



SUSTAINABILITY REPORT

2025

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ABOUT THE BIOGROUP BALTICS GROUP SUSTAINABILITY REPORT

VSME – B1

We are pleased to present the first sustainability report of the UAB BIOGROUP BALTICS Group of Companies (hereinafter – the 'BIOGROUP BALTICS Group'), which was prepared on a **consolidated** basis, covering all of the group's subsidiaries and disclosing activity data for the reporting period from 1 January 2025 to 31 December 2025, i.e. for the 2025 financial year.

Pursuant to the Directive (EU) 2022/2464 of the European Parliament and of the Council (the Corporate Sustainability Reporting Directive, CSRD) and, accordingly, the Law on Reporting by Undertakings and by Groups of Undertakings, BIOGROUP BALTICS is not subject to any legal requirement to disclose sustainability information in its management report. However, in order to highlight the environmental, social responsibility and ethical governance aspects that form an integral part of the operations and culture of all the Group's companies, the Group's sustainability information is voluntarily disclosed in accordance with the Commission Recommendation (EU) 2025/1710 of 30 July 2025 on a voluntary sustainability reporting standard for small and medium-sized undertakings (VSME) and the content of that standard set out in the said Recommendation (hereinafter the 'VSME Standard').

The BIOGROUP BALTICS Group sustainability report provides information in accordance with the disclosure requirements of both modules outlined in the VSME Standard – the **Basic Module** and the **Comprehensive Module**. The Basic Module provides key information and metrics and fulfils the minimum requirements, while the Comprehensive Module helps provide data points that supplement the information disclosed under the Basic Module, which, together with the information provided under the Basic Module, may be relevant to the group's business partners and customers.

Part of the information presented in the sustainability report (including the **identification of the most significant sustainability topics and sub-topics** through a double materiality assessment, the breakdown of key stakeholders, etc.) has been prepared in accordance with the requirements of the CSRD and the European Sustainability Reporting Standards (ESRS) for the implementation of this Directive (first version of the standards). In other words, the BIOGROUP BALTICS Group provides significantly more sustainability-related information than is required under the disclosure scope of the voluntary sustainability reporting standard. This demonstrates the group's strategic approach to managing sustainability issues, its high level of maturity in sustainability management, and its commitment to ensuring transparent and comprehensive disclosure of information to stakeholders.

The group's next sustainability report for the 2026 financial year is planned to be prepared in accordance with the final version of the VSME Standard approved by the European Commission.

THE BIOGROUP BALTICS GROUP: MISSION, VISION AND VALUES

Sustainability is an integral part of the activities and culture of the entire BIOGROUP BALTICS Group, and environmental, social responsibility and ethical governance aspects are reflected in the values and strategic objectives of the individual companies.

The group strives to focus on those areas of its activities where it has the greatest impact and can create the greatest added value, while appropriately taking into account the expectations of the company's stakeholders and building mutually beneficial relationships.

Mission

Preserve. We provide life sciences solutions that create value for people.

Ensure. The products we develop and manufacture reach customers worldwide – reliably and on time.

Care. We act responsibly: we invest in renewable energy and uphold the principles of social responsibility.

Vision

To unlock the potential of life sciences for people by creating reliable, accessible and sustainable solutions.

Values

Support. We believe in collaboration and collective action – this is how we build a sustainable future and amplify the value we create.

People. We encourage growth and foster an inclusive, safe and respectful working environment.

Environment. We reduce our environmental impact by expanding our use of renewable energy, conserving resources and managing waste responsibly.

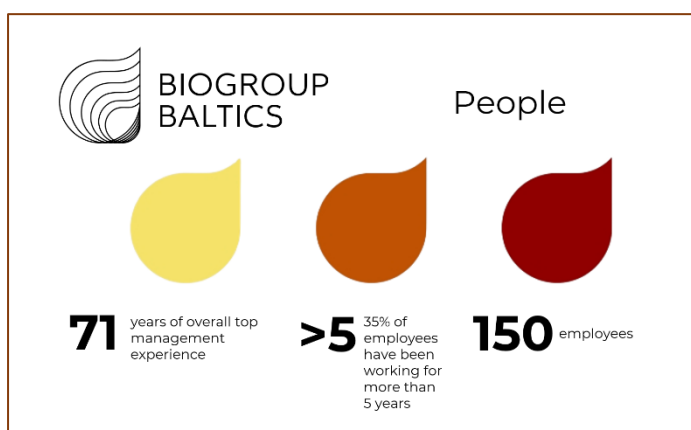
Community. We build long-term partnerships, act transparently and fairly, and consider value for our customers to be the most important basis for our agreements.



THE BIOGROUP BALTICS GROUP: STRUCTURE, BUSINESS MODEL AND KEY AREAS OF ACTIVITY

THE BIOGROUP BALTICS GROUP: STRUCTURE

The BIOGROUP BALTICS Group's activities began more than 30 years ago, in 1992, with the sale and distribution of medical devices. The company's focus on biotechnology, life sciences, chemical and cosmetics industries, together with investments in developing manufacturing capabilities, has driven business growth. A work culture rooted in human values builds trust and loyalty, enables the implementation of ambitious plans to strengthen the group's position in the Baltic life sciences products and medical equipment markets, and helps generate annual revenue in excess of EUR 70 million. The group can rightly boast of the loyalty of its 150 employees, over one-third of whom have been with the group for over five years, as well as the senior management team's combined experience of more than 71 years.


VSME – B1

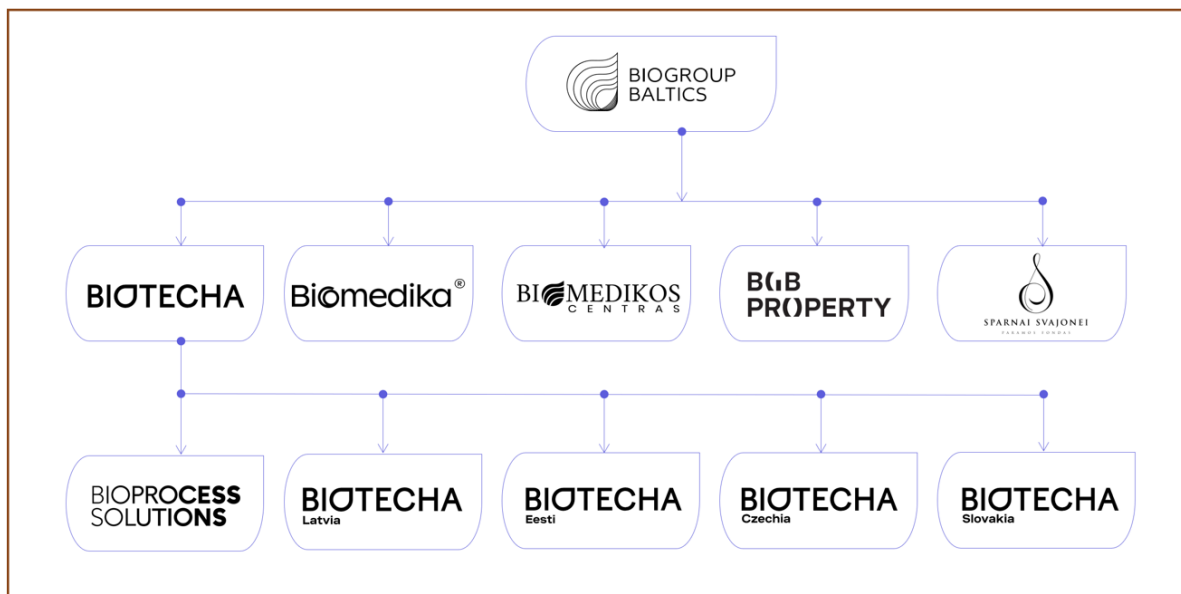
List of BIOGROUP BALTICS group companies and key information

BIOGROUP BALTICS Group							
	UAB Biogroup Baltics	UAB Biotecha	UAB Biomedika	UAB Biomedikos centras (En. Biomedical centre)	UAB BioProcess Solutions	UAB BCB Property	The 'Sparnai svajonei' (En. Wings for Dreams) Support Foundation
Legal form of the undertaking	UAB (private limited company)	UAB (private limited company)	UAB (private limited company)	UAB (private limited company)	UAB (private limited company)	UAB (private limited company)	Charity and support fund
Activities of the undertaking according to the International Standard Industrial Classification	64.21.00 activities of holding companies 70.20.00 business and other management consultancy activities 69.20.00	46.46.00 wholesale of pharmaceutical and medical goods 46.85.90 wholesale of other chemical products 46.64.00	46.46.00 wholesale of pharmaceutical and medical goods	46.46.00 wholesale of pharmaceutical and medical goods 47.74.90 retail sale of other medical and orthopaedic goods	46.46.00 wholesale of pharmaceutical and medical goods 46.85.90 wholesale of other chemical products 71.12.10	68.20.00 renting and operating of own or leased real estate 68.11.00 buying and	88.99.00 other social work activities without accommodation n.e.c. 94.99.00 activities of other membership

BIOGROUP BALTICS Group							
	UAB Biogroup Baltics	UAB Biotecha	UAB Biomedika	UAB Biomedikos centras (En. Biomedical centre)	UAB BioProcess Solutions	UAB BCB Property	The 'Sparnai svajonei' (En. Wings for Dreams) Support Foundation
Classification of All Economic Activities (ISIC Rev. 2) (NACE sector classification code(s))	<i>accounting, bookkeeping and auditing activities; tax consultancy</i>	<i>wholesale of other machinery and equipment</i>		<i>85.59.00 other education n.e.c.</i>	<i>engineering design and consultancy activities</i>	<i>selling of own real estate</i>	<i>p organisatio ns n.e.c.</i>
The value of assets stated in the undertaking's balance sheet (in Euro)	20,637,702	36,660,239	4,723,870	3,029,695	173,390	3,662,298	193,719
Income of the undertaking (in Euro)	496,450	30,023,440	4,424,098	8,359,657	387,873	39,1161	—
The undertaking's average number of employees during the financial year	12	72	17	48	1	4	1
Country or countries of the undertaking's primary operations	Lithuania	Lithuania	Lithuania	Lithuania	Lithuania	Lithuania	Lithuania
Registered office of the undertaking	Vismaliukų g. 30, LT-10243 Vilnius, Lithuania	Vismaliukų g. 30, LT-10243 Vilnius, Lithuania	Antakalnio g. 36, LT-10305 Vilnius, Lithuania	Antakalnio g. 72, LT-10206 Vilnius, Lithuania	Vismaliukų g. 30, LT-10243 Vilnius, Lithuania	P. Vileišio g. 17A, LT-10306 Vilnius, Lithuania	Vismaliukų g. 30, LT-10243 Vilnius, Lithuania
Geolocation (coordinates) of the undertaking	54.752523940102535, 25.410644911876958	54.752523940102535, 25.410644911876958	54.701261665035545, 25.308999527216418	54.709922130234865, 25.31352074070952	54.752523940102535, 25.410644911876958	54.70183706092739, 25.30809741187302	54.752523940102535, 25.410644911876958

BIOGROUP BALTICS Group							
	UAB Biogroup Baltics	UAB Biotecha	UAB Biomedika	UAB Biomedikos centras (En. Biomedical centre)	UAB BioProcess Solutions	UAB BCB Property	The 'Sparnai svajonei' (En. Wings for Dreams) Support Foundation
king's registere d office							
Sustaina bility- related certificat ion(s) or label(s) obtained by the underta king	—	Quality management standard ISO 9001:2015 Environmental management standard ISO 14001:2015	Quality management standard ISO 9001:2015 Environmental management standard ISO 14001:2015	Quality management standard ISO 9001:2015 Environmental management standard ISO 14001:2015	Quality management standard ISO 9001:2015 Environmental management standard ISO 14001:2015	—	—

The BIOGROUP BALTICS Group comprises **six business entities: five companies operating across various business sectors** – sales and distribution, engineering design, manufacturing, retail and e-commerce – and **one support foundation**.



Structure of the BIOGROUP BALTICS Group

THE BIOGROUP BALTICS GROUP: AREAS OF ACTIVITY

VSME – C1

The following provides information on the main areas of activity of each company within the BIOGROUP BALTICS group.

UAB Biogroup Baltics

UAB Biogroup Baltics is a family-majority holding company whose day-to-day operations are managed by the CEO, while its strategic direction is overseen by the board. The company's principal activities, as set out in its articles of association, include the activities of a holding company, the acquisition, management, sale and leasing of real estate and other assets, business consultancy and administration, and training.

The company operates in the following principal areas of activity:

- holding company activities;
- accounting, administrative, consultancy, IT and HR services, consultancy and training for the group's companies;
- acquisition, sale and leasing of real estate and other assets.

UAB Biotecha

UAB Biotecha is one of the few companies in the Baltic States with extensive experience in the design, supply, installation and maintenance of laboratory and industrial equipment. The company also provides technical and scientific support to businesses in the biotechnology, life sciences, chemical and cosmetics industries, helping them implement advanced and efficient solutions.

Sustainability is an integral part of UAB Biotecha's operations. With a view to achieving long-term growth, the company combines technological progress with the responsible use of resources, collaborates with reliable suppliers, consistently

invests in strengthening its employees' skills, and implements solutions that create long-term value for customers and contribute to the sustainable development of the biotechnology and life sciences sector in the Baltic region.

The company's origins date back to 1990, when UAB S.K.S. was established. One of its divisions specialised in the sale and technical servicing of laboratory and medical equipment and supplies. This activity laid the foundations for UAB Biotecha's current expertise, accumulated technological know-how and responsible approach to implementing solutions in the science, healthcare and industrial sectors.

In order to ensure a high quality of operations and reduce its environmental impact, UAB Biotecha is consistently improving its management systems. A quality management system has been in place at the company since 2019, and an environmental management system – since 2022. Both systems are certified in accordance with the LST EN ISO 9001:2015 and LST EN ISO 14001:2015 international standards. The scope of certification covers all of the company's principal areas of activity, confirming its systematic approach to quality, environmental protection and sustainable business development.

