

SUSTAINABILITY REPORT 2022

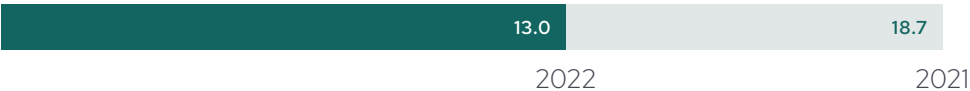


Our aim is to make the drug discovery process more sustainable and environmentally responsible

Total GHG emissions 2022
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 Red Glead Discovery’s first sustainability report. RGD’s purpose is to promote better health for people and planet by delivering state-of-the-art drug discovery services, facilitating 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 role and responsibility within the wider global community. The decision to produce this first report signals a vital step in our on-going commitment to integrating sustainability into our business strategy. At RGD, we believe that sustainability, specifically climate action, is not just an ethical obligation but also an opportunity to create lasting value for our business and its stakeholders.

The urgency of climate change has never been greater. Increasingly, the impacts of a changing climate are being felt worldwide, and the necessity for action is both immediate and clear. For our business, and indeed for our society to thrive, we need a stable climate and healthy ecosystems. Given our sector’s significant environmental footprint, due to energy-intensive laboratory operations and the use of fossil-based raw materials, we are acutely aware of the importance of mitigating these impacts.

Setting goals validated by the Science Based Targets initiative (SBTi) during 2022 has been a strategic priority for us. By aligning with a globally recognized standard, we ensure our climate action plans are grounded in science and contribute to the global effort to limit global warming to well below 2°C, as set out in the Paris Agreement. It also sends a strong signal to our stakeholders about our commitment to sustainability.

Engaging in climate action and setting SBTi validated

targets not only helps to future-proof our business against physical and transition risks associated with climate change but also creates new opportunities presented by the shift to a more sustainable, low-carbon economy. This commitment positions us as a leader in our industry, enhancing our reputation as a responsible organization and potentially driving increased demand for our services from environmentally conscious customers. It can also aid in innovation, pushing us to explore more sustainable ways of delivering our services, leading to the development of new offerings.

In this sustainability report, we will share our journey towards a more sustainable business, beginning with our efforts to reduce our greenhouse gas (GHG) emissions and our progress towards our SBTi-validated targets. We believe that through our commitment to sustainability and climate action, we can, true to our purpose, contribute to a healthier planet to while ensuring the continued success of our business.

Now, more than ever, we need collective action to ensure a sustainable future for all. We invite you, our stakeholders, to join us on this journey. Together, we can create a healthier planet. Support environmentally and socially conscious businesses, advocate for climate action, and make sustainability a part of your daily life. Join us as we strive to meet our sustainability targets and redefine what it means to be a successful, resilient business in the 21st century. Let’s shape the future together.

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.

To this end, we have set carbon emission reduction goals, validated by the SBTi, to significantly reduce our carbon footprint. By setting climate action in focus, and communicating about our ambitions, we hope to make positive impact and stimulate others to join the race to zero.

A key part of our strategy involves conducting a comprehensive analysis of our laboratory operations to identify "hot spots" of high emissions and related to that, opportunities for environmental impact reduction. Our partnership with the climate consultancy firm 2050 has been instrumental in creating a GHG inventory that

accurately reflects our emissions, using standardized methodologies and globally accepted principles.

Despite being a relatively small team of about 60 employees, we firmly believe in our potential to create a significant positive impact on our planet and community. We are committed to setting realistic, measurable, and transparent sustainability goals, maximizing resource efficiency, and fostering a culture of sustainability among our employees. A strategic goal for Red Glead is "to be recognized as a leader in the field of sustainable drug development".

Our Strategies



Throughout 2023 and onwards, we will focus our efforts on refining our drug discovery practices minimizing environmental impact further. This will involve continually enhancing our impact measurement methods and setting robust targets for reduction. 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.

As part of our commitment to pioneering green practices, we are actively exploring initiatives within green peptide synthesis, aiming to reduce the environmental impact of specific laboratory operations. We are also working to implement robust waste reduction strategies.

