

REPORT ON THE PROGRESS OF SOCIAL RESPONSIBILITY

2022

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WORD FROM THE CEO

As the Interlux Group's Corporate Social Responsibility and Sustainability Progress Report is being **prepared for the 11th time** and shared with the public, we would like to place special emphasis on perhaps the most fundamental part of the concept of sustainability, i.e. RESPONSIBILITY. A sustainable organisation is first and foremost an organism bound together by shared values, where every member—every cell—is equally responsible to every customer and partner, employee and shareholder, and every member of society. Responsible decision-making, responsible action, responsible planning, responsible investing and responsible giving.

Today, we also understand that responsibility also includes responsible renunciation, which means refraining from profitable but immoral decisions, from partnerships with authoritarian, anti-democratic countries and their representatives. It is also an investment in green solutions, which today amount to a cost centre without any tangible financial or investment benefits. But the benefits will surely be reaped in a decade or two when these sustainable solutions will allow us all to live in a more beautiful, safer, greener and healthier world.

2022 was a year of hard work and responsibility. As one of the market leaders in medical and laboratory equipment in Lithuania and the Baltic States, we have set ourselves the goal of focusing even more on monitoring our company's environmental impact and reducing climate change. Therefore, we have developed and implemented a Quality and Environmental Management System for the Interlux Group companies, which meets the requirements of LST EN ISO 14001:2015 Environmental Management System.

The quality and environmental management system in Interlux Group companies helps to ensure and improve the quality, environmental protection safety and efficiency of the services provided to Lithuanian healthcare, veterinary and scientific institutions and other customers of the Group.

We take a particularly responsible approach to our entire supply chain and aim to reduce the environmental impact of the solutions we distribute throughout their entire life cycle, from acquisition to disposal. That's why we prioritise the representation of sustainable and responsibly produced technologies that have a lower environmental impact.

We also encourage our customers to use technological solutions that are energy efficient, recyclable and/or made from recycled materials, with a strong focus on customer education and communicating the benefits of environmentally friendly solutions.

This year, we have been particularly focused on designing and implementing new organisational programmes to make **our supply chain environmentally and socially responsible**. We work with our suppliers to set clear sustainability guidelines and expectations. We give preference to suppliers who not only comply with sustainable practices and certification requirements, but also regularly audit their transparency and compliance with publicly declared standards.

As we do every year, we promoted transparency and accountability in business by actively participating in the activities of socially responsible organisations, sharing best practices and contributing to the promotion of more transparent, sustainable, innovation- and ecology-oriented lawmaking processes.

Audrius Matuzevičius MD, PhD CEO of Interlux



In 2022, the Group companies were also successfully certified to the "green" environmental standard ISO 14001:2015.

As we do every year, **we promoted transparency and accountability in business** by actively participating in the activities of socially responsible organisations, sharing best practices and contributing to the promotion of more transparent, sustainable, innovation- and ecology-oriented lawmaking processes.

Of course, as every year, we have given away some of our funds to philanthropy by supporting specific charitable initiatives instead of institutions to help the downtrodden with their health or those who lack medical supplies on the frontline in out neighbour country.

IBy setting and pursuing these environmental, transparency and social responsibility goals, we have contributed to a more sustainable and healthy future, educated Baltic laboratory and medical professionals about the benefits of environmentally friendly solutions, and developed healthier and more engaged employees.

For this challenging but very meaningful 2022 journey, we are especially grateful to the team, all the employees who understand and support the company's values and who so often volunteer to go the "extra mile" to share their knowledge with our community.

We also extend our sincere thanks to our customers and partners.

the manufacturers of the innovative, user-safe, environmentally friendly technologies we represent, which are making a huge difference in the quality of research and treatment in the field of health, as well as to all the social partners, inspirers and advisors who help us to improve year on year and to offer even more efficient processes, higher levels of service and more sustainable solutions.

Kind regards, **Audrius Matuzevičius** MD, PhD CEO of Interlux

DECLARATION

Since joining the United Nations Global Compact 11 years ago, Interlux has been committed to the Global Compact's 10 principles in the areas of human and workers' rights, the environment and anti-corruption.

This year, we are committed to continuing to uphold our commitment to the 10 principles of the Global Compact in the areas of human and workers' rights, environmental protection and anti-corruption, and to supporting the initiatives of the United Nations Global Compact.

We do not limit ourselves to the sustainability imperatives in our contractual obligations, but we also:

- try to minimise our negative impact on the environment ir our day-to-day activities,
- choose partners who run sustainable businesses,
- represent suppliers that produce safe, environmentally friendly products and implement green innovations,
- we are responsible employers and actively contribute to health promotion and other social initiatives.



Report on the progress of social responsibility 2022

ABOUT THE REPORT

We would like to invite you to get acquainted with the 11th Interlux Corporate Social Responsibility and Sustainability Progress Report, which reviews the achievements of 2022 in the areas of human rights, employment relations, environmental protection, prevention of corruption and contribution to the development of social initiatives in

In 2012, Interlux joined the United Nations Global Compact network, the United Nations Global Compact's 10 Global Compact Principles. For eleven consecutive years, we have been producing social responsibility progress reports, assessing and measuring our performance in the context of sustainability.

The reports are available in both Lithuanian and English. Electronic reporting documents are available on the Interlux website www.interlux.lt/lt/tvarumas/ and on the Global Compact website www.globalcompact.org.

This Corporate Social Responsibility Progress Report is intended for all those with an interest in the company's activities, including partners, employees, shareholders, the community, organisations and anyone else who wants to get to know Interlux better.



TRANSPARENT and responsible activities



SOCIALLY RESPONSIBLE employability



CLIMATE CHANGE reduction



SPONSORING SOCIAL INITIATIVES*

THE MAIN AREAS OF INTERLUX'S SOCIAL RESPONSIBILITY:

Lithuania.

in the fields of health promotion, healthy lifestyle, scientific innovation, education, ecology, protection of human rights, prevention of corruption, ethical and responsible business education.



ABOUT THE INTERLUX GROUP



1994

YEAR OF ESTABLISHING INTERLUX UAB



100+

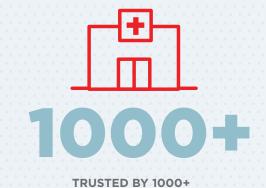
EMPLOYEES



28+

INCOME IN 2022





IN THE BALTICS

Interlux Group is an international company that has been providing innovative technologies and solutions for the medical, scientific and biotechnology industries for three decades, together with its subsidiaries in the Baltic region.