UAB Biotecha operates in the following four principal areas of activity:

- sale, installation and servicing of laboratory and industrial equipment used in the biotechnology, life sciences, chemical and cosmetics industries, as well as the provision of technical and scientific consultancy;
- design and installation of laboratory and industrial systems used in the biotechnology, life sciences, chemical and cosmetics industries;
- the adaptation and sale of biomonitoring equipment, filter elements, chemical and biological reagents, raw materials for manufacturing, and other products used in the biotechnology, life sciences, chemical and cosmetics industries;
- design, manufacture and application of single-use plastic products for the pharmaceutical, biopharmaceutical and life sciences sectors.

UAB Biomedika

UAB Biomedika distributes technologically advanced, internationally recognised orthopaedic, trauma, sports medicine and neurosurgical implants, as well as artificial tissues and biomaterials. The company's specialists work closely with healthcare professionals to select treatment solutions tailored to each patient's individual needs and share knowledge on how to return to an active, pain-free life.

A quality management system has been in place at UAB Biomedika since 2019, and an environmental management system – since 2022. Both systems are certified in accordance with the LST EN ISO 9001:2015 and LST EN ISO 14001:2015 international standards.

UAB Biomedika's principal activity is the sale and servicing of orthopaedic and trauma implants and related instruments, as well as artificial tissues and biomaterials. The company has also created and is developing a brand of specialised food supplements, **padeda®** (En. helps), whose effectiveness has been confirmed by the results of practical and sports science research as well as clinical trials.

UAB Biomedikos centras

Operating across the Baltic States, UAB Biomedikos centras is a medical solutions company that creates long-term value for the healthcare sector. By collaborating with globally recognised medical equipment manufacturers, the company helps clinics, healthcare institutions, specialists and end users implement reliable and innovative solutions.

UAB Biomedikos centras provides solutions in the areas of hearing, mobility and healthcare. In order to meet the needs of different customer groups and increase the accessibility of its services, the company's activities were restructured in 2024 and began to be developed through three separate brands.

Biospektra – since July 2024, the brand has been developed with a focus on the sale and technical support of medical, laboratory, cosmetic and dermatological equipment and related products to organisations providing healthcare and beauty services.

Lora – a network of hearing centres in Lithuania, operating under a new brand name from October 2025. Its services include hearing tests, consultations, the selection and sale of hearing aids, and the manufacture of customised ear moulds in an accredited laboratory.

Ergotecha – a brand operating since November 2025 for people with mobility disabilities, providing consultations and selecting and supplying assistive movement and mobility aids.

A quality management system has been in place at UAB Biomedikos centras since 2019, and an environmental management system – since 2022. Both systems are certified in accordance with the LST EN ISO 9001:2015 and LST EN ISO 14001:2015 international standards.

UAB BioProcess Solutions

UAB BioProcess Solutions, operating under the INTO Bioprocess brand, was established in 2018 and specialises in the development and optimisation of personalised single-use solutions for companies in the biotechnology, pharmaceutical, biopharmaceutical and food industries. The company's accumulated technological expertise and in-depth sector knowledge enable it to offer customers solutions that increase process efficiency and reliability and contribute to more sustainable production.

The company designs and supplies bespoke single-use solutions tailored to different stages of bioprocesses and production scales. The solutions offered to customers range from small-scale systems – individual components or containers with solutions prepared for specific processes – to complex systems designed for large-scale production that meet the highest quality and safety requirements.

With a view to creating long-term value for its customers and contributing to the responsible development of the industry, UAB “Bioprocess Solutions” provides professional consultancy and technical support throughout the entire bioprocess – from the selection of solutions to their implementation and optimisation. The company's activities focus on the introduction of innovations, efficient resource use and the development of long-term partnerships with customers.

The principal areas of activity of UAB BioProcess Solutions:

- consultancy and bioprocess development;

- manufacture and supply of customised single-use products and process solutions.

UAB BGB Property (since August 2025; formerly UAB Seaside Property)

UAB BGB Property manages and administers the group companies' real estate to create long-term value. The company is responsible for real estate certification, safety and sustainability. It also provides consultancy, analysis and recommendations regarding the acquisition and development of real estate.

UAB BGB Property's principal activity is real estate management and development.

'Sparnai svajonei' Support Foundation

The activities of the 'Sparnai svajonei' Support Foundation are based on collecting support from group's companies and subsequently allocating funds to support other organisations and initiatives in Lithuania. The foundation also manages permanent capital. Its activities ensure continuity, accountability and transparency, while enabling employees to get involved in pursuing noble and meaningful goals. The foundation is based on the group's belief that collective action and cooperation can drive significant change and contribute to building a sustainable future.

The 'Sparnai svajonei' Support Foundation provides support in three focus areas that are of greatest importance to the group:

- social sustainability, by providing support to senior citizens, people with disabilities, pets and other socially vulnerable groups;
- science and innovation, by providing support aimed at advancing science and innovation (initiatives in engineering and biotechnology, STEAM (Science, Technology, Engineering, Arts and Mathematics) activities, universities, scientific conferences and championships);
- up-and-coming talent, by providing support to young people, gifted children and teenagers, and encouraging them to aim higher.


**BIOGROUP
BALTICS**

Holding activities

Services for group's companies

	Biotechnologies One of the few companies in the Baltic States with extensive experience in designing, selling, installing, maintaining laboratory and industrial equipment and providing technical and scientific support to the biotechnology, life sciences, chemical and cosmetic industries. Sales and Distribution Engineering Design Manufacturing		Single-use solutions The company provides personalised <i>single-use</i> solutions for biotechnology, pharmaceutical and biopharmaceutical companies, ranging in size and complexity from multiple components or containers for a specific bioprocess to complex systems for large production volumes. Sales and Distribution Engineering Design Manufacturing
	Medical devices The company distributes technologically advanced, world-renowned orthopaedic, traumatology, sports medicine, neurosurgery implants, artificial tissues and biomaterials. Sales and distribution E-commerce		Real estate management The company carries out real estate supervision and administration of the group's companies, takes care of real estate certification, security and sustainability. Also advises, analyses and makes offers in the acquisition and development of real estate. Financial and real estate management Leasing and sale of real estate
	Healthcare Retail chain, leading in the market of rapidly developing technologies in the Baltic States. It is the only Phonok certified Paediatric Hearing Centre in Lithuania with an accredited laboratory and "Eye Health Centre" for visually impaired and blind people. Sales and distribution Trade E-commerce		Support Fund The Fund is financed only by the members of the group of companies. The funds are allocated according to the focus areas of the group of companies. Support for vulnerable groups in society Scientific and innovation progress Young talent

Principal areas of activity of the BIOGROUP BALTICS Group of companies

THE BIOGROUP BALTICS GROUP: SIGNIFICANT MARKETS AND KEY BUSINESS RELATIONSHIPS

VSME – C1

UAB Biogroup Baltics

UAB Biogroup Baltics provides services (accounting, administration, consultancy, IT and HR) to the group's companies in Lithuania and other EU countries.

Key suppliers. UAB Biogroup Baltics works with suppliers of office supplies, telecommunications services, food, training and transport services.

Key customers. The company's key customers are the group's companies.

UAB Biotecha

UAB Biotecha primarily operates in the business-to-business (B2B) wholesale sector in Lithuania, while also holding a small market share in Latvia and Estonia, as well as in the Czech Republic and Slovakia, in equivalent areas of activity.

Key suppliers. UAB Biotecha's key suppliers comprise more than 20 manufacturers of laboratory and industrial equipment, chemical and biological reagents, raw materials for production and other products, recognised and trusted in global markets, based in Western Europe and the USA. with whom the company has long-standing partnerships and shares common values. Some of them have granted the company exclusive representation rights in the Baltic States.

UAB Biotecha's key suppliers

Company	Product area
 Merck Life Science KGaA	Chemical substances, reagents, laboratory equipment and life sciences solutions Laboratory filtration, water purification and biotechnology solutions Chemical reagents, laboratory products and research supplies
 DK TEC Sp. z oho. Sp. k.	Technological equipment for laboratories and industry, process engineering
 GBD sp. z o.o.	Laboratory equipment, reagents and research solutions
 Applikon Biotechnology B.V.	Bioreactors and fermentation equipment for biological research and production
 IMA Industria Machine Automatiche S.p.A.	Packaging machines for the pharmaceutical, cosmetics, biotechnology and food industries
 STERIS Corporation	Sterilisation products for life sciences solutions and the cosmetics, biotechnology and food industries

UAB Biotecha only works with reliable, transparent and non-sanctioned logistics companies and carriers.

Key customers. UAB Biotecha cooperates with more than 500 customers in the Baltic States, providing advanced solutions to biopharmaceutical, biotechnology and pharmaceutical companies, private, university and research institute laboratories, as well as the environmental analysis and food industry sectors. Based on long-term partnerships, technological expertise and an individual approach to customer needs, the company creates long-term value, promotes the responsible application of technologies and contributes to the development of a sustainable science and industry ecosystem in the Baltic region.

UAB Biomedika

UAB Biomedika operates in both the wholesale and retail sectors in business-to-business (B2B) and business-to-consumer (B2C) markets in Lithuania, while also holding a market share in Latvia and Estonia in equivalent areas of activity.

Key suppliers. UAB Biomedika's key suppliers are manufacturers of top-quality, technologically advanced orthopaedic, traumatological, neurosurgical and sports medicine implants that are recognised worldwide.

UAB Biomedika's key suppliers

Company	Product area
 ZIMMER BIOMET Zimmer GmbH	Orthopaedic and trauma medicine products
 Biocomposites Biocomposites Ltd.	Bone substitutes and antibacterial materials for orthopaedics and sports medicine
 Pega Medical Pega Medical Inc.	Paediatric orthopaedic implants and solutions for paediatric bone surgery

Key customers. The company's key customers are public and private hospitals and clinics.

UAB Biomedikos centras

UAB Biomedikos centras operates in both the wholesale and retail sectors in business-to-business (B2B) and business-to-consumer (B2C) markets in Lithuania.

Key suppliers. UAB Biomedikos centras's key suppliers are manufacturers of products in the hearing, vision, mobility and healthcare fields that ensure premium quality and the application of advanced technologies.

UAB Biomedikos centras's key suppliers

Company	Product area
 Phonak, Sonova AG	Hearing aids
 Meyra GmbH	Wheelchairs and mobility aids
 Lumenis BE LTD	Medical lasers for aesthetic, surgical and ophthalmic therapies
 Interacoustics A/S	Hearing and balance diagnostic equipment
 Rehasense Sp. z o.o.	Walkers, crutches, wheelchairs and rehabilitation equipment
 Pollogen LTD	Aesthetic medicine equipment
 Advanced Bionics, Sonova AG	Cochlear implants
 LIW Care Technology Sp. z o.o.	Positioning systems, wheelchairs and orthopaedic equipment
 Hansaton – Sonova AG	Hearing aids
 Zimmer MedizinSysteme GmbH	Physiotherapy, aesthetic medicine and diagnostic equipment
 Leica Mikrosysteme Vertrieb GmbH – DSA	Optical and surgical microscopes

Key customers. The company's key customers are individuals looking to purchase hearing and mobility aids, as well as public and private medical, healthcare and beauty service providers.

UAB BioProcess Solutions

UAB BioProcess Solutions primarily operates in the wholesale business-to-business (B2B) sector in Lithuania and Poland.

Key suppliers. The key suppliers of UAB BioProcess Solutions are manufacturers of plastic raw materials and components supplying materials used for the production of customised single-use systems. The products furnished by these suppliers are important for ensuring product quality, safety, traceability and compliance with the requirements applicable to the pharmaceutical and biotechnology sectors.

When selecting suppliers, the company evaluates not only technical and economic criteria, but also product quality, supply reliability, compliance with applicable legislation, certified management systems and the ability to ensure long-term cooperation.

Key customers. The company's key customers are biotechnology, pharmaceutical and biopharmaceutical companies.

UAB BGB Property

UAB BGB Property provides services (real estate management, leasing and acquisition) to the group's companies in Lithuania.

Key suppliers. UAB BGB Property's key suppliers are utility companies.

Key customers. The company's key customers are the group's companies and other companies that lease real estate managed by UAB BGB Property.

'Sparnai svajonei' Support Foundation

The activities of the 'Sparnai svajonei' Support Foundation consist of providing support.

Key suppliers. The funds of the 'Sparnai svajonei' Support Foundation are collected exclusively from the group's companies and from income generated by investing permanent capital through investment management companies.

Key customers. The foundation's key customers are Lithuanian research institutions as well as charity and support foundations and organisations.

BIOGROUP BALTICS

SUSTAINABILITY MANAGEMENT

PRACTICES, POLICIES AND STRATEGIES, CURRENT AND FUTURE INITIATIVES FOR TRANSITIONING TOWARDS A MORE SUSTAINABLE ECONOMY

VSME – B2

In accordance with the recommendation for the presentation of the B2 disclosure of the Basic Module of the VSME Standard set out in paragraph 14, the sustainability practices, policies and/or strategies and future initiatives related to the key sustainability topics applied across the group are summarised in the table below.

Practices, policies and strategies, and current and future initiatives for transitioning towards a more sustainable economy within the BIOGROUP BALTICS Group

Sustainability topic	Has the group of companies implemented sustainability practices, policies and/or strategies, or does it have any future initiatives in place that address any of the sustainability topics listed below? [YES / NO]	Are they publicly available? [YES / NO]	Do the policies and/or strategies have any targets? [YES / NO]
Climate change	YES	NO	YES
Pollution	YES	NO	YES
Water and marine resources	NO	-	-
Biodiversity and ecosystems	NO	-	-
Circular economy	YES	NO	YES
Own workforce	YES	NO	YES
Value chain employees	NO*	-	-
Affected communities	NO	-	-
Consumers and end-users	YES	NO	YES
Business ethics	YES	NO	YES

* – The BIOGROUP BALTICS Group only works with reliable suppliers and companies whose values are aligned with those of the group, and selects socially responsible manufacturers, suppliers and other business partners. Although the group cannot directly influence risk management in this area, such management is ensured by the aforementioned manufacturers (the company's suppliers) and customers.