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, even if we not always can quantify the impact accurately. We still believe that we can make meaningful difference for society and environment. We are eager to learn, adapt, and contribute to a healthier and more sustainable world through our business practices. Here we describe further how we at RGD have started to work with sustainability.

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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

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



Sustainability Governance

RGD's owners have stipulated that "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."

This describes the company's dedication to responsible operations and its intent to integrate sustainability into its core business strategy. To fulfill the directive of operating in a responsible and sustainable manner that considers social, environmental, and economic factors at every level of the company's operations, a governance structure has been implemented.

The Future Business Function

This function is headed by the executive VP, is overall accountable for sustainability at RGD's and reports to the Management team consisting further of the CEO, COO, CFO and HR. This function provides funds for specific activities. As an example, a cross-functional activity in collaboration with the Peptide team at RGD aims at establishing a more environmentally friendly peptide synthesis method. A diploma work performed during 2022 has yielded the first data for such a service, which will be refined during 2023 to be able to market such a service to customers.



Management Team

The management team decides on the budget for sustainability initiatives within or across functions, and for the Future Business function. Further, the management team governs sustainability by issuing policies. As an example, a revised travel policy has been implemented that incentivizes climate-friendly transportation, in which train travel is encouraged over airplane travel. By imposing a fee on air travel, short-haul flights, where alternative transportation methods are available, are discouraged. The funds collected are used to subsidize more sustainable travel options in 2023. Company bikes have been bought for employees to be able to travel short distances to meetings close by. The management team has also issued a checklist for sustainability guidelines for events, which has been used to guide the organization of RGD's meetings with internal or external representatives.

The Sustainability Group

The group consists of members from various departments and has during 2022 had 4 meetings to discuss sustainability issues specific for RGD and make recommendations for initiatives. Further, the members in this group have been

instrumental in collecting data for the application to the SBTi for the validation of emission targets. Another task the group has worked with was to analyze which of the UN's 17 global goals (SDGs) are of relevance across RGD's value chain, work which will be finalized during 2023. RGD thus still lacks measurable sustainability goals in accordance with the SDGs which aim to counteract poverty, inequality, environmental damage, and promote peace and prosperity by 2030. During 2023, RGD will more deeply engage in activities to understand how its own operations can be linked to the global goals.