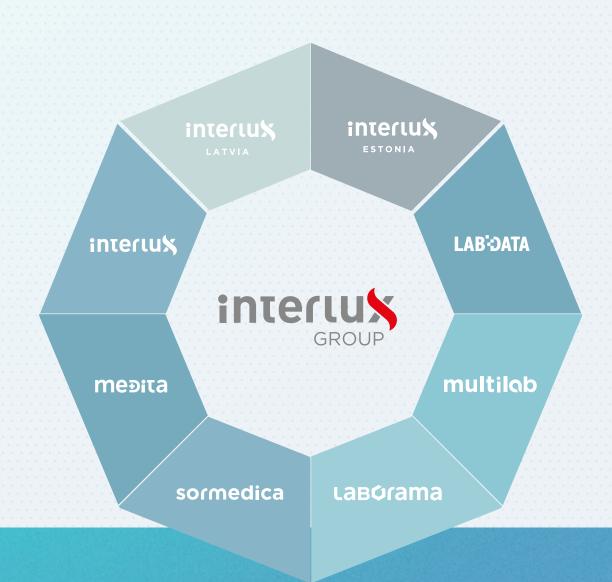
The main segments of the Interlux Group's solutions are conservative medicine, surgery and laboratory diagnostics.

We not only ensure the smooth roll-out of innovative, top-quality, certified, environmentally safe products, user training, but also professional 24/7 maintenance and service.

A wide range of products, representing over 200 innovative global manufacturers, a company staff with excellent product and industry knowledge, a service team that is always available and ready to solve problems quickly—these are the strengths of Interlux that we have acquired over almost three decades of successful work and development.







ABOUT THE INTERLUX GROUP

Interlux Group is a leader in the Baltic region in the following segments:

- ★ Biotechnology/Research/Pharmaceuticals
- ★ Healthcare solutions
- ★ IVD and industrial laboratory solutions
- MedTech solutions
- Veterinary solutions

COMMON PERFORMANCE STANDARDS AND VALUES

All Interlux Group companies are certified in quality management:



demonstrating that they operate in a continuous improvement of the quality of their services and in strict compliance with organisational management standards;



ISO 14001:2015 which guarantees that companies develop and implement measures to reduce environmental pollution, to use natural resources rationally and economically, to identify hazards, to assess risks and to provide for their management and prevention.

Unified company processes also ensure smooth and automated operations in the logistics and service departments:



Seamless logistics for equipment of any size



24/7 maintenance of equipment



Highly qualified maintenance staff, including ongoing individual training on equipment maintenance and troubleshooting





Interlux UAB organises and ensures the smooth operation of the entire group of companies, from ordering and logistics, to maintenance and after-sales service, to accounting, marketing, recruitment of qualified specialists, covering staff issues of Interlux Group companies.

For more information, please visit – www.interlux.lt



LATVIA

Interlux Representation in Riga, Latvia opened in 2006 and has been successfully growing in the Latvian medical and scientific laboratory equipment sales market.

SIA Interlux's main activities are:

- Laboratory diagnostic equipment and solutions
- * Research solutions
- * Medical instruments for surgery
- * Family medicine equipment

The vision of our colleagues in Latvia is to improve everyone's life by offering modern and innovative products for healthcare and science.

For more information see – www.interlux.lv

interlux

ESTONIA

Interlux Representation in Tallinn, Estonia,

which opened in 2017, was born out of the Interlux Group's implementation of its strategic expansion plan in the Baltics and the strengthening of sales in individual business areas across the Baltic region. **OU Interlux**, like the other companies in the Interlux Group, guarantees not only a wide range of top-quality products for medical and scientific institutions, but also smooth delivery, customer training, consultation and professional 24/7 technical support and maintenance.

Areas where this growing company is strongest:

- Diagnostic equipment for medical laboratories
- Research laboratory equipment
- Environmental laboratory equipment

For more information see – www.interlux.ee



Labdata UAB is a company that has extensive experience in the development, implementation and improvement of innovative information technology and process control solutions in the laboratory and medical fields.

The company was founded in 2004 in Vilnius, Lithuania, and since its inception has specialised exclusively in laboratory and medical IT and performance optimisation solutions.

The company's main areas of activity are:

- Development, implementation and maintenance of laboratory information management systems
- * Managing the ordering, response process and process control of laboratory tests
- Exchange of data from laboratory analysers and other systems
- * Management of research laboratories

- Management of hospital blood banks
- Management of hospital blood centres
- * Management of reagents and disposable working materials
- Management of quality controls and contingencies
- * Managing and displaying data analysis, reports, statistics and graphical data



For more see – www.labdata.lt



medita

Medita UAB has been building its experience in the field of medical products since 1992 and has a wide range of products for family medicine, primary care, physiotherapy and rehabilitation, haemodialysis, wound care, surgery, diagnostic equipment, laboratory equipment, medical furniture, veterinarian rooms, and healthy lifestyle products.

Over three decades, Medita has earned the strong trust of its customers and suppliers, providing medical equipment and supplies to a large number of healthcare institutions in Lithuania.

Medita represents medical equipment suppliers renowned for their innovative, safe and reliable products, such as Rudolf Riester GmbH, Physiomed Elektromeizin, Marsden Group, Medical ECONET, SOMNOmedics, LEDspa, Promotal, Ecopostural, Mercura, Vyaire Medical, Dr. Mach, Fazzini, Arkray Inc, Boditech, Orphee, Micropoint, Natumin Pharma, Otosan, Prima Lab SA, Herbamedicus and many other renowned global manufacturers.

For more see – www.medita.lt

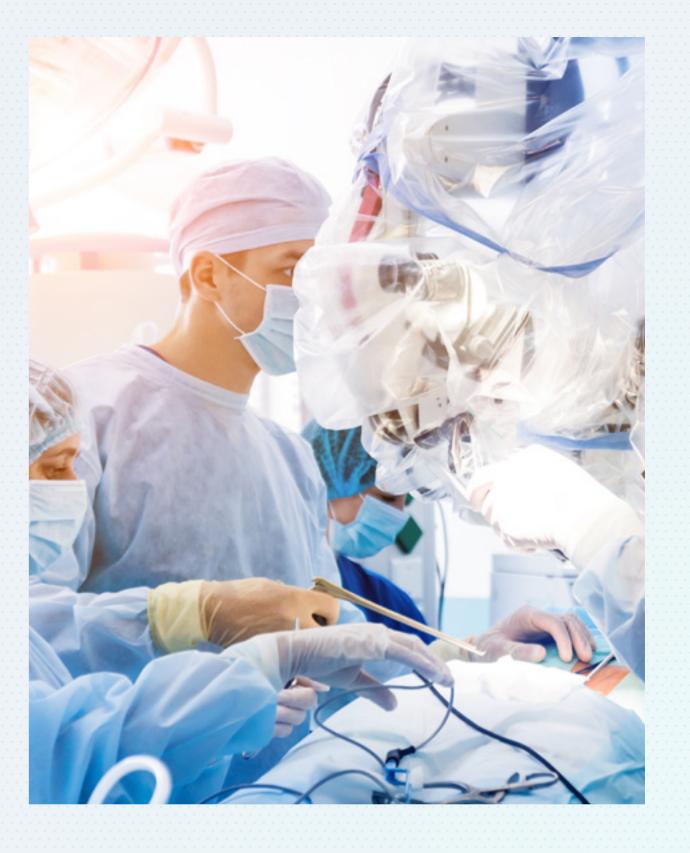


sormedica

Sormedica UAB supplies innovative, efficient and medical-enhancing technologies and solutions for operating theatre and intensive care, disinfection and sterilisation, tools and equipment for diagnostics and treatment, robotic surgery, radiotherapy, interventional cardiology and radiology, and other medical fields, as well as the widest and most comprehensive range of medical simulators, mannequins, and simulation solutions for the training of new and advanced physicians.