VSME – C2

The sustainability practices applied across the group are described in detail in the subsequent sections of this part of the sustainability report. A list of the policies and other documents approved within the group for managing material sustainability matters is provided in the section **POLICIES AND OTHER DOCUMENTS FOR MANAGING KEY SUSTAINABILITY ISSUES**. Targets/objectives are disclosed in the section on the group's sustainability strategy, **BIOGROUP BALTICS GROUP SUSTAINABILITY STRATEGY**.

SUSTAINABLE DEVELOPMENT GOALS

Recognising its responsibility to create value for society and the environment, the BIOGROUP BALTICS Group is committed to contributing to the achievement of the goals of 'Transforming our world: the 2030 Agenda for Sustainable Development', which was adopted by the United Nations (UN) General Assembly in 2015. This

Agenda is a global plan of action aimed at promoting sustainability and peace and ensuring prosperity for people and the planet. The Agenda sets out 17 goals and 169 targets. The goals are based on three aspects of sustainable development – environmental, social and economic/governance – covering areas such as poverty, inequality, food security, health, sustainable consumption and production, growth, employment, infrastructure, sustainable management of natural resources, action to combat climate change, gender equality, peaceful and inclusive societies, and other areas.

Since 2016, not only countries but also companies and organisations have been committed to contributing to this Agenda – the 17 UN Sustainable Development Goals (SDGs).

Although all 17 SDGs are important, the BIOGROUP BALTICS Group has identified six to which it can make the most significant contribution. These goals have been integrated into the group's 2025 sustainability strategy and were already included in the first sustainability strategy of one of the group's companies, UAB Biotecha, in 2023.


VSME – B2, C2

UN SDG 17 goal	BIOGROUP BALTICS Group activities contributing to the achievement of the goal
Goal 3. Good health and well-being 	The activities of the group are directly related to this SDG. UAB “Biotecha” supplies chemical products and laboratory and industrial equipment used in the biotechnology, life sciences, chemical, pharmaceutical and cosmetics industries, and in the food and beverage production sectors, from reliable manufacturers – global leaders in their fields, whom the company represents. These products meet the highest quality and safety standards and contribute to technological and scientific innovation, with the aim of improving and safeguarding public health. The premium-quality, technologically advanced and internationally recognised orthopaedic, trauma, sports medicine and neurosurgical implants, artificial tissues and biomaterials distributed by UAB Biomedika, which are individually selected for each patient in cooperation with healthcare professionals, help these patients return to an active, pain-free life. UAB Biomedikos centras provides consultations, conducts hearing impairment assessments and supplies hearing and mobility solutions based on advanced technologies to people with disabilities. The company also supplies public and private

UN SDG 17 goal	BIOGROUP BALTICS Group activities contributing to the achievement of the goal
	medical, healthcare and beauty service providers with professional medical, laboratory, cosmetic and dermatological equipment and innovative products, thereby contributing to improving the quality and accessibility of healthcare services. Furthermore, the group's 'Sparnai svajonei' Support Foundation provides support to senior citizens and people with disabilities, with the aim of improving the health of socially vulnerable groups in society. Suppliers of medical and other equipment and products represented by the group in various fields also actively contribute to ensuring the accessibility and improvement of healthcare systems in developing countries.
Goal 8. Decent work and economic growth 	All group companies are guided by values that respect people and ensure an all-around safe working environment, equal opportunities, and fair and equal remuneration for all company employees and other partners in the value chain. The Group's 'Sparnai svajonei' Support Foundation contributes to reducing youth unemployment by supporting young talents – gifted children and adolescents – and encouraging them to set their sights high, as well as by supporting initiatives aimed at advancing science and innovation, including engineering and biotechnology, STEAM activities, universities, scientific conferences and championships, thereby promoting economic growth in the country.
Goal 9. Industry, innovation and infrastructure 	The group's companies UAB Biotecha and UAB Biomedikos centras supply innovative, premium-quality technological equipment for laboratories, medicine and industry, as well as materials, manufacturing raw materials and reagents, helping promote scientific innovation among their customers and improve their infrastructure. The group also contributes to this goal through initiatives of its support foundation aimed at advancing science and innovation in biotechnology, sponsoring scientific conferences and championships, supporting universities by helping to equip scientific laboratories, and establishing scholarships for young talents – outstanding students who may become biotechnology innovators in the future.
Goal 12. Responsible consumption and production 	In production processes, warehousing and office activities across the BIOGROUP BALTICS Group, natural resources are used efficiently; more sustainable materials, products and services are selected; chemicals are transported, stored and used responsibly and safely; hazardous and other waste is properly managed and its volume reduced; and efforts are made to choose recyclable and reusable packaging. The group companies only work with suppliers and partners whose values are aligned with those of the group. The Group educates its employees and customers to raise their environmental awareness and encourages them to choose more environmentally friendly alternatives. The equipment repair, replacement and maintenance services provided to customers, help ensure the efficient use of raw materials and the reduction of pollution.

UN SDG 17 goal	BIOGROUP BALTICS Group activities contributing to the achievement of the goal
Goal 13. Action to combat climate change 	BIOGROUP BALTICS assesses the impact of the group's companies on climate change and takes measures to reduce the group's carbon footprint and achieve its climate neutrality targets for its direct operations. Since spring 2022, GHG emissions have been reduced across all of the group's companies by using renewable energy generated by the group's own 250 kW solar farm, while the majority of the remaining energy demand is met by electricity suppliers that ensure the supply of energy from renewable energy sources. Since the end of 2024, the group's headquarters have been relocated to a new A++ energy performance class building with administrative and warehousing premises, which also contributes to more efficient energy use and the reduction of GHG emissions. The group is gradually replacing its vehicle fleet with electric vehicles and has installed electric vehicle charging stations at its headquarters. The group regularly assesses key climate risks, such as extreme weather events, and identifies ways to manage them. By supplying energy-efficient and innovative technological, industrial and medical equipment, the group's companies are contributing to the achievement of their customers' sustainability goals as well.
Goal 17. Partnerships for achieving the goals 	Partnership is one of the core values of the BIOGROUP BALTICS companies. Smooth and transparent cooperation with customers, suppliers, partners, employees, academic institutions and other stakeholders is essential both for achieving the Group's objectives and for contributing to the creation of shared value for society and the environment.

Through the objectives set out in the BIOGROUP BALTICS Sustainability Strategy, the group contributes to addressing global sustainability challenges related to more than these six SDGs. The group also actively supports **Goal 4 (Quality education)**, **Goal 5 (Gender equality)** and **Goal 13 (Action to combat climate change)**.

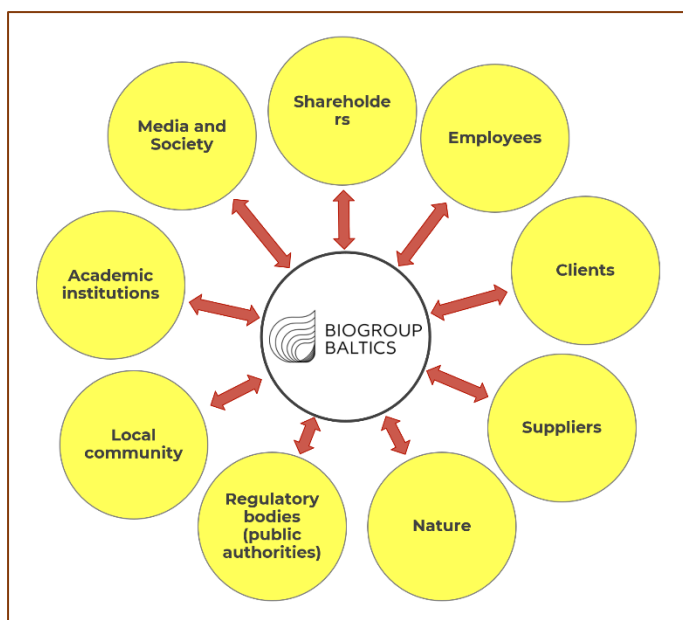
KEY STAKEHOLDERS AND THEIR ENGAGEMENT

The activities of BIOGROUP BALTICS companies simultaneously affect and are affected by a range of groups of individuals and organisations referred to as stakeholders. Identifying these stakeholders and engaging them in close cooperation is therefore of great importance to the group. The group strives to communicate clearly and transparently about the actions and decisions of the group's companies and to take the expectations of the various groups of stakeholders at each group company into account as far as possible.

In order to identify the negative and positive social, environmental and governance impacts generated by the group of companies and to create value for stakeholders, the aim is to take into account the expectations and needs of stakeholders. To ensure two-way communication with stakeholders, a stakeholder analysis is carried out within the group of companies at least once a year or as and when necessary, and, once all the stakeholders with whom each group company interacts have been identified, the most significant among them are identified.

KEY STAKEHOLDERS

The most important stakeholders for the entire group of companies, who have the most significant current or potential, direct or indirect influence on the company's decisions and activities, or whose activities may be influenced by the group's companies, as identified by the senior management of the group's companies, are as follows: **shareholders, employees, customers, suppliers, nature** (as a 'silent' stakeholder), **regulatory (public authorities), local communities, academic institutions**, and the **media and society**.



Key stakeholders of the BIOGROUP BALTICS Group

The table below presents the key stakeholders of the BIOGROUP BALTICS Group and the nature of their interests in relation to the group's activities, indicating which of them are material to each group company. The stakeholders considered most material to all of the group's companies are shareholders, employees, local communities, academic institutions, and the media and society. Stakeholders such as customers, suppliers, nature and regulatory (public authorities) are additionally identified as the most material for three group companies – UAB Biotecha, UAB Biomedika and UAB Biomedikos centras – in light of the specific nature of their activities.

Key stakeholders of the BIOGROUP BALTICS Group and the nature of their interests

Stakeholders	Nature of interest	BIOGROUP BALTICS companies						
		UAB Biogroup Baltics	UAB Biotecha	UAB Biomedika	UAB Biomedikos centras	UAB BCB Property	UAB BioProcess Solutions	'Sparnai svajonei' Support Foundation
Shareholders A U	◆ Financially sustainable performance ◆ Corporate reputation ◆ Risk management							
Workforce A	◆ Working conditions ◆ Remuneration ◆ Inclusion ◆ Equality							
Customers A U	◆ Product quality ◆ Product safety ◆ Product information ◆ Sustainability expectations for the company							
Suppliers A	◆ Long-term relationships ◆ Payment terms ◆ Sustainability/ESG requirements							
Nature A	◆ Impact of GHG emissions ◆ Impact of waste generation ◆ Impact of pollution ◆ Application of circular economy principles							
Regulatory (public authorities) A	◆ Compliance with laws ◆ Requirements of the Unified Product, Packaging and Waste Record Keeping Information System (GPAIS) ◆ CE marking (product compliance with EU regulations) ◆ Requirements of the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS)							
Local communities A	◆ Support ◆ Employment ◆ Activities of the group's support foundation ◆ Corporate social responsibility							
Academic institutions A	◆ Support for scientific research and talent development							

The media and society A	◆ Reputation ◆ Public image ◆ Communication							
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Explanations: **A** – affected stakeholders; **U** – users of sustainability reports/sustainability information.

Taking into account the requirements of the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS) adopted for its implementation, the material stakeholders of the group's companies are classified into two categories: **affected stakeholders**, with whom the group is connected through its products and services or business relationships, and **users of sustainability reports/sustainability information**. **Affected stakeholders** include the group's **employees, customers, suppliers, nature and local communities**, while **users of sustainability information** include **regulatory (public authorities), academic institutions**, and the **media and society**. Some of the group's stakeholders may fall within **both stakeholder categories**, i.e. they may be identified both as affected stakeholders and as users of sustainability information. In the case of the BIOGROUP BALTICS companies, such stakeholders include the **shareholders** of the group companies and, to some extent, **customers (in the business-to-business (B2B) sector)**.

METHODS OF ENGAGING KEY STAKEHOLDERS

In pursuing its sustainability objectives, the group strives to maintain close cooperation with all key stakeholders. To ensure effective feedback, the group communicates periodically with each of them using various methods and channels tailored to each stakeholder group.

Ways in which BIOGROUP BALTICS group of companies engages its key stakeholders

Stakeholder	Methods of cooperation and engagement
Shareholders	Regular meetings and communication Financial and non-financial reports Annual employee surveys Annual performance reviews
Workforce	Involving staff in addressing the most important strategic issues facing the group's companies and in implementing strategic projects to achieve the group's objectives Regular information sessions Various types of general training Annual satisfaction surveys
Customers	Developing services and solutions that meet our customers' needs Customer complaint management aimed at improving operational processes Consultations and presentations of technological innovations Qualitative audits carried out by clients
Suppliers	Supplier code/supplier qualification procedures aimed at cooperating with suppliers whose values are aligned with those of the company Supplier surveys

Stakeholder	Methods of cooperation and engagement
Nature	Effective cooperation aimed at representing manufacturers and building long-term, successful partnerships based on mutual trust Systematic integration of nature into the sustainability strategy through a double materiality assessment Assessing the 'voice of nature' in the decision-making process, as represented by an external sustainability consultant Environmental training, educational activities and initiatives for employees Planned support for nature restoration and conservation funds
Regulatory (public) authorities	Timely provision of necessary information Initiation of meetings to discuss relevant issues
Local communities	Initiation of meetings to discuss relevant issues Partnerships with non-governmental organisations (NGOs) Support for socially vulnerable groups Support for universities and young talents Procurement policy promoting the selection of local suppliers and small businesses
Academic institutions	Partnerships with Lithuanian academic institutions Support for advancing science and innovation Scholarships for young talents and internship opportunities for outstanding students
The media and society	Regular press releases and social media communications Expert insights on current issues relating to the group's operations Participation in public discussions and conferences Reputation and trust surveys with published results Publicly available information on the group's sustainability initiatives (sustainability strategy, sustainability reports) Publication of real stories about employees, the community, innovations and the group's sustainability initiatives

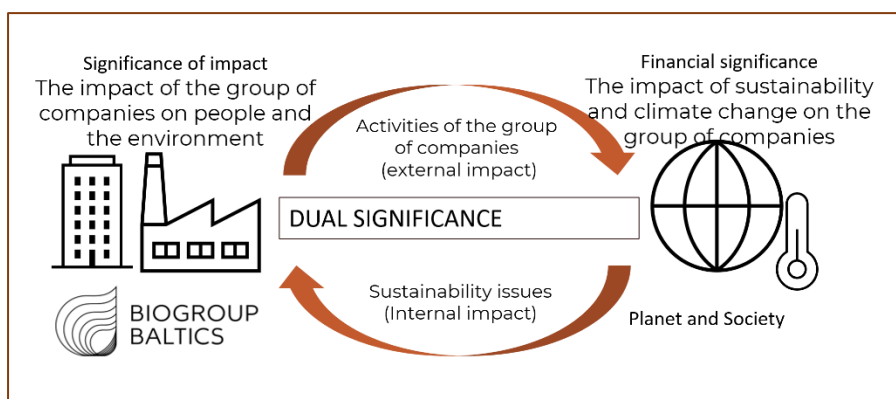
The group regularly – at least once every two years – performs a systematic review and assessment of environmental, social and governance topics and sub-topics by carrying out a materiality analysis involving its key stakeholders. This helps ensure that, when developing and implementing sustainability actions, the group will properly consider the expectations of stakeholders, promoting transparent and fair cooperation that creates mutual value.