Sustainability Goals

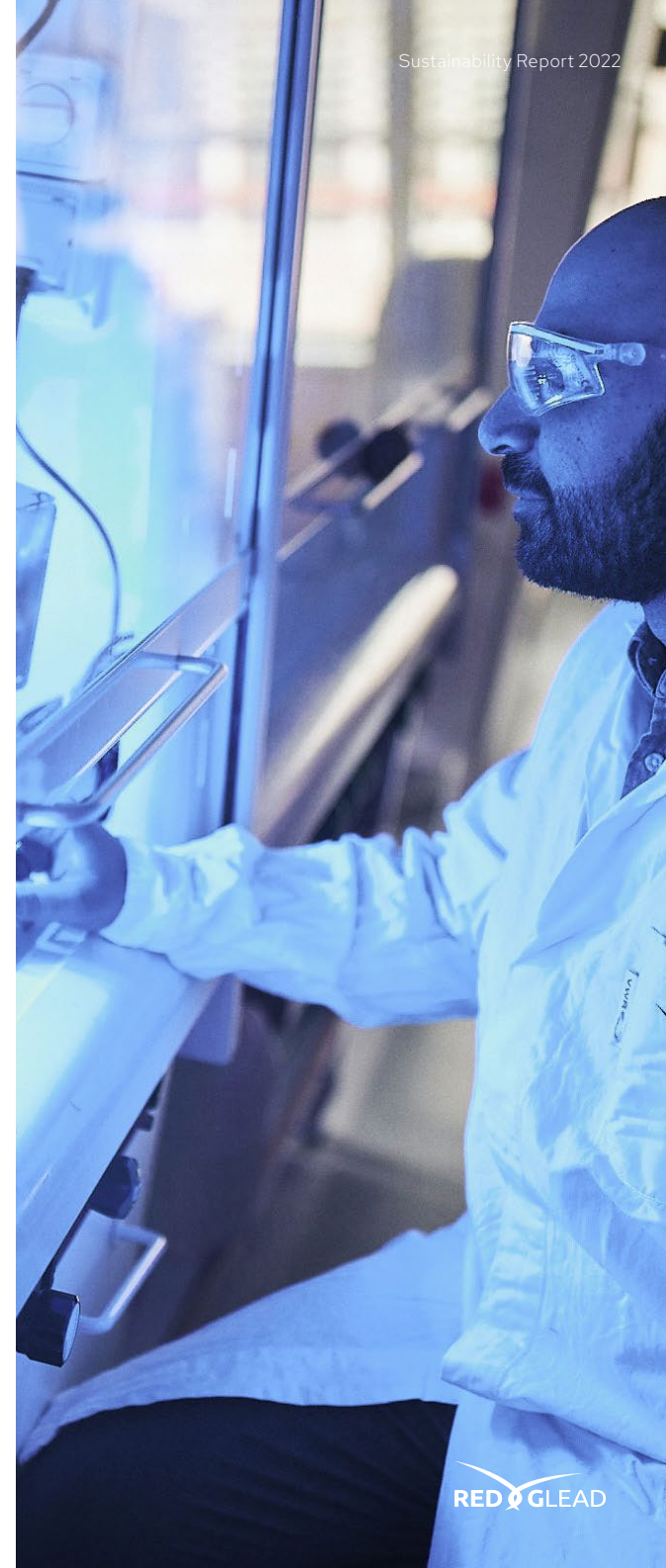
Teams and functions at RGD have during 2022 developed relevant sustainability goals for 2023. One important decision that has been made is to involve all operative teams to participate in a certification program for laboratories to evaluate and communicate their sustainability efforts. This certification, provided by the non-profit organisation My Green Lab (www.mygreenlab.org) serves as a benchmark and provides a roadmap for labs to reduce their environmental impact.

The Green Lab Certification will be pursued for 2024.

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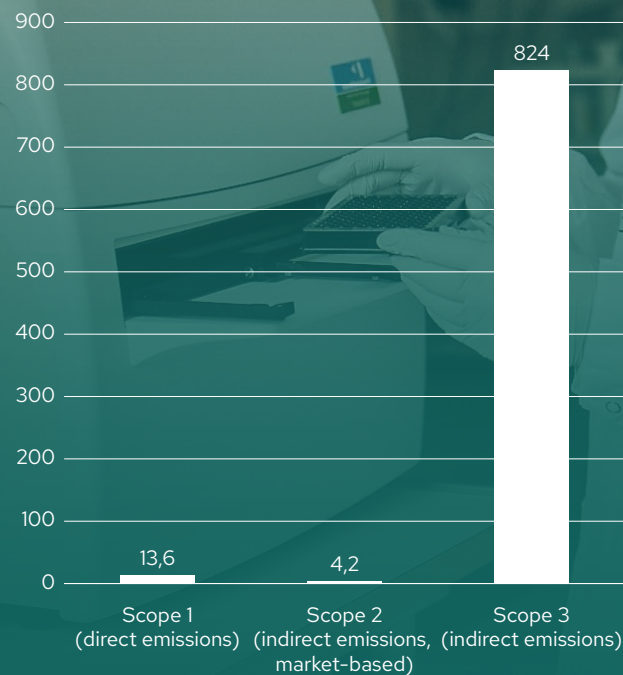
Teams and functions at Red Glead Discovery have during 2022 developed relevant sustainability goals for 2023.

RGD



Environmental Impact and Management

Emission per scope (ton CO₂e)



Scope 1

1.6%

Direct emissions

Scope 2

0.5%

*Indirect emissions,
market-based*

Scope 3

97.9%

Indirect emissions

Figure 1. Red Glead Discovery's emissions in each scope, 2022.

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) <https://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 www.redglead.com.