Since opening its doors in 2012, Sormedica has quickly expanded its product range and gained the trust of world-class medical technology manufacturers such as Asensus, Agfa, Medifa, VirtaMed, Comecer, BD, CAE Medical, Merit Medical, Promedon, and many others.

For more see – www.sormedica.lt





Laborama UAB was established in 2017 to further develop the sales division of Interlux UAB's Scientific and Laboratory Research Technologies Division. Laborama provides innovative solutions for flow cytometry, clinical and industrial microbiology, molecular biology and cell biology. The progressive company also supplies a range of accessories for scientists and users of advanced laboratory technology.

One of the company's business niches is to provide state-of-the-art technologies for highly complex genetic DNA testing, such as DNA testing for drug efficacy, cancer genetic testing, prenatal testing and other DNA testing.

Laborama represents world-class laboratory technology manufacturers such as BD, AliFax, T2 Biosystems, Copan, Molecular Devices, MDX Health, Qiagen, Corning, Immucor, Lonza, Miltenyi Biotec, and other suppliers of cutting-edge technologies for science and medicine.

For more see - www.laborama.lt



multilab

Multilabo UAB is the youngest company of the Interlux Group, founded in 2018 on the basis of the *In Vitro* Diagnostic Technologies and Analytical and Industrial Diagnostic Technologies sales divisions of the parent company Interlux, supplying advanced equipment from world-leading manufacturers for clinical laboratory diagnostics, research and industry, as well as sampling tools for a safe and reliable pre-analytical phase of the test.

Multilabo is committed to providing evidence-based and reliable clinical laboratory diagnostics and state-of-the-art solutions for science, industry and R&D and represents technology leaders such as Tosoh, Diasorin, Randox, Sebia, ViroGates medicinos srityje bei Agilent Technologies, Buchi, EcoLab, NewPort, Syft, and other global vendors in the analytical and industrial technology segment.

For more see – www.multilabo.lt



HUMAN **RIGHTS** The Interlux Group has put in place business procedures to ensure that **human rights violations are** fully prevented and protected. These procedures are clearly spelled out in company's documents and are fully communicated to all employees to ensure strict compliance with preventive measures and to prevent any human rights violations at all times. Interlux Group companies expressly and openly oppose any discrimination, violence, harassment, forced or child labour, intolerance of views or lifestyles, or any other behaviour that threatens the emotional or physical health of individuals. The companies also have a process in place to prevent any human rights violations, and to take corrective action if non-compliance is found, which is detailed in procedural documents.

Interlux always tries to raise public awareness of the importance of human rights and we emphasise this by participating in business associations. We are members of the Lithuanian Responsible Business Association (www.atsakingasverslas.lt), Lithuanian Business Confederation (www.lvk.lt), Investors' Forum (www.investorsforum.lt).

When human rights issues are discussed in these associations, we actively participate in the associations' working groups, thereby contributing to raising awareness of human rights in business and society. If issues of sustainability, human or animal rights, ecology, etc. arise within the community of these associations, we actively advocate for the protection of these rights and for the resolution of these issues, without allowing those who do not live up to their commitments to continue to operate with impunity.

Interlux Group's internal corporate rules, which set out provisions and principles for the protection of human rights:



CODE OF CONDUCT

available on the Interlux website *elgesio kodeksas* and the Codes of Conduct of the subsidiaries, which are observed by all employees of the Interlux Group.



COMPLAINTS MANAGEMENT PROCEDURES

Complaints management procedures, which include:

- * how long it takes to deal with complaints about possible human rights violations,
- who is responsible for dealing with these complaints,
- * how the complaints process should work.



EQUAL OPPORTUNITIES POLICY AND IMPLEMENTATION PROCEDURES:

- ensure equal rights, opportunities and obligations for applicants or existing employees, regardless of their gender, race, nationality, language, origin, social status, religion, beliefs or opinions, age, sexual orientation, disability, ethnic origin or religion;
- establish positions responsible for monitoring the implementation of the principles of equal opportunities;
- * establish mechanisms for prevention, enforcement and correction.



REGULATIONS ON THE USE OF INFORMATION AND COMMUNICATION TECHNOLOGIES AND THE MONITORING AND CONTROL OF WORKERS AT THE WORKPLACE:

establish procedures for video surveillance, the use of information and communication technologies and the monitoring of employees' electronic communications within Interlux Group companies, guaranteeing the implementation of all human rights and ensuring that neither the Company nor its employees violate the human right to privacy, the use of images, personal information, etc.





POLICY ON THE RETENTION OF EMPLOYEES' PERSONAL DATA AND PROCEDURES FOR ITS IMPLEMENTATION:

- lays down rules to ensure the security of employees' personal data;
- regulates the processing of personal data, ensuring compliance with and implementation of the Labour Code of the Republic of Lithuania, the Republic of Lithuania Law on Legal Protection of Personal Data, and other laws and legal acts establishing the protection of personal data.
- governs the procedures for processing personal data, the exercise of data subjects' rights, and technical and organisational data security measures;
- * The Data Protection Officer of the Interlux Group companies assists all responsible employees of the Interlux Group companies in ensuring the right of all people to the protection of their private data to the fullest extent possible, and, where necessary, resolves cases of data security issues.



THE RULES OF PROCEDURE PROVIDE, AMONG OTHER THINGS, FOR THE FOLLOWING IMPORTANT RIGHTS OF EMPLOYEES:

- * require the employer to provide safe, healthy and nondiscriminatory working conditions;
- require the employer to provide work equipment, personal protective equipment and personal hygiene products in accordance with the procedures laid down;
- obtain information from the employer about substances and dangerous agents harmful to the employee's health in the working environment;
- refuse to work if there is a risk to health or life, and to do work that the employee has not been trained to do safely;
- claim compensation for damage to the employee's health caused by unsafe or hazardous working conditions;
- * make proposals to the employer for the improvement/ amendment of the Company's rules of procedure, etc.





A NEW DOCUMENT WILL BE INTRODUCED IN 2022 IN THE INTERLUX GROUP COMPANIES:

VIOLENCE AND HARASSMENT PREVENTION POLICY

- The policy is binding on all employees of the Interlux Group regardless of their position or type of employment contract.
- Code of the Republic of Lithuania, the interpretations of the State Labour Inspectorate of the Republic of Lithuania, as well as taking into account the specifics of the Interlux Group's activities, in order to establish an effective violence prevention system in the Interlux Group, which would enable to identify the risks of violence arising in the business processes, the problems related to it, and, after assessing them, to select proportionate and effective measures for the prevention and control of violence that would enable to minimise the risk of violence between Employees that has been identified and that is unacceptable to the Interlux Group.