MATERIAL SUSTAINABILITY TOPICS AND SUB-TOPICS

Although, as previously mentioned, there is no legal requirement for BIOGROUP BALTICS to disclose sustainability data in the management report pursuant to the Corporate Sustainability Reporting Directive (CSRD) and, accordingly, the Law on Reporting by Undertakings and by Groups of Undertakings, and the group voluntarily discloses its sustainability information in accordance with the VSME Standard rather than the European Sustainability Reporting Standards (ESRS) requirements for the implementation of the CSRD, the group is also not required

to perform a materiality assessment of sustainability topics and sub-topics. Nevertheless, in order to understand which environmental, social and governance topics and sub-topics are most material to BIOGROUP BALTICS stakeholders and most important for ensuring long-term business success, the group performed a materiality assessment of selected potentially relevant sustainability topics and sub-topics in January–June 2025, based on the **double materiality** principle. The assessment evaluated both the **impact materiality** of each sustainability topic and sub-topic, i.e. the group's impacts on people and the environment, and **financial materiality**, i.e. the risks and opportunities affecting the value of the group.

The double materiality assessment (DMA) of sustainability topics and sub-topics complies with the requirements of the **EU Corporate Sustainability Reporting Directive (CSRD)** and the **European Sustainability Reporting Standards (ESRS)** for the implementation of this Directive.



BIOGROUP BALTICS Group double materiality assessment (DMA) for sustainability topics

To assess the sustainability themes and sub-themes in the DMA, a working group was set up comprising the heads of companies from each group within the corporate group, board members/shareholders, and the heads or representatives of the departments of the most strategically important companies, including an external sustainability consultant. The subsequent stage of assessing the impact materiality of sustainability topics and sub-topics involved not only representatives of the working group, but also some key stakeholders – employees, customers and suppliers of all the group's companies – as their involvement in the DMA is required by the ESRS.

The second part of the DMA – the assessment of the materiality of financial risks and opportunities related to each sub-topic and sub-sub-topic – was only performed by the members of the working group.

Sustainability topics and sub-topics material to the group's companies were identified based on the impact materiality and financial materiality scores given to each topic and sub-topic.

The detailed DMA methodology and key stages used by the group's companies to perform the DMA of sustainability topics and sub-topics, the determination and justification of the scores, the score thresholds, the positive and/or negative, actual (current) and potential (anticipated) impacts on people or the environment associated with each sustainability sub-topic material to the group's companies, as well as the risks and opportunities affecting the current and/or future financial value of the group, are provided in the document

BIOGROUP BALTICS SUSTAINABILITY STRATEGY 2025.

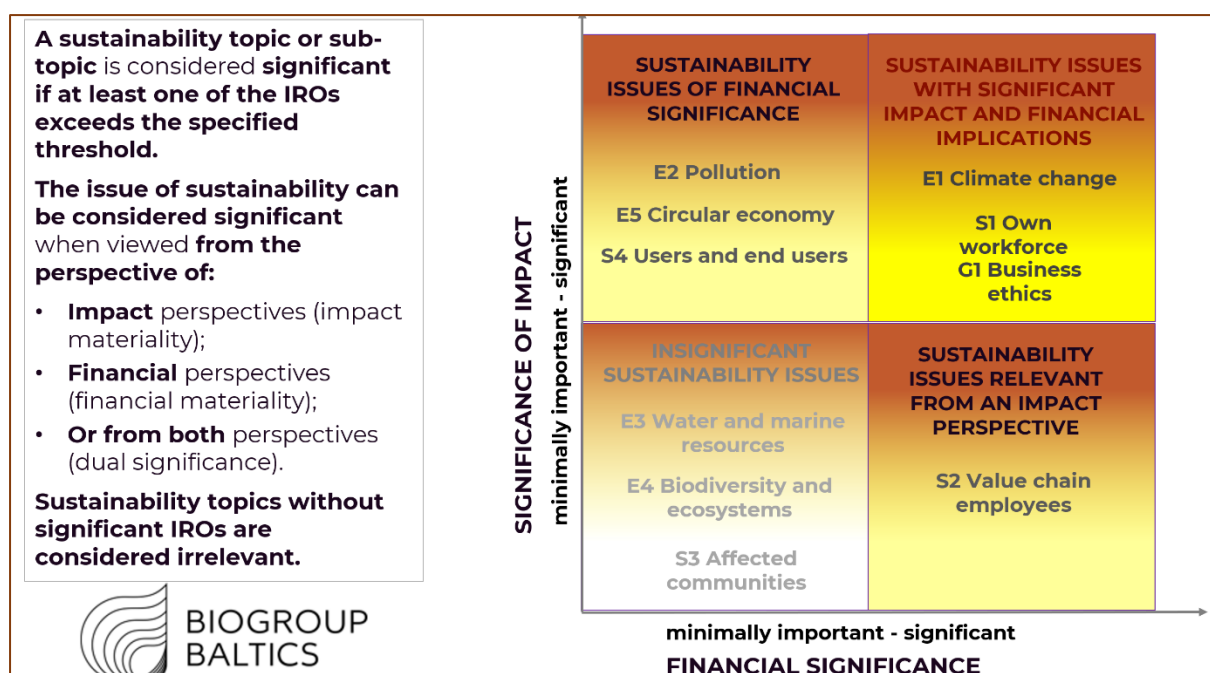
The results of the above-mentioned DMA process are presented in the group's **materiality matrix for key sustainability topics**. The vertical axis of the matrix represents the assessment of the impact materiality of individual sustainability topics, while the horizontal axis represents the assessment of sustainability topics based on their financial materiality to the group.

The sustainability topics considered material from both the impact and financial perspectives are **E1 – Climate change (sub-topics – climate change mitigation; climate change adaptation; energy); S1 – Own workforce (sub-topics – working conditions; equal treatment and opportunities for all); and G1 – Business ethics (sub-topics – management of relationships with suppliers including payment practices, as well as corruption and bribery; corporate culture).**

The sustainability topics considered material from the financial perspective are **E2 – Pollution (air pollution; and microplastics); E5 – Circular economy (circular economy); and S4 – Consumers and end-users (information-related impacts on consumers and/or end-users).**

The sustainability topic considered material from an impact perspective is **S2 – Value chain employees (working conditions of value chain employees).**

The sustainability topics determined to be immaterial to the group are **E3 – Water and marine resources; E4 – Biodiversity and ecosystems; and S3 – Affected communities.**



Key sustainability themes for the BIOGROUP BALTICS group of companies (DMA results)

The group prioritises the most material sustainability topics and sub-topics by linking them to the group's strategic sustainability objectives (see the **BIOGROUP BALTICS GROUP OD COMPANIES SUSTAINABILITY STRATEGY**).

THE BIOGROUP BALTICS GROUP OF COMPANIES SUSTAINABILITY STRATEGY

The BIOGROUP BALTICS Group of companies Sustainability Strategy for 2025–2030 sets out the following environmental, social and governance strategic objectives in order to fulfil the sustainability commitments of the group of companies and align with the priority areas of activity identified through the DMA of sustainability topics and sub-topics.

VSME – C2

Strategic sustainability objectives of the BIOGROUP BALTICS Group of companies

			GROUP OF COMPANIES COMMITMENT	PRIORITY AREAS OF ACTIVITY	OBJECTIVES	IMPLEMENTATI ON DEADLINE
SUSTAINABILITY AREA	ENVIRONMENTAL	Focus on the environment	Minimising environmental impacts by responsibly managing the equipment supplied, the products supplied and manufactured, the services provided, all types of waste and climate change risks, as well as reducing and offsetting GHG emissions 	Adaptation to climate change	☐ Implement plans to enhance the resilience of the main warehouses to extreme weather conditions	☐ by 2028
					☒ Implement at least one IT infrastructure protection measure against extreme weather conditions	☒ Backup copies of data have been sent to and stored in a geographically remote data centre in Germany since 2024
					☒ Perform an assessment of energy supply continuity and acquire a backup energy source	☒ Since 2024 , an electricity generator has been installed in the office building housing the headquarters of the group and UAB Biotecha
					☐ Organise one employee training session annually on business continuity, including under extreme climate conditions	☐ from 2026 onwards
				Climate change mitigation	☐ Achieve a 10% offset rate for Scope 1 GHG emissions	☐ from 2026 onwards

				Energy	☒ Ensure that 80% of the energy consumed by the group comes from renewable energy sources	☒ by 2026
					☐ Ensure that 90% of the energy consumed at the group's own premises – offices and warehouses – comes from renewable energy sources	☐ by 2027
				Air pollution	☐ Achieve emission Class B based on the average CO ₂ emissions of vehicles	☐ by 2027
					☐ Achieve emission Class A based on the average CO ₂ emissions of vehicles	☐ by 2030
					☐ Implement a vehicle emissions monitoring system in the group's logistics network and achieve at least a 20 % reduction in polluting fuel consumption per kilometre driven compared with the 2024 baseline data	☐ by 2030
				Microplastics	☐ Ensure that plastic packaging waste is sorted, collected and managed at levels that meet or exceed the waste management targets set by legislation , without incurring additional environmental pollution charges	☐ from 2026 onwards
				Circular economy	☒ Sort, collect and manage plastic and paper packaging waste at levels that meet or exceed the waste management targets set by legislation	☒ from 2026 onwards
					☒ 100 % of products that are out of date or unfit for use must be handed over to responsible, licensed waste management operators for disposal	☒ from 2024 onwards

					☐ Begin reusing cardboard packaging and purchasing packaging made from recycled materials	☐ from 2026 onwards
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SUSTAINABILITY AREA	SOCIAL	Social responsibility	Creating value for customers and employees by ensuring the highest quality and safety of equipment, products and services, a safe and healthy working environment, and equal rights and opportunities, and by developing and attracting talent 	Employees' working conditions	■ Aim for zero incidents of health and safety breaches per year	■ from 2026 onwards
					□ Ensure that 100% of employees are trained on occupational safety and equal opportunities topics	□ from 2026 onwards
					■ Maintain a voluntary employee turnover rate among permanent employees below 10%	■ from 2025 onwards
					■ Maintain employee job satisfaction score of at least 8.0 (out of 10)	■ from 2025 onwards
				Equal treatment and opportunities for all	■ Ensure that all human resources management practices are based on objective skills and competencies, with the aim of zero discrimination complaints per year	■ from 2025 onwards
				Information-related impacts for consumers and/or end-users	■ Reduce and maintain the number of customer complaints at less than 0.3 % of all sales transactions	■ by 2026
					■ Ensure that 100% of products sold have complete, localised and easily accessible technical documentation for customers (user guides, safety data sheets and required certificates of conformity)	■ by 2026

SUSTAINABILITY AREA	GOVERNANCE	Ethical and effective management	Ethical business governance by reducing environmental impacts, ensuring social responsibility and promoting transparency in operations both within the group and across the value chain		Corporate culture	☐ Implement an anonymous reporting platform for ethics and other violations and monitor feedback and action statistics	☐ by 2027
						☒ Ensure that the group's support foundation operates in a transparent and purposeful manner by publishing an annual report on the use of funds , defining priority areas for support and involving employees in shaping support activities	☒ from 2024 onwards
					Management of relationships with suppliers, including payment practices	☒ Ensure responsible partnerships with suppliers by maintaining a 0% payment delay rate	☒ from 2025 onwards
						☒ Ensure that suppliers accounting for at least 80% of procurement value are assessed in accordance with the group's supplier qualification methodology in order to manage supply chain risks and ensure responsible cooperation	☒ from 2026 onwards
			Corruption and bribery	☐ Organise regular anti-corruption and business conduct training for managers (and sales staff)	☐ from 2026 onwards		
				☐ Establish and implement a conflict-of-interest declaration system for all employees	☐ from 2026 onwards		

Explanations. ■ – objective achieved; □ – objective planned for implementation.

POLICIES AND OTHER DOCUMENTS FOR MANAGING MATERIAL SUSTAINABILITY TOPICS

VSME – B2, C2

In order to mitigate and/or remedy actual or potential negative impacts and/or manage financial risks, the BIOGROUP BALTICS Group of companies has established relevant policies and procedures addressing most of the material sustainability topics, as presented in the table below.

