

Social Responsibility and Sustainability Progress Report

Responsible innovation for healthier people, stronger science
and a more sustainable society.

2025

1994

Established

100

Employees in 2025

49 / 51

Women / men

367

Scope 1 tCO₂e

74.6863 t

Recyclable packaging

REPORT MAP

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LEADERSHIP

Executive statement

A practical year of progress and responsible innovation

The year 2025 was a year of practical progress for the Interlux Group. We continued to strengthen our role as a trusted partner for healthcare, science and laboratory professionals in the Baltic region, while placing clearer emphasis on measurable sustainability data, digital inclusion and responsible innovation.

Our work in 2025 confirms that sustainability is not a separate activity, but part of the way we manage quality, risk, people, technology and partnerships. We continued to apply ISO 9001:2015 quality management and ISO 14001:2015 environmental management principles, updated our greenhouse gas calculations, consolidated packaging data and translated sustainability commitments into more specific targets for the next reporting cycle.

One of the success stories of the year was the implementation of digital accessibility functionality on selected websites. By introducing tools that support users with visual impairments, dyslexia or motor difficulties, we strengthened equal access to information and made our digital communication more inclusive.

At the same time, we continued to create societal value through healthcare and science. Our companies introduced advanced technologies for laboratory automation, biobanking, women's health, oncology diagnostics, nursing education, veterinary diagnostics and life sciences research. We also supported the next generation of healthcare professionals through scholarships for outstanding Lithuanian University of Health Sciences graduates.

This report reflects our continued commitment to the United Nations Global Compact Ten Principles in the areas of human rights, labour, environment and anti-corruption. It also presents the practical steps, challenges and priorities that guide our work toward more responsible business every year.

Aivaras Pliauckys CEO,
Interlux UAB



Aivaras Pliauckys, CEO,
Interlux UAB

COMMITMENT

Sustainability is integrated into quality, risk, people and partnerships.

UN GLOBAL COMPACT

Declaration

Scope, purpose and continued commitment

Interlux reaffirms its continued support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

We commit to integrating these principles into our business strategy, culture and daily operations, and to contributing to the Sustainable Development Goals through responsible healthcare and science solutions, transparent governance, safe employment practices and environmental responsibility.

- We strive to reduce our environmental footprint and improve data quality for climate-related decision-making.
- We select and develop partnerships that support safe, innovative and sustainable healthcare and science solutions.
- We promote human rights, equal opportunities, non-discrimination and a respectful working environment.
- We maintain zero tolerance for corruption and reinforce ethical decision-making through policies, controls and declarations of interests.

About this report

This Social Responsibility and Sustainability Progress Report covers the 2025 calendar year. The report draws on the 2025 United Nations Global Compact Communication on Progress response, internal employee and environmental data and 2025 greenhouse gas calculations.

The report is intended for employees, partners, clients, institutions, non-governmental organizations and all stakeholders interested in transparent, socially responsible and sustainable business.

GROUP PROFILE

Interlux Group in 2025

Key numbers and operating context

1994

Interlux
established

100

Employees
in 2025

1,000+

Clients across
Baltics

1 mln+

Product range

24/7

Technical
support

The Interlux Group is an innovative healthcare and life sciences solutions provider in the Baltic region. Its structure connects complementary companies and offices that deliver clinical IVD and laboratory automation, research laboratory solutions, invasive and minimally invasive treatment technologies, imaging and functional diagnostics, preventive health and wellness solutions.

Solutions across the Group

- Solutions for clinical IVD laboratories and laboratory automation via Medita and Multilabo.
- Solutions for academia, industrial and research laboratories via Laborama and Labradon.
- Solutions for invasive and minimally invasive treatment procedures via Sormedica.
- Solutions for image diagnostics and functional diagnostics via Medita and Sormedica.
- Personalized, preventive healthcare and wellness solutions via Medita, Laborama and Genotipas.

BUSINESS MODEL

Company overview

Long-term experience in medical and scientific technologies

The Interlux Group is an organization with long-standing experience in delivering high value-added solutions for medicine, science, biotechnology and laboratory diagnostics. For more than three decades, the Group has strengthened its position in the Baltic region by working with healthcare institutions, laboratories, research organizations and other public and private sector partners.

The Group's activities are based on reliable technologies, certified products, technical expertise, user training and continuous customer support. Its companies operate in areas such as conservative medicine, surgery, clinical and industrial laboratory diagnostics, biotechnology, scientific research, veterinary solutions, medical simulation, laboratory IT and specialized medical technologies.

Interlux's vision remains to be the first choice for customers and partners implementing medical and scientific technologies in the Baltic States. Its mission is to improve human health, create value for patients and medical professionals, and implement next-generation, advanced, safe and effective technologies.

Standards and values

- ISO 9001:2015 quality management supports consistent service quality, process improvement and customer focus.
- ISO 14001:2015 environmental management supports systematic environmental risk assessment, pollution prevention and efficient use of resources.
- The Group's values - efficiency and safety, quality, responsibility, rationality and progress - remain the basis for everyday decisions and cooperation with stakeholders.

PROFILE SUPPLEMENT

Group structure and capabilities

UAB Interlux - Lithuania

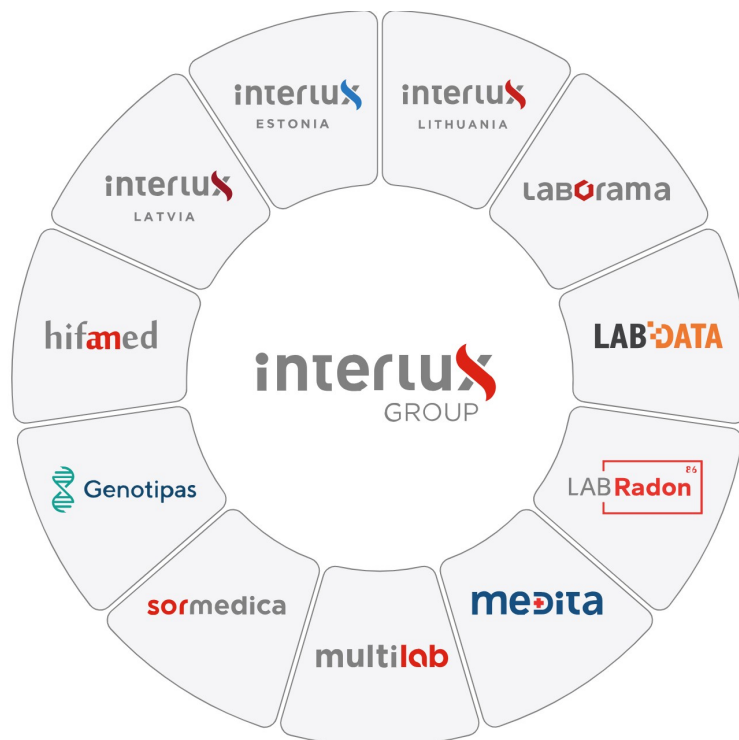
- Established in Vilnius in 1994.
- Organizes and manages operations of the whole Interlux Group.
- Manages and oversees the operation of subsidiaries in Lithuania.
- Main departments include Operations Centre, Logistics Department and Service Department.

SIA Interlux - Latvia

- Established in Riga in 2006.
- Main areas include laboratory diagnostic equipment and solutions, research solutions, medical devices for surgery and family medicine equipment.

OÜ Interlux - Estonia

- Established in Tallinn in 2017.
- Provides advanced technologies and solutions for laboratory diagnostics, research, family medicine, medical simulation and veterinary equipment.



PROFILE SUPPLEMENT

Group structure and capabilities

UAB Laborama

- Specializes in scientific and laboratory research technologies.
- Supplies technologies and solutions for flow cytometry, clinical and industrial microbiology, molecular biology and cell biology.
- Offers testing and analysis systems, accessories, media and reagents for laboratory research professionals.

UAB Labradon

- Provides advanced analytical and industrial technologies.
- Integrates solutions for chemical analysis, biobank infrastructure, clinical needs and industrial applications.
- Product areas include chromatography, mass spectrometry, spectroscopy, elemental analysis, microbiology, water treatment and biobanks.

UAB Medita

- One of the leading providers of family medicine technologies for primary healthcare institutions.
- Offers tools and equipment for general medicine, diagnostics, laboratories, physiotherapy and rehabilitation, first aid and nursing.
- Also covers veterinary medicine, military medicine, pharmaceutical goods and healthy lifestyle products.

UAB Multilabo

- Offers laboratory analysis technologies, reagents, consumables and complete solutions for clinical laboratories.
- Specializes in In Vitro Diagnostics solutions for clinical and scientific laboratory testing.
- Product areas include laboratory automation, infectious diseases, clinical biochemistry, immunology, hematology, pathology, urinalysis and quality control.

UAB SORmedica

- Provides medical technologies and complex solutions such as robotic and stereotactic centres or cyclotron laboratories.
- Product portfolio includes surgery, minimally invasive procedures, critical care, radiology, radiotherapy, nuclear medicine, diagnostics, simulators and sterilization solutions.

UAB Genotipas

- A start-up laboratory performing cutting-edge genetic and genomic testing.
- Helps identify disease risks early, tailor prevention measures and select effective treatment.
- Offers genetic and molecular testing in healthy lifestyle, preventive health, cancer and rare disease areas.

UAB Labdata

- Designs, implements and develops IT and process management solutions for laboratories and the medical sector.
- Core competencies include LIMS, laboratory test ordering, reporting, process control and data exchange with analyzers.
- Also covers blood bank management, inventory management, quality control, incident management, statistics and graphical data visualization.

PROGRESS

2025 highlights: responsible innovation and social value

Digital inclusion and responsible communication

Digital accessibility as an inclusion success story

In 2025, Interlux Group strengthened digital inclusion by implementing an accessibility tool on selected websites, including the Interlux (www.interlux.it) and Hifamed (www.hifamed.it) websites. The tool supports people with visual impairments, dyslexia and motor difficulties by allowing users to adjust contrast, text size, text spacing and other aspects of the functional website view. It also includes dyslexia-friendly support and a magnifying function that helps users focus on selected content.

Although such functionality is legally required mainly for e-commerce websites under the European Accessibility Directive, Interlux chose to apply it more broadly as good practice. This initiative demonstrates a practical approach to equal access to information, responsible communication and product/service end-user rights.

DIGITAL ACCESSIBILITY

The Interlux and Hifamed websites introduced accessibility support for users with visual impairments, dyslexia and motor difficulties.

GOVERNANCE

Governance and ethical management

Clear roles, transparent processes and risk prevention

Governance of sustainability in 2025 continued through the CEO and senior leadership, who issue sustainability-related statement, address impacts on people and the environment, confirm zero tolerance for corruption, sign off targets, supervise ESG reporting and regularly review risks.

Senior Executive Officer Task Forces remain responsible for human rights and labour rights, environmental sustainability and anti-corruption. These internal working groups operate with defined roles, responsibilities, access to relevant information and a mandate to review strategic matters, assess risks and initiate corrective actions where necessary.

Risk prevention begins during supplier selection and is supported by legal documentation, ISO 9001:2015 and ISO 14001:2015 management systems, documented procedures, internal monitoring and escalation routes. Due diligence is embedded in supplier selection, operational risk review, complaints handling and corrective actions.

Employees and external stakeholders can raise concerns through physical mailboxes and the dedicated reporting email pranesk@interlux.lt. The process is communicated in local language, confidential, designed to prevent retaliation and allows concerns to be raised about suppliers and other business relationships.

PEOPLE

Human rights

Respect, dignity, accessibility and responsible user support

Respect for human rights is an integral part of Interlux Group culture. The Group opposes discrimination, violence, harassment, forced labour, child labour and any form of conduct that may harm human dignity or emotional and physical health.

The Group's human rights commitment is embedded in the Code of Conduct, Equal Opportunities Policy, Violence and Harassment Policy, Privacy Policy and other internal procedures. These documents are binding for employees and are supported by reporting and complaint management procedures.

In 2025, product and service end-user rights became more visible in practical implementation. Accessibility tools on selected websites strengthened the ability of people with visual impairments, dyslexia or motor difficulties to access information independently. Quality and environmental management procedures also support product safety, clarity of information and responsible user support.

The company reported no adverse impacts caused or identified in the human rights and labour rights topics covered by the UN Global Compact.

Key human rights and labour commitments reviewed in 2025

- Freedom of association and the right to collective bargaining

- Child labour and forced labour prevention

- Non-discrimination and equality in employment and occupation

- Safe and healthy working environment

- Wages, working hours and fair employment conditions

- Mental health and employee wellbeing

- Gender equality and women's rights

- Digital security, privacy and data protection

- Product and service end-user rights

PEOPLE DATA

Labour relations and employee wellbeing

Balanced workforce and measurable progress

Companies within the Interlux Group are committed to socially responsible employment practices, employee wellbeing and a respectful, inclusive organizational culture. In 2025, the Group employed 100 people in the Lithuanian employee data set.

The employee structure reflects the operational nature of the Group: technical service employees form the largest functional group, followed by sales managers, administration, finance and supply. The Group also maintained a high education profile, with 94 employees considered to have university education and 6 with secondary education based on the available data assumptions.

The gender distribution in 2025 was balanced: 49 women and 51 men. In leadership, the proportion of women increased from 36% in 2024 to 46% in 2025, with 7 women among 15 leadership positions. This reflects gradual progress toward stronger gender balance in management.

The recordable work-related accident rate for employees in the 2025 was reported as 0.

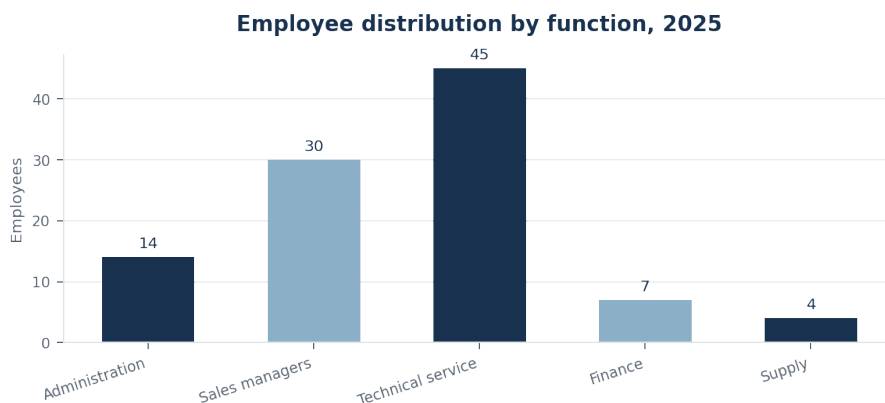


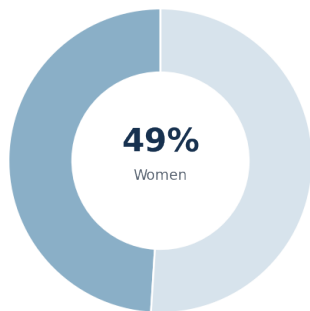
Figure 1. Employee distribution by function, 2025.

DATA OVERVIEW

Labour relations and employee wellbeing

Gender balance and leadership representation

Gender distribution, 2025



Leadership positions by gender, 2025

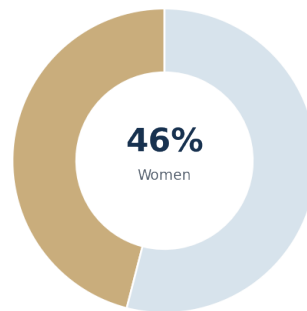


Figure 2. Gender distribution, 2025.

Figure 3. Gender distribution in leadership positions, 2025.

Indicator	Outcome
Total employees	100
Women	49
Men	51
Leadership positions	15
Women in leadership	7
Share of women in leadership	46% in 2025; 36% in 2024
Recordable accident rate	0

CLIMATE AND RESOURCES

Environment

Measurement, packaging and practical improvement

Environmental responsibility remains one of the Group's core commitments. Interlux Group companies continue to apply the ISO 14001:2015 environmental management system and the Interlux Environmental Protection Procedure, covering climate change, water, oceans, nature and biodiversity, air pollution, waste management, energy and resource use.

In 2025, the company placed stronger emphasis on measurable activity data. It updated Scope 1 and Scope 2 greenhouse gas calculations using actual annual activity data and consolidated recyclable packaging data as a step toward broader Scope 3 coverage. The main challenge remains data completeness, especially for Scope 3 emission factors and end-of-life assumptions.

The GHG inventory methodology follows internationally accepted principles, including relevance, completeness, consistency, transparency and accuracy. Emission factors are reviewed annually and sourced from national or international references where appropriate. The operational control approach is applied to consolidate emissions.

Packaging recycling and circularity

Interlux Group companies report recyclable packaging materials annually and work with responsible packaging management organizations. In 2025, the Group recorded 74.6863 tonnes of recyclable packaging across the provided categories.

This data provides a clearer starting point for future Scope 3 measurement, although full Scope 3 emissions were not yet calculated due to incomplete emission factors and activity information.

Total reported recyclable packaging in 2025: 74.6863 tonnes.

Environmental topic	2025 focus
Climate change	Scope 1 and Scope 2 GHG calculations
Energy and resource use	Annual activity data and efficiency attention
Waste management	Recyclable packaging data consolidation
Water,nature and biodiversity	Environmental management procedure coverage
Air pollution	Operational and transport-related awareness

GREENHOUSE GAS MEASUREMENT

Environment

2025 GHG emissions reported for UN Global Compact purposes

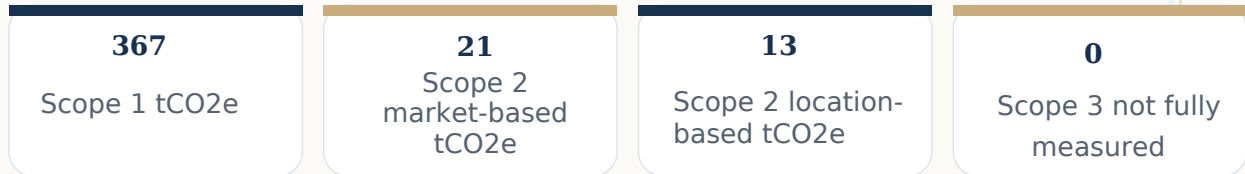


Figure 4. 2025 GHG emissions reported for UN Global Compact purposes.

CIRCULARITY

Packaging recycling and circularity

Reported recyclable packaging by material

Total reported recyclable packaging in 2025: 74.6863 tonnes.

Packaging material	Reported recyclable packaging, tonnes
Glass	1.0720
Plastic	19.8380
Paper / cardboard	39.2080
Wood	10.7560
Composite	0
PET	0.1786
Metal	3.6337

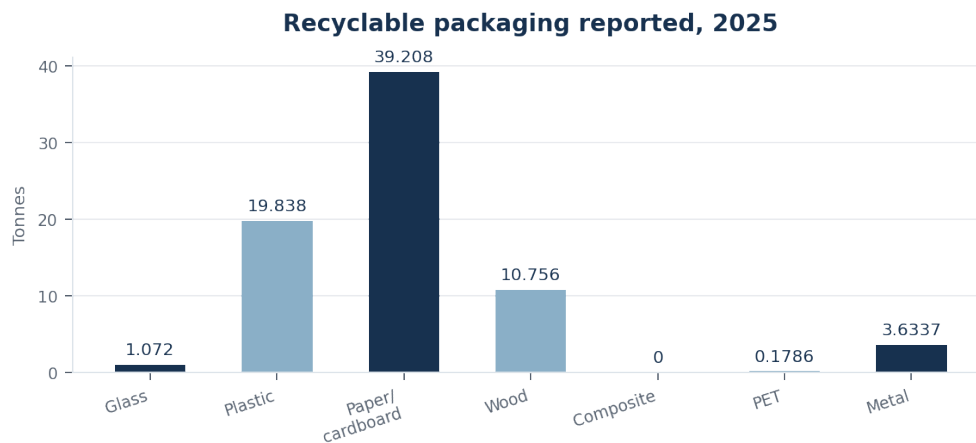


Figure 5. Recyclable packaging reported by material, 2025.

SOCIAL RESPONSIBILITY

Community engagement and social responsibility

Education, healthcare innovation and knowledge sharing

The Interlux Group understands that responsible business also means contributing to the wider healthcare, science and education ecosystem. In 2025, this approach was reflected through scholarships, professional education, technology demonstrations, conference participation and public awareness initiatives.

In 2025, Interlux Group continued to strengthen its social responsibility through initiatives that support education, professional growth, healthcare innovation and access to knowledge. Interlux awarded scholarships to two outstanding graduates of the Faculty of Medicine at the Lithuanian University of Health Sciences, while Sormedica awarded a scholarship to an outstanding graduate of the Faculty of Nursing. These contributions reflect the Group's long-term commitment to supporting science and strengthening the connection between business, science, education and public health.