THIS DOCUMENT DEFINES THE FOLLOWING TERMSA:

- **Mobbing** is an imbalance in the working relationship that is characterised by a pattern of consistent, sustained misconduct directed against the employee, which undermines the employee's physical, social or psychological well-being, productivity and job satisfaction.
- **Unethical behaviour** is behaviour that is contrary to the ethics and conduct of employees as defined in the Interlux Group Code of Conduct.
- **X** Violence and harassment, including:
 - psychological violence,
 - physical violence, and
 - gender-based harassment (violence and harassment directed against people because of their gender or which disproportionately affects people of a particular gender, including sexual harassment),

any unacceptable conduct or threat thereof, whether the unacceptable conduct is intended to have a physical, psychological, sexual or economic impact, whether the unacceptable conduct has had or is likely to have such an impact, whether it violates the dignity of a person, or whether it creates an intimidating, hostile, degrading, humiliating or offensive environment, and/or whether it has resulted in, or is likely to result in, physical, pecuniary and/or non-pecuniary damage, either on a single occasion or on a repeated basis (violence, harassment and/or mobbing is referred to collectively as "violence" in the policy).

The policy prohibits violence of any kind at the workplace. It also sets out the procedures for reporting and dealing with reports of violence; protection and assistance for the person who reports violence; and liability for behaviour that is recognised as violence.





Interlux Group companies **have an e-mail address** where any employee can report to the management any form of discrimination or human rights violations. Information received by email is promptly checked, and a working group is set up to investigate the circumstances of the possible infringement, to take possible preventive action, and to decide on impact measures and corrections.



EMPLOYEES OF INTERLUX GROUP COMPANIES ARE ALSO REGULARLY REMINDED OF THE WAYS IN WHICH THEY CAN REPORT ANY OBSERVED INTOLERABLE BEHAVIOUR ANONYMOUSLY:

- pranesk@interlux.lt an email address where they can report any cases of discrimination or human rights violations to a working group of independent members set up for this purpose;
- a physical box for complaints and observations.

When an anonymous letter is received in one form or another, the information is promptly reviewed and a team is set up to investigate the situation, implement preventive measures and determine the appropriate corrective action.

There have been no incidents of discrimination in Interlux Group companies in 2022 and no complaints or applications regarding human rights violations by employees. In 2022, there were also no non-compliances with the Global Compact's principles.





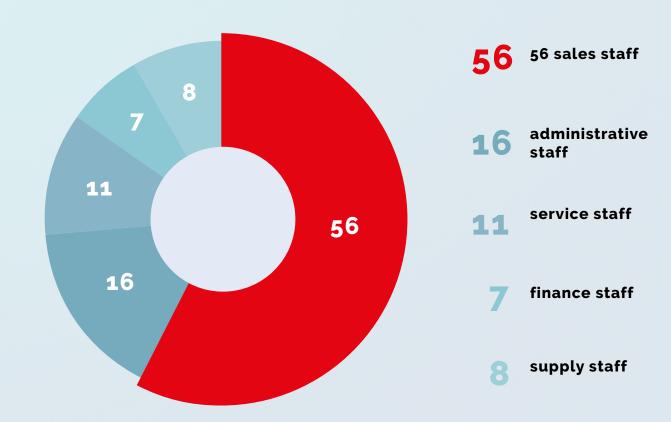
Staff overview Salues, rights and responsibilities **EMPLOYMENT** Human rights RELATIONS Business philosophy Motivational tools Motivation process

EMPLOYMENT RELATIONS

Staff overview



In 2022, the Interlux Group had 98 employees.

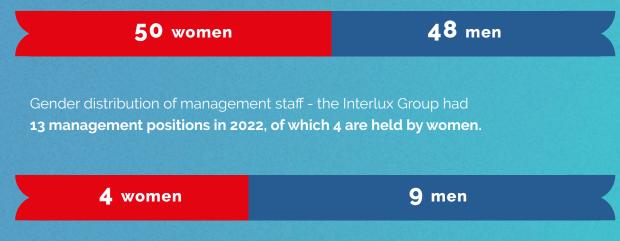


In 2022, 95% of Interlux Group companies had staff with a university degree, 3% with higher education and 2% with non-university higher education.



EQUAL OPPORTUNITIES MONITORING

Gender distribution at Interlux Group companies: In 2022, the Group employed 98 team members, including:



One employee had a fixed-term contract.

EMPLOYMENT RELATIONS

Both women and men at Interlux Group companies are provided with adequate opportunities to take their own additional rest days, such as "mother's days" and "father's days", which allow for a high-quality and sustainable response to the family needs of employees.

In 2022, a total of 40 mother's days and 88 father's days were used

40 mother's days

88 father's days

Interlux also provides free and unrestricted access to the right to various responsible parenthood-related maternity and paternity leaves. Every year, more and more men are exercising their right to paternity leave, for example in 2022:



days of parental leave



leave



Sick leave and sick care leave are granted equally to women and men.

Sickness-related absences in 2022:



women were sick for 46 working days



men were sick for **141** working days

It should be noted that last year, men did not miss a single working day due to caring for a sick person, while women spent 9 working days caring for a sick person.

Caring for a sick person in 2022:



women spent 9 working days caring for a sick person



men did not miss a single working day due to caring for a sick person

STARTING AT INTERLUX INTRODUCTION TO VALUES, RIGHTS AND RESPONSIBILITIES

Every new employee of Interlux Group companies shall first read the Newcomer's Guide, which details all the Group's values, norms, rules, duties and rights.

All new employees of the Interlux Group are also made aware of these internal documents against signature:

- * Rules of procedure,
- * Code of conduct,
- * Instruction on competition law compliance,
- * Policy on the retention of employees' personal data and procedures for its implementation,
- * Rules for processing personal data,
- * Regulations on the use of information and communication technologies and the monitoring and control of workers at the workplace,
- Procedures for declaring conflicts of interest within the company,
- * Privacy policy,
- * Payroll system,
- ***** Equal opportunities policy and implementation procedures,
- Violence and harassment prevention policy,
- Dressing Regulations.
- Job description



The Newcomer's Guide also includes contact details for all colleagues and departments, how to use the company car and other items, and interesting stories about colleagues who have been with the company for longer, to find out how they see the company, why they value it, and how they have become such loyal employees.



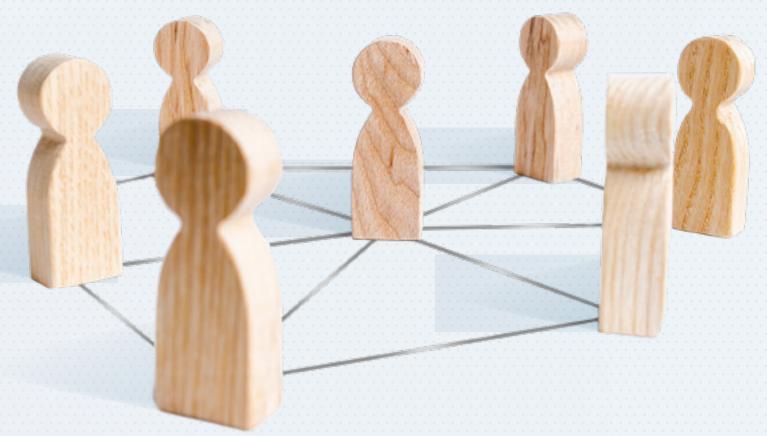
EMPLOYMENT RELATIONS

Socially responsible employability

Socially responsible employability and employee engagement are core values of the Interlux Group. The organisation strives to create an inclusive culture where employees feel inspired and actively support their workplace.

Interlux also cares for the health of its employees and promotes healthy lifestyles, as well as fostering sustainability principles and social initiatives.

The Works Council is an independent body that addresses relevant social initiatives and initiates projects to develop, motivate and change the working environment.



Ensuring human rights among employees

Gender Equality and Women'S Rights, Digital Security and Privacy, Refugee and Migrant Rights —all of these rights are classified as basic and fundamental human rights that Interlux protects and defends and prohibits the violation of, as set out in the Group's Code of Conduct, which is binding on all employees of the Interlux Group and which is made known to all employees by signature at the time of their employment.

The Interlux Group's Equal Opportunities Policy guarantees equal rights, opportunities and obligations for job applicants and existing employees regardless of gender, race, nationality, citizenship, language, origin, social status, religion, beliefs or opinions, age, sexual orientation, disability, ethnicity or religion.

The policy also establishes positions responsible for monitoring the implementation of the principles of equal opportunities; it establishes mechanisms for preventing and remedying breaches of the principles of equal opportunities.

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No human rights violations were reported or recorded at Interlx Group companies during the reporting period in 2022.



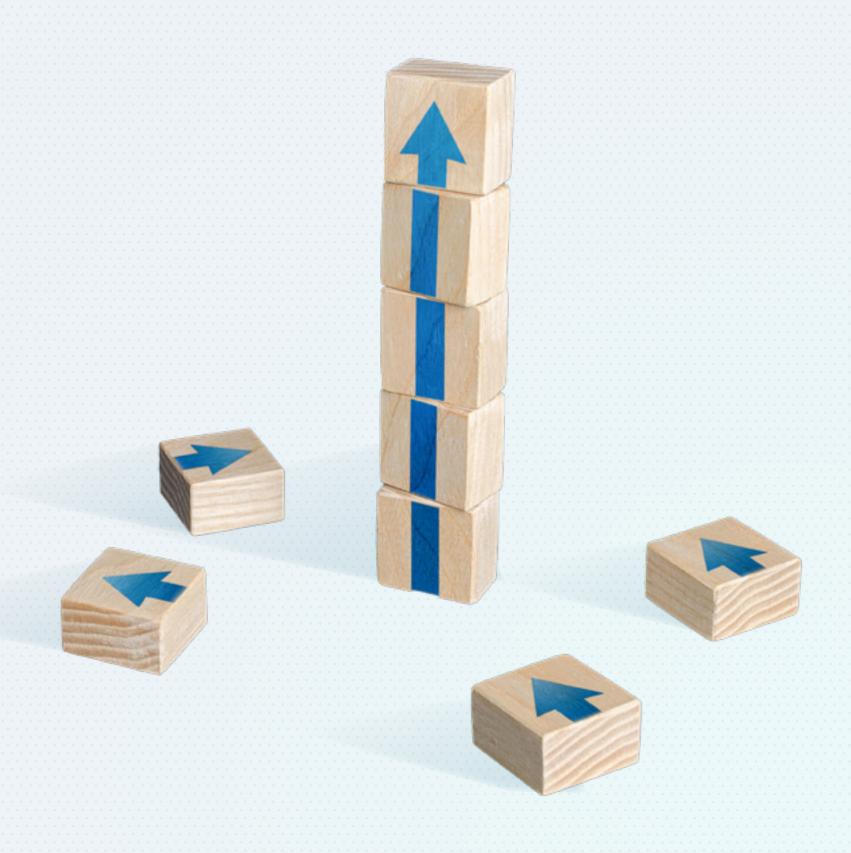
EMPLOYMENT RELATIONS

Employee-centred business philosophy

Interlux Group companies are united by an employee-oriented human resources philosophy. We want employees to be able to grow in the areas where they are strongest and develop the areas where they are weaker, because we understand that each person is an individual who is best in one area and can do just as well in another if given the right conditions to grow and develop.

Our aim is to provide opportunities to develop not only professional skills, but also emotional intelligence, cooperation skills, knowledge of healthy lifestyles and other important emotional skills.

We also ensure that all employees have the opportunity to participate as much as possible in decision-making at all levels; feel a sense of meaning and purpose for change; are autonomous and responsible, able to act independently but without being distanced from their team; are recognised and valued; feel a sense of continuous improvement and growing competence; and feel a full, relevant and integral part of the organisation and team.





MOTIVATIONAL TOOLS, PROMOTING HEALTH AND HEALTHY LIFESTYLES AMONG EMPLOYEES

Supplementary occupational health insurance allows employees to pay more attention to preventive health care, to visit the dentist or other specialists more often, and to undergo various blood and other diagnostic tests.

Another tool is the medical check-up, where employees receive valuable advice from a doctor on how to take better care of their health and which specialists they should consult, based on a quick health check.

Influenza and COVID-19 vaccination - in 2022, all employees who wished to be vaccinated were vaccinated.

Promoting active lifestyles - Interlux Group companies try to encourage their colleagues to be as active as possible, which is why they continue to support the Interlux Group Running Team and its participation in various sports events.



Supplementary occupational health insurance

Supplementary health insurance also allows for a better balance of goods and services in pharmacies or health centres.



Medical check-up



Influenza and COVID-19 vaccination



Promoting active lifestyles



EMPLOYMENT RELATIONS

Fair and clear appraisal and motivation process

Each employee of the Interlux Group companies, together with their line manager, draws up an annual development plan. Each employee is also encouraged to adjust the plan and to add to it with training when they feel that there is a lack of knowledge in one area or another.

The Interlux Group's appraisal interview with the line manager focuses not only on the employee's performance, but also on thei personal growth, i.e. how the employee has grown during the year compared to their own performance at the time of the previous appraisal. What are the strengths and what are the qualities to be developed, and how to turn weaknesses into strengths.

The dialogue also seeks to find out how the employee feels about the organisation, what organisational measures they are satisfied with, and what ways or means the company could use to further improve.

When setting the objectives and directions for development in the coming period, it is important to take into account the needs of the employee in terms of organisational development.



Working groups are set up at Interlux to carry out various functions (e.g. to formulate new long-term objectives, to develop the best motivational solutions, etc.) - employees are publicly informed about the possibility of joining working groups and thus realising their ambitions and skills.

Self-fulfilment goes hand in hand with study and personal growth and that is why Interlux Group companies **make it possible for students to combine study and work**. Some positions can be flexible, allowing to combine work with personal or family commitments.

Fair, market-based remuneration and financial incentives for good performance are now standard features of every sustainable company.



EMPLOYMENT RELATIONS

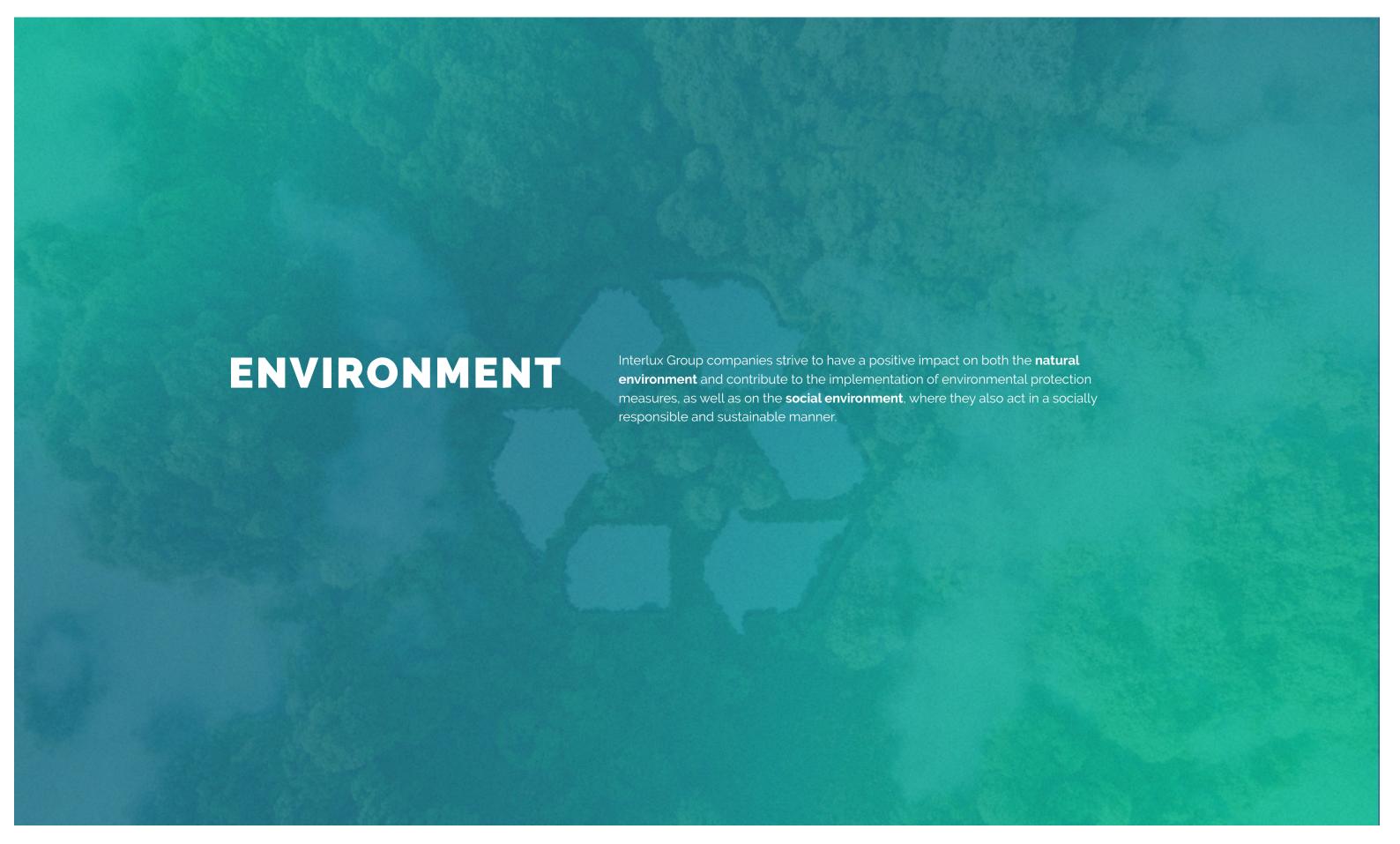
Other motivational measures for Interlux Group employees:

- **LUX incentive system**, where LUX is a symbolic bonus with a monetary value, awarded by the line manager to their employees on a monthly basis for their assessed and recognised contribution to the overall performance of Interlux Group companies.
- Personal recognition with acknowledgements, nominations and memorable tokens of appreciation.
- Joint group sub-working activities as an incentive for a group of employees who have achieved particularly high performance or successfully completed projects.
- **★** Sustainable corporate value system, socially responsible philosophy.

Companies conduct regular **customer satisfaction and internal employee surveys** to understand employees' needs and involve them in decision-making.

Procedural and operational decisions are taken in the light of the results of the surveys and the views of the Group community. For example, the company asks for employees' opinions on a form of supplementary health insurance, sustainable changes in the organisation or the direction of corporate social responsibility, as well as in the organisation of celebrations involving Group companies, to find out the most relevant form of leisure time.







ENVIRONMENTAL PROTECTION

Interlux Group companies have been operating an environmental management system in accordance with the requirements of **LST EN ISO 14001:2015** for the second year already. Environmental procedures are in place, working well and being responsibly monitored.

The ISO 14001:2015 certification of all the Group companies shows that the companies develop and implement measures to reduce environmental pollution, use natural resources rationally and efficiently, identify hazards, assess risks, and provide for risk management and prevention measures.

Group companies also have set:

- Quality and environmental objectives
- **SWOT** analysis
- Stakeholder needs analysis
- **X** Risk management plan

When deciding on new suppliers or partners, the responsible employees of the Interlux Group companies follow an approved procedure aimed at assessing the sustainability of the potential partner, the compliance of the product manufacturing process with the requirements of ISO 14001:2015 standard, and the potential environmental impact. We aim to work with socially responsible, sustainable, non-polluting companies that supply green products to the market.

Conservation of natural resources, reducing negative environmental impacts, reducing air and environmental pollution, halting climate change, and creating a healthier environment remain the priority environmental goals of Interlux Group companies.





SWITCHING TO GREEN ELECTRICITY

In 2022, Interlux and its subsidiaries signed electricity supply contracts with Elektrum Lietuva UAB and switched to using green electricity from renewable energy sources provided by this supplier. In this way, companies aim to contribute to reducing pollution and preserving the environment for future generations.



PREFERENCE ALWAYS FOR "GREEN SOLUTIONS"

Throughout its supply chain, the Interlux Group strives to choose only those products and solutions that are environmentally friendly and sustainable.

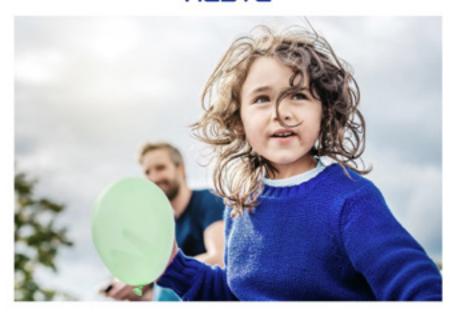
When servicing the company's fleet, all goods and services are also carefully selected and, with such suppliers, the least polluting solutions are chosen.

For example, fuel is filled at Neste network petrol stations because Neste is one of the most sustainable companies in the world and in Lithuania. For 17 years in a row, NESTE has been ranked highly in the Global 100 of the world's most sustainable companies by the research company Corporate Knights. It is also one of the most sustainable brands in Lithuania, according to the annual Sustainable Brand Index shopper survey. Neste cares about the environment.

In 2022, by purchasing windscreen washer at windscreen washer columns at Neste petrol stations, the Interlux Group saved as many as 47,000 plastic 4-litre containers! This way, we have helped the environment to avoid the unnecessary damaging effects of plastic.



TESTE



Mielas kliente,

Dékojame, kad pilatés stiklų ploviklį NESTE degalinėse ir taip prisidedate prie tvaresnės ateities kūrimo. Džiaugiamės pranešdami, jog 2022 metais įsigydami stiklų ploviklį iš NESTE degalinėse esančių stiklų ploviklio kolonėlių visi kartu nepanaudojome net 47 000 plastikinių 4 litrų talpos pakuočių!



Jūsų nepanaudotų 4 litrų talpos plastiko pakuočių

skaičius 2022 metais.



Bûtent tiek plastiko pakuočių nepanaudojome

visi kartu.



7,9

Apytikris kartu nepanaudotų plastiko pakuočių svoris.

Visi kartu nepanaudojome net 47 000 plastiko pakuočių.

Ačiū Jums už tai!

GREENHOUSE GASES (GHG) INVENTORY

In 2022, Interlux Group companies started to inventory their greenhouse gas (GHG) emissions, which are calculated to assess the current situation and, based on this, to set feasible targets for GHG emission reductions and to plan reduction actions.

Using a generally accepted methodology, Scope 1 and Scope 2 emissions were estimated for 2021 and 2022.



References

THE FOLLOWING INTERNATIONAL STANDARDS APPLY TO THE CALCULATIONS:

- → The Greenhouse Gas Protocol. A Corporate Accounting and Reporting Standard, Revised edition;
- ✓ GHG Protocol Scope 2 Guidance. An amendment to the GHG Protocol Corporate Standard;
- Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Supplement to the GHG Protocol Corporate Accounting and Reporting Standard.

Emission factors shall be taken from national information sources where available, or from other national or international information sources where national factors are not available.



- ✓ Applicability,
- Completeness,
- Consistency,
- ✓ Transparency,
- Precision.

Boundaries of thecompany and its activities

The operational control approach (OCA) is used to consolidate GHG emissions. Direct and Scope 2 emissions are calculated for the company's own and company-controlled emission sources (buildings, installations and mobile sources).

Some of the buildings and facilities are rented out. These companies are assumed to control the activities in the leased premises and installations, and emissions from these premises and installations are classified as their direct and Scope 2 emissions.



EMISSION LEVELS AND CATEGORIES



THE SOURCES OF GHG EMISSIONS ARE IDENTIFIED AND APPLIED:

1)Direct Scope 1 GHG emissions from:

- Combustion of natural gas in plant boilers
- ✓ Diesel and petrol use in company cars assigned to employees
- ✓ Leakage of fluorinated gases into the atmosphere from the plant's conditioning/cooling systems

2)Indirect Scope 2 GHG emissions from electricity consumption.

Emission factors for Scope 1 and Scope 2 emissions are provided in the GHG Emissions Calculator.

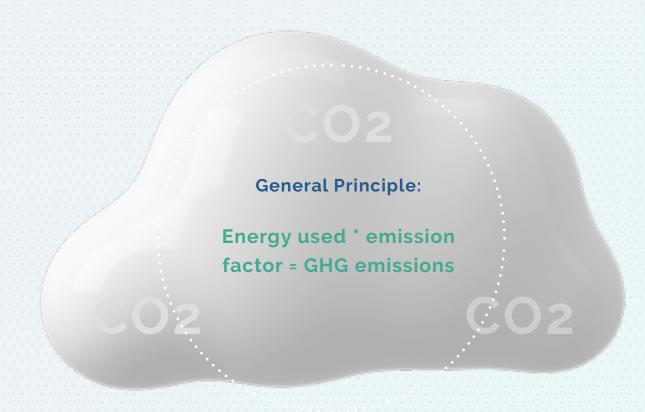
Natural gas and electricity costs are charged to suppliers' bills.

Liquid fuel costs are taken from the accounting software.

Leakage of fluorinated gases is taken from the annual reporting of F-gases used.



SCOPE 1 AND 2 EMISSIONS CALCULATIONS





INTERLUX GROUP GREENHOUSE GAS (GHG) EMISSIONS DATA FOR 2022 GHG EMISSIONS, TCO2E



	interlux	Lавфrаmа	multilob	meĐita	sormedica	ALTOGETHER:
SCOPE 1	209	67	48	65	31	420
SCOPE 2, LOCATION-BASED	8	1	1	6	1	17
SCOPE 1+2 LOCATION-BASED	217	68	49	71	33	438



5%

Based on these figures, Interlux Group companies will aim to reduce emissions by at least 5% in the coming year. A working group has been set up to decide on actions and changes that will contribute to reducing climate change and enable Interlux Group companies to reduce their CO2 emissions.

PACKAGING RECYCLING

Interlux ensures that the packaging of all goods it sells is recycled. The Group companies sign annual contracts with the responsible packaging management organisations, to which they regularly hand over all the packaging waste generated by their activities.

Interlux recycled a lot of packaging in 2022:



As every year, batteries, accumulators and waste electrical and electronic equipment used in Interlux's operations are **safely collected and handled by** the Distributors of electronics association EEPA.

Interlux continues to participate in the central procurement information system's electronic rather than paper-based procurement in order to **save paper at the company**.

Paper/cardboard





The sustainable environment in which we operate is an integral part of our success, SOCIAL which is why we plan and carry out various social initiatives each year to improve personal and public health on the widest possible scale. **BACKGROUND** We also focus on the opportunity to educate the public, including healthy lifestyles, ethics and sustainability.

We share our philosophy of sustainability and expand our sustainable activities by actively contributing to various business communities, as we are members of these associations:

LAVA

(Lithuanian Responsible **Business Association) - membership** since 2013

The Association promotes the development of responsible business practices develops criteria for responsible business practices.

The Association actively responds to the actions of businesses that fail to comply with sustainability criteria, even if they are not members of the creating a solid academy of sustainability experts, whose advice is also available to its members when faced with challenges.



(Lithuanian Business Confederation) membership since 2016

The Lithuanian Business Confederation is the largest business organisation uniting service, trade and high-tech companies in Lithuania. LVK is the official representative of the International Chamber of Commerce in Lithuania and participates in the activities of the World Chamber Federation.

The Lithuanian Business Confederation also actively contributes to various sustainability issues in the business community by bringing decisions, contacts or actions to be discussed for open debate.

INVESTORS' FORUM - membership from 2020

A voluntary, independent business association of the largest and most active investors in the Lithuanian economy, which aims to make the conditions for business development in Lithuania as favourable as possible and to reduce bureaucratic red tape.

It also contributes to a more sustainable country by promoting sustainable investment, supply chain control and a highly responsible approach to sustainable business partnerships.

SOCIALLY RESPONSIBLE PROJECTS

As every year, Interlux Group companies continued to carry out socially responsible projects and initiatives, focusing on areas that have been consistently selected and developed over a decade ago.

Health-boosting initiatives

This year, the Interlux Group has tried to contribute to the support for Ukraine in various ways.

Support for Ukrainian blood centres

The decision was taken to contribute as much as possible to humanitarian aid to this war-torn country and to help its medics fight for lives.

As the war in Ukraine continues in 2022 and the need for blood donations grows, the National Blood Centre (NBC), working closely with the Ministry of Health of the attacked country, has prepared and handed over to its Ukrainian counterparts the necessary tools for blood collection and haemoglobin estimation in the donor's blood.

The supplies needed for a smooth donation process and missing in Ukraine were handed over to the Ministry of Health's Health Emergency Situations Centre, which coordinates the transport of medical supplies and medicines, and transported to Ukraine.



Interlux's subsidiary Sormedica has made a significant contribution to the humanitarian shipment with high-quality and reliable double blood bag which are essential for the donation and transfusion process.



Report on the progress of social responsibility 2022

KINDNESS INSTEAD OF CHRISTMAS PRESENTS

Another Interlux subsidiary, Multilabo, contributes to the health and well-being of fatherless children when they are sick and in need of hospital treatment.

Instead of giving material gifts to customers for Christmas, the company asked its customers to vote for one of the proposed social initiatives and used the budget for the gifts to fund the good deeds of the social initiative Nobody's Children (*Niekieno Vaikai*).

Nobody's Children aims to ensure that no child is left alone with their illnesses and troubles. Nobody's Children volunteers care for lonely children in hospitals and crisis centres. The initiative is implemented in Vilnius, Kaunas, Klaipėda, Šiauliai, Panevėžys and Palanga.





Gerumo padėka

Džiaugiamės, kad multilob

paaukojo projektui

Padovanok Kalėdas "Niekieno vaikams"

Nuoširdžiai Jums dėkojame, kad nusprendėte pasidalinti savo gerumu ir rodote įkvepiantį pavyzdį kitiems.



aukok.lt komanda



INITIATIVES TO BOOST BREAKTHROUGHS IN SCIENCE AND STUDIES

It has become a tradition for Interlux subsidiary Laborama to support the Vilnius-Lithuania iGEM team by contributing to the participation of young scientists from Vilnius University in the international synthetic biology competition iGEM (International Genetically Engineered Machine).

The aim of this competition is to advance synthetic biology. Interdisciplinary teams from universities around the world solve real-world problems using molecular biology, engineering, biology, computer science and mathematics. The students aim to break stereotypes and educate the public about synthetic biology.

Of course, Laborama also supported the Vilnius-Lithuania iGEM 2022 team by providing them with the necessary laboratory equipment, which once again reached new heights, as this year, the young scientists were awarded a gold medal in the international competition, and were nominated for the best environmental project award!

With the development of NanoFind, the first easy-to-use nanoplastic detection tool, our team aims to lead the way in further research and advances in the fight against plastic pollution. In addition, due to the easy cross-application of this new tool to different plastics, they expect NanoFind to act as a baseline system for future detection methods for new nanoplastics.





WORKERS FROM UKRAINE

Compassion initiatives

As part of our commitment to the people who were forced to leave their homes and flee the brutal war in Ukraine, we welcomed Ukrainian staff who have brought their professional expertise to our team.

For example, Liudmyla Sulenko came to Lithuania from Kiev. She is a university-educated woman of forty-four with a thirteen-year-old son, Vanya, who lived with her husband in a remote area of Kyiv, a five-minute walk from her workplace in the neonatal research department of the Medical Genetics Laboratory. Here, Ludmyla carried out ELISA tests and, following the coronavirus pandemic, became responsible for PCR testing in a neighbouring laboratory. Lyudmyla's family loved Kiev, the neighbourhood they lived in, and never wanted to move anywhere - it was where they put down their roots, where they both had jobs they loved. My son Vania went to the pool every day after school - he was very good at swimming, winning both city and national swimming competitions.

But one day the war broke out, and when it started, the bombing of Kiev made it completely unsafe both inside and outside. After the collapse of the nearby buildings and seeing the victims with their own eyes, it became clear to Liudmyla's family that it was no longer possible to live in their home. Liudmyla says she might not have decided to flee on her own, but her husband found out about families in Lithuania who were accepting refugees, and other people she knew took Liudmyla and her son in their car to flee the war together. Liudmyla had exactly ten minutes to decide whether to go. So she took the bag and filled it with anything but the things she could use at the moment—it was just that the stress was so great that she put anything she could lay her hands on. And at her husband's urging, she ran off to nowhere, since it was completely unclear at that moment where she was going to live or what she was going to do. But the man who stayed behind to defend his homeland did not hesitate, he asked his wife to protect their son and to go where it would be safe for his two most precious people.

Liudmyla marvels at the kindness of the Lithuanian people. She says that everywhere she goes, she is supported and understood.





HELPING THE DOWNTRODDEN

On one occasion, a manager from one of Interlux's subsidiaries visited the stand of another excellent employee, who is sincerely and fully engaged in his work at the highest level. This employee of the Public Service Delivery Department told us that the sports club Entuziastas for people with physical disabilities was preparing to take part in a competition of the Lithuanian Federation of Sports for the Disabled, but that they did not have the tools they needed, which was enough for the necessary donations to reach the Entuziastas Club. We celebrate our conscious employees and are proud of the people who, even in the face of the most serious illnesses, do not succumb and move forward at truly mindblowing speed.





In 2022, as in previous years, there were no violations of the Code of Conduct **PREVENTION** by employees in Interlux Group companies, nor were there any complaints or warnings of illegal, unlawful and unethical activities. OF CORRUPTION We constantly encourage all employees to behave with dignity and emphasise that Interlux Group companies do not tolerate corruption under any circumstances and at any level.

SUSTAINABLE BUSINESS RELATIONSHIPS AND ETHICAL COMPETITION

As in previous years, in 2022 Interlux Group companies operated ethically and transparently, in line with the 10 principles of the United Nations Global Compat Agreement, and strived to maintain the highest levels of responsibility, reliability, sustainability and anti-corruption in the long term.

Ensuring transparency:

- In order to maintain the highest level of ethics and to avoid any violation of private and public interests, all employees of the Interlux Group complete a signed **declaration of professional and private interests** and disclose all possible sources of conflict. If the information declared reveals possible links or interests between the employee, their relatives and the Institution, the employee would be prohibited from working in the area of related sales or in any other position involving a potential conflict of interest.
- Monitoring and prevention Interlux consistently encourages employees to identify potential violations of the United Nations Global Compat or the Group's Code of Conduct in the area of anti-corruption and to be sure to report them to a dedicated anonymous email. Where possible, this information is regularly reminded.
- The Interlux Group's annual anti-corruption training, where professional lecturers with a legal background provide employees with new information on corruption prevention, teach them to recognise the features of potentially illegal actions by partners or other members of society, and remind them of the importance of stopping and reporting to the competent authorities and the management immediately after recognising any possible corrupt external action.

Interlux remains committed to the highest standards of transparency, ethical business conduct and anti-corruption, maintaining a culture of ethical business, transparent relationships with business partners and customers, transparent public procurement, transparent payroll and tax policies, transparent and fair competition, and compliance with legal and ethical standards.





THANK YOU FOR YOUR TIME AND ATTENTION

in reading the Interlux Corporate Social Responsibility Progress Report!