Policies and other documents of the BIOGROUP BALTICS Group of companies for managing material sustainability topics

Group policy	Policy objective(s) and material sustainability topics addressed	Scope of application of the policy	Affected stakeholder groups to which the policy applies	Companies where applied
Sustainability policy	All material sustainability topics	Activities of the company Value chain	Nature Workforce Suppliers Customers	<i>UAB Biotecha</i> Group of companies
Risk management procedure document	Use of chemical substances Waste and hazardous waste management Product development and life-cycle management Employee health, safety and well-being Attracting, developing and retaining talent Product safety and quality Customer satisfaction Supply chain management	Activities of the company Value chain	Nature Workforce Suppliers Customers	<i>UAB Biotecha</i>
Code of professional conduct and ethics	Employee rights and equal opportunities Employee health, safety and well-being Supply chain management Business ethics Tax transparency Compliance with laws and other legislation	Activities of the company Value chain	Workforce Suppliers Customers	<i>UAB Biomedika</i> Group of companies
Psychological abuse and harassment policy	Employee rights and equal opportunities Employee health, safety and well-being Compliance with laws and other legislation	Activities of the company	Workforce	<i>UAB Biogroup Baltics</i> <i>UAB Biotecha</i> <i>UAB Biomedika</i>
Order on the remuneration system	Employee rights and equal opportunities Attracting, developing and retaining talent Tax transparency	Activities of the company	Workforce	<i>UAB Biotecha</i>

Group policy	Policy objective(s) and material sustainability topics addressed	Scope of application of the policy	Affected stakeholder groups to which the policy applies	Companies where applied
	Compliance with laws and other legislation			
Personal data processing policy (GDPR section)	Employee health, safety and well-being Compliance with laws and other legislation	Activities of the company	Workforce	Group of companies
Information security policy	Employee health, safety and well-being Data security and privacy Compliance with laws and other legislation	Activities of the company Value chain	Workforce Suppliers Customers	Group of companies
Manufacturing supplier selection and approval procedure document (for the due diligence process)	Product safety and quality Customer satisfaction Supply chain management	Activities of the company Value chain	Suppliers Customers	<i>UAB Biotecha</i>
Cybersecurity policy (document under preparation)	Data security and privacy	Activities of the company Value chain	Workforce Suppliers Customers	Group of companies
Procedures for the prevention of money laundering and terrorist financing	Business ethics Tax transparency Compliance with laws and other legislation	Activities of the company Value chain	Customers	<i>UAB Biogroup Baltics</i> <i>UAB Biotecha</i> <i>UAB Biomedika</i> Group of companies

In implementing its policies, the BIOGROUP BALTICS Group of companies is committed to adhering to key recognised international standards and initiatives, such as the objectives of the European Green Deal, the Greenhouse Gas (GHG) Protocol, the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights (UNGP), the International Bill of Human Rights, the Fundamental Conventions of the ILO Declaration, the UN Sustainable Development Goals (SDGs) and the 10 Principles of the United Nations Global Compact. Also worth mentioning are the policies and procedures that help manage risks in the majority of the group's companies and form part of the management systems implemented in the companies – the ISO 9001 Quality Management System and the ISO 14001 Environmental Management System.

RESPONSIBILITIES FOR MANAGING KEY SUSTAINABILITY ISSUES

VSME – C2

Responsibility for managing sustainability matters and approving key decisions within the BIOGROUP BALTICS group of companies lies with the persons holding the highest positions in the group of companies – the company directors. The periodic assessment and identification of sustainability topics material to the group of companies, with the involvement of internal and external stakeholders, as

well as the establishment of corporate strategic sustainability objectives, actions and indicators, are carried out at meetings of the sustainability working group. The working group is made up of company managers, members of company management boards, the finance manager, the HR manager and the quality manager. The group also has an external sustainability consultant-expert who advises on sustainability matters and assists in the preparation of documents.

ENVIRONMENTAL PROTECTION

ENERGY CONSUMPTION

VSME – B3

In the activities of the BIOGROUP BALTICS Group of companies, energy is consumed for lighting, heating and cooling the offices and production and warehouse premises of the group of companies, for production processes, and by group-owned vehicles and forklifts using various types of fuel.

The table below presents the total energy consumption related to the group's operations, broken down into fossil fuel consumption and purchased electricity consumption, according to its origin (generation from renewable and non-renewable sources). To ensure comparability, the volumes of fossil fuels reported in volumetric terms, in accordance with the VSME requirements, were converted into megawatt-hours (MWh) by taking into account the density and calorific value of the relevant fuels, in accordance with the CDP technical document (*Technical Note: Conversion of fuel data to MWh.*)

BIOGROUP BALTICS Group of companies' energy consumption

Energy consumption in 2025, MWh									2024
	UAB Biogroup Baltics	UAB Biotecha	UAB Biomedika	UAB Biomedikos centras (En. Biomedical centre)	UAB BioProcess Solutions	UAB BCB Property	The 'Sparnai svajonei' (En. Wings for Dreams) Support Foundation	UAB Biogroup Baltics Group of Companies	UAB Biogroup Baltics Group of Companies
Fossil fuel consumption									
Diesel	-	281.828	21.661	183.756	-	5.849	-	493.094	566.512
Petrol	21.857	430.232	95.254	266.582	-	-	-	813.925	725.224
Natural gas	-	798.134	44.408	50.465	-	84.486	-	977.493	373.404
Total:	21.857	1510.194	161.323	500.803	-	90.335	-	2284.512	1665.14
Electricity consumption									
From renewable sources	593.229	602.823	16.158	0.000	-	187.979	-	1400.189	542.591
From non-renewable (fossil) sources	15.574	17.401	3.502	16.910	-	15.696	-	69.083	67.047
Total:	608.803	620.224	19.66	16.910	-	203.67	-	1469.272	609.638
TOTAL:	630.660	2130.418	180.983	517.713	-	294.01	-	3753.784	2274.778

Note: Only energy consumption at the group's own premises is included; energy consumption at leased premises is excluded.

In 2025, the BIOGROUP BALTICS Group of companies consumed 3,753.784 MWh of energy. Total electricity consumption across the group of companies amounted to 1,469.272 MWh, of which **more than 95%** (1,400.189 MWh) was **renewable electricity**, generated by the remote 250 kW solar farm that the group has owned since April 2022 and supplemented by certified renewable electricity purchased from an independent electricity supplier. Renewable energy accounted for 37% of the group's total energy consumption.

The largest share of the group's energy consumption consisted of energy derived from fossil fuels used in the group's vehicle fleet, accounting for 57% of the energy

consumed from the direct use of fossil fuels and almost 35% of the group's total annual energy consumption.

At the end of 2024, part of the group's companies relocated to the new A++ energy performance class office and warehouse premises, helping to improve energy efficiency. However, despite the energy-saving measures implemented, the group's total energy consumption increased by 65% compared with the 2024 baseline, driven by significant business expansion, the commencement of operations in new buildings and an increase in the area of real estate managed by the group. Electricity consumption increased by 141%, but the majority of it came from renewable sources, so energy consumption from non-renewable sources only increased by 3%. Meanwhile, fossil fuel consumption increased by 37%, mainly due to the use of natural gas following the opening of UAB Biotecha's new building at Vismaliukų g. 30, Vilnius, which became the main driver of the increase in Scope 1 GHG emissions. An additional, although comparatively smaller, impact resulted from the premises acquired by UAB BGB Property in 2025, and the increased transport fuel consumption associated with the expansion of operations at UAB Biomedikos centras.

The group will continue its efforts to increase the share of electricity obtained from renewable energy sources and reduce fossil fuel consumption by gradually replacing the group's vehicle fleet with more energy-efficient vehicles that consume less fossil fuel.

GREENHOUSE GAS (GHG) EMISSIONS

VSME – B3

To establish well-founded GHG emissions reduction targets, the group calculated, for the first time, the total GHG emissions associated with its own operations and purchased energy, i.e. Scope 1 and Scope 2 GHG emissions, for **2024**. These are treated as the **baseline year** for future comparisons of GHG emissions. The calculations were carried out in accordance with the widely recognised Greenhouse Gas (GHG) Protocol.

VSME – C3

GHG emissions are calculated by assessing the activity level, i.e. by multiplying activity data by the GHG emission factor, which expresses the quantity of GHG emissions per unit of activity. The calculations were based on activity data from the group of companies representing the scale of their activities, and on emission factors recognised under the GHG Protocol. Emission factors for fuel and natural gas consumption were taken from the Department for Environment, Food & Rural Affairs (DEFRA) database, while emission factors for electricity consumption were obtained from the Association of Issuing Bodies (AIB) database.

According to the Kyoto Protocol to the United Nations Framework Convention on Climate Change, greenhouse gases whose atmospheric concentrations are rapidly increasing as a result of human activity include not only carbon dioxide (CO₂), but also methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride (SF₆) and nitrogen trifluoride (NF₃). Total GHG emissions are calculated by expressing the quantities of all greenhouse gases in terms of CO₂ emissions. The GHG emission factors published by DEFRA are expressed in terms of CO₂ emissions, taking into account the environmental impact of all greenhouse gases.

Scope 1 GHG emissions from sources owned or controlled by the group are GHG emissions associated with vehicles owned by the group, the use of natural gas for

heating the group's offices, warehouses and retail premises, as well as emissions from air conditioning systems.

Scope 2 GHG emissions comprise GHG emissions resulting from the consumption of purchased energy generated from non-renewable energy sources. Depending on the Scope 2 GHG accounting method applied, energy obtained from renewable energy sources can either be included in or excluded from the calculations.

When calculating GHG emissions from electricity consumption using the **location-based** method, the average emission factor of the national grid is used. This method reflects the average carbon dioxide emission intensity of the electricity grid and does not take into account electricity purchase agreements or guarantees of origin. In accordance with the GHG Protocol, the location-based method reflects all electricity actually consumed, regardless of its source, and therefore includes electricity generated from renewable energy sources in the calculations.

When calculating GHG emissions from electricity consumption using the **market-based method**, an emission factor dependent on the supplier or guarantees of origin of the electricity is used. Under this method, available guarantees of origin for electricity can reduce emissions, i.e. if electricity is purchased with a guarantee of origin as 'green' electricity, the emission factor would be zero. To avoid double counting of renewable energy, this method applies the AIB residual mix emission factor established for Lithuania for electricity from non-renewable sources, which reflects the share of regional electricity supply remaining after accounting for electricity backed by guarantees of origin.

The difference between these two methods shows the reduction in GHG emissions resulting from the purchase of 'green' electricity.

In 2025, the total GHG emissions generated by the BIOGROUP BALTICS Group of companies, comprising the group's Scope 1 and Scope 2 GHG emissions, amounted to 702.48 tonnes of carbon dioxide equivalent (with Scope 2 GHG emissions calculated using the location-based method) and 540.88 tonnes of carbon dioxide equivalent (with Scope 2 GHG emissions calculated using the market-based method).

The largest share of the group's GHG emissions – 71.44% (location-based method) or 92.79% (market-based method) – consisted of Scope 1 GHG emissions, amounting to 501.87 t of CO₂e. The majority of these emissions (62.53% or 313.80 t CO₂e) were associated with the group's transport.

When assessing changes in the group's GHG emissions compared with the baseline year (2024), an increase in total Scope 1 and Scope 2 GHG emissions of 53.36% (location-based method) and 27.65% (market-based method) can be observed. A slight reduction was recorded only in Scope 1 GHG emissions from the group's transport; however, emissions from the heating of premises increased by 165.14%. The total increase in Scope 1 GHG emissions amounted to 30.14%, while Scope 2 GHG emissions increased by 177.01% (location-based method) and 2.44% (market-based method). The difference between Scope 2 GHG emissions calculated using the location-based and market-based methods demonstrates that a significant share of the electricity consumed by the group companies comes from renewable sources (for more detailed information on renewable energy consumption within the group, see [ENERGY CONSUMPTION](#)). These changes are mainly attributable to the group's aforementioned business expansion, the commencement of operations in the new buildings and an increase in the area of

real estate managed by the group, all of which resulted in higher energy demand and, consequently, increased Scope 1 and Scope 2 GHG emissions.

BIOGROUP BALTICS Group of companies GHG emissions

GHG emissions, t of CO ₂ e	UAB Biogroup Baltics	UAB Biotecha	UAB Biomedika	UAB Biomedikos centras (En. Biomedical central)	UAB BioProcess Solutions	UAB BCB Property	The 'Sparnai svajonei' (En. Wings for Children)	UAB Biogroup Baltics Group of Companies
Transport emissions								
2025	4.97	170.05	27.19	107.66	-	1.50	-	311.37
2024	5.95	180.86	32.32	93.26	-	1.42	-	313.80
Change 2024/2025	-0.98	-10.81	-5.13	14.4	-	0.08	-	-2.43
Change 2024/2025, %	-16.47	-5.98	-15.87	15.44	-	5.63	-	-0.77
Emissions from heating premises								
2025	-	155.20	8.64	10.23	-	16.43	-	190.50
2024	-	49.87	3.89	9.84	-	8.24	-	71.85
Change 2024/2025	-	105.33	4.75	0.39	-	8.19	-	118.65
Change 2024/2025, %	-	211.21	122.11	3.96	-	99.39	-	165.14
Refrigerant emissions from air conditioning systems								
2025	-	-	-	-	-	-	-	-
2024	-	-	-	-	-	-	-	-
Change 2024/2025	-	-	-	-	-	-	-	-
Change 2024/2025, %	-	-	-	-	-	-	-	-
Production process emissions								
2025	-	-	-	-	-	-	-	-
2024	-	-	-	-	-	-	-	-
Change 2024/2025	-	-	-	-	-	-	-	-
Change 2024/2025, %	-	-	-	-	-	-	-	-
Scope 1 GHG emissions, TOTAL								
2025	4.97	325.26	35.83	117.89	-	17.93	-	501.87
2024	5.95	230.73	36.21	103.10	-	9.66	-	385.65
Change 2024/2025	-0.98	94.53	-0.38	14.79	-	8.27	-	116.22
Change 2024/2025, %	-16.47	40.97	-1.05	14.35	-	85.61	-	30.14
Electricity emissions:								
Location-based method								
2025	82.71	84.26	2.67	2.30	-	27.67	-	199.62
2024	2.89	52.17	2.53	1.76	-	13.08	-	72.42
Change 2024/2025	79.82	32.09	0.14	0.54	-	14.59	-	127.2
Change 2024/2025, %	2761.94	61.51	5.53	30.68	-	111.54	-	175.64
Market-based method								
2025	8.57	9.58	1.93	9.30	-	8.64	-	38.01
2024	1.34	27.75	0.23	0.00	-	8.76	-	38.08
Change 2024/2025	7.23	-18.17	1.7	9.3	-	-0.12	-	-0.07
Change 2024/2025, %	539.55	-65.48	739.13	-	-	-1.37	-	-0.18
District heating emissions								
2025	-	-	-	1.00	-	-	-	1.00
2024	-	-	-	-	-	-	-	-
Change 2024/2025	-	-	-	1.00	-	-	-	1.00
Change 2024/2025, %	-	-	-	N/A	-	-	-	N/A
Scope 2 GHG emissions, TOTAL								
Location-based method								
2025	82.71	84.26	2.67	3.29	-	27.67	-	200.61
2024	2.89	52.17	2.53	1.76	-	13.08	-	72.42
Change 2024/2025	79.82	32.09	0.14	1.53	-	14.59	-	128.19

