Across 21 Sustainability Criteria Grouped Into Four Key Themes:

- Environment
- Labour & Human Rights
- Ethics
- Sustainable Procurement

In our most recent EcoVadis assessment, MARS was awarded a **Bronze Medal**, achieving an overall score of **61/100**. This recognition places MARS within the **top 35%** of companies **assessed globally** by EcoVadis during the 12 months preceding the medal issuance, demonstrating our commitment to responsible business practices and continual improvement in environmental, social, and governance (ESG) performance.

MARS remains committed to strengthening its sustainability performance through measurable objectives, regular performance monitoring, stakeholder engagement, and the implementation of continuous improvement initiatives across all aspects of our business.

MARS Group CSR Report

CSR ANNUAL REPORT FY 2025-26

Corporate Social Responsibility (CSR)

At MARS, Corporate Social Responsibility (CSR) is an integral part of our business strategy and reflects our commitment to conducting business responsibly, ethically, and sustainably. We recognize that long-term business success depends on creating value for our customers, employees, business partners, communities, and the environment.

MARS Is Committed To:

- Conducting business in a socially responsible, ethical, and transparent manner.
- Protecting the environment by minimizing our environmental footprint, conserving natural resources, reducing greenhouse gas emissions, and promoting sustainable practices.
- Safeguarding the health, safety, and well-being of our employees, contractors, customers, and other stakeholders.
- Respecting and supporting internationally recognized human rights throughout our operations and value chain.
- Engaging with, learning from, respecting, and supporting the communities and cultures in which we operate.
- Promoting responsible sourcing and sustainable procurement practices by working with suppliers that share our commitment to environmental, social, and ethical standards.
- Maintaining the highest standards of business ethics through compliance with applicable laws, regulations, anti-bribery and anti-corruption requirements, and corporate governance principles.

To measure the effectiveness of our CSR program and monitor progress toward our sustainability objectives, MARS establishes and reviews Key Performance Indicators (KPIs) annually. These KPIs enable us to evaluate performance, identify opportunities for improvement, and demonstrate accountability to our stakeholders.

MARS Group CSR Report

CSR ANNUAL REPORT FY 2025-26



- 1. Green Inspired** – Reducing environmental impacts through responsible resource management, climate action, waste reduction, energy efficiency, and sustainable operations.
- 2. Social Focused** – Providing a safe, diverse, equitable, and inclusive workplace while protecting human rights, employee well-being, and community engagement.
- 3. Quality Centered** – Promoting responsible sourcing practices by evaluating suppliers based on environmental, social, ethical, and governance considerations.
- 4. Ethics driven** – Conducting business with integrity through ethical decision-making, compliance, transparency, information security, and accountability.

