



**REPORT ON THE
PROGRESS OF
SOCIAL RESPONSIBILITY
2021**

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WORD FROM THE CEO

As we prepare and share the Interlux Group's Corporate Social Responsibility and Sustainability Report **for the tenth time**, and as we celebrate a decade of daily progress and responsible growth, we would like to first congratulate the world for being able to remain sustainable in a very challenging geo-political and social context.

Congratulate for being able to put human rights and freedoms before economic interests. For being able to help those who are currently facing a humanitarian and freedom crisis responsibly and financially.

Today Interlux also stands in solidarity with Ukraine by contributing to the supply of medical equipment and medicines, and at the first opportunity we welcomed an excellent laboratory technician from Kiev, who has already become an important part of our teams. We intend to continue to take both financial and social measures to help, at least symbolically, in levelling the scales of sustainability that are so inadequately tipped in Europe today.

As we wish for peace and justice to prevail, we look back to 2021, and in today's context, we see it as a time of active and persistent work that was confidently build during pandemic. We've learned a lot of lessons during these times that allowed us to activate extremely quickly, to analyse the experience of the pandemic and to take ten times more effective organisational action during the last waves of the pandemic.

Being back in the office and back in physical contact with colleagues and partners, the first tentative events armed with the highest level of personal protection. The realisation that the pandemic did not defeat us, but only made us stronger.

Our sustainable philosophy also helped us during the pandemic - we paid particular attention to education about vaccines and made sure that we were one of the first companies to offer employees the opportunity to be vaccinated against COVID-19.

According to an analysis published by the Department of Statistics of Lithuania in July 2021, the Interlux Group is the national leader as **one of the most immunized companies** in the country against COVID-19. Interlux subsidiaries UAB Multilabo and UAB Sormedica are ranked in the top 100th percentile, as absolutely all employees of these companies have received several doses of COVID-19 vaccine. Other companies in the Interlux Group are also among the companies with the highest immunisation rates in the country.

In 2021, the sustainable practices of Interlux did not go unnoticed as **UAB Interlux won the "Workplace of the Year 2021" award at the "Nacionaliniai atsakingo verslo apdovanojimai"** – NAVA (National Responsible Business Awards). During the National Responsible Business Awards 2021 award ceremony held at the Palace of the Grand Dukes of Lithuania, **UAB Interlux received the honourable nomination for its commitment to the well-being and safety of employees.**

"The National Responsible Business Awards are organised by the Ministry of Social Security and Labour, the Ministry of the Economy and Innovation and the Ministry of the Environment, together with their social partners - the Delfi.lt news portal.

The award, known as the "Oscar" of corporate social responsibility, is based on Interlux's assessment of the key areas of corporate social responsibility, employee relations and employee involvement - social dialogue - which are both regulated and in practice.

The Interlux Group's business philosophy, based on sustainability, respect, ecology, preservation, and responsibility, encourages transparency and sustainability in all of the company's business processes, which is why we not only have a high quality, professional relationship with our employees, but also a responsible, sustainable selection of partners.

Today, as we publish our tenth Corporate Social Responsibility Progress and Sustainability Report, we thank nearly 300 of the world's leading manufacturers in the fields of medicine and laboratories- our trusted partners - for a very exciting, meaningful, and socially responsible journey in introducing the most efficient, high-quality, innovative, patient and medical staff-safe medical instruments and equipment.

We would also like to thank our social partners - the associations where we gather new experiences and share insights about the sector; the training, auditing, recruitment and other companies that help us grow and develop; and to our customers, who value innovation and progress, and work with us to create more efficient, innovative, quality medicine and science.

Yours faithfully,
Audrius Matuzevičius, MD, Ph.D.
CEO of Interlux



DECLARATION

Since joining the United Nations Global Compact network 10 years ago, Interlux has been committed to the Global Compact's ten principles in the areas of human and labour rights, environmental protection, and anti-corruption.

This year, we remain dedicated to upholding our commitment to the Global Compact's ten principles on human and workers' rights, the environment, and the fight against corruption, as well as to supporting the initiatives of the United Nations Global Compact.

We don't limit ourselves to the sustainability imperatives in our contractual obligations, we also:

- ✓ strive to minimise our negative impact on the environment in our day-to-day operations,
- ✓ choose sustainable business partners,
- ✓ represent suppliers that produce environmentally friendly products and implement green innovations,
- ✓ are responsible employers and actively contribute to health promotion and other social initiatives.

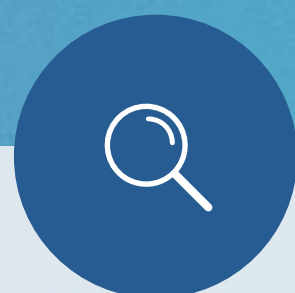
ABOUT THE REPORT

WELCOME TO THE 10th Interlux Corporate Social Responsibility Progress Report, an overview of Interlux's achievements in the areas of human rights, work relations, environmental protection, prevention of corruption, and contribution to the development of social initiatives in Lithuania during 2021.

In 2012, Interlux joined the ten principles of the United Nations Global Compact network. For the tenth year, we have been producing social responsibility progress reports - assessing and measuring our performance in the context of sustainability.

The reports are available in Lithuanian and English. Electronic documents of the reports are available on the Interlux website <https://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 - partners, employees, shareholders, the community, organisations, and anyone else who would like to get to know Interlux better.



TRANSPARENT
and responsible
activities



SOCIALLY
RESPONSIBLE
employment



REDUCING
NEGATIVE
ENVIRONMENTAL
IMPACT



PROMOTING
SOCIAL
INITIATIVES*

THE MAIN AREAS OF
INTERLUX' SOCIAL
RESPONSIBILITY:

*promoting social initiatives in the fields of health promotion, healthy lifestyles, scientific innovation, education, ecology, protection of human rights, prevention of corruption, ethical and responsible business.