GHG emissions, t of CO ₂ e	UAB Biogroup Baltics	UAB Biotecha	UAB Biomedika	UAB Biomedikos centras (En. Biomedical central)	UAB BioProcess Solutions	UAB BCB Property	The 'Sparnai svajonei' (En. Wings for Wings)	UAB Biogroup Baltics Group of Companies
Change 2024/2025, %	2761.94	61.51	5.53	86.93	-	111.54	-	177.01
Market-based method								
2025	8.57	9.58	1.93	10.30	-	8.64	-	39.01
2024	1.34	27.75	0.23	0.00	-	8.76	-	38.08
Change 2024/2025	7.23	-18.17	1.7	10.3	-	-0.12	-	0.93
Change 2024/2025, %	539.55	-65.48	739.13	N/A	-	-1.37	-	2.44
Scope 1 and 2 GHG emissions, TOTAL								
Location-based method								
2025	87.68	409.52	38.50	121.18	-	45.60	-	702.48
2024	8.83	282.91	38.73	104.87	-	22.73	-	458.07
Change 2024/2025	78.85	126.61	-0.23	16.31	-	22.87	-	244.41
Change 2024/2025, %	892.98	44.75	-0.59	15.55	-	100.62	-	53.36
Market-based method								
2025	13.54	334.83	37.76	128.19	-	26.56	-	540.88
2024	7.29	258.48	36.44	103.10	-	18.41	-	423.72
Change 2024/2025	6.25	76.35	1.32	25.09	-	8.15	-	117.16
Change 2024/2025, %	85.73	29.54	3.62	24.34	-	44.27	-	27.65
Scope 1 and Scope 2 (location-based method) GHG emission intensity, t of CO₂e/EUR								0.0000159
Scope 1 and Scope 2 (market-based method) GHG emission intensity, t of CO₂e/EUR								0.0000123

DECISION TO DISCLOSE SCOPE 3 GHG EMISSIONS

Scope 3 emissions are indirect GHG emissions that occur throughout the group's value chain. These include emissions from activities carried out prior to the group's direct operational processes (e.g. the purchase of goods and services, the procurement of raw materials for production, the transport of purchased goods, etc.) and activities, carried out following the group's direct operational processes (e.g. the transport and distribution of products, the use of products sold, investments, etc.).

When deciding to disclose this metric, the group should refer to the 15 categories of Scope 3 GHG emissions defined in the GHG Protocol Corporate Standard and described in detail in the Corporate Value Chain (Scope 3) Accounting and Reporting Standard. In planning to report Scope 3 GHG emissions, the group undertakes to including significant Scope 3 emission categories based on an assessment of the relevance of the respective Scope 3 GHG emission categories.

Recognising that, given the specific nature of the activities of some of the group's companies, the majority of the BIOGROUP BALTICS Group's GHG emissions consist of Scope 3 GHG emissions, the group acknowledges that their quantification can provide significant information on the climate change impacts of its value chains. The assessment of Scope 3 GHG emissions within the group is planned for 2027.

GHG EMISSION REDUCTION TARGETS

THE GROUP'S SCOPE 1 AND SCOPE 2 GHG EMISSION REDUCTION TARGETS

The corporate sustainability strategy prepared in 2025 (see [BIOGROUP BALTICS GROUP SUSTAINABILITY STRATEGY](#)) includes a preliminary target related to the reduction of Scope 1 GHG emissions: to achieve a 10% Scope 1 GHG emission offsetting rate from 2026 onwards by providing support to a selected nature conservation or restoration fund.

In accordance with the principles of the Science Based Targets initiative (SBTi) Corporate Net-Zero Standard and the GHG Protocol Corporate Standard, the group primarily focuses on preventing and reducing GHG emissions across its entire value chain, prioritising operational efficiency, improvements in energy efficiency and the reduction of fossil fuel use. Only after these measures have been implemented and emissions have been reduced to the extent reasonably possible, may residual emissions be compensated through recognised carbon absorption or offsetting mechanisms.

As a significant share of the group's Scope 1 GHG emissions is generated by transport activities, one of the main emission reduction measures is gradually upgrading the group's companies' vehicle fleets to hybrid and electric vehicles. However, considering the specific nature of the activities of some of the group's companies, this solution cannot currently be applied in all cases, so the strategy does not yet set specific targets for the electrification of the vehicle fleet. From 2027, the group strategy is planned to be supplemented with specific Scope 1 GHG emission reduction targets.

THE GROUP'S SCOPE 3 GHG EMISSION REDUCTION TARGETS

The group has preliminarily planned to assess Scope 3 GHG emissions from 2030 onwards and subsequently establish Scope 3 GHG emission reduction targets.

VSME – C3

TRANSITION PLAN FOR CLIMATE CHANGE MITIGATION

A transition plan for climate change mitigation is part of the overall group strategy that sets out the objectives, actions and resources for transitioning to a lower-carbon economy, including actions such as reducing GHG emissions in order to limit global warming to 1.5°C and neutralise climate impact.

The BIOGROUP BALTICS Group has not yet established strategic targets related to the reduction of Scope 1 and Scope 2 GHG emissions and has not yet assessed Scope 3 GHG emissions; therefore, a transition plan for climate change mitigation has not yet been prepared.

Some of the group's companies operate in the wholesale and retail trade sector, which has a significant impact on the climate. Therefore, pursuant to Article 56 of the VSME Standard, the group is required to disclose its decision on whether to prepare a transition plan and the time frame for doing so.

The group preliminarily plans to conduct a Scope 3 GHG emissions inventory in 2030 and prepare a transition plan in 2031 (when preparing the sustainability report for 2030). The aforementioned restructuring plan will set out in detail the planned changes to the group's strategy and business model, with a view to ensuring their alignment with the transition to a sustainable economy and with the aim of achieving full or near-full climate neutrality by 2050.

CLIMATE-RELATED RISKS

VSME – C4

In accordance with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), climate-related risks are divided into two main categories: transition risks, which are related to the transition to a low-carbon economy, and climate-related physical risks.

The transition to a low-carbon economy may require significant policy, legal, technological and market changes in order to meet climate change mitigation and adaptation requirements. Transition risks may expose companies to varying levels of financial and reputational risk.

Climate-related physical risks are risks that can be triggered by sudden events (acute risks) or by long-term shifts in climate patterns (chronic risks). Acute physical risks result from extreme weather events such as cyclones, hurricanes, floods, wildfires or tropical heatwaves. Chronic physical risks arise from long-term changes in the climate, such as temperature shifts and the resulting sea level rise, chronic heatwaves, reduced water availability, biodiversity loss, and changes in land and soil productivity. Physical risks can have financial consequences for businesses, such as direct damage to property or indirect impacts due to supply chain disruptions. Companies' financial results may also be affected by changes in the availability, supply and quality of water, as well as extreme temperature fluctuations that affect premises, operations, the supply chain, transport and staff safety.

Based on the Sixth Assessment Report prepared in 2023 by Working Group I of the UN Intergovernmental Panel on Climate Change (IPCC), the region of Western and Central Europe, which includes Lithuania, is projected to experience an increase in pluvial flooding (intense rainfall overwhelming drainage systems and causing water to accumulate on the ground surface) and river flooding, continued global warming, and more frequent droughts. In terms of general regional changes, temperatures across all parts of Europe are projected to rise at a rate exceeding the global average, while the frequency and intensity of heat extremes will continue to increase regardless of the greenhouse gas emission scenario. Irrespective of the level of global warming, relative sea level is projected to rise in all European regions except the Baltic Sea, at a rate close to or exceeding the global average.

According to 'Preparation of Climate Change Projections up to 2100', the introductory project report prepared by the Ministry of Environment of the Republic of Lithuania in 2022, as well as an article based on the findings of the research project 'Formation of Urban Structure of Lithuanian Residential Areas, Taking into Account Forecasts of Climate Change of the Country', under the 'business-as-usual' climate scenario (RCP8.5), which is relevant for risk management purposes and under which the global average temperature would increase by more than 4°C compared with the pre-industrial period, the average annual temperature in Lithuania is projected to increase by 2.6–2.9°C by the end of the 21st century, with the most pronounced warming expected in eastern Lithuania.

Taking into account the above-mentioned climate change scenario, there remains a low level of financial risk associated with acute physical risks, including damage to the group's assets (buildings and vehicles) caused by extreme weather events, as well as business disruptions resulting from power outages or fires caused by electrical installation failures attributable to such events, in the short, medium and long term. These risks may result in financial losses through additional capital

investment, higher insurance premiums, damage to products and lost orders. Potential risks have also been identified in relation to disruptions to the group's supply chains and transport operations, both as a result of extreme weather events in Europe and other continents affecting the delivery of essential raw materials to the group's suppliers, and due to the difficult-to-predict impact of potential future pandemics. Such events could reduce the group's revenues and increase costs as a result of higher raw material and transport costs, as well as lost orders.

As part of the double materiality assessment carried out to identify the group's most material sustainability topics and sub-topics, the BIOGROUP BALTICS Group of companies identified climate-related risks and hazards.

Supply chain disruptions due to extreme weather events

The risk of supply chain disruptions caused by extreme weather events is already material for the group and is expected to become increasingly significant over the medium term, and especially over the long term, as the frequency of extreme weather events continues to increase.

In the short term, this risk could result in financial losses of between 100,000 and 500,000 Euro, depending on the scale of delayed or disrupted deliveries where delays or additional costs are encountered in logistics due to alternative arrangements. In the long term, if increasingly frequent and prolonged extreme weather events were to cause ongoing logistical disruptions, additional costs, delays and reputational damage, this risk could result in losses in excess of 2 million Euro.

To manage this risk, the group plans to diversify its supply chain by considering alternative product suppliers, thereby reducing dependence on high-risk locations and compensating for possible delays. It also plans to develop a logistics contingency plan for emergency situations, considering alternative logistics partners and routes, and to carry out periodic assessments of the supply chain's vulnerability to extreme weather conditions, enabling timely preventive action to be taken.

Risk of regulatory changes requiring adaptation to climate change

The risk of regulatory changes is currently relevant for the group of companies and is expected to become increasingly significant in the future, particularly over the medium term, as the legal regulation of EU climate policy becomes more stringent.

In the short term, this risk could result in losses of between 100,000 and 500,000 Euro related to ensuring compliance with new legal requirements. However, failure to take appropriate measures, combined with increasing regulatory penalties and reputational damage, could result in losses in excess of 2 million Euro in the long term.

To manage this risk, the group continuously monitors developments in the EU climate policy and assesses their potential impact on company operations, cooperates with suppliers whose activities comply with high sustainability standards, and invests in increasing the use of renewable energy sources. In preparation for stricter regulatory changes, the group has been calculating Scope 1 and Scope 2 GHG emissions since 2024 and plans to assess the most significant emission categories across its value chain – the group's Scope 3 GHG emissions – from 2027 onwards, followed by the preparation of an emission reduction plan to achieve emission reduction targets.

Risk of reputational damage and loss of trust due to failure to meet customer and partner expectations regarding climate change resilience

Reputational risk related to increasing customer and partner expectations in the area of sustainability is currently relevant and is expected to become even more significant in the future, already over the medium term, as the implementation of EU climate policy becomes increasingly stringent.

In the short term, this risk could result in losses of between 100,000 and 500,000 Euro related to ensuring compliance with new legal requirements. In the short term, this risk could result in losses of between 100,000 and 500,000 Euro if orders are lost or contracts are terminated due to failure to meet customer or partner sustainability expectations. In the long term, if existing customers or partners terminate cooperation due to non-compliance with sustainability requirements, this risk could result in losses in excess of 2 million Euro.

To manage this risk, the group analyses customer and partner needs to understand their expectations regarding climate change and other sustainability sub-topics and integrate them into the corporate strategy. The group strives to ensure that the products supplied by its companies are resilient to extreme conditions (e.g. temperature fluctuations) and that their operational processes comply with high sustainability standards. The group invests in renewable energy and other solutions that help reduce the carbon footprint of group's companies. The majority of group's companies have implemented certified quality management systems in accordance with the ISO 9001 standard since 2019, and environmental management systems in accordance with the ISO 14001 standard – since 2022. In addition, recognising that supplier practices can directly affect the reputation of the group of companies and customer perceptions, the group only works with reliable suppliers and companies whose values are aligned with those of the group, selecting socially responsible manufacturers, suppliers and other business partners, the majority of which comply with high sustainability standards. Reputational risk is also managed through transparency and accountability by publishing a publicly available sustainability report on the group companies' sustainability actions and progress, thereby strengthening customer and partner trust.

The management of the group's reputational risk related to ensuring climate change resilience is also supported by the initiatives listed below, which are meant to minimise the risks associated with insufficient infrastructure resilience.

Insufficient infrastructure resilience

The risk associated with the insufficient resilience of the group's companies' infrastructure to climate change is increasing due to the growing frequency and intensity of extreme weather conditions, and its probability depends on the location and condition of the specific infrastructure. If preventive measures are not taken, the extent of the aforementioned risk will increase significantly in the long term.