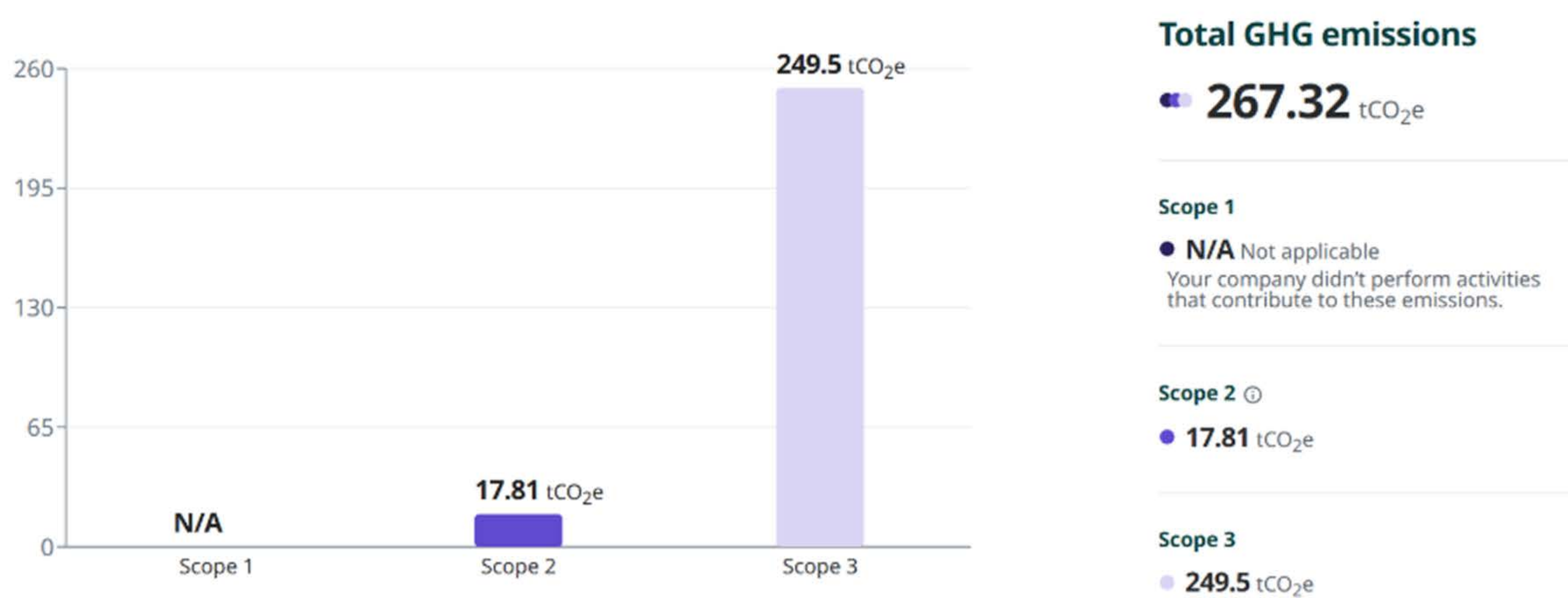
MARS Group CSR Report

CSR ANNUAL REPORT FY 2025-26

Green Inspired

MARS aims at making our value chain environmentally friendly and responsible. We are committed to comply with the requirements of local laws and regulations related to environment in the countries and regions in which it operates and from where it sources any material, product or services as per **Corporate Environmental Policy** (MARS_HR_POL_014).

The Organization's Total Greenhouse Gas (GHG) Emissions By Emission Scope:



- **Total GHG Emissions:** 267.32 tCO₂e
- **Scope 1 (Direct Emissions): Not Applicable (N/A)** – The organization did not undertake any activities that generated direct emissions from owned or controlled sources during the reporting period.
- **Scope 2 (Indirect Emissions from Purchased Electricity): 17.81 tCO₂e**, representing emissions associated with purchased electricity consumption.
- **Scope 3 (Other Indirect Emissions): 249.50 tCO₂e**, representing emissions from indirect activities across the organization's value chain.

MARS Group CSR Report

CSR ANNUAL REPORT FY 2025-26

Key Observations

- **Scope 3 emissions are the largest contributor**, accounting for approximately **93.3%** of the organization's total GHG emissions.
- **Scope 2 emissions contribute approximately 6.7%** of the total emissions.
- **No Scope 1 emissions** were reported during the reporting period.

The organization's total GHG emissions for the reporting period were **267.32 tCO₂e**. The emissions profile is dominated by **Scope 3 emissions (249.50 tCO₂e)**, indicating that the majority of the organization's carbon footprint arises from indirect value chain activities. **Scope 2 emissions (17.81 tCO₂e)** result from purchased electricity, while no Scope 1 emissions were reported, as the organization did not operate emission-generating sources under its direct control during the reporting period.

Ethically Driven

MARS conducts business activities in a fair and transparent manner with honesty, integrity, high ethical & moral standards and respect for human rights. We strongly believe that high ethical standards are essential for sound business relationships. We expect our suppliers to share this commitment while conducting their business.

At our organization, ethics and compliance form the foundation of our operations. As a trusted partner in clinical research and drug development, we are committed to upholding the highest standards of integrity, protecting patient rights, safeguarding data, and ensuring responsible business practices across our global operations.

Code Of Conduct

Our Code of Conduct establishes the ethical principles and professional standards that guide employee behavior and business decision-making. It outlines expectations related to integrity, professionalism, regulatory compliance, confidentiality, and respect in the workplace. All employees are required to adhere to the Code of Conduct, ensuring that our clinical research activities and business operations are conducted responsibly and in accordance with applicable laws and industry standards.

MARS Group CSR Report

CSR ANNUAL REPORT FY 2025-26

Anti-Bribery & Anti-Corruption

We maintain a zero-tolerance approach toward bribery, corruption, and unethical business practices. Our Anti-Bribery and Anti-Corruption policy prohibits improper payments, gifts, kickbacks, or other incentives intended to influence business decisions. Employees and third-party partners are expected to comply with applicable anti-corruption laws and regulations, helping maintain trust with clients, healthcare professionals, regulatory authorities, and research institutions.

Conflict Of Interest

We are committed to making business decisions that are objective, transparent, and in the best interests of the organization and its stakeholders. Our Conflict-of-Interest policy requires employees to disclose personal, financial, or professional interests that could influence or appear to influence their judgment. Through disclosure and appropriate management of potential conflicts, we safeguard the integrity of our research and business operations.

Whistleblower Protection

We encourage employees and stakeholders to speak up about concerns related to unethical conduct, regulatory violations, fraud, or workplace misconduct. Our whistleblower program provides confidential and secure reporting channels and protects individuals from retaliation when concerns are raised in good faith. This commitment supports a culture of accountability, transparency, and continuous improvement.

Data Privacy

As a CRO handling sensitive patient, clinical trial, employee, and business data, we place the highest priority on data privacy and protection. Our policies and procedures are designed to ensure compliance with applicable data protection regulations and industry requirements. We implement robust controls to safeguard personal information, maintain confidentiality, and support ethical handling of data throughout the research lifecycle.

MARS Group CSR Report

CSR ANNUAL REPORT FY 2025-26

Responsible AI

As the use of artificial intelligence and advanced analytics expands within clinical research, we are committed to the responsible, ethical, and transparent use of AI technologies. Our Responsible AI principles focus on fairness, accountability, human oversight, data integrity, privacy protection, and regulatory compliance. We continuously evaluate AI-enabled processes to ensure they support scientific rigor and patient well-being while minimizing bias and unintended risks.

Information Security

Protecting confidential information and maintaining the integrity of research data are critical to our success. Our information security framework includes cybersecurity controls, secure systems, access management, employee awareness programs, and incident response processes designed to prevent unauthorized access, data breaches, and cyber threats. These measures help ensure the security of patient data, client information, and intellectual property.

Human Rights

We respect and support internationally recognized human rights principles throughout our operations and business relationships. Our Human Rights policy promotes fair treatment, non-discrimination, safe working conditions, freedom from forced or child labor, and respect for diversity and inclusion. We strive to ensure that employees, research participants, suppliers, and communities are treated with dignity and respect.

Supplier Code Of Conduct

We expect our suppliers, contractors, and business partners to uphold ethical, social, and environmental standards consistent with our values. Our Supplier Code of Conduct outlines expectations regarding legal compliance, labor practices, human rights, business integrity, data protection, workplace safety, and environmental responsibility. Through supplier assessments and ongoing engagement, we encourage responsible practices across our value chain.



MARS Group CSR Report

CSR ANNUAL REPORT FY 2025-26

Business Ethics Risk Assessment Report:

- 100% Team Trained on MARS_HR_POL_006. Code of Ethics and Business conduct through MARS LMS.
- 0 Case registered between 1st June 2025 – 1st July 2026 on Anti-corruption and Fraud
- No Security Incidents were raised between 1st June 2025 – 1st July 2026





MARS Group CSR Report

CSR ANNUAL REPORT FY 2025-26

Social Focused Diversity, Equality & Inclusion

At our organization, we believe that a diverse and inclusive workforce strengthens scientific innovation, enhances collaboration, and enables us to better serve global clients, patients, and research communities. We are committed to creating an equitable workplace where every employee is respected, valued, and empowered to contribute their unique perspectives.

1. Equal Opportunity Employment

We are committed to providing equal employment opportunities to all employees and applicants, regardless of gender, age, race, ethnicity, religion, disability status, sexual orientation, or other protected characteristics. Merit-based hiring, compensation, promotion, and career advancement practices ensure fair and unbiased treatment across all stages of the employee lifecycle. By fostering a diverse talent pool, we strengthen our ability to deliver innovative research solutions and support global healthcare advancements.

At MARS, we are committed to ensuring that gender equality exists across the company and that all genders have equal access to career and skills development opportunities as standard. We are privileged to have a number of talented men and women working across the company. By integrating these Principles, we empower both men and women across our workplace, marketplace, and communities.



MARS Group CSR Report

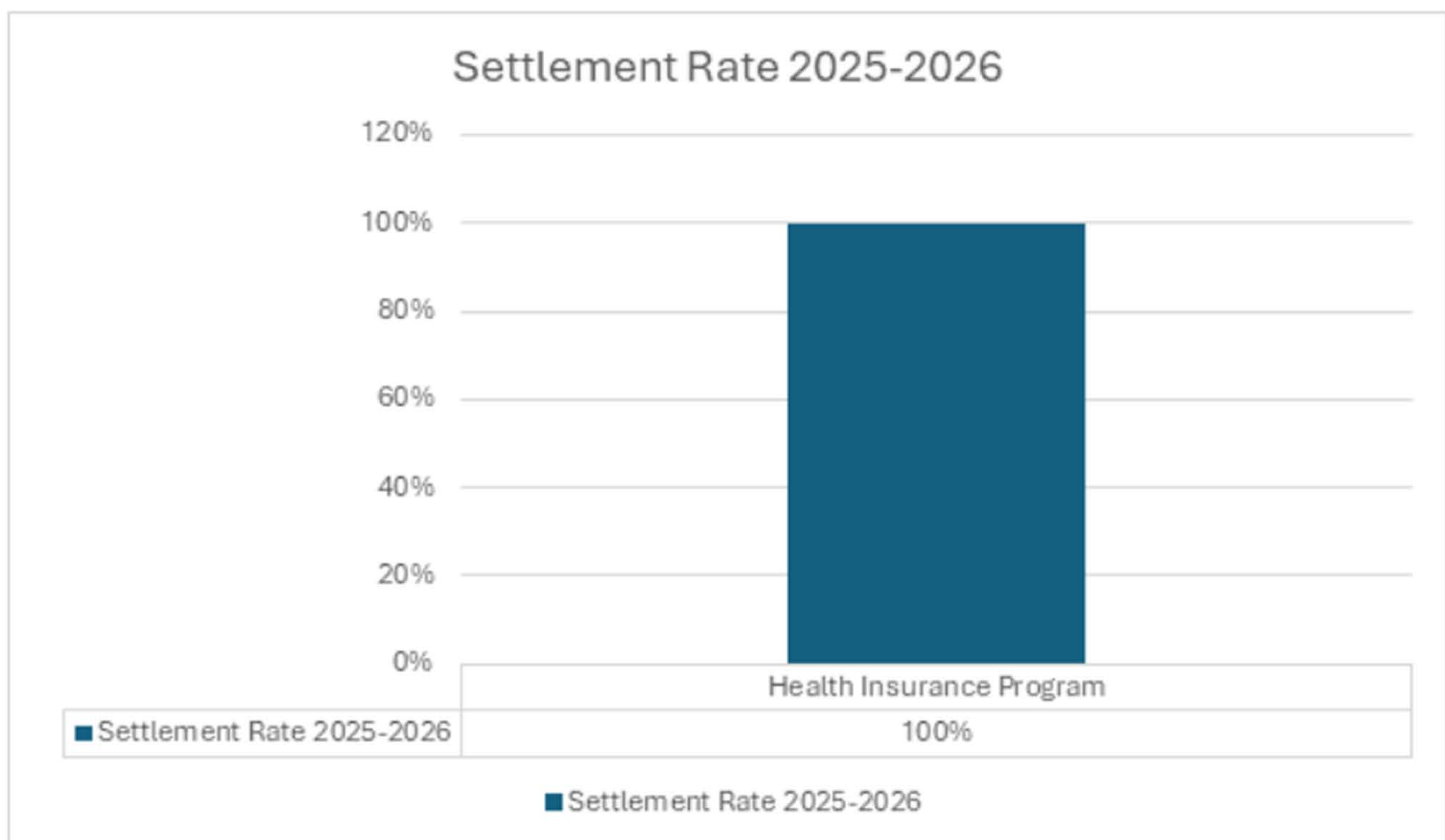
CSR ANNUAL REPORT FY 2025-26

2. Health, Safety And Employee Well-Being

At MARS, the health, well-being, and financial security of our employees are fundamental to our commitment to being a responsible employer. We strive to create a supportive work environment by providing comprehensive employee benefit programs that promote physical, mental, and financial well-being.

As part of our employee welfare initiatives, MARS provides comprehensive **Health Insurance and Term Life Insurance benefits** to all eligible employees. These programs are designed to ensure employees, and their families have access to quality healthcare services while providing financial protection against unforeseen circumstances.

During the reporting period, the Company's health insurance program achieved a **100% claim settlement rate**, reflecting the effectiveness and reliability of the benefits provided to employees.



MARS Group CSR Report

CSR ANNUAL REPORT FY 2025-26

Health Insurance

MARS provides comprehensive health insurance coverage for employees and their eligible dependents. The policy offers financial protection against hospitalization and other eligible medical expenses, enabling employees and their families to access quality healthcare services with confidence.

Term Life Insurance

The Company also provides a Group Term Life Insurance Plan that offers financial protection to employees' nominated beneficiaries in the event of an employee's untimely demise. This benefit is intended to provide financial stability and peace of mind to employees and support their families during difficult circumstances.

Through these employee benefit programs, MARS continues to invest in the health, safety, and well-being of its workforce, reinforcing its commitment to fostering an inclusive, caring, and resilient workplace.

Conclusion: This employee benefits program reflects MARS' ongoing commitment to enhancing employee well-being, supporting work-life balance, and creating a healthy, secure, and engaged workforce.

Occupational Health And Safety

MARS is committed to maintaining a workplace that minimizes occupational health risks and promotes employee safety. d During the reporting period, **no work-related illnesses** were reported, reflecting the effectiveness of our health and safety practices and our ongoing efforts to provide a safe working environment.



MARS Group CSR Report

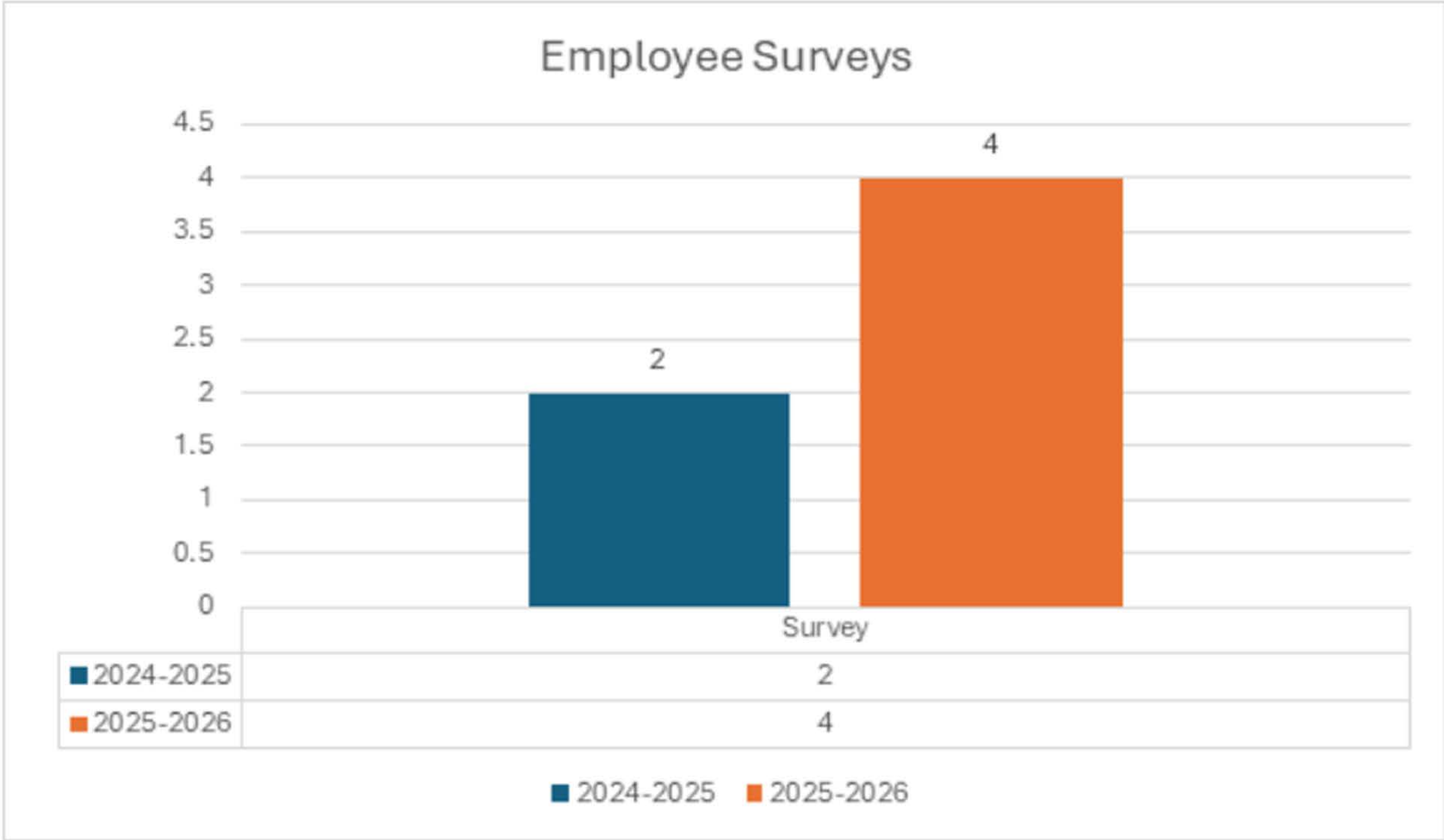
CSR ANNUAL REPORT FY 2025-26

Employee Wellness

Employee well-being extends beyond physical health. To support mental health and emotional resilience, MARS provides employees with access to **complimentary online mental health awareness programs and confidential counselling sessions**. These initiatives are designed to encourage open conversations around mental well-being, reduce workplace stress, and support employees in maintaining a healthy work-life balance.

Employee Engagement

To better understand employee needs and continuously improve workplace practices, MARS conducted **four employee surveys** during the reporting period. Feedback gathered through these surveys enables the organization to identify opportunities for improvement and implement initiatives that enhance employee engagement, satisfaction, and overall well-being.



MARS Group CSR Report

CSR ANNUAL REPORT FY 2025-26

Flexible Work Environment

MARS continues to promote flexible working arrangements, with the majority of employees working remotely. This flexible work model supports work-life balance, enhances employee well-being, and provides greater flexibility while maintaining business continuity and operational effectiveness.

Conclusion: MARS remains committed to fostering a healthy, safe, and inclusive workplace. During the reporting period, the organization recorded **zero work-related illnesses**, continued to invest in employee wellness through mental health initiatives, actively sought employee feedback through regular surveys, and maintained a flexible work environment that supports employee well-being and organizational resilience. These initiatives reinforce MARS' commitment to creating a positive workplace culture where employees can work safely, remain engaged, and achieve their full potential.

Giving Back To The Community

At our core, we believe that success is not just measured by business growth but by the **positive impact we create beyond the workplace**. Our team actively participates in community outreach programs and one of the most heartfelt initiatives has been our collaboration with local NGOs supporting underprivileged children.

These moments serving meals, sharing stories and simply spending time with the children reflect the spirit of compassion and unity that defines our culture. It's more than just volunteering; it's about **building connections, spreading joy and making a difference** where it truly matters.

Through these activities our employees not only contribute to meaningful causes but also experience the power of empathy, teamwork and purpose-driven engagement. These experiences enrich our workplace and remind us that **kindness and service are at the heart of everything we do**.

MARS Group CSR Report

CSR ANNUAL REPORT FY 2025-26



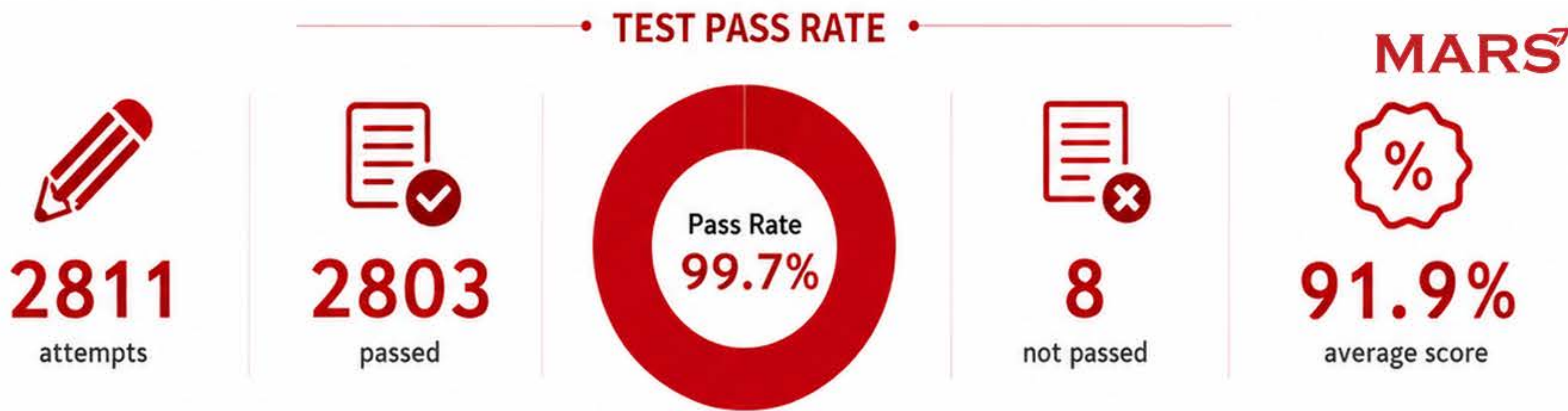
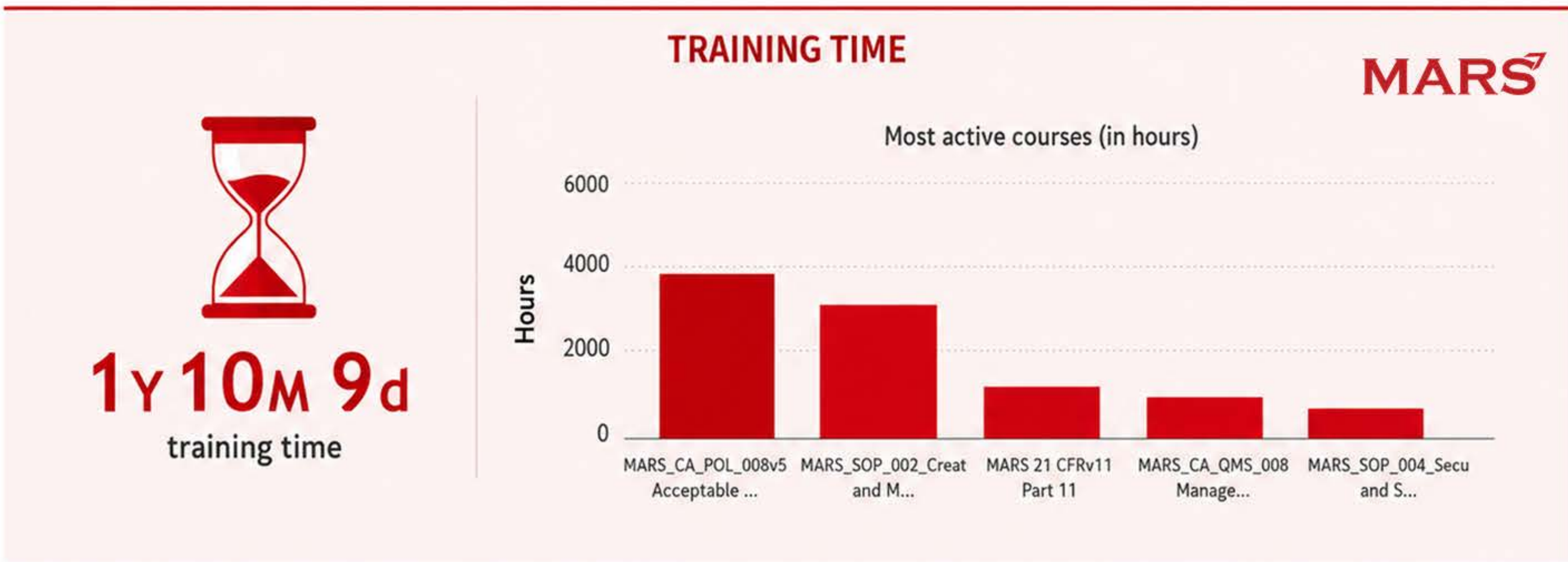
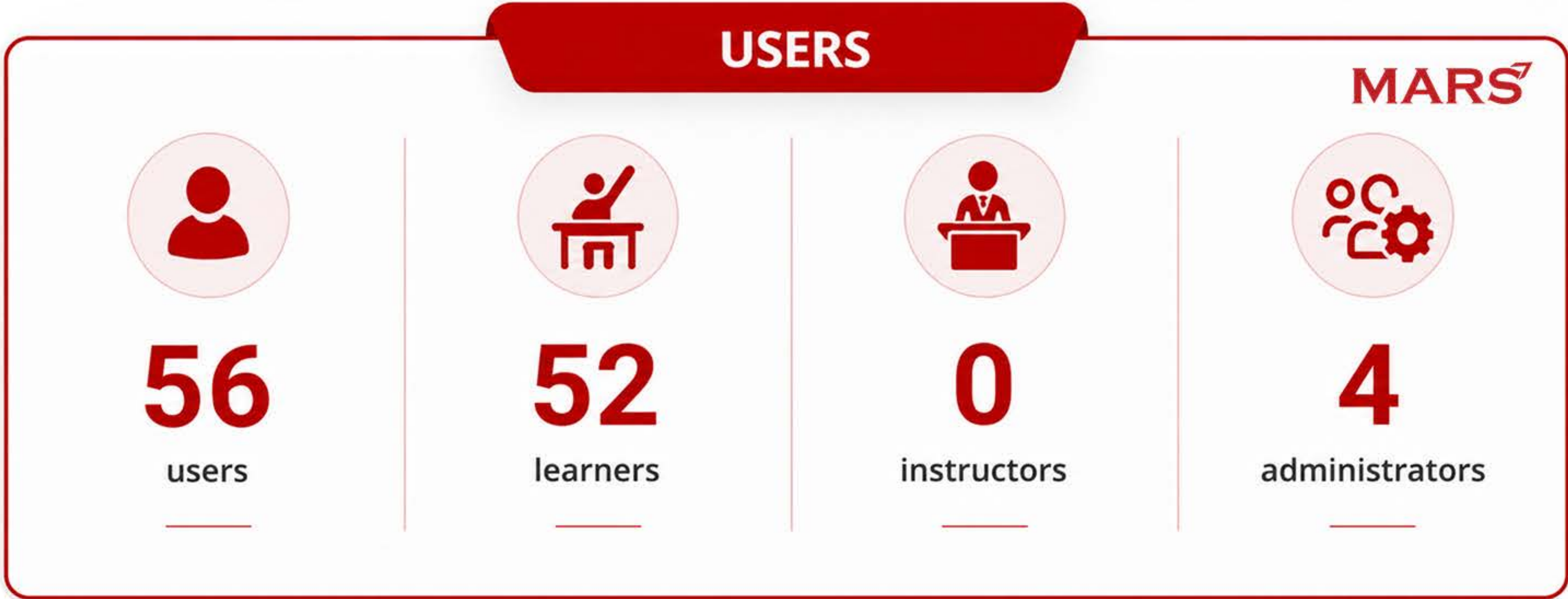
Learning And Development

At MARS, we believe that continuous learning is essential to building a responsible, resilient, and security-conscious workforce. As part of our employee training and development program, we provide regular information security and data privacy awareness training to ensure employees understand their responsibilities in protecting organizational and customer information.

Our training programs cover a wide range of topics, including cybersecurity awareness, phishing and social engineering prevention, secure information handling, data privacy, responsible use of technology, and compliance with applicable legal and regulatory requirements. These programs are designed to enhance employees' knowledge, strengthen their ability to identify and respond to potential security threats, and promote ethical and responsible business practices.

MARS Group CSR Report

CSR ANNUAL REPORT FY 2025-26



MARS Group CSR Report

CSR ANNUAL REPORT FY 2025-26

Quality Centered

MARS believes that sustainable procurement is a collaborative journey. We actively engage with our suppliers to encourage continual improvement in ESG performance through regular communication, performance reviews, feedback, and the sharing of best practices. Where opportunities for improvement are identified, MARS works with suppliers to develop appropriate corrective and preventive actions, fostering long-term partnerships built on trust, transparency, and shared responsibility.

By integrating sustainability into procurement decisions and supplier relationships, MARS aims to strengthen supply chain resilience, reduce environmental and social risks, enhance ethical business practices, and contribute to sustainable economic growth for the benefit of our customers, employees, suppliers, communities, and other stakeholders.