CO₂ Emissions

RGD's total emissions for the financial year 2022 are 842 tons CO₂e. This is an increase with 3% compared to last year and an increase with 31% compared to 2020. The primary reason for the increase is RGD's increased costs for purchased goods and services due to the expansion of the business. Meanwhile, RGD's scope 1 and 2 emissions have decreased since 2021 (which is the base year). For the calculation year 2022, Scope 3 emissions accounted for 97.9% of RGD's total emissions, scope 2 for 0.5% and scope 1 for 1.6%.

SCOPE 1 EMISSIONS

In scope 1, most of the emissions are derived from process-related emissions from the lab, corresponding to 89% of total scope 1 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 operated cars and dry ice gas evaporation.

Emission Scope 1

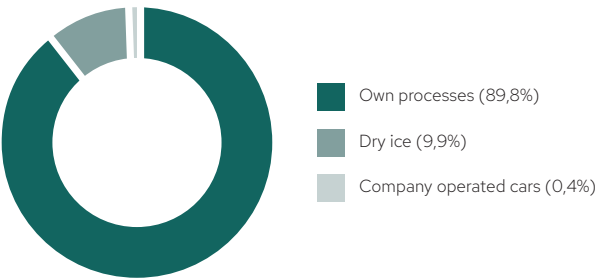


Figure 2. in Scope 1 (tCO₂e) 2022

Scope 1, 2022-2020

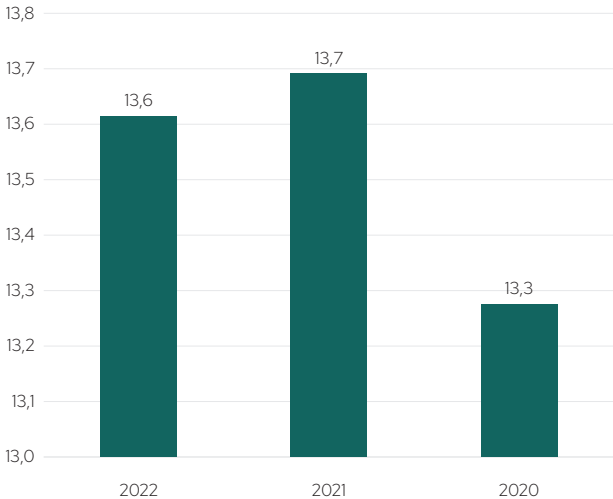


Figure 3. Scope 1 emissions (tCO₂e), comparison 2022-2020

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 using both methods in Table 2 below. The company's Scope 2 emissions would be markedly higher if calculated using the location-based method. 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, our Scope 2 emissions are minimal, constituting roughly 1% 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

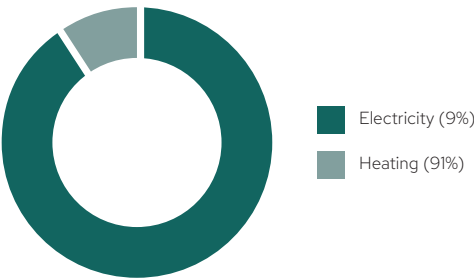


Figure 4. Emissions Scope 2 tCO₂e (marked-based)

Scope 2, 2022-2020

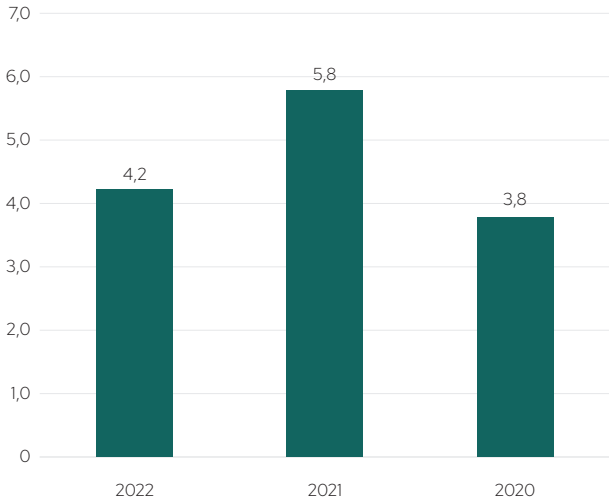


Figure 5. Scope 1 emissions (tCO₂e), comparison 2022-2020

SCOPE 3 EMISSIONS

Nearly 98% of Red Glead Discovery's emissions are found in scope 3. Emissions from scope 3 have increased with 3% since the base year 2021 and increased with 31% since 2020 (Figure 6).

This is most readily explained by increased number of employees and related increase in operational activity, requiring increased amount of purchased goods.

Purchased goods and services (Category 3.1), stands for about 87% of the total emissions. For a breakdown of the type of goods and services and calculated emissions for each, see Figure 7. Three activities that account for large parts of the emissions within the category are purchased chemicals and culture media (37%) consulting services (35%) and disposable plastic equipment (14%). Emissions in this category have increased with 16% since last year and 37% since year 2020. The reason for the increase is primarily increased costs for and use of consulting services.

Scope 3, 2022-2020

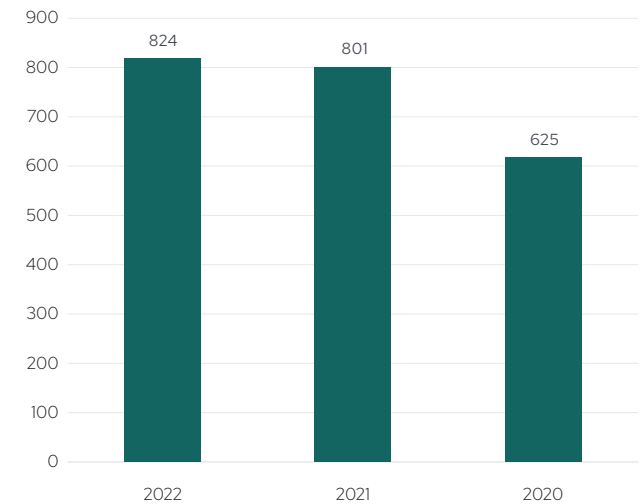


Figure 6. Scope 3 emissions (tCO₂e), comparison 2022-2020
scope 1 emissions (tCO₂e), comparison 2022-2020

Purchased Goods and Services

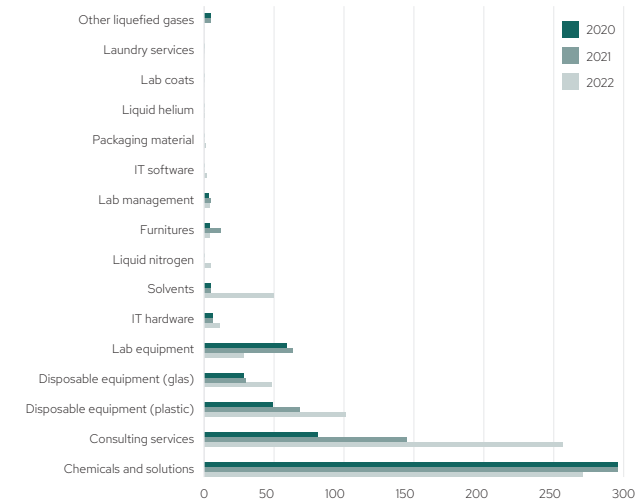


Figure 7. Emissions from purchased goods and services for year 2020, 2021 and 2022.

Intensity Metrics

Presented in table 1 are RGD’s total intensity metrics for the financial year of 2022 compared to base year 2021. Although RGD’s absolute carbon emissions have increased due to growth and expansion, we have seen a positive trend in our carbon efficiency, meaning we are producing less carbon emissions per unit of net revenue, per employee, and per m² of rented space. This indicates that our sustainability efforts and operational efficiency improvements are taking effect, and we are becoming more carbon-efficient even as we grow. However, while improvements in carbon efficiency are positive, absolute reductions in emissions are still necessary to reach our long-term goal of net-zero, making it imperative to continue working towards reducing total emissions as well to align with the trajectory to reach net zero 2045 as planned.

Data Quality and Accuracy

Table 2 presents the distribution of data quality categories used for RGD’s greenhouse gas (GHG) calculations. The majority of our data (87.6%) is derived from expenditure (spend), indicating that our GHG calculations are heavily reliant on financial data. The remaining data sources are more direct forms of GHG measurement, with only 3.2% of our data being measured directly, 7.7% being estimated, and a minor 1.5% resulting from our own CO₂e calculations, with the largest source of our emissions within purchased goods and services (97.8% of total emissions). This highlights the need for more direct measurement which could provide a more precise estimate. Our aim is to enhance data quality in 2023 and increase the fraction of measured data by procuring detailed data in unit-based measurements, to this end we have initiated conversations with our suppliers to increase the share of unit measured data.

Table 1: Total emissions of Red Glead Discovery’s GHG calculations for 2022 and 2021 divided by their scope and category

Intensity metric	Value 2022	Value 2021	Change 2021-2022
Emissions per net revenue [ton CO ₂ e/MSEK]	13.0	18.7	-40%
Emissions per FTE [ton CO ₂ e/FTE]	14.8	19.1	-30%
Emissions per kvm [tonCO ₂ e/kvm]	0.43	0.43	-1%

Table 2: Quality Assessment and Categorization of GHG Data Sources

DATA QUALITY	Share
Measured	3.2%
Estimated	7.7%
Own calculation, CO ₂ e	1.5%
Spend	87.6%

Social Impact and Initiatives

At Red Glead Discovery, we put great value on our diverse and talented team of 57 (end of 2022) 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 fairly balanced gender representation with slightly less women (45.6 % women; 54.4% men). 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 (pay gap = $1 - (\text{Average Wage of Women} / \text{Average Wage of Men} \times 100)$). Such a general gender pay gap of 3.26% 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 and compared the salary in gender-dominated groups, (resulting in 4 such groups with both men and women represented and the four groups accounting for 95% of all employees), showing that the average salary of

women as compared with the men in respective tier is 96, 100, 110 and 119%.

Our salary revision plan includes actions to further close gender pay gaps, such as refining policies and practices that can help create a fair and equitable compensation structure. The results will be presented in 2023s sustainability report.

Leadership and Power Distribution

In leadership roles within our company, we strive for balance and equal representation. During 2022, 2 female and 1 male ordinary board members were appointed to the board of RGD, with another man being chairman of the board (2:2). Factoring in the one male suppliant, the board composition is 60% male and 40% female (3 men: 2 women). Our management team consisted of 2 women and 2 men, including our CEO (male), CFO (female), and COO (male), EVP (female), resulting in an equal power balance. Furthermore, the group of team leaders consists of 3 women and 4 men. Our ambition is to have a balanced gender distribution and will take this into consideration for future recruitment.



Diversity and Inclusion

Our workforce is diverse with respect to different ages (mean age and range) and cultural backgrounds (12 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.

Mean age of employees 2022



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 2022, 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 more than 50% (29 out of 57 employees) of our staff during 2022.

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 employee’s 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,

Head of R&D operations, 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 9 accidents, 11 incidents, and 22 risk observations (see table 3). One incident led to a visit to health care, but no serious damage had been noticed and no further care was needed. Reported safety issues are followed up and recommendations for avoiding a similar issue occurs.

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 5.6%. 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 2022 and 2021

Metric	Data 2022	Data 2021
No of risk observations	22	12
No of incidents	11	11
No of accidents	9	2

Table 4: Employee metrics

Metric	Data
Employees that have a development plan	100%
Employee turnover rate	5,6%
No of employees that have utilized Friskvårdsbidrag	29

Employee Benefits

Our robust benefits package includes an 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 chose 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 is 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 2022, no comprehensive measurement of employee satisfaction across our organization has been generated. In the upcoming year, we will be conducting an employee survey to measure eNSP, how likely employees are to recommend RGD as a workplace. We are committed to transparency and will share key findings and subsequent actions from our data and survey in our next sustainability report. We believe that this effort represents a significant step forward in our commitment to ensuring a supportive work environment for all our employees.



Red Glead 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 year, we have ringfenced a sum corresponding to 1,5% of our profits (after tax) to various non-profit organizations. We believe that our employees should have a say in where our contributions go, so we have introduced a process whereby our employees can vote on which cause they would like to see receive the majority of our ringfenced donation amount. Our employees were asked to prioritise among the following organizations: **Médecins sans frontières**, **Naturarvet** and **Lunds Fontänhus** (see on the right hand side for more info). After voting, our employees chose Médecins sans frontières to receive the majority of our donation. Further, in response to the unprovoked war against Ukraine, we donated to the Swedish branch of the **UNHCR** to provide relief to Ukrainian refugees. UNHCR is a global organization with the purpose of saving lives, protecting the rights of refugees, and building a better future for people who are displaced and stateless.

 For more information:
<https://www.unhcr.org/neu/se/om-unhcr>

We are proud to support these organizations and the important work they do. In the coming year, we will 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.

Collaboration for a Climate-Neutral Lund

RGD supports Lund’s municipality by participation in a project for the city to become one of EU’s 100 climate-neutral and smart cities by 2030. These cities should lead the way for other European cities aiming to become climate-neutral by 2050. The EU wants the selected cities to be bold and creative – and to focus especially on the climate challenges within urban planning, transport, and energy. Lund’s ambition to become climate-neutral by 2030 is based on the understanding that everyone in society needs to participate to make the required changes: entrepreneurs and researchers, politicians and officials, organizations, and residents. As a responsible organization, our company, alongside several others located in Lunds innovation district, has joined a collaborative project led by Lunds municipality. Our shared aim is to pave the way for businesses to take decisive climate action, recognizing that we all have a part to play in protecting our planet for future generations.


Médecins sans frontières: This global organization provides medical assistance to people affected by conflict, epidemics, disasters, or exclusion from healthcare.

 For more information:
<https://www.msf.org/>

Naturarvet, which can be translated as “Natural Heritage,” is a Swedish non-profit organization dedicated to preserving old-growth forests (“gammalskog” in Swedish) to ensure the survival of their unique ecosystems for future generations.

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

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/>

Our goals for 2023 - Outlook

In the upcoming year, we aim to further integrate sustainability into our operations by establishing concrete, measurable goals aligned within a sustainability framework. These goals are outlined in table 5.

Our journey towards sustainability is an ongoing process, and we understand that it requires consistent effort, learning, and improvement. We look forward to keeping our stakeholders updated on our progress and we are grateful for the continued support and understanding as we work towards our shared vision of a sustainable future.



Table 5: Goals for 2023

Area	Initiative	Aim	KPI
Governance	Education	Raise awareness and knowledge within company for better decision making for sustainability.	Assigned 3 employees to develop relevant knowledge to facilitate decision making for increased sustainability.
	Sustainability initiative for SDG	Formulate and prioritize sustainability goals relevant to RGD business.	Workshop performed and goals integrated into business plan for 2024.
	Policies	Devise policies and implement practices supporting sustainability with respect to the supplier chain.	100 % of RGD top 20 suppliers are evaluated for sustainability performance.
Environmental	MyGreenLab	Reduce energy use, emissions, waste from lab operations.	Performed MyGreenLab assessment and identified opportunities for reduction in the specified areas.
	GHG	Improved methods for analysis of GHG footprint to support SBTi goals.	CO ₂ emissions measured, specific reduction goals set for 2024.
	Analysis of plastic waste in lab operations (plastic audit)	Increasing awareness of plastic use in operations and evaluate opportunity to replace, reduce, re-use plastic from fossil stock.	Plastic audit performed and areas for improvement identified.
Social	Philanthropy	Support our local and global community and protect our environment.	Donations have been made to selected NGOs.
	Whistleblower support	Comply with new law and provide channel for whistleblowing.	Whistle blower channel is implemented.
	Personal development	Strengthen organizational capabilities by promoting personal development.	All employees identified skills to develop and have an individual plan on how to achieve this.

SUSTAINABILITY REPORT 2022



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