In the short term, if extreme events were to result in temporary losses (e.g. repair costs, downtime), this risk could result in losses of between 100,000 and 500,000 Euro. In the long term, however, if insufficient infrastructure resilience were to cause prolonged operational disruptions and significant losses of physical assets, this risk could result in losses in excess of 2 million Euro.

To manage this risk, group's companies periodically conduct comprehensive assessments of infrastructure resilience to climate impact to identify vulnerabilities and prioritise areas for improvement, while also investing in infrastructure modernisation. An assessment of the continuity of energy supply and the acquisition of backup energy sources is planned for the group's companies' buildings. In 2024, a backup electricity generator was installed in the office building housing the headquarters of the group and UAB Biotecha, and by 2027, there are plans to assess and make decisions regarding the installation of backup energy sources and other measures at the operating sites of other group's companies. To ensure data security in the event of potential power supply disruptions and other conditions caused by extreme climate events, backup copies of group's companies' data have also been sent to and stored in a geographically remote data centre in Germany since 2024.

By 2028, the group plans to implement plans to ensure resilience to extreme weather conditions for its main warehouses, and, from 2026, to organise annual training for employees of the group's companies on business continuity in the event of extreme weather events, ensuring that operations can continue even in the event of infrastructure disruptions.

BIOGROUP BALTICS Group of companies' material climate risks

Risk	Description	Period	Risk impact in the short term, EBITDA, EUR	Risk impact in the long term, EBITDA, EUR
Supply chain disruptions due to extreme weather events	Supply chain disruptions due to extreme weather events, such as floods or extreme weather conditions affecting transport routes and logistics.	Medium term (2 to 5 years)	100,000 – 500,000	> 2 million
Risk of regulatory changes requiring adaptation to climate change	Risk of regulatory changes related to climate policy measures actively implemented by the EU that require companies to adapt to climate change.	Medium term (2 to 5 years)	100,000 – 500,000	> 2 million
Risk of reputational damage and loss of trust due to failure to meet customer and partner expectations regarding climate change resilience	Expectations of customers and partners, particularly in the healthcare sector, that suppliers ensure climate change resilience, failure to meet which may result in long-term impact on the company's reputation and reduced customer trust.	Medium term (2 to 5 years)	100,000 – 500,000	> 2 million
Insufficient infrastructure resilience	Risk of insufficient infrastructure resilience if offices or warehouses are not adequately protected against climate change impact, potentially resulting in operational disruptions.	Long term (> 5 years)	100,000 – 500,000	> 2 million
Risk caused by extreme weather events	Risk arising from extreme weather events (cold winters, increased precipitation), resulting in logistics disruptions	Long term (> 5 years)	100,000 – 500,000	> 2 million

AIR, WATER AND SOIL POLLUTION

VSME – B4

Reducing environmental pollution both in the direct operations of group's companies and by raising awareness among customers and partners, with the aim of contributing to the creation of a more sustainable environment, is an integral part of the BIOGROUP BALTICS Group's corporate culture.

More than 95% of the electricity used in the group's premises in 2025 was generated from renewable energy sources. The group is investing in replacing its vehicle fleet with electric vehicles and prioritises virtual meetings with partners and customers in order to reduce the number of car journeys and, consequently, GHG emissions. In its operations, the group always selects more sustainable materials, products and services, sorts waste, and reuses and recycles packaging wherever possible. Priority is also given to digital documents to avoid printing. Taking into account the specific nature of their activities, group's companies also encourage their customers to choose products manufactured using energy more efficiently and generating less toxic waste during production processes. They recommend selecting devices and equipment with lower energy consumption and products designed in accordance with sustainability principles and packaged in alternative or reusable packaging. They also provide the option of selecting delivery times outside peak hours and purchasing larger product packages, thereby contributing to pollution reduction and sustainability in the downstream part of the value chain.

The **GHG emissions** generated by the group's activities in 2025 are presented in the **GREENHOUSE GAS (GHG) EMISSIONS** section of this report, while **waste** generated is presented in the **WASTE GENERATION** section.

Data on pollutants released into the air, water and soil in the activities of group companies are not required to be disclosed to competent authorities in accordance with legal requirements (e.g. groups of companies are not required to submit data on chemical substances and mixtures to the Environmental Protection Agency (EPA) through the AIVIKS information system; this system is only used by UAB Biotecha to declare substances placed on the market).

Nevertheless, the management systems in place at the majority of group's companies – quality management systems certified in accordance with the ISO 9001 standard and environmental management systems certified in accordance with the ISO 14001 standard – help identify and manage risks related to potential pollution.

Due to the nature of activities, the highest pollution risk is associated with the group's company UAB Biotecha. This company's warehouses store and transport imported chemical and biological reagents and raw materials, which creates a risk of environmental pollution due to the potential damage to chemical substance packaging caused by improper handling or accidents during storage or transport. To prevent and manage this risk, the company's warehouse facilities are operated in accordance with the regulations governing the transport and storage of potentially hazardous chemical substances and liquids, which comply with the requirements of the European Agreement concerning the International Carriage of Dangerous Goods by Road (ADR). Periodic training on handling chemical substances is also organised for warehouse and logistics staff, and the company's vehicles are equipped with a universal sorbent which, in the event of an accident whilst transporting chemicals, could be used to deal with the consequences of the incident, thereby minimising the risk of chemicals being released into the

environment. To ensure employee safety and reduce the risk of potential incidents, automated hazardous substance leak detection systems have been installed on the company's premises. Leak detection sensors automatically notify responsible employees, enabling prompt risk control measures to be taken.

BIODIVERSITY

VSME – B5

SITES IN OR NEAR BIODIVERSITY SENSITIVE AREAS

During the reporting period, none of the sites owned or leased by the BIOGROUP BALTICS Group of companies, including office, production, warehouse and retail premises, were located in, near or adjacent to biodiversity sensitive areas. This was confirmed through an analysis of the databases and maps of the European Union's [Natura 2000](#) network of protected areas and the International Union for Conservation of Nature (IUCN) [Key Biodiversity Areas \(KBA\)](#).

In addition, none of the sites where group's companies' premises are located fall within the protected areas included in the [UNESCO World Heritage List](#).

This ensures that the activities of group's companies have, and will continue to have, a minimal impact on biodiversity and natural heritage.

INDICATORS RELATED TO LAND USE

The total area of land owned and leased by the BIOGROUP BALTICS Group amounts to 5.4536 ha. The total area of sealed surfaces – the area where the original soil is covered by buildings, roads and car parks, rendering it impermeable and thereby affecting the environment – is 0.772 ha. Green area or 'nature-oriented area' is an area where nature is preserved or restored. Near-natural green spaces may be located on the organisation's premises and may include roofs, façades, water drainage systems or other features that have been designed, adapted or managed to promote biodiversity. Greenery that can be classified as nature-oriented areas within plots owned and leased by the group amount to _ ha.

Near-natural areas may also be located outside the organisation's site of operation, provided that they are owned or managed by the organisation and are primarily intended to promote biodiversity.

The plots held by the group under long-term lease, one of which accommodates the headquarters of the group and UAB Biotecha, are located adjacent to Vismaliukai, a district in the north-eastern part of Vilnius on the outskirts of the city. Since 2015, the site of the former Vismaliukai military training area has been actively developed into the Vismaliukai Innovation Investment Zone, featuring the Vilnius City Innovation Industrial Park (VCIIP) – the first industrial park in the capital dedicated exclusively to the development of innovative businesses. The area of this developing industrial park is surrounded by 24 hectares of state forest, and the Veržuva River – a left-bank tributary of the Neris – flows nearby. The meanders of the river near Vismaliukai form part of the Veržuva Hydrographic Reserve. Consequently, outside the company's premises there is a significant nature-oriented area dedicated to promoting biodiversity, the management and conservation of which the group plans to contribute to in the future.

BIOGROUP BALTICS Group of companies GHG land-use
VSME – B6

Area, ha	UAB Biogroup Baltics	UAB Biotecha	UAB Biomedika	UAB Biomedikos centras (En. Biomedical)	UAB BioProcess Solutions	UAB BGB Property	The 'Sparnai svajonei' (En. Wings for	UAB Biogroup Baltics Group of Companies
Total use of land	2.567	2.5650 (leased)	-	-	-	0.3216 (0.2173 owned; 0.1043 leased)	-	5.4536
Total sealed surface area	0.022	0.450	-	-	-	0.300	-	0.772
Total nature-oriented area on-site	2.545	0.121	-	-	-	0.04	-	2.701

WATER

WATER CONSUMPTION

The total water consumption at premises belonging to the BIOGROUP BALTICS Group, i.e. the amount of water drawn into its organisational boundaries, amounted to 1,253 m³ during the reporting period. The majority (79.8%) of the water consumed was at the group's main premises at Vismaliukų g. 30, Vilnius, where both the group's and UAB Biotecha's offices were located during the reporting period. At other premises owned by the group's companies, water was used exclusively for domestic and sanitary purposes.

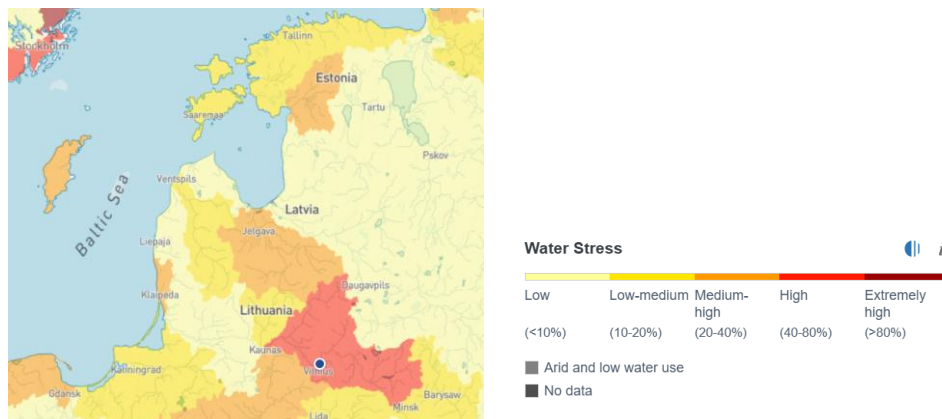
At the group's leased administrative and retail premises, water was also used exclusively for domestic and sanitary purposes during the reporting period. Owing to the large number of small, leased retail premises (points of sale) and the complexity of the existing metering arrangements, water consumption in the said premises is not presented in this report.

WATER CONSUMPTION IN AREAS OF HIGH WATER STRESS

According to the [Water Risk Atlas](#) developed by the World Resources Institute (WRI) using the Aqueduct tools, almost all real estate owned by the BIOGROUP BALTICS Group in which the group's companies operate is located in the city of Vilnius, in south-eastern Lithuania. This area, like most of the country, is classified as an area of high water stress, reflecting the relationship between current water demand and available water resources (renewable surface water and groundwater). The group's real estate in Kaunas and Klaipėda is classified as being in areas of medium-high water stress.

An assessment of the different future water risk scenarios generated by this tool indicates that, even under the pessimistic scenario, the water stress situation in this region is not expected to change either by 2030 or by 2050, remaining consistently classified as an area of high water stress (40–80%), without reaching the threshold

for extremely high water stress. Under the pessimistic scenario, the outlook for the regions of Kaunas and Klaipėda is expected to be less severe by 2030, with these regions classified as areas of low-medium water stress (10–20%) and medium-high water stress (20–40%), respectively. By 2050, both regions are projected to fall within the medium-high water stress category (20–40%).



From the perspective of a pessimistic scenario, water depletion in all the aforementioned areas is forecast to remain at a low to moderate level (5–25 per cent) by 2050; consequently, we are not facing a water shortage, and water resources should not run out in the future either. This is also supported by the country’s relatively abundant groundwater resources.

Within the BIOGROUP BALTICS Group, water is mainly used for domestic and sanitary purposes, while production activities are carried out on a limited scale at only one company of the group – UAB Biotecha. Given the group’s low overall water consumption, it does not cause significant harm related to this vital resource. In addition, employees are encouraged to use water efficiently and responsibly through written reminders in common areas, water taps equipped with motion sensors and environmental awareness training.

UAB Biotecha’s activities are not significantly linked to the use of water resources. The company withdraws all water used from the public water supply network and discharges wastewater into the centralised wastewater collection system. Therefore, the water consumption metric, defined as the difference between the volume of water withdrawn and the volume of water discharged, is close to zero. In accordance with Article 87 of the VSME Standard, disclosure of this metric is not mandatory in such cases and is therefore not presented in this report.

RESOURCE USE, CIRCULAR ECONOMY AND WASTE MANAGEMENT

APPLICATION OF CIRCULAR ECONOMY PRINCIPLES

VSME – B7

The specific nature of the activities of some of the BIOGROUP BALTICS Group of companies limits their ability to implement initiatives for the reuse and recycling of products and materials and to use biodegradable alternatives.

At UAB Biotecha, the main raw material used in the production of single-use products for the pharmaceutical, biopharmaceutical and life sciences sectors is plastic. Raw materials and primary packaging materials are selected in accordance with strict quality, purity and sterility requirements to ensure product safety,

functionality and compliance with customer requirements. For these reasons, recycled materials are not currently being used in products or their primary packaging, and opportunities to replace them with more sustainable alternatives are limited. Some customers, following established decontamination procedures, return used plastic products for recycling, thereby contributing to reducing the amount of plastic waste and implementing circular economy principles where this is permitted by the intended use of the products and applicable quality requirements.

Due to the specific nature of activities in the healthcare sector and the absence of production processes, the group's companies UAB Biomedika and UAB Biomedikos centras can only partially apply circular economy principles.

The application of circular economy principles in group's companies is implemented through proper packaging and waste management, striving to comply with stricter standards than those required by legislation. The group's strategy includes the objective of reusing cardboard packaging and purchasing packaging made from recycled materials from 2026 onwards. In the repair of hearing aids, UAB Biomedikos centras returns replaced internal electronic components to their manufacturers. Manufacturers refurbish and reprogramme suitable electronic components at the factory and subsequently use them as replacement parts in repair processes or otherwise reuse them or partially return them to the production cycle.

Group's companies contribute indirectly to the implementation of circular economy principles at their customers' organisations by supplying efficient and innovative equipment and providing equipment repair and partial replacement services, thereby helping to conserve raw materials and reduce pollution. There are also plans to assist customers in transferring obsolete equipment to secondary users, thereby creating better opportunities for them to acquire newer, more efficient equipment with a lower environmental impact.

WASTE GENERATION

VSME – B7

In 2025, the total **amount of waste** generated by BIOGROUP BALTICS Group of companies and transferred to waste management operators amounted to **45.538 tonnes**. The majority of this waste – 79.88% (36.377 tonnes) – consisted of non-hazardous waste, while the remaining **20.12% (9.161 tonnes)** consisted of **hazardous waste**. Of the total amount of waste generated, 56.35% (25.660 tonnes) was diverted to recycle or reuse, while the remaining 43.65% (19.878 tonnes) was directed to disposal.

A total of 62.20% (22.627 tonnes) of non-hazardous waste and 33.11% (3.033 tonnes) of hazardous waste was recycled or reused.

The largest share of non-hazardous waste consisted of plastic packaging (12.855 tonnes). The largest proportion of hazardous waste (3.725 t) consisted of waste generated during the cleaning and disinfection of cleanrooms. This waste is generated as part of regular hygiene and quality assurance procedures required to maintain a controlled production environment; therefore, it is managed as hazardous waste in accordance with applicable legislative requirements.

In accordance with Article 97 of the VSME Standard, companies are required to report not only hazardous waste, but also radioactive waste if their operations involve generating such waste.

Radioactive waste, as defined by Council Directive 2011/70/Euratom establishing a Community framework for the responsible and safe management of spent fuel and radioactive waste, means radioactive material in gaseous, liquid or solid form for which no further use is foreseen or considered by the legal entity and which is regulated by a competent regulatory authority within the Member State's legal and regulatory framework.

No radioactive waste was generated in the group in 2025.

All waste generated across the group – in office premises, production facilities, warehouses and retail outlets – is sorted. Secondary raw materials are placed in designated containers, which are collected under contract by waste management operators UAB Ecoservice and UAB Nemenčinės komunalininkas.

Waste generated across different categories is transferred for management to different licensed waste management operators (in some cases, the operators selected by individual group's companies differ). Packaging is collected by VšĮ Žaliasis taškas; packaging used for the companies' own needs is collected by UAB Ekonovus; paper and cardboard packaging – by UAB Ecoservice; other plastic packaging – by UAB Ecoservice and UAB Toksika; wooden packaging – by UAB Ekovalda; wood waste – by UAB Ekobazė; bulky waste – by UAB Ecoservice and UAB Klaipėdos regiono atliekų tvarkymo centras; and construction waste – by UAB Ecoservice.

Various electronic waste, battery waste, lamps, computers, telephones and other household and non-household equipment waste generated within the group is transferred to electronic waste recycling operators UAB EMP Recycling and VšĮ Elektronikos gamintojų ir importuotojų organizacija.

Hazardous waste generated by the companies is transferred, under the agreements concluded and depending on the nature of the hazardous waste, to authorised hazardous waste management operators – UAB Toksika and UAB EMP Recycling.

BIOGROUP BALTICS Group of companies' waste generation

Waste generated in 2025, tonnes			
Type of waste	Total waste generated, of which:		
	Waste transferred	Waste diverted to recycle or reuse	Waste directed to disposal
Non-hazardous waste	36.377	22.627	13.75
Non-hazardous waste <i>UAB Biotecha</i>	30.363	18.333	12.030
Non-hazardous waste <i>UAB Biomedika</i>	1.265	1.043	0.222
Non-hazardous waste <i>UAB Biomedikos centras</i>	4.749	3.251	1.498
Paper and cardboard packaging <i>UAB Biotecha</i>	2.605	2.605	0
Paper and cardboard packaging <i>UAB Biomedika</i>	1.143	0.939	0.204
Paper and cardboard packaging <i>UAB Biomedikos centras</i>	2.988	2.480	0.508
Paper and cardboard packaging for own use <i>UAB Biomedikos centras</i>	0.840	0	0.840
Paper and cardboard collected other than as specified under waste	0.130	0	0.130

Waste generated in 2025, tonnes			
Type of waste	Total waste generated, of which:		
	Waste transferred	Waste diverted to recycle or reuse	Waste directed to disposal
codes 20 01 01 01, 20 01 01 02 and 20 01 01 03 <i>UAB Biotecha</i>			
Other plastic packaging <i>UAB Biotecha</i>	12.009	0.545	11.464
Other plastic packaging <i>UAB Biomedika</i>	0.075	0.075	0
Other plastic packaging <i>UAB Biomedikos centras</i>	0.771	0.771	0
Metal packaging (aluminium) <i>UAB Biomedika</i>	0.046	0.028	0.018
Mixed packaging <i>UAB Biomedikos centras</i>	0.005	0.005	0
Other plastics and rubber <i>UAB Biotecha</i>	0.041	0	0.041
Plastic collected in a manner other than that specified in waste codes 20 01 39 01, 20 01 39 02 and 20 01 39 03 <i>UAB Biotecha</i>	0.025	0	0.025
Wooden packaging <i>UAB Biotecha</i>	8.320	8.320	0
Wood <i>UAB Biotecha</i>	0.150	0.150	0
Small IT and telecommunications equipment (with no external dimension exceeding 50 cm) <i>UAB Biotecha</i>	0.026	0	0.026
Small IT and telecommunications equipment (with no external dimension exceeding 50 cm) <i>UAB Biomedika</i>	0.001	0.001	0
Small equipment (with no external dimension exceeding 50 cm) <i>UAB Biotecha</i>	0.031	0.031	0
Mixed construction and demolition waste (Celltechna) <i>UAB Biotecha</i>	0.456	0.456	0
Other fractions not otherwise specified (Celltechna) <i>UAB Biotecha</i>	1.398	1.398	0
Concrete, bricks, tiles and ceramics mixtures other than those specified in 17 01 06 <i>UAB Biotecha</i>	4.360	4.360	0
Bulky waste <i>UAB Biotecha</i>	0.468	0.468	0
Bulky waste <i>UAB Biomedikos centras</i>	0.020	0	0.020
Organic waste <i>UAB Biotecha</i>	0.474	0	0.474
Hazardous waste	9.161	3.033	6.128
Hazardous waste <i>UAB Biotecha</i>	6.198	0.170	6.028
Hazardous waste <i>UAB Biomedikos centras</i>	2.963	2.863	0.100
Batteries (galvanic cells) <i>UAB Biomedikos centras</i>	0.170	0.076	0.093
Laboratory chemical substances, including mixtures of laboratory chemical substances, consisting of, or containing hazardous chemicals	3.725	0	3.725

Waste generated in 2025, tonnes			
Type of waste	Total waste generated, of which:		
	Waste transferred	Waste diverted to recycle or reuse	Waste directed to disposal
<i>UAB Biotecha</i>			
Organic waste containing hazardous chemicals	2.178	0	2.178
Packaging containing residues of hazardous chemical substances or contaminated with hazardous chemical substances <i>UAB Biotecha</i>	0.122	0	0.122
Screens, monitors and equipment containing screens with a surface area exceeding 100 cm ² <i>UAB Biotecha</i>	0.041	0.041	0
Screens, monitors and equipment containing screens with a surface area exceeding 100 cm ² <i>UAB Biomedikos centras</i>	0.006	0.006	0
Small IT and telecommunications equipment (with no external dimension exceeding 50 cm) <i>UAB Biotecha</i>	0.019	0.019	0
Small IT and telecommunications equipment (with no external dimension exceeding 50 cm) <i>UAB Biomedikos centras</i>	0.127	0.127	0
Large equipment (with at least one external dimension exceeding 50 cm) <i>UAB Biotecha</i>	0.110	0.110	0
Large equipment (with at least one external dimension exceeding 50 cm) <i>UAB Biomedikos centras</i>	2.653	2.653	0
Fluorescent lamps <i>UAB Biotecha</i>	0.003	0	0.003
Fluorescent lamps <i>UAB Biomedikos centras</i>	0.006	0	0.006
TOTAL:	45.538	25.660	19.878

SOCIAL

WORKFORCE

NUMBER AND CHARACTERISTICS OF EMPLOYEES

VSME – B8

During the reporting period, the total number of employees across BIOGROUP BALTICS Group of companies was 167. All employees had open-ended, permanent employment contracts. Men accounted for a slightly larger share of employees – 52.10% (87 employees), while women accounted for 47.90% (80 employees). Lithuanian citizens accounted for 99.40% (166 employees) of the group's workforce, while 0.60% (1 employee) was a foreign national (German citizen).

The average staff turnover rate, calculated as the ratio of the number of full-time employees during the reporting year to the average number of employees during the reporting year, expressed as a percentage, stood at 9.8 per cent within the group of companies.

BIOGROUP BALTICS Group workforce characteristics

	UAB Biogroup Baltics	UAB Biotecha	UAB Biomedika	UAB Biomedikos centras (En.)	UAB BioProcess Solutions	UAB BCB Property	The 'Sparnai svajonei' (En. Wings for Dreams) Support	UAB Biogroup Baltics Group of Companies
Total number of employees								
Total number of employees at the end of the year	13	73	17	58	1	4	1	167
Number of employees by type of employment contract								
Fixed-term	-	-	-	-	-	-	-	-
Open-ended	13	73	17	58	1	4	1	167
Gender of employees								
Men	4	48	10	20	1	4	0	87
Women	9	25	7	38	0	0	1	80
Number of employees by country								
Germany	-	1	-	-	-	-	-	1
Other countries	-	-	-	-	-	-	-	-
Employee turnover								
Employee turnover, %	19	13.5	5.9	20.2	0	0	0	9.8

SELF-EMPLOYED INDIVIDUALS AND TEMPORARY STAFF

VSME – C5

During the reporting period, none of the BIOGROUP BALTICS Group of companies engaged self-employed individuals (working exclusively for the group) or workers employed through temporary employment agencies.

OCCUPATIONAL SAFETY AND HEALTH

VSME – B9

The BIOGROUP BALTICS Group places a strong emphasis on employee safety and health at work. The group strictly adheres to all occupational safety requirements. Depending on the duties and responsibilities of employees at individual group companies and the associated risks, employees are required to familiarise themselves with occupational safety procedures and rules, as well as general fire safety rules, before commencing work and periodically thereafter.

At the companies, external experts also periodically provide training to employees on specific activities, such as chemical substance management and the safe handling of chemical substances in logistics and production, electrical work and civil protection. Seminars on employee social and emotional well-being in the workplace are organised as well.

During the reporting period, one work-related accident was recorded at one of the group's companies.

In accordance with Article 120 of the VSME Standard and the formula provided therein, the rate of recordable work-related accidents involving employees is calculated as the number of work-related incidents in the reporting year divided by the total number of hours worked by all employees during the year, multiplied by 200,000. The average rate of recordable work-related accidents of employees across the group was 10.61.

There were no employee fatalities resulting from work-related injuries or work-related ill health in the group.

Number of work-related accidents and fatalities among BIOGROUP BALTICS Group of companies' employees

	UAB Biogroup Baltics	UAB Biotecha	UAB Biomedika	UAB Biomedikos centras (En. Biomedical centre)	UAB BioProcess Solutions	UAB BCB Property	The 'Sparnai svajonei' (En. Wings for Dreams) Support	UAB Biogroup Baltics Group of Companies
Accidents involving employees								
Number of accidents	-	1	-	-	-	-	-	1
Accident rate	-	10.61	-	-	-	-	-	10.61
Employee fatalities								
Number of deaths due to work-related injuries and work-related health problems	-	-	-	-	-	-	-	-

EMPLOYEE REMUNERATION

VSME – B10

The BIOGROUP BALTICS Group strives to attract and retain motivated employees and to encourage their professional development.

DIFFERENCE BETWEEN REMUNERATION AND THE MINIMUM WAGE

BIOGROUP BALTICS Group of companies ensure that all employees are paid at least the applicable minimum wage for the relevant country, as determined by national legislation or, where applicable, through a collective bargaining agreement.

Remuneration management across the group of companies is based on approved internal policies and procedures that help ensure fair, consistent and legally sound

remuneration practices. When making decisions on remuneration, the employee's position, level of responsibility, nature of the work performed, competencies, context of activities, and the applicable EU and national legal requirements binding on the employer are taken into consideration.

The group adheres to the principles of legal compliance, non-discrimination, transparency and responsible employment. Remuneration practices are reviewed periodically to ensure compliance with applicable legal requirements, internal governance standards and the principles of sustainable organisational development.

GENDER PAY GAP

At BIOGROUP BALTICS Group of companies, remuneration is determined based on approved remuneration procedures and objective criteria, including the level of responsibility of the position, the functions performed, the employee's competencies, professional experience, qualifications and performance, and labour market conditions. The principles governing remuneration are not linked to the employee's gender or other personal characteristics unrelated to their work.

In accordance with existing policies, a remuneration system based on competencies and responsibilities is in place within the group's companies; however, the group recognises that data monitoring is also necessary to ensure fair remuneration. The group's companies assess the percentage in pay gap between their female and male employees based on remuneration data for the reporting period and, once the consolidated number of employees across the group companies exceeds 150, plan to disclose this indicator in the next sustainability report, calculated as the difference between average remuneration for men and average remuneration for women, expressed as a percentage of average remuneration for men, in accordance with the Sustainable Finance Disclosure Regulation (SFDR), the Benchmark Regulation (BMR) and the formula set out in Article 136 of the VSME Standard.

VSME – B10

COLLECTIVE BARGAINING AGREEMENTS

The BIOGROUP BALTICS Group of companies has not entered into collective bargaining agreements with its employees. However, all employees are free to join any trade union or association of their choice and to engage in collective bargaining on remuