

SUSTAINABILITY REPORT 2024



Our aim is to make the drug discovery process more sustainable and environmentally responsible

Total GHG emissions 2024
Ton CO₂e



Emissions per Net Revenue
Ton CO₂e/MSEK



Emissions per FTE
Ton CO₂e/FTE



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Introduction

We are proud to present the third sustainability report by RG Discovery (RGD), previously named Red Glead Discovery. The name change was implemented during the first quarter of 2025 and at the same time the brand color was changed to green, to further mark the focus on green and sustainable business. RGD's purpose was and is to promote better health for people and planet, by delivering state-of-the-art drug discovery services. We facilitate the creation of ground-breaking treatments that improve lives, while embracing a commitment to responsible and sustainable practices in our industry.



As a privately-owned small and medium-sized enterprise (SME) operating in the drug discovery services sector, we recognize our pivotal role within the global community and the ecosystem of drug discovery. Producing our annual sustainability report remains a cornerstone of our commitment to integrating sustainability into our business strategy. At RG Discovery, sustainability, specifically climate action, is not only an ethical obligation but also a strategic opportunity to create enduring value for our stakeholders. The urgency of climate change has never been greater.

In 2024, our sustainability efforts were further developed by a deeper internal engagement and a stronger culture of accountability across the company. Building on the foundation established in previous years, sustainability is now firmly embedded in our day-to-day laboratory practices and strategic decision-making. In close collaboration with our employees, clients, and partners, we have continued to increase awareness of our environmental and social impact within the drug discovery ecosystem.

Building on our 2023 partnership with My Green Lab, 2024 marked a significant milestone in our sustainability

journey. During the year, our laboratories were awarded Gold and Platinum level certifications respectively within the My Green Lab framework, widely regarded as the gold standard for laboratory sustainability.

These certifications reflect the tangible progress we have made in reducing the environmental footprint of our laboratory operations. Through targeted improvements in energy efficiency, waste management, responsible procurement, and sustainable laboratory behaviors, we have embedded greener methodologies into our daily research activities.

For RG Discovery, this achievement demonstrates that scientific excellence and environmental responsibility go hand in hand. As a CRO operating in the drug discovery field, our laboratories are at the core of our impact — and receiving Gold and Platinum certifications validates both our structured approach and our commitment to continuous improvement.

This milestone reinforces our proactive approach to climate action and underlines our ambition to lead by example in sustainable laboratory practices within our industry.

In our third sustainability report, we present the continued progress we have made in advancing our sustainable business model. During 2024, we further reduced our greenhouse gas (GHG) emissions and strengthened our pathway toward achieving our SBTi-validated targets.

The past year has underscored the urgency of climate action. Intensifying climate impacts and evolving regulatory requirements have reinforced the need for transparent reporting and measurable results. In response, we have continued to embed sustainability into our core strategy, operations, and decision-making processes.

Sustainability is no longer a standalone initiative — it is a fundamental part of how we create long-term value. By improving efficiency, collaborating across our value chain, and maintaining a clear focus on accountability, we aim to drive both environmental impact and business resilience.

We remain committed to working to accelerate progress. Together, we can advance responsible business practices and contribute to a more sustainable future.

Our Sustainability Strategy

At RGD, we are fully committed to our shareholders' directive to embed sustainability into every aspect of our business. Our aim is to make the drug discovery process more sustainable and environmentally responsible.

Our strategic priority aligns with the global mandate to limit global warming, as evidenced by our carbon emission reduction goals validated by the Science Based Targets initiative (SBTi). By focusing on climate action and openly communicating our ambitions, we aim to make a positive impact and inspire others in the race to zero emissions.

Our partnership with the climate consultancy firm 2050 has been instrumental in creating a GHG inventory that accurately reflects our emissions, employing standardized methodologies and globally accepted principles. This foundational work aids in our ongoing and comprehensive analysis of our laboratory operations to identify high-emission "hot spots" and opportunities for greenhouse gas reduction.

Additionally, our strategic partnership with MyGreenLab plays a crucial role in guiding us to adopt scientifically based methods to optimize sustainability in our labs.

Despite our relatively small size we are committed to setting realistic, measurable, and transparent sustainability goals. We believe firmly in our potential to significantly impact our planet and community positively. Thus, a strategic goal for RG Discovery is "to be recognized as a leader in the field of sustainable drug development".

By maximizing resource efficiency and creating a culture of sustainability among our employees, we continue to strengthen our position, enhancing our attractiveness to environmentally conscious customers and driving demand for our services.

Our Strategies



Throughout 2024 we have continued our focus on refining our drug discovery practices to minimize our environmental impact even further and continued enhancing our impact measurement methods. In addition to this, we aim to promote greater stakeholder engagement, ensuring that our clients, partners, and our local community are part of our sustainability journey.

We have continued our efforts to develop a greener approach to Solid Phase Peptide Synthesis (SPPS), a process that, in its current state-of-the-art form, remains resource-intensive and challenging from a sustainability perspective. Recognizing the need for innovation in this area, RG Discovery entered into a strategic collaboration with PolyPeptide in 2024 to accelerate the development of more sustainable synthesis methodologies. This collaboration continued in 2025.