ABOUT INTERLUX GROUP

INTERLUX 'S FEATURES AND STRENGTHS:



Sustainable and responsible business philosophy and values;



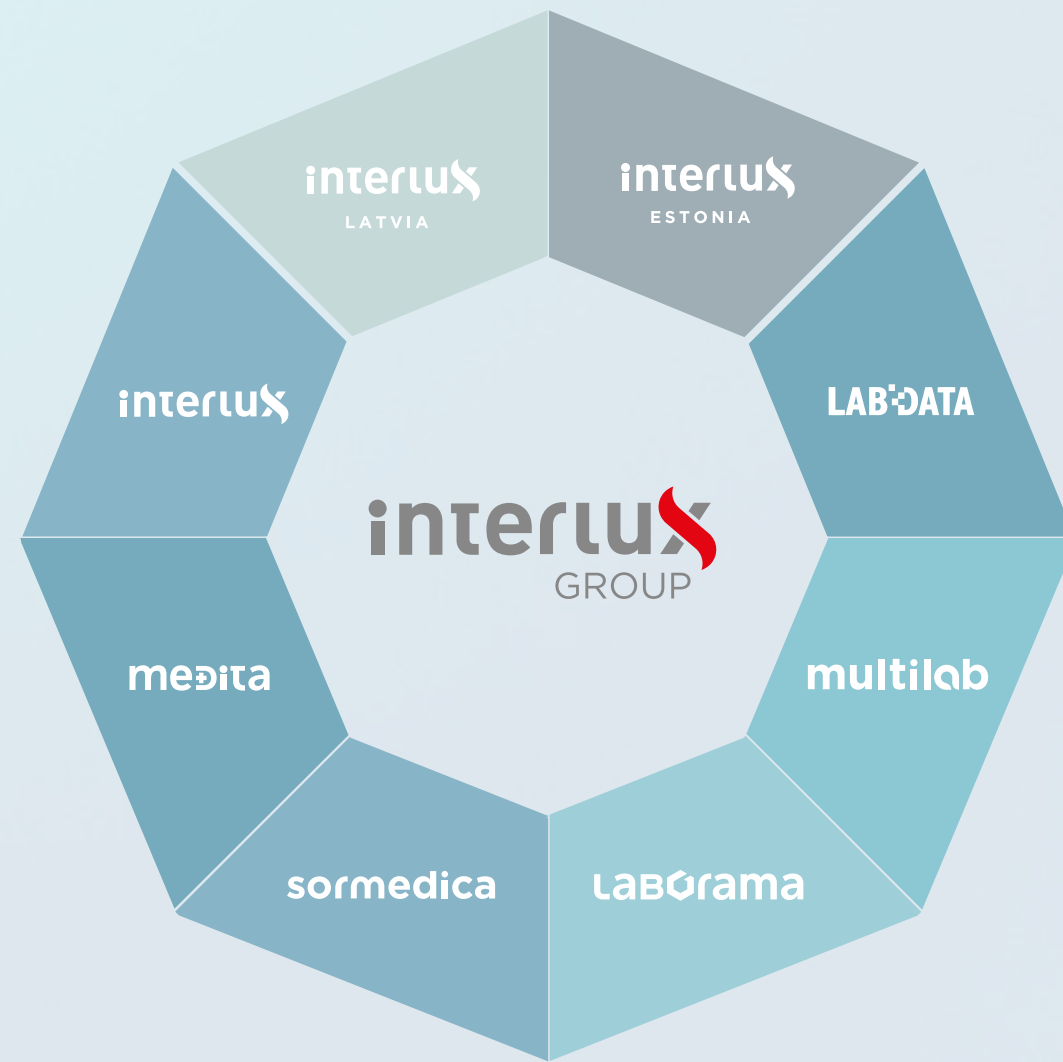
A cohesive, skilled team of employees with shared socially responsible values;



Competitive advantage in the marketplace through sustainable, responsibly sourced products that meet the highest environmental and quality standards;



Years of experience enabling us to offer our customers the most appropriate, reliable, and efficient solutions to meet their needs.



ABOUT INTERLUX GROUP

Interlux Group is a provider of innovative B2B technology solutions in the Baltic region, leading in the following segments:

- ✕ Biotechnology / Research / Pharmaceuticals
- ✕ Healthcare Solutions
- ✕ IVD and Industrial Laboratory Solutions
- ✕ MedTech solutions
- ✕ Veterinary Solutions



UAB Interlux establishment



Income 2021



Staff



Product range



Trusted Interlux customers in the Baltic



Suppliers, partners



ABOUT INTERLUX GROUP

Interlux Group companies are certified according to the **ISO 9001:2015** quality management system standard, which proves that they are continuously improving the quality of their services and accurately adhering to the organisation's management standards; and the **ISO 14001:2015** standard, which proves that they are developing and implementing measures to reduce environmental pollution, to use natural resources in a rational and economical manner, to identify hazards, to assess risks, and to provide for the management of such risks, and to provide for the development of preventive measures.

Interlux Group companies represent over 300 manufacturers with the highest standards of quality, reliability, and environmental friendliness - global market leaders in their product areas.

Another strength of the Interlux Group companies is the business model of a **complete solution for the customer**, which is unique in the market - the efficiently coordinated services of the sales, logistics, customer service and service departments guarantee a smooth and simple implementation of any solution, as well as a follow-up **24/7 technical support**.

Customers do not have to worry about finding different suppliers - Interlux Group can offer the most reliable solutions even for **complex projects** such as *full laboratory automation, implementation of a robotic or hybrid laboratory, or development and integration of laboratory information systems*.

ABOUT INTERLUX GROUP COMPANIES



UAB Interlux - organizes and ensures smooth operation of the entire group of companies - from ordering and logistics to maintenance and after-sales service, to accounting, marketing, recruitment and employment of qualified specialists - the Interlux Group's personnel issues.

For more information, please visit www.interlux.lt



Interlux Representative Office in Riga, Latvia opened its doors in 2006 and has been successfully growing in the Latvian medical and scientific laboratory equipment sales market. The main areas of activity of SIA Interlux are:

- ✦ Laboratory diagnostic equipment and solutions
- ✦ Solutions for scientific research
- ✦ Medical instruments for surgery
- ✦ Family medical 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, visit www.interlux.lv



The Interlux opened the Representative Office in Tallinn, Estonia in 2017 due to 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 other Interlux Group companies, guarantees not only a wide range of top-quality products for medical and scientific institutions, but also seamless delivery, customer training, consulting and professional 24/7 technical support and maintenance.

The areas in which this growing company is the strongest:

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

Read more at www.interlux.ee

ABOUT INTERLUX GROUP COMPANIES

LAB:DATA

UAB Labdata is a company with 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.
- ✦ Management of laboratory test orders, response process and process control.
- ✦ 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 disposables.
- ✦ Management of quality controls and uncertainties.
- ✦ Management and display of data analysis, reports, statistics, and graphical data.

Read more at www.labdata.lt



ABOUT INTERLUX GROUP COMPANIES



UAB Medita has been building up 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, hemodialysis, wound care, surgery, diagnostic equipment, laboratory equipment, medical furniture, veterinarians' surgeries, and healthy lifestyle products.

Over three decades of business, Medita has earned the trust of its customers and suppliers, providing medical equipment and supplies to many 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, Merivaara, Promotal, Ecopostural, Mercura, Vyair Medical, Dr. Mach, Fazzini, Arkray Inc, Boditech, Orphee, Micropoint, Natumin Pharma, Otosan, Prima Lab SA, Herbamedicus and many other renowned global manufacturers.