The Group also contributed to public and professional knowledge sharing throughout the year by supporting activities and communications in areas where innovation can directly improve patient care, diagnostic quality, safety and healthcare outcomes. In 2025, Interlux Group companies shared expertise and introduced advanced solutions in women's health, breast cancer awareness, laboratory medicine, biobanking, ultrasound, cardiology, immunohematology, multiomics, veterinary diagnostics and other fields relevant to modern healthcare and science.

A number of initiatives reflected the Group's broader role as a socially responsible partner in the healthcare and life sciences ecosystem.

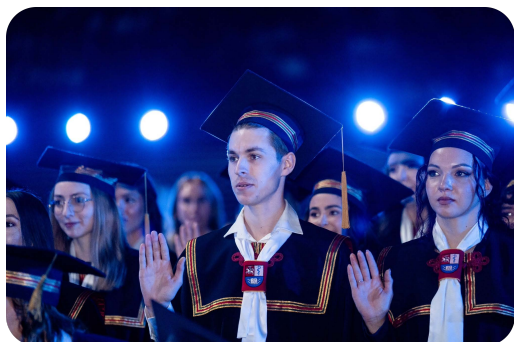
Interlux also highlighted advanced solutions for women's health, including technologies related to cervical cancer prevention, endometrial cancer diagnostics, breast biopsy procedures and genomic testing. During the St. Magdalene Night breast cancer awareness event, the company supported professional knowledge sharing and contributing to broader awareness of early diagnosis and improved patient outcomes.

Through these activities, Interlux Group continued to demonstrate that social responsibility is not limited to charitable support alone. It also includes investment in knowledge, professional education, responsible innovation, access to advanced technologies and long-term cooperation with academic, medical and scientific communities.

EDUCATION AND HEALTHCARE

Community engagement

Scholarships, training and professional development



Medical graduates at LSMU ceremony



Interlux scholarship presentation



Sormedica scholarship presentation



Practical healthcare training environment

SOCIAL VALUE

These initiatives connect business, science, education and public health through long-term cooperation with academic and medical communities.

COMMUNITY WELLBEING

Community engagement

Public awareness, active lifestyles and preparedness



Healthy lifestyle community event



Public health-oriented running event



Safety and preparedness learning



Vilnius Marathon environment

ETHICS

Anti-corruption

Integrity, transparency and accountability

Interlux Group maintains zero tolerance for corruption. All Group companies follow the Anti-Corruption Policy, which provides guidance on conflicts of interest, gifts and hospitality, donations, sponsorships and interactions with public officials. Employees are required to disclose professional and private interests.

The anti-corruption compliance programme is publicly available, approved at the most senior level and applied to employees, suppliers and relevant business relationships. Monitoring includes ad hoc reviews, internal employee self-evaluations, automated controls, external independent monitoring and other mechanisms.

Employees have practical guidance for situations of doubt or potential conflicts of interest. The Group also maintains reporting channels, whistleblower protection, internal audits and compliance reviews, third-party due diligence and external grievance mechanisms to detect potential incidents.

In 2025, no incidents of corruption were suspected. Interlux Group continued encouraging employees to approach the Anti-Corruption Policy openly and responsibly, maintained declarations of interests and continued scenario-based discussions so that employees can identify conflicts of interest and respond consistently.

0
suspected corruption
incidents in 2025

100%
zero-tolerance
policy coverage

Channel
pranesk@interlux.it
reporting channel

NEXT STEPS

Future priorities

Clearer priorities for the next stage of sustainability work

The 2025 reporting cycle helped the Interlux Group define clearer priorities for the next stage of sustainability work. These priorities combine environmental investment, data quality, employee wellbeing, equal opportunities and user rights.

- Install electric vehicle charging points at company premises to support lower-emission mobility for employees, visitors and business partners.

- Continue annual Scope 1 and Scope 2 GHG measurement and use 2025 data as a baseline for intensity improvement.

- Improve Scope 3 data readiness by expanding activity data and emission factor coverage, especially for packaging, purchased goods, transport and end-of-life assumptions.

- Maintain progress toward stronger gender balance in leadership and continue equal opportunity awareness activities.

- Review key customer-facing product and service information materials for clarity, accessibility, safety and user rights.

- Maintain transparent governance, supplier due diligence, complaints channels and anti-corruption controls.

Responsible innovation for healthier people, stronger science and a more sustainable society.