Our commitment to sustainability extends beyond our immediate operations. We strive to influence our suppliers and partners to adopt more sustainable practices, fostering a sustainable supply chain. By increasingly integrating more sustainable practices (e.g., reducing resource and energy use, waste) in every stage of the drug discovery value chain, we aim to create a more sustainable company.

We strive to influence our suppliers and partners to adopt more sustainable practices, fostering a sustainable supply chain

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The business should be conducted in a responsible and sustainable manner that takes into account social, environmental, and economic factors in the company's operations at all levels

RGD owners

Sustainability Governance

RG Discovery’s owners have established that our business shall be conducted in a responsible and sustainable manner, taking into account social, environmental, and economic considerations across all levels of the organization. This principle continues to guide our strategic direction and reinforces sustainability as a core component of our long-term value creation.

Over the past three years, we have strengthened our governance framework to ensure that sustainability is embedded not only in our policies, but also in decision-making, operational execution, and performance follow-up. Clear responsibilities, defined targets, and regular management review processes now support the systematic integration of sustainability across the organization.

Management Team

In 2024, the management team moved from policy implementation to performance oversight and accountability. Sustainability considerations are integrated into investment decisions, as well as operational priorities.

Building on the transportation policies introduced in previous years, we continued to monitor and refine our travel practices to further reduce emissions. The revised travel policy – designed to prioritize climate-friendly transport alternatives and limit short-haul flights – remains



in effect, with clear internal guidelines and transparent follow-up.

Through strengthened governance, continuous monitoring, and clear leadership accountability, the management team demonstrates its commitment not only to maintaining but to continuously advancing RG Discovery's sustainability performance in line with our climate ambitions and long-term strategic objectives.

My Green Labs certification work group

To ensure a structured and effective process toward My Green Lab certification, RG Discovery's management team appointed a dedicated project leader to oversee and coordinate the initiative. A cross-functional working group was established, bringing together employees from across the organization to support implementation and ensure engagement at all operational levels.

Through this collaborative effort, the team identified key areas for improvement within our laboratory operations and developed targeted action plans. In close cooperation with colleagues across functions, these initiatives were successfully implemented, resulting in measurable operational enhancements and ultimately contributing to the achievement of high-level certification for our laboratories.

Sustainability Goals and Progress in 2024

In 2024, RG Discovery transitioned from goal-setting and baseline assessments to structured implementation and measurable progress across our sustainability agenda. Building on the foundation established in 2023, sustainability

initiatives are now more closely integrated into our governance, laboratory operations, procurement practices, and collaborative partnerships.

A central pillar of our environmental strategy has been the continued implementation of the My Green Lab framework. Following the baseline assessments conducted in 2023, targeted laboratory action plans were executed throughout 2024, resulting in significant operational improvements and the achievement of Gold and Platinum certification levels for our laboratories. These certifications validate our systematic efforts to reduce energy consumption, emissions, and waste from lab operations.

In parallel, we intensified our focus on greenhouse gas (GHG) reduction by addressing identified emission "hot spots." A key milestone in 2024 was the finalization of procurement of Supercritical Fluid Chromatography (SFC) technology, enabling the gradual replacement of more GHG-intensive purification methods with more sustainable alternatives. This investment reflects our commitment to aligning operational innovation with our SBTi-validated climate targets.

Reducing single-use materials and plastic consumption has remained a priority. Following last year's plastic audit, evaluated changes in plastic and glass usage were implemented where feasible, and awareness initiatives were continued within laboratory teams to promote responsible material use.

Within governance and supply chain management, sustainability criteria are increasingly incorporated into supplier evaluations, ensuring that environmental

performance is considered during onboarding and collaboration. Furthermore, we have strengthened collaborative transport initiatives within Medicon Village as part of the CoAction I framework, contributing to reduced transport-related emissions.

Our sustainability goals for 2024 also extend to social responsibility and organizational development. We continued our structured philanthropic engagement, supported workplace safety initiatives aimed at reducing incidents and accidents, and ensured that all employees maintain individual development plans to strengthen organizational capability.

Through these coordinated efforts, RG Discovery continues to move from ambition to execution – embedding sustainability into innovation, laboratory excellence, and long-term value creation within the drug discovery ecosystem.

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RGD

Environmental Impact and Management

Emission per scope (ton CO₂e)

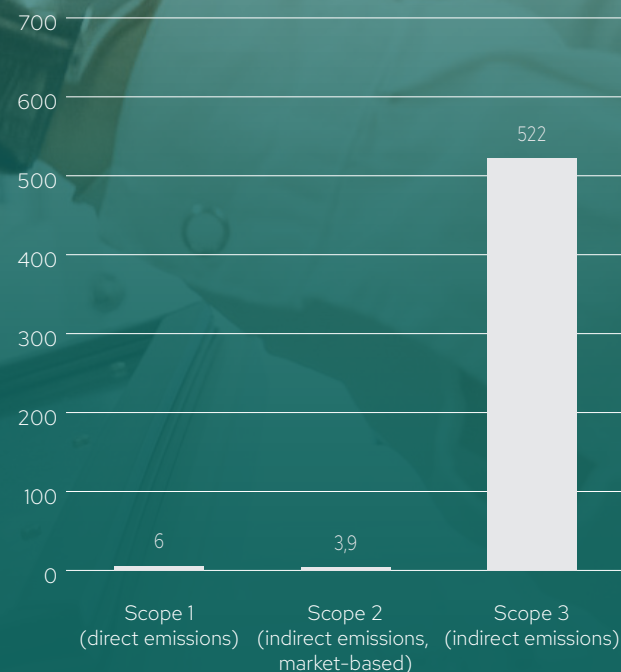


Figure 1. Red Glead Discovery's emissions in each scope, 2024.