[Read more at www.medita.lt](http://www.medita.lt)



ABOUT INTERLUX GROUP COMPANIES

sormedica

UAB Sormedica supplies innovative, efficient and boundary-pushing technologies and solutions for operative and intensive therapy, disinfection and sterilisation, diagnostic and therapeutic tools and equipment, robotic surgery, radiotherapy, interventional cardiology and radiology, as well as for other areas of medicine, and also offers a unique and comprehensive range of medical simulators, mannequins, and simulation solutions for the development of the qualification of junior medics and advanced physicians.

Since its opening in 2012, Sormedica has quickly expanded its product range and gained the trust of world-class medical technology manufacturers such as Asensus, BIO-RAD, BD, BK Medical, CAE Medical, Getinge, Integra, Merit Medical, Promedon and many others.

[Read more at www.sormedica.lt](http://www.sormedica.lt)



ABOUT INTERLUX GROUP COMPANIES

LABORAMA

UAB Laborama was established in 2017 to further develop the sales subdivision of UAB Interlux Scientific and Laboratory Research Technologies. Laborama implements innovative solutions for flow cytometry, clinical and industrial microbiology, molecular biology, and cell biology. The progressive company also supplies a wide range of supplies for scientists and users of advanced laboratory technologies.

One of the company's business niches is the state-of-the-art technology for highly sophisticated 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, MDX Health, Mettler-Toledo Rainin, Qiagen, NanoString, Corning, Immucor, AutoGenomics, Lonza, Miltenyi Biotec, and other suppliers of cutting-edge technologies for science and medicine.

[Read more at www.laborama.lt](http://www.laborama.lt)



ABOUT INTERLUX GROUP COMPANIES

multilab

UAB Multilabo is the youngest company of the Interlux Group, founded in 2018 on the basis of the sales subdivisions of the parent company Interlux In Vitro Diagnostic Technologies and Analytical and Industrial Diagnostic Technologies, supplying advanced equipment from leading world manufacturers for clinical laboratory diagnostics, research and industry, as well as sampling tools for a safe and reliable pre-analytical stage 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](#) in the medical field, as well as [Agilent Technologies](#), [Buchi](#), [EcoLab](#), [NewPort](#), [Syft](#), and other global vendors in the analytical and industrial technology segment.

[Read more at www.multilabo.lt](http://www.multilabo.lt)



HUMAN RIGHTS

The Interlux Group stands against any violation of human rights, discrimination, violence, harassment, forced and child labour, intolerance of views or lifestyles, or of a person's health status or condition. The process for preventing and correcting these human rights violations is also set out in the Group's pleadings.

The Interlux Group's company processes guarantee comprehensive protection of human rights in order to prevent and avoid human rights violations.

All human rights guarantees are set out in the Interlux Group companies' pleadings and communicated to employees. The aim is to strictly implement all preventive norms and to continuously enable the prevention of human rights violations.

HUMAN RIGHTS

Human rights are respected in the internal and external communications of Interlux Group companies.

These internal and external policies and principles to protect human rights and, in the event of a violation, to provide for sanctions and corrective action are set out in the Interlux Group's internal legislation:

✓ THE CODE OF CONDUCT

The Code of Conduct which is available on the Interlux website [The Code of Conduct](#) and the Codes of Conduct of the subsidiaries to which all employees of the Interlux Group adhere.

✓ COMPLAINTS MANAGEMENT

Complaints management procedures, which include:

- ✘ the timeframe within which complaints of possible human rights violations must be investigated,
- ✘ the person responsible for dealing with the complaints,
- ✘ the procedure on how the complaints process is to be conducted.

✓ EQUAL OPPORTUNITIES POLICY AND IMPLEMENTATION PROCEDURES:

- ✘ ensure equal rights, opportunities, and obligations for applicants for employment or existing employees, regardless of their sex, race, nationality, language, origin, social status, religion, beliefs or opinions, age, sexual orientation, disability, ethnic origin,
- ✘ establishes posts responsible for monitoring the implementation of the principles of equal opportunities, establishes mechanisms for prevention, remedial action
- ✘ in the event of a violation and corrective action.

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

- ✘ establishes procedures for video surveillance, the use of information and communication technologies and the monitoring of employees' electronic communications carried out in 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, information about individuals, etc.

HUMAN RIGHTS



POLICY ON THE RETENTION OF STAFF 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 Law on Legal Protection of Personal Data of the Republic of Lithuania, and other laws and legal acts establishing the protection of personal data,
- ✘ regulates the procedures for the processing of personal data, the exercise of the rights of data subjects, and the technical and organisational measures for data security;
- ✘ The Data Protection Officer of the Interlux Group companies shall assist all responsible employees of the Interlux Group companies in ensuring the proper and maximum protection of the right of all people to the protection of their private data, and, if necessary, in resolving cases related to data security.

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



THE RULES OF PROCEDURE OF UAB INTERLUX AND ITS SUBSIDIARIES, WHICH, AMONG OTHER PROVISIONS, PROVIDE FOR THE FOLLOWING IMPORTANT EMPLOYEE RIGHTS:

- ✘ to require the employer to provide safe, healthy and non-discriminatory working conditions;
- ✘ to require the employer to provide, in accordance with the prescribed procedures, working tools, personal protective equipment and personal hygiene equipment;
- ✘ to receive information from the employer on substances and dangerous agents harmful to the worker's health in the working environment;
- ✘ to refuse to work if there is a risk to health, life and safety, and to perform work which the worker has not been trained to perform safely;
- ✘ to claim, in accordance with the procedure laid down, compensation for damage to the worker's health caused by unsafe or hazardous working conditions;
- ✘ to make proposals to the employer for the improvement/ amendment of the Company's working rules, etc.

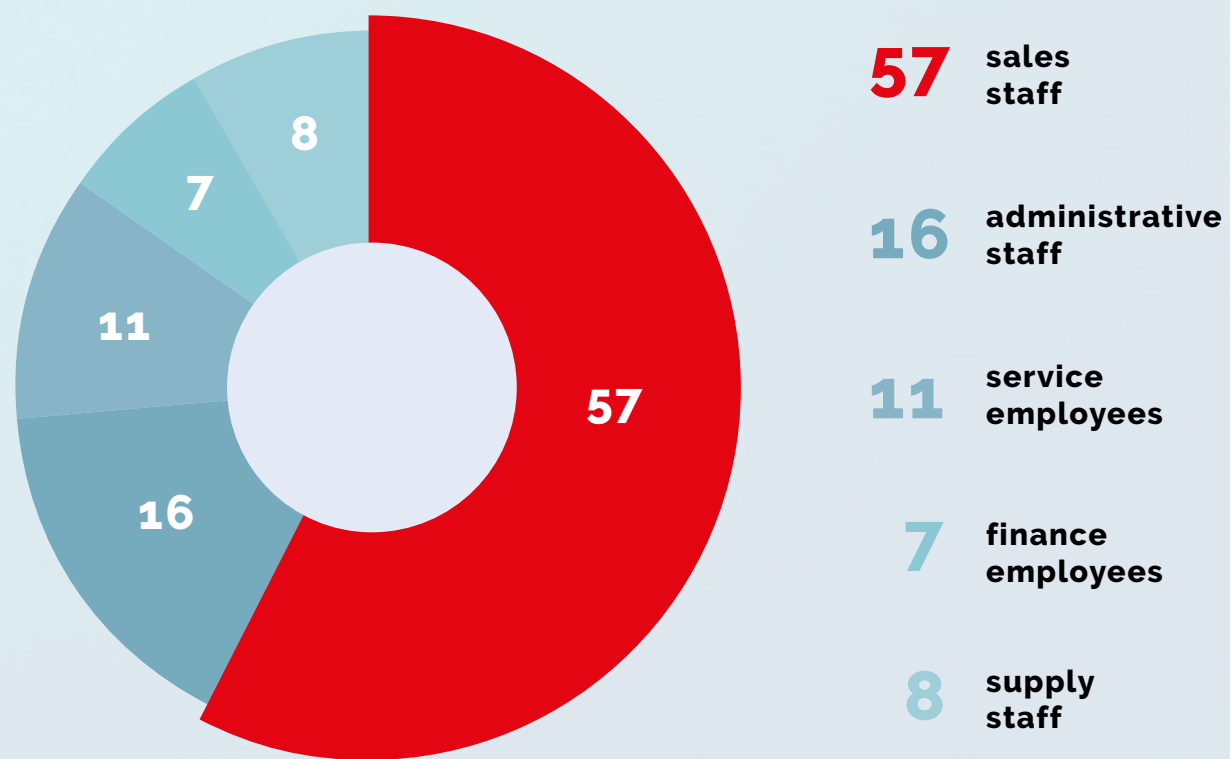
In 2021, there were no cases of discrimination in Interlux Group companies and no complaints or appeals from employees regarding human rights violations.

In 2021, there were also no non-compliances with the Global Compact's principles.

WORK RELATIONS

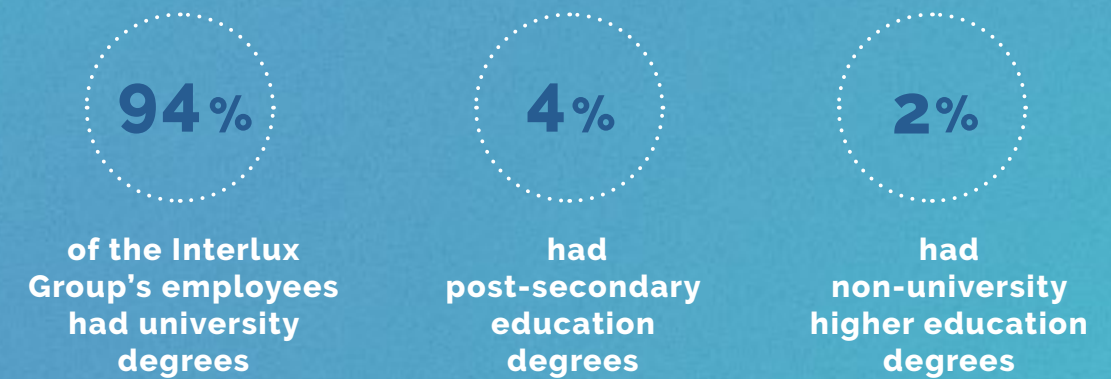
99
employees

In 2021, the Interlux Group had 99 employees, one more than in 2020. The sales staff increased by one employee in 2021.



The Interlux Group boasts a **very high calibre and skilled workforce**, with an exceptionally high number of university-educated (and master's degree-educated) employees.

In 2021, **94%** of the Interlux Group's employees had university degrees, 4% had post-secondary education degrees and 2% had non-university higher education degrees.



EQUALITY MONITORING

Gender distribution in Interlux Group companies: in 2021, there were 99 team members working in the Group, of whom:



Gender distribution of management staff – the number of women is lower than men in top administrative management positions by one fifth.



One employee had a fixed-term contract.

EQUALITY MONITORING

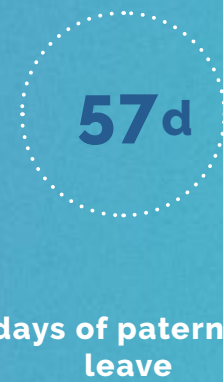
Both women and men in Interlux Group companies can take advantage of the additional rest days to which they are entitled, such as "mother's days" and "father's days", which allow for a quality and sustainable solution to meet the family needs of employees.

In 2021, a total of 22 "mother's days" and 55 "father's days" were used, with a higher number of "father's days" than "mother's days", possibly due to the higher number of males in the sample of middle-aged staff.

22 "mother's days"

55 "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 2021:



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

It should be noted that last year, women did not miss a single working day due to caring for a sick person, while men spent 4 working days caring for a sick person.

Working days missed due to sickness in 2021:



Working days missed due to caring for a sick person in 2021:



RESPECT AND VALUES – FROM DAY ONE

New employees of the Interlux Group companies are provided with signed internal documents allowing them to understand in detail the entire regulatory framework, rules and etiquette of the company:

- ✦ Rules of Procedure,
- ✦ Code of Conduct,
- ✦ Instruction for the implementation of competition law compliance,
- ✦ Policy on the retention of employees' personal data and procedures for its implementation,
- ✦ Rules on the processing of personal data,
- ✦ Regulations on the use of information and communication technologies and the monitoring and control of employees in the workplace,
- ✦ Procedures for declaring conflicts of interest within the company,
- ✦ Privacy Policy,
- ✦ Remuneration system,
- ✦ Equal Opportunities Policy and its implementation procedures,
- ✦ Clothing Regulations,
- ✦ Job description.



The next step in the newcomer's introduction to the company is the virtual **"Newcomer's Book"**, which can be found in the **"About Us"** section of the Interlux website. However, only our newcomers can download the full version of the booklet after obtaining the necessary code. The Newcomer's Book is special for its "real life" stories from the life of our team, where colleagues from different areas of expertise, some of whom have been with Interlux for decades, share their thoughts on their work, their feelings, and their satisfaction with their job.

STAFF POLICY PRIORITIES OF THE INTERLUX GROUP



Value-based and knowledge-based selection;



Absolute guarantee of workers' rights;



Effective motivation;



Building employee loyalty and job satisfaction;



Responsible employment.

SOCIALLY RESPONSIBLE EMPLOYMENT AND WORKER ENGAGEMENT

The core value of every organisation is its people. The Interlux Group, which provides sophisticated and advanced technological solutions, values its employees and strives to maximise employee involvement in the organisation's culture.

In an inclusive culture where employees feel inspired, empowered and actively supportive of their workplace.

Interlux strives to create the most inclusive organisational culture possible and to create a supportive, nurturing and motivating microclimate for employees.

Undoubtedly, a **safe and healthy working environment, a respectful culture of mutual communication, gender equality, and the protection and guarantee of human rights** within the organisation are the fundamental values of the Interlux Group companies, which have been diligently ensured over the years, and which are considered to be the core values of the organisation.

However, equally important elements of Interlux's responsible employer policy are **the continuous and intensive efforts to ensure the best possible health of our employees and to support them in developing a healthy lifestyle and taking measures to prevent diseases.**

A sustainable organisation also strives to **promote sustainability principles among its employees, by supporting various social actions and encouraging social initiatives.**

Interlux respects the right of employees to freely join various trade unions, and UAB Interlux also has a permanent Work Council, which decides what social initiatives are relevant to employees, and undertakes initiatives to create a working environment that is tailored to the needs of employees, among other initiatives. The Work Council is an independent body that initiates various projects for employee development, motivation and changes in the working environment.



SUSTAINABLE PROCESSES FOR IMPLEMENTING RESPONSIBLE

Building employee potential and fulfilment

The Interlux Group companies are also united by a strong **employee-oriented HR philosophy**. We strive to enable employees to excel in the areas where they are strongest, as well as to develop the weaker areas, because we understand that each person is an individual who is at his or her best in one area and can perform equally well in another - if he or she is provided with the right conditions for growth and development. We aim to provide opportunities to develop not only vocational skills, but also **emotional intelligence, cooperation skills, knowledge of healthy living** and other important human areas.

We believe that personal potential and happiness depend on many factors: enjoying your career, a good team climate, physical fitness, quality leisure time and healthy personal relationships. We strive to provide every opportunity for employees to combine work and personal needs, so that all areas of our employees' lives are harmonious.

One of the most important factors in unlocking an employee's potential at work is engagement, teamwork, valuing the employee's opinion, and the opportunity to contribute to the management of the organisation by proposing the best solutions and participating in collective decision-making.

We therefore ensure that Interlux Group employees:

- ✘ Will have continuous professional development training of the highest quality;
- ✘ will have the opportunity to develop their other, non-directly professional skills - emotional, communication, leadership, etc;
- ✘ will always be involved as much as possible in the decision-making process at various levels;
- ✘ will have a sense of meaning and purpose in change;
- ✘ will have autonomy and responsibility, with the ability to act independently, but without distancing themselves from their team;
- ✘ will be recognised and valued;
- ✘ will feel a sense of continuous improvement and a growing number of competences;
- ✘ will feel that he/she is a complete, relevant and integral part of the organisation and the team.

SUSTAINABLE PROCESSES FOR IMPLEMENTING RESPONSIBLE EMPLOYMENT

Building employee potential and fulfilment

To achieve these objectives, **each staff member, together with his or her line manager, develops a development plan for the year.** Each staff member is also encouraged to adjust the plan and supplement it with training when he/she feels that there is a lack of knowledge in one area or another.

Working groups are set up at Interlux for various functions (e.g. to formulate new long-term goals, to develop the best motivational solutions, etc.) - employees are publicly informed about the possibility of joining the working groups, and in this way, they also realise their own ambitions and skills.

Self-fulfilment goes hand in hand with studies and personal growth - that's why Interlux Group companies make it possible for students **to combine study and work.** In some positions, you can choose to work a flexible schedule to combine work with personal or family commitments.

Staff assessment

Assessment is a proactive two-way process.

During the assessment interview with the line manager, the Interlux Group's employees' primary focus is not only on their performance, but also on their personal growth - how they have managed to grow during the year compared to their own performance at the time of the previous assessment. 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 perceives the organisation, what organisational measures he or she is satisfied with, and what ways or means the company could continue to improve.

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

Motivation: matching values, a favourable climate and social appreciation

Motivation is about getting people to act in ways that help them and the company achieve their goals and meet everyone's needs.

Interlux takes these classic principles of a sustainable workplace into account when motivating its employees and ensures that they are fulfilled in the workplace:

- ✦ **The need for self-expression** – at Interlux, it is important for employees to be able to achieve their goals and to be able to use their most subtle skills and talents, to have enough motivation and challenges to overcome, to be a leader and to use their creative powers.
- ✦ **The need for respect and recognition** – each employee is rewarded for his or her personal growth, the promotion process is unified and fair, and, as the employee's competence grows, he or she is offered more challenging tasks that stretch his or her limits.
- ✦ **The need for social belonging** – we spend most of our active day at work, so Interlux strives to ensure that employees feel safe, that the environment is emotionally stable, and that the team experiences a sense of community, of belonging to a collective of individuals who respect and value one another.

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

SUSTAINABLE PROCESSES FOR IMPLEMENTING RESPONSIBLE EMPLOYMENT

What other incentives and motivation measures are used to encourage and motivate Interlux Group employees?



Interlux Group companies have a "LUX" incentive system, where "LUX" is a symbolic bonus with a monetary value, awarded by the line manager to the employees of his/her department monthly, in recognition of their appreciated and acknowledged contribution to the overall performance of the Interlux Group companies.



Personal recognition with acknowledgements, nominations, commemorative tokens of appreciation.



Joint group after-work activities as an incentive for a group of staff members who have achieved particularly high results or successfully completed projects.



Sustainable corporate value system, socially responsible philosophy.

Motivational measures to promote employees' health and healthy lifestyles:

- ✘ **Supplementary employee health insurance**, which allows employees to pay more attention to preventive health care, visit the dentist or other specialist more often, and undergo various blood and other diagnostic tests. Supplementary health insurance also allows for a better balance of goods and services at pharmacies or health centres.
- ✘ Employees with **pre-school children** are provided with an **additional health insurance** limit to improve health care not only for themselves but also for their children
- ✘ **Preventive health screening** - health professionals are invited into companies to professionally carry out annual preventive health check-ups. During the health check, employees receive valuable advice on how to take better care of their health and which specialists should they consulted based on their rapid health check. In 2021, as in the past, the preventive health check-up identified several cases of health problems and potential critical illnesses, where employees sought medical attention for developing health problems, thus preventing the development of more severe stages of the disease and helping employees to feel better and manage their illnesses.
- ✘ **Flu vaccination** - like every year, all staff members who wished to be vaccinated were given the flu vaccine before the start of the active flu season.
- ✘ **COVID-19 vaccination** - members of our team working in hospital hotspots were vaccinated as a matter of priority, together with medical staff. This contributed to the motivation of our team and allowed us to get some respite during the most difficult time of the pandemic.
- ✘ At the request of the employees, a **COVID-19 antibody test** was organised in the group of companies, which is a venous blood test to determine whether immunity to the coronavirus has developed after vaccination or exposure to this dangerous disease.
- ✘ **Promoting active lifestyle** - Interlux Group companies strive to encourage colleagues to focus as much as possible on active leisure, which is why the Interlux Group Running Team and its participation in various sporting events continues to be supported. We also prioritize the Group's events to be active, with a choice of recreational activities where employees swim, jog or walk vigorously in a variety of interesting activities.

SUSTAINABLE PROCESSES FOR IMPLEMENTING RESPONSIBLE EMPLOYMENT

Involvement in the Interlux organisation

A sustainable organisation is one that first and foremost seeks to create value, not only for itself and its shareholders, but also for all its members. Respecting each member of its team and valuing the potential of all its members to create and contribute to its overall development and growth.

Interlux values the involvement of each and every one of its employees and strives to ensure that as many ideas as possible are heard and as many opinions as possible are listened to and acted upon.

This is well served by **regular performance reviews at Interlux, regular group meetings** involving the widest possible range of affected employees. These meetings are not only to assess and discuss financial and managerial achievements, but also to hear how employees themselves view the challenges they have faced and what opportunities they see ahead. The meetings are also the basis for the development of operational and strategic objectives for the company, involving the whole staff.

The company regularly **conducts both customer satisfaction and internal employee surveys** to find out the needs of employees, to involve them in decision-making, and procedural and operational decisions are made taking into account the results of the surveys and the views of the Group community.

For example, the company seeks the opinion of its employees in order to choose the most necessary and relevant form of supplementary health insurance; in order to decide on sustainable changes in the organisation or on the direction of corporate social responsibility; and in the context of celebrations involving all the Group's companies, in order to find out which form of leisure is the most relevant, etc.

ENVIRONMENT

Traditionally, the English language uses terms: "environment", "nature, natural environment", and "environment protection, conservation" and "nature protection", respectively.

In recent years, the International Union for Conservation of Nature has defined the environment in general terms as the sum of all living and non-living components and the factors and relationships that link them. It is also stressed that environmental protection cannot be identified with the science of ecology, which covers the interrelationships between living organisms, their relationships with non-living organisms, and so on.

Environmental protection - a sustainable approach to our environment - is a system of activities and measures to reduce pollution, reduce the degradation of natural resources and promote the restoration of the quality of the environment

Interlux Group companies strive to have a positive impact on both the **natural environment** and contribute to the implementation of environmental protection measures, as well as on the **social environment** - where they also act in a socially responsible and sustainable manner.

ENVIRONMENTAL PROTECTION

Interlux Group companies have developed, implemented and certified an environmental management system in accordance with the **requirements of LST EN ISO 14001:2015**. Thus, an integrated quality and environmental management system is already in place in the Group companies. Environmental procedures have been developed, are operating successfully and are being responsibly monitored.

ISO 14001:2015 certification of all Group companies demonstrates that the companies develop and implement measures to reduce environmental pollution, to use natural resources rationally and efficiently, to identify hazards, to assess risks, and to anticipate and prevent risks

Group companies also have set:

- ✘ Quality and environmental objectives
- ✘ SWOT analysis
- ✘ Stakeholder needs analysis
- ✘ 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 partner with socially responsible, sustainable, non-polluting companies supplying green products to the market.

Preserving natural resources, reducing negative impacts on the environment, reducing air and environmental pollution, halting climate change, and creating a healthier environment remain priority environmental objectives for Interlux Group companies.

Interlux ensures that the packaging of all goods it sells is recycled. We have a contract with the "Pakuočių tvarkymo organizacija" or PTO (Packaging Management Organisation), which recycles the packaging of all products sold by Interlux Group companies.

In 2021, Interlux recycled an impressive number of packages:



Like every year, batteries, accumulators and electrical and electronic waste used in Interlux's operations are safely collected and handled by the Elektronikos gamintojų, importuotojų ir platintojų asociacija or EPA (Association of Electronics Manufacturers, Importers and Distributors).

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



SOCIAL ENVIRONMENT

A sustainable environment is not only an environment that is environmentally friendly, clean and based on green values, but it is also a social sphere, where the aim is to preserve a sustainable and cohesive environment - but in this case a social one. Where the aim is to base partnerships on ethics, respect, shared values and respect for human rights and freedoms, social responsibility.

We choose as social partners service providers and associations and societies that share the same values, and that act not only in declaration, but also in reality, in accordance with the principles of **transparency, ethical business conduct, innovation development, reduction of environmental impact, conservation of resources, equal opportunities, prevention of corruption** and other sustainable values and principles.

We belong to the following sustainable organisations:

MIGA Lithuanian Medical Equipment Manufacturers Association) - membership since 2013

The Association promotes ethical business activities in the medical equipment and devices market, where all manufacturers compete with each other only in legal and fair ways, and where the use of state-of-the-art and the highest quality medical equipment contributes to the continuous improvement of the health of the citizens of Lithuania and to the assurance of better quality of life.

The members of the Association are united by ethical principles and a common goal to ensure the availability of the highest quality medical equipment to every Lithuanian citizen, as well as a commitment to

LAVA (Lithuanian Association of Responsible Business) - membership since 2013

The Association promotes the development of responsible practices in companies and organisations, contributes to the creation of favourable conditions for the sustainable development of the country, represents global initiatives and develops criteria for responsible practices.

LVK (Lithuanian Business Confederation) - membership since 2016

Lietuvos verslo konfederacija (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, participates in the activities of the World Chamber Federation.

MPGA (Food Supplement Manufacturers Association) - membership since 2016.

Maisto papildų gamintojų asociacija (The Association of Dietary Supplement Manufacturers) encourages greater involvement of doctors and pharmacists in promoting the sensible and moderate use of over-the-counter medicines and dietary supplements

MPGA aims to ensure that the use of dietary supplements is combined with medical treatment and that the public has access to up-to-date and relevant information on healthcare and advances in medical and pharmaceutical science.

INVESTORS' FORUM – membership from 2020

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



SOCIALLY RESPONSIBLE PROJECTS

In 2021, when the coronavirus pandemic continued to disrupt social life in the Baltics and around the world in ever new waves, the companies of the Interlux Group managed to pull together, overcome all the adversities, achieve a near 100% immunisation rate, and once again look outwards with joy.

If in 2020 all the social initiatives were focused on coronavirus management and especially on intensive work to help the team as much as possible on the front lines of the fight against coronavirus, in 2021 we are back again with a number of new social initiatives to help those who are most in need of help or guidance towards a healthier life at the moment.

Areas of social initiatives that are consistently supported by Interlux:

Health-boosting initiatives

Giving blood means giving life. The Interlux Group and its employees pay particular attention to this noble act. Our staff is well aware of the importance of blood donation and the importance of saving a patient's life at critical moments, and therefore donates blood and contributes to blood donation campaigns to a greater or lesser extent.



Global Sepsis Alliance September 13 World Sepsis Day 2021

stop sepsis save lives

KRAUJO DONORYSTĖS AKCIJA
PASAULINEI SEPSIO DIENAI PAMINĖTI

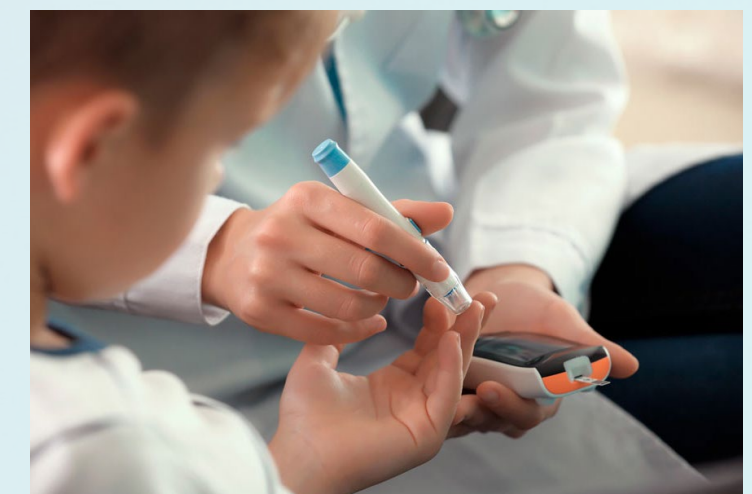
VUL SK KRAUJO CENTRAS
RUGSĖJO 13 D. 8-12H

This year, Interlux subsidiary Medita also contributed to the World Sepsis Day Blood Donation Campaign with cool, health-saving gifts for blood donors.



Sormedica, another Interlux subsidiary, wished the women suffering from breast cancer under the auspices of the social action "Sužydėjusi viltis" the best of endurance and strength. Sormedica donated a consignment of breast cancer treatment and diagnostic tools, and this beautiful charity initiative has been organised by the International Women's Association of Vilnius (IWAV) for the thirteenth year in a row.

In 2021, as in several years in a row, Medita also contributed to the sustainable prevention of diabetes and to helping young children with the disease to feel like full members of society, by contributing to the diabetic children's camp activities.





SOS VAIKŲ
KAIMAI
LIETUVA

We couldn't leave those who were struggling the hardest to fight coronavirus - even in 2021 - Interlux Group companies supported SOS Vaikų kaimai (SOS Children's Villages) communities with professional coronavirus diagnostics but also with more peace of mind - the more children living together, the higher the chance of spreading the virus, and the rapid tests for coronavirus have made it possible to make it possible to live a safer life for the SOS villages communities, and to be better equipped to fight the virus.

Interlux Group has also contributed to the Blossom of Hope 2021 initiative - a pink wave in the fight against cancer. Breast tissue markers are essential in the treatment of breast cancer in women and are used after breast biopsies. Unfortunately, the state does not reimburse the purchase of these markers, so women have to buy the markers themselves - unfortunately not all patients are able to do this. Interlux Group contributed to the campaign by donating much-needed treatment tools so that hospitals can distribute them to patients and provide much more accurate, effective breast cancer treatment.



Areas of social initiatives that are consistently supported by Interlux:

Initiatives to boost breakthroughs in science and studies

Medical students - a healthier future for us all.

In a sustained effort to contribute to the improvement of the quality of medical studies and the education of doctors, Interlux subsidiaries have contributed to a number of activities and events developed by student organisations in the field of medicine, e.g., Medita's team supported an event for future doctors organised by the Vilnius University Students' Representative office at Faculty of Medicine.



In a pandemic, when even students have had to go into areas of greatest danger and work alongside their senior colleagues to tackle the pandemic, the education and emotional support of young people studying medicine has become a particularly important task for society.



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 Genetically Engineered Machine (iGEM 2021) synthetic biology competition.

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. Human practices are a big part of this competition. The students aim to break stereotypes and educate the public about synthetic biology. The teams also work closely with scientists, governments, and businesses to ensure that the solutions they develop are applied in the real world.

Read more at https://2021.igem.org/Main_Page

Areas of social initiatives that are consistently supported by Interlux:

Interlux - "Workplace of the Year 2021" award

"UAB Interlux has been recognised for its responsible activities in the National Responsible Business Awards (NAVA) and has won the "Workplace of the Year 2021" award.

"During the National Responsible Business Awards 2021 award ceremony, UAB Interlux received an honourable nomination for its commitment to the welfare and safety of its employees.

Since 2013, the National Responsible Business Awards have been organised by the Ministry of Social Security and Labour, the Ministry of Economy and Innovation and the Ministry of the Environment together with social partners - news portal Delfi.lt.

The "Oscars" (as they are called) of corporate social responsibility awards recognise Lithuanian businesses for their activities in 2021. The aim of the annual National Responsible Business Awards competition is to draw public attention to the importance and benefits of socially responsible business in society.

The "Workplace of the Year" nomination is based on an assessment of the main areas of corporate social responsibility, social aspects, relations with employees, and employee involvement - social dialogue - that are regulated in the company and actually operate.



With the outbreak of the COVID-19 pandemic in the country, Interlux paid even more attention to its employees, many of whom worked together with Lithuanian medics in hospitals, coronavirus testing laboratories and other high-risk areas.

The aim was not only to provide staff with the best possible virus prevention measures and flexible work schedules, but also to keep them up to date with the latest information, to provide moral support, to listen to and respond to everyone's concerns.

For employees who have been directly affected by the virus, the company has created the "Interlux Courage and Pride" badge, a token of appreciation and sincere respect for the courage shown at work.

The background of the page features a blue gradient. On the left, there is a faint image of a hand with the index finger pointing upwards. On the right, there is a faint bar chart with four vertical bars of varying heights.

PREVENTION OF CORRUPTION

In 2021, as in previous years, no violation of the Code of Conduct by employees was recorded in Interlux Group companies, and no complaints or warnings were received for illegal and unethical activities.

We continuously encourage all employees to behave with dignity, emphasising 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 2021 Interlux Group companies operated ethically and transparently, in line with the ten principles of the United Nations Global Compact Agreement, and strived to maintain the highest levels of responsibility, reliability, sustainability and anti-corruption in the longer term.

How we ensure 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 shall complete a signed declaration of professional and private interests and shall disclose all possible sources of conflict. If the information declared reveals any possible relationship or interest between the employee, his/her 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 its employees to identify possible breaches of the United Nations Global Compact or the Group's Code of Conduct in the area of corruption prevention, and to be sure to report such breaches to a dedicated anonymous email. Where possible, this information is constantly reminded.
- ✦ Annual anti-corruption training of the Interlux Group, during which professional lecturers with a legal background provide employees with new information on the prevention of corruption, teach them to recognise the features of potentially illegal actions by partners or other members of society, and remind them of the importance of immediately stopping and informing the competent authorities and the management if they recognise any possible corrupt external action.



Transparency International study: Laborama and Medita are among TOP3 most transparent suppliers

In a report published by Transparency International Lithuania (TILS) on a study of transparency in the medical sector, two companies belonging to the Interlux group of companies - UAB Laborama and UAB Medita - were ranked among the most transparent companies.

A total of 40 companies were assessed in the study. UAB Laborama and UAB Medita scored 86 points each on a 100-point scale and were among the top three companies with the best scores.

The highest-scoring companies not only provide the most information about their activities in the public domain, but also operate in an honest and ethical manner, have in place rules and procedures to prevent corruption, and codes of conduct for the company's employees that are appropriate and sustainable. They also ensure mechanisms for compliance with these rules.

These companies are also distinguished by their transparent and public organisational structure, their declaration of their activities in society, and their socially responsible initiatives.

Companies were assessed according to three sets of criteria:

1

fairness
policy

2

organisational
transparency

3

financial
transparency

This assessment is based on the transparency assessment methodology for the largest companies operating in Lithuania.

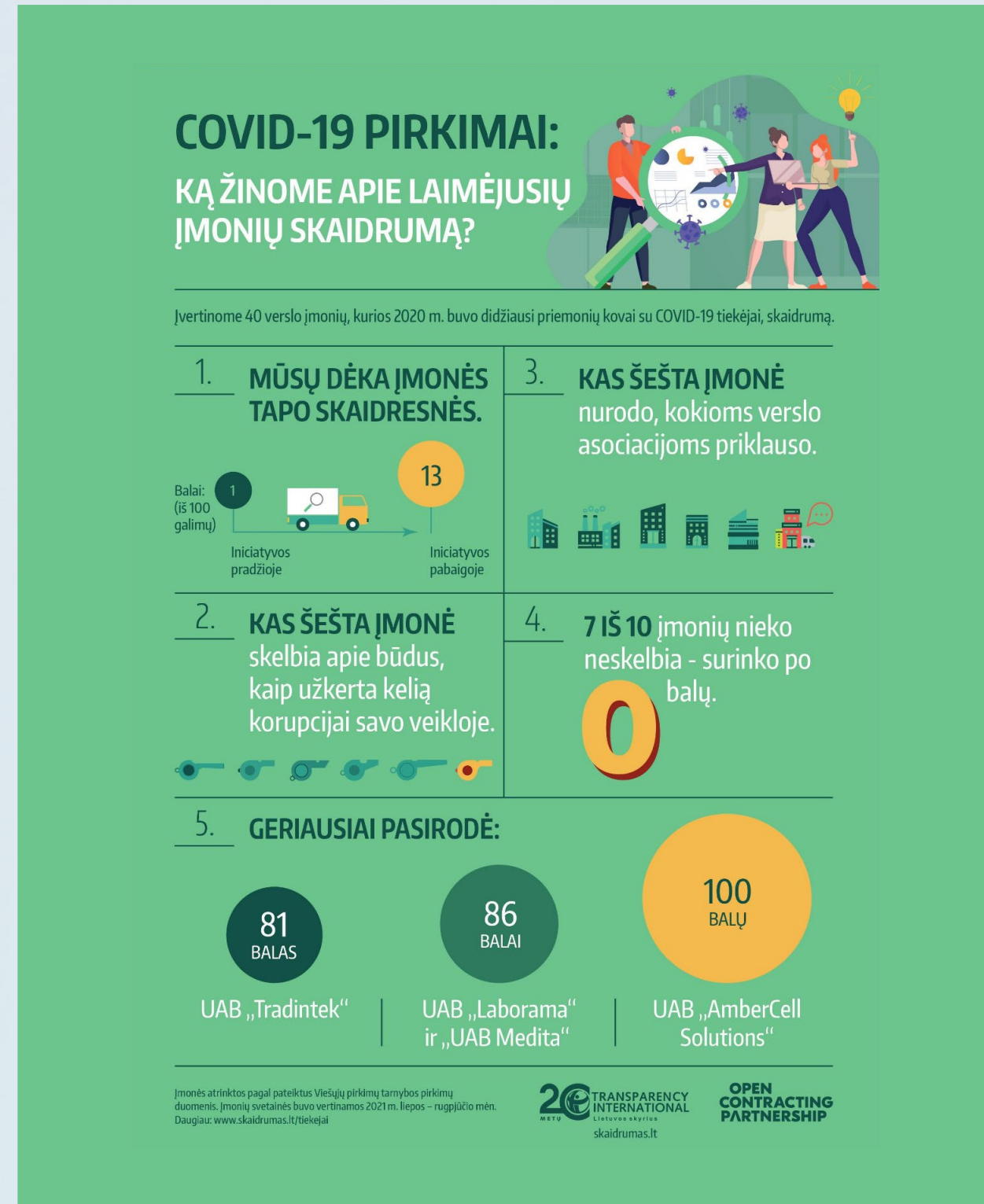
A third (12 out of 40) of companies publish at least some of this information. Two thirds of companies (28 out of 40) score 0.

The Interlux Group's business approach is focused on socially responsible, sustainable operations at every stage of the process. A survey conducted by Transparency International Lithuania confirmed the results of the daily efforts and involvement of all employees in ensuring transparency.

Read more about the survey at <https://www.transparency.lt/covid-19-pirkimai-tiekejai/>

Detailed assessment of 40 companies at www.skaidrumas.lt/tiekejai

Interlux remains committed to the highest standards of **transparency, ethical business conduct and anti-corruption, an ethical business culture, 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 norms.**



The background of the slide features a teal-to-blue gradient. Overlaid on this is a faint, semi-transparent image of several hands of different skin tones reaching up to hold a globe. The hands are positioned around the globe, with fingers gently gripping it, symbolizing global unity and shared responsibility.

**THANK YOU FOR
YOUR TIME AND ATTENTION
IN READING THE INTERLUX SOCIAL
RESPONSIBILITY PROGRESS
REPORT!**

interlux
GROUP