Scope 1

1.1%

Direct emissions

Scope 2

0.8%

*Indirect emissions,
market-based*

Scope 3

98.1%

Indirect emissions

Climate Impact

The Science based target initiative defines and promotes best practice in science-based target setting, for carbon emission reductions and net-zero targets in line with climate science. RGD's GHG inventory is the basis for setting goals to reduce GHG emission. RGD's target was approved using a streamlined target validation route exclusive to small and medium-sized enterprises (SMEs) sciencebasedtargets.org/faqs-for-smes. RGD commits to reduce scope 1 and scope 2 GHG emissions 38% by 2030 from a 2021 base year, and to measure and reduce its scope 3 emissions. RGD also commits to reduce scope 1+2+3 emissions 90% by 2045 from a 2021 base year. Thus, RGD has taken the first steps towards developing a net-zero strategy and is actively working to establish long-term targets that are aligned with the SBTi's net-zero criteria. A full report of GHG calculations can be found at rgdiscovery.com.

CO₂ Emissions

RG Discovery's total greenhouse gas emissions for the financial year 2024 amount to approximately 532 tons CO₂e, representing a 18,5 % decrease compared to 2023 and a lowering of 37 % compared to its peak value (842) in 2022. This reduction reflects continued improvements in data quality as well as lower emissions from purchased goods and services. Efforts to enhance the share of calculations that is based on emission volumes continue.

Scope 3 emissions remain the dominant contributor to the company's total footprint, accounting for the vast majority (98,1%) of emissions in 2024. While Scope 1 and Scope 2 emissions continue to represent a minor shares (1,1 and 0,8 % respectively) of total emissions, consistent with previous years.

The continued focus on optimizing laboratory operations, procurement practices, and supplier engagement has contributed to the downward trend in total emissions, supporting RG Discovery's long-term climate targets.

SCOPE 1 EMISSIONS

RG efforts to lower its climate impact in its operations continues to show results and for the second year in a row we have lowered the impact of scope 1 with significant a number (22 % 2023 and 40 % in 2024). Most of the emissions in Scope 1 are still derived from process-related emissions from the lab, corresponding to 83 % of total scope 1 emissions, but Scope 1 represent only 1,1% of the total emissions.

These emissions originate from various gases, volatile organic compounds (VOC), that evaporate into the atmosphere and give rise to a warming effect. Other scope 1 activities for which emissions were calculated are company travel using fossil fueled vehicles and dry ice gas evaporation. A large part of the reduction can be linked back to increased awareness in lab operations.

Emission Scope 1

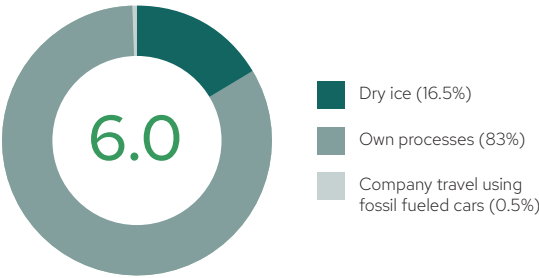


Figure 2. in Scope 1 (tCO₂e) 2024

Scope 1, 2024-2020

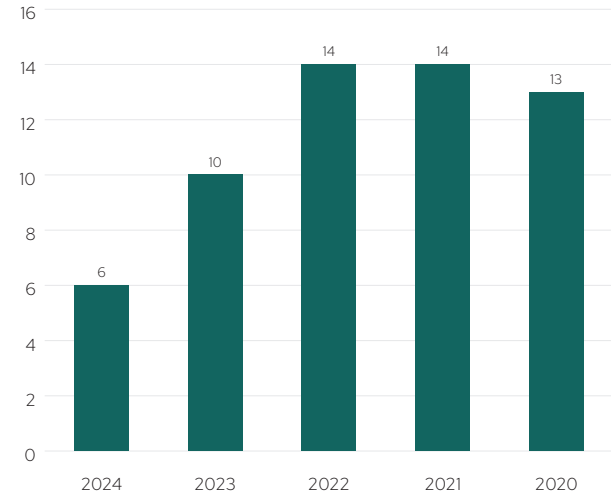


Figure 3. Scope 1 emissions (tCO₂e), comparison 2024-2020

SCOPE 2 EMISSIONS

There are two methodologies for calculating Scope 2 emissions as per the guidelines set out by the GHG Protocol. These two methodologies – location-based and market-based – can yield different results.

We present our emissions from Scope 2 calculated market-based calculations (3,91 tCO₂e, Figure 4). The company's Scope 2 emissions would be markedly higher if calculated using the location-based method (57,4 tCO₂e).

The substantially lower emissions figure obtained through the market-based method indicates that the company exclusively purchases fossil-free energy. As a result of this commitment, Scope 2 emissions are minimal, constituting about 0.8 % of the company's total emissions. It's important to note that our Scope 2 emissions are solely attributed to the purchase of heating.

Emission Scope 2

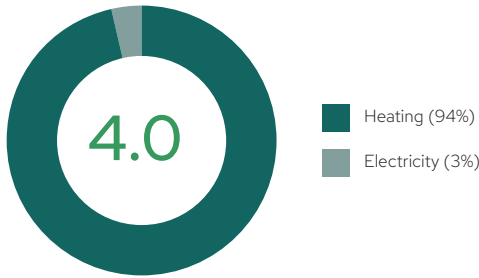


Figure 4. Emissions Scope 2 tCO₂e (market-based)

Scope 2, 2024-2020

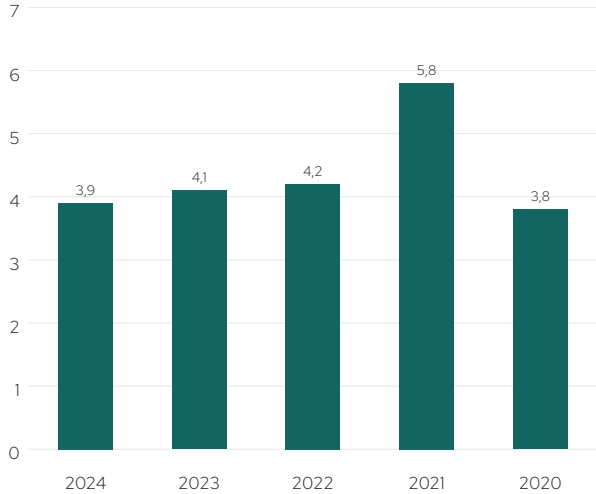


Figure 5. Scope 1 emissions (tCO₂e), comparison 2024-2020

SCOPE 3 EMISSIONS

Scope 3 emissions continue to represent the largest share (98,1%) of RG Discovery’s total greenhouse gas emissions, reflecting the nature of our business and our reliance on purchased goods and services.

Over time, RG Discovery has seen fluctuations in Scope 3 emissions, driven by changes in business activity, procurement patterns, and improvements in data availability and calculation methodologies. When viewed over several years, the historic data illustrates a gradual strengthening of our understanding of Scope 3 emission drivers, enabling more informed decision-making and targeted reduction efforts.

In 2024, total Scope 3 emissions decreased compared to the previous year, reflecting a combination of lower emissions from certain purchased goods and services and continued improvements in data quality. The shift from spend-based estimates towards more activity- and supplier-specific data has contributed to more accurate and transparent reporting, while also supporting better identification of emission “hot spots”.

Purchased goods and services remain the dominant Scope 3 category. However, historical trends show that operational measures implemented in recent years, such as optimized purchasing practices,

reduced transport frequency and increased coordination with suppliers, are beginning to have a measurable effect. These initiatives not only support emission reductions but also enhance resilience and efficiency in the supply chain.

While absolute Scope 3 emissions are still influenced by business growth and project variability, the historic development demonstrates that RG Discovery is decoupling parts of its emissions growth from business activity. This progress reinforces the importance of continued supplier engagement, improved data granularity, and the integration of climate considerations into procurement and operational decisions.

Going forward, RG Discovery will continue to prioritize Scope 3 emissions by refining data quality, expanding collaboration with key suppliers, and identifying lower-emission alternatives within high-impact categories. These efforts are essential to achieving our Science Based Targets and our long-term ambition of net-zero emissions by 2045.

Scope 3, 2024-2020

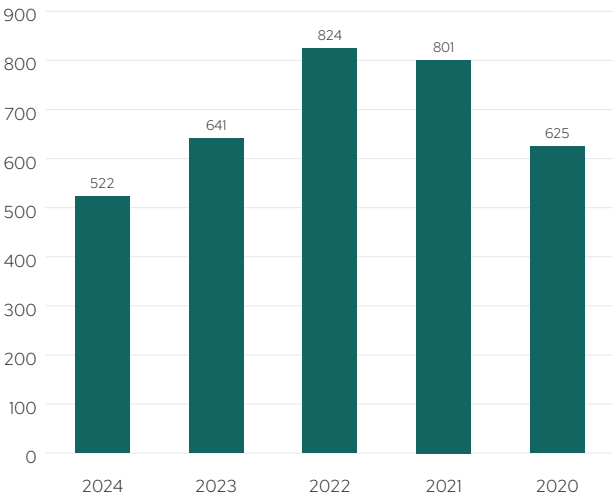


Figure 6. Scope 3 emissions (tCO₂e), comparison 2024-2020
scope 1 emissions (tCO₂e), comparison 2024-2020

Purchased Goods and Services

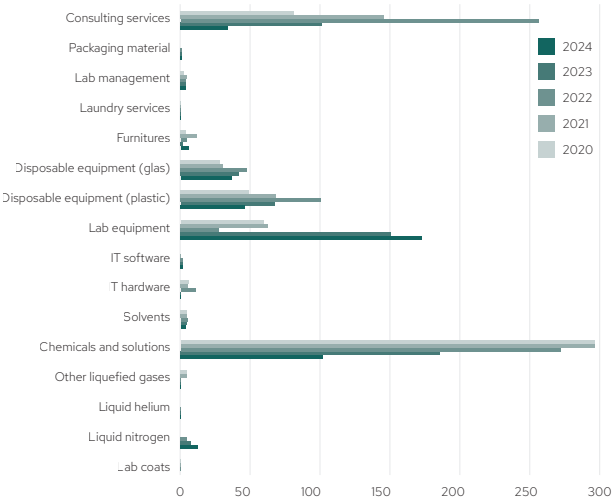


Figure 7. Emissions from purchased goods and services for year 2020, 2021, 2022, 2023 and 2024.

Intensity Metrics

Presented in Table 1 are RG Discovery’s total intensity metrics for the financial year 2024, compared to the base year 2021 and the previous reporting years. While absolute greenhouse gas emissions continue to be influenced by changes in business activity and project mix, the intensity metrics provide insight into how efficiently emissions are generated relative to company size and output.

During 2024, RG Discovery continued to improve its carbon efficiency, with emissions per unit of net revenue, per employee (FTE), and per square meter of rented space remaining stable or improving compared to previous years. This indicates that growth and operational development have not translated into proportional increases in emissions, reflecting the positive effects of ongoing efficiency measures, increased awareness in laboratory operations, and more targeted sustainability initiatives.

Although improvements in intensity metrics are encouraging and demonstrate increasing carbon efficiency, RG Discovery recognizes that absolute emission reductions remain

Table 1: Total emissions of Red Glead Discovery’s GHG calculations for 2024 and 2021 divided by their scope and category

Intensity metric	Value 2024	Value 2023	Value 2022	Value 2021	Change 2021-2024
Emissions per net revenue [ton CO ₂ e/MSEK]	10.9	8,2	13,0	13,4	–19%
Emissions per FTE [ton CO ₂ e/FTE]	10.0	11,7	14,8	14,7	–32%
Emissions per kvm [tonCO ₂ e/kvm]	0.23	0,28	0,43	0,43	–47%

essential to achieve long-term climate targets. Consequently, intensity metrics are used as a complementary performance indicator alongside absolute emissions, supporting decision-making while maintaining alignment with the Science Based Targets initiative (SBTi) trajectory towards net-zero emissions by 2045.

Data Quality and Accuracy

Table 2 presents the distribution of data quality categories used in RG Discovery’s greenhouse gas (GHG) calculations for the 2024 reporting year, compared to previous years. Improving data quality remains a strategic priority, as higher-resolution data enables more accurate identification of emission drivers and more effective reduction measures.

During 2024, RG Discovery continued its efforts to strengthened the quality of its GHG data. We strive to increase the share of emissions data we report to be based on measured or activity-based data, while the aim is that reliance on spend-based calculations should be the last resort. This aim is particularly relevant for Scope 3 emissions, where purchased goods and services represent the largest contribution to the overall carbon footprint.

The transition from spend-based estimates towards activity-based data, such as purchased quantities, transport distances, and energy consumption, has continued throughout 2024. In several categories, updated supplier-specific information and refined internal data collection processes have resulted in recalculated emissions that more accurately reflect actual activities rather than financial proxies.

Table 2: Quality Assessment and Categorization of GHG Data Sources

DATA QUALITY	2024	2023
Measured	3%	9%
Estimated	18%	39%
Own calculation, CO ₂ e	2%	1%
Spend	77%	51%

Despite this progress, a substantial share of Scope 3 emissions is still calculated using spend data, especially within purchased goods and services. RG Discovery therefore remains committed to further improving data granularity by engaging with suppliers and requesting unit-based and product-specific emission data. These efforts will continue into 2025 with the objective of increasing the proportion of measured and activity-based data and reducing uncertainty in the company’s GHG inventory.

Social Impact and Initiatives

At RG Discovery, we put great value on our diverse and talented team of 52 (end of 2024) and are proud to have built a team of dedicated professionals who contribute their unique skills and perspectives to our purpose.

Promoting Equity, Inclusion and Well-Being at RGD

Gender Distribution and Pay Gap

Our team is characterized by a balanced gender representation with a proportion of women:men at 52:48%. We are committed to salary equity and transparency and perform every year a salary survey (required by Swedish law) to assess whether salary differences between women and men who perform equal or equivalent work are gender related. The main goal is to identify, remedy, and prevent unjustified differences in salary and other employment terms between women and men who perform work which is regarded as equal or of equal value. The raw pay gap between the mean salary of male and female employees can be calculated as follows ($\text{pay gap} = 1 - (\text{Average Wage of Women} / \text{Average Wage of Men} \times 100)$). Such a general gender pay gap of 3.1% in favor of men is relatively low compared to many industries and national averages globally. We also calculated salary differences between men and women who perform the same or equivalent work in the groups where both men and women are represented. These individuals constitute 94% of our total number of employees and within these groups the average salary of women amounts to 98% of the salary of the men. The remaining gap is primarily attributable to the demographic

composition of these groups, as the company has during primarily during the last years hired young women who are early career professionals.

Despite this, our salary revision plan includes actions to continue working to further close gender pay gaps, such as refining policies and practices that can help create a fair and equitable compensation structure.

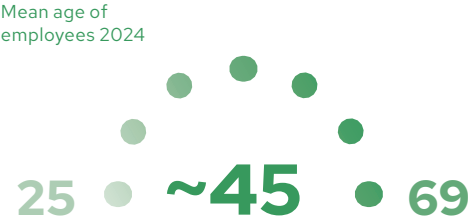
Leadership and Power Distribution

In leadership roles within our company, we strive for balance and equal representation. During 2024, 2 female and 1 male ordinary board members were appointed to the board of RGD, of which one woman being chairman of the board (2:1). Factoring in the two suppliants (1:1), the board composition is 60% female and 40% male (3 women: 2 men). Our management team consisted of 4 women and 1 man, including our CEO (male), CFO (female), HR Manager (female) and two female Operational Directors. Furthermore, the group of team leaders consists of 2 women and 4 men. In total the distribution is 50/50 between men and women. Our ambition is to over time have a balanced gender distribution and we will always take this into consideration when recruiting.



Diversity and Inclusion

Our workforce is diverse with respect to different ages (mean age and range) and cultural backgrounds (15 nationalities), which we believe enriches our innovation and perspectives. Although we do not currently have specific inclusion programs, we consciously promote diversity in our hiring practices.



Equality and Non-Discrimination

We are committed to equality and non-discrimination. To ensure a fair and respectful workplace, we have implemented non-harassment policies aimed at promoting equality and tackling discrimination. During 2024, we have not received any reports on harassment.

Work-Life Balance

We accommodate our employees’ varied needs and lifestyles with flexible working hours and remote working opportunities for non-lab-based staff. We also provide paid parental leave and “friskvårdsbidrag” (health and wellness subsidy) as part of our efforts to ensure our team members can balance their personal and professional lives effectively.

Training and Development Opportunities

True to our values Aspiration and Competence, we prioritize continuous learning and skill development. We allocate resources to facilitate scientific training, including sponsoring attendance for about 50% (26 out of 52 employees) of our staff during 2024.

Health and Safety

The health and safety of employees is important and to work systematically with the work environment, including physical and psychosocial safety, is required by Swedish law. To support our employees’ health and safety, comprehensive safety policies guide our operations, and we diligently report on accidents, incidents, and make risk observations. At RGD, a safety committee consisting of CEO, Drug Discovery

Director, Director Enabling Technologies and Infrastructure, SHE officer, HR manager and 2 safety representatives (elected by the staff) plays a crucial role in creating a safe and healthy work environment, and members collaborate to enforce safety regulations and address any safety concerns or incidents. Safety inspections are conducted regularly, documented and any issues followed up. In the past year, we recorded 2 accidents (1 2023), 7 incidents (1 2023), and 5 risk observations (9 2023) (see table 3). Reported safety issues are followed up and recommendations and/or routines to avoid that similar issues occur are implemented continuously.

Turnover Rates

We try to maintain a supportive and engaging work environment that encourages our team members to build long-term careers with us. Mandatory onboarding according to a structured process ensures that our new employees get a good start at RGD. In the past year, we experienced a turnover rate of 12% (8.7% 2023). One proactive measure to maintain high employee retention is to have exit discussions to collect feedback in order to improve employee-employer relationships.

Table 3: No of safety-related issues during 2024 and 2021

Metric	Data 2024	Data 2023	Data 2022	Data 2021
No of risk observations	5	9	22	12
No of incidents	7	1	11	11
No of accidents	2	1	9	2

Table 4: Employee metrics

Metric	Data
Employees that have a development plan	100%
Employee turnover rate	12%
No of employees that have utilized Friskvårdsbidrag	27

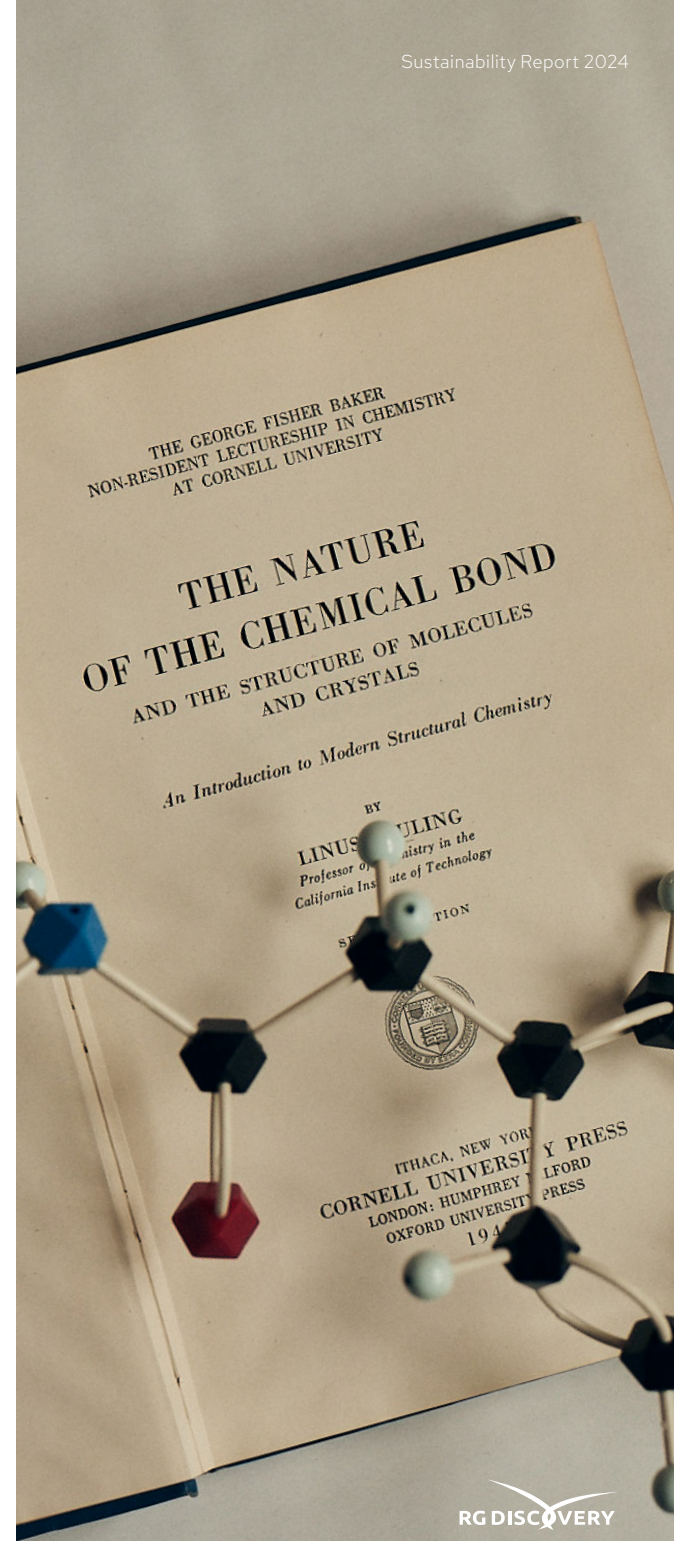
Employee Benefits

Our robust benefits package includes optional health insurance and 30 days of vacation. In accordance with Swedish law, RGD pays sick leave for the first 14 days. For sickness day 15 through sickness day 90, the Company pays sick pay corresponding to 80% of salary between 10 and 14 times the Price Base Amount. As a partner to manage our employees' occupational pension premiums, we have chosen Skandia, which is a mutual company, owned by its policyholders rather than shareholders. The benefit of a mutual insurance company is that it can focus on the long-term interests of its policyholders, instead of focusing on delivering short-term profits to shareholders. Skandia incorporates sustainability factors into its investment decision-making process, including climate change, human rights, and corporate governance, when deciding where to invest its funds. This approach ensures that the company's investments are not only financially viable, but also contribute to positive social and environmental outcomes, which are aligned with our companies' values and purpose.

In our commitment to continually enhance our organizational sustainability and social impact, we recognize the essential role of employee satisfaction. Our employees are at the heart of our operation, and their well-being and engagement directly influence our ability to achieve our objectives.

During 2024, we conducted an employee survey where we looked at a number of selected aspects of the company. Questions reflecting STARS – Status, Transparency, Autonomy, Relatedness and Standards, that measures how well the social environment works in the organization, as well as eNPS (employeeNet PromotorScore) that show how likely employees are to recommend RGD as a workplace. The index related to STARS was 4.1 on a scale from 1-5, which is in line with the reference group we are compared with (companies with <100 employees). The area relating to Relatedness stands out in a positive way, implying that we have a feeling of belonging and that we trust our colleagues. The eNPS result was 17, on a scale from -100 to +100, with a general rule of thumb that all scores above zero are acceptable and above 20 are excellent.

The total result of the survey was likely influenced by the fact that the company was facing a very challenging financial situation and that some organizational changes were made during the year. Despite this we could see in the survey that the overall result still was at a good level. Collaboration and Development are the areas where the result is significantly higher than the benchmark. Our scores in these areas are well above 90, whilst the benchmark is 67 and 77 respectively. The main area for improvement is found in the organizational area, potentially affected by the re-organization made. Follow up of the results were made in a number of workshops in different constellations to prioritize areas to include in the goals for 2025.



RG Discovery's Support for the Broader Community

Philanthropy: Our company is committed to giving back to our community and supporting causes that align with our company values. In the past years we have donated a sum corresponding to approximately 1,5% of our profits (after tax) to various non-profit organizations each year. We believe that our employees should have a say in which way our contributions go, so we have introduced a process whereby our employees can vote on which organization they would like to see receive the majority of our donation amount. During 2024 the business suffered a significant loss, but a symbolic donation was regardless donated to Lunds Fontänhus.

During the coming years, we plan to continue to allocate a portion of our profits to philanthropic activities that align with our corporate values and mission, and to involve our employees in that decision-making process. Our societal activities hopefully can inspire not only our employees but also other stakeholders to be more conscious about their opportunities to make a positive societal and environmental impact.

Activities in our Local Community

RGD is a member of the local organization Lunds Klimatallians, where we together with other organizations in the area share ideas and initiatives and promote sustainable solutions outside this group.

Lunds Fontänhus: This is a local community center run by a non-profit association according to the "Clubhouse model" and its activities are directed towards individuals who have had, or currently have, contact with psychiatric services. Lunds Fontänhus focuses on psychosocial rehabilitation with a work and study-oriented approach.

 For more information:
<https://lundsfontanhus.se/>

Lund Climate Alliance creates meetings with both climate and business benefits. The network involves businesses who work actively with the climate issue and see value in the sharing of knowledge.

 For more information:
<https://lundsklimat.se/in-english/>

Our Goals for 2025 – Outlook

In 2025, RG Discovery will continue to build on the progress made in recent years, with a strengthened focus on reducing greenhouse gas emissions, improving data quality, and embedding sustainability further into daily operations and decision-making. Guided by our Science Based Targets initiative (SBTi) commitments, our efforts in 2025 will prioritize actions that both reduce absolute emissions and improve the robustness of our climate data, particularly within Scope 3.

A key focus area for 2025 will be the continued implementation of identified emission reduction measures in laboratory operations, procurement, and logistics, alongside further improvements in greenhouse gas data accuracy and transparency. By combining operational efficiency measures with enhanced data quality, we aim to strengthen our ability to track progress, identify emission “hot spots,” and take informed action aligned with our long-term net-zero ambition for 2045.

Table 5: Goals for 2025

Area	Initiative	Goal	KPI
Governance	Ensure that all our data handling processes are up to date	Implement back-up solutions relating to instrument data	>99% of all instrument data is backed up over 2 months period
		Improve data storage environment to ensure secure and easily accessible data	Establish a policy for what data shall be stored, how and for how long, taking relevant requirements into consideration.
			A new file structure for customer data is implemented
Environmental	To contribute to better health and decrease our climate footprint in a cost-efficient way	Investigate ways to increase our waste recycling by sorting in additional fractions.	New agreement in place where new additional fractions are included.
		Investigate and implement more sustainable solvents and materials used in our production processes and customer projects	Lower the no. of kilos sent as unsorted with 10% per FTE
			Change 5 input materials for more sustainable choices.
Social	Ensure a secure and supportive workplace that enhances well-being, engagement and productivity	Ensure focus on risks in our workplace	Promote the use of more sustainable solvents to our clients and run 1-2 client projects using green solvents
			Promote staff identifying and reporting potential risks in our workplace. Generate observations reported during the year (equals 1/person).
			Summary of reports are presented at our info meetings together with an action plan.
			Establish an ESG group covering all ESG areas.
		Arrange event(s) that encourage physical wellbeing and engagement	At least one one-day event organized during the year
			Conduct at least 4 AW and 10 company breakfasts

2024 Goal Achievement

Table 6: 2024 goals achievement

Area	Initiative	Aim	KPI	Status
Governance	Innovation for sustainability	Address environmental risks by adopting greener processes and materials	Expand collaboration with customers on green chemistry peptide project	Achieved – Entered into strategic collaboration with partner
	Collaborative projects for sustainability	Strengthening of collaborative transport initiatives	Strengthening of collaboration on sustainable transport initiatives with Medicon Village within CoAction I	Achieved – Together with MV started to investigate bicycle and carpool projects
	Policies	Devise policies and practices supporting sustainability in the supplier chain	Evaluate sustainability performance when onboarding new suppliers	Partially achieved – Sustainability considerations applied where feasible; further formalization needed
Environmental	MyGreenLab	Reduce energy use, emissions, and waste from lab operations	Launch campaign to promote closing fume hoods to save energy	Achieved – Campaign performed and evaluated
	GHG	Hot-spot-based measures to identify and implement lower-GHG alternatives to high-emission practices	Finalize procurement of SFC technology to replace GHG-intensive technologies	Achieved – procured and implemented
	Reduction of single-use material	Increase awareness of plastic use and evaluate replace/reduce/re-use options	Evaluated and implemented changes in plastic/glass usage based on review	Achieved – Assessment completed and selected measures implemented
Social	Philanthropy	Support local and global community and protect the environment	Donations made to selected NGOs	Achieved – Donations made in accordance with company policy
	Work safety	Encourage reporting to raise awareness for safety management	Reduced number of incidents and accidents	Partially achieved – Better reporting actions installed and active follow-up of reported issues
	Personal development	Strengthening of organizational capabilities by promoting personal development	All employees have individual development plans	Achieved – Individual development plans maintained for all employees

SUSTAINABILITY REPORT 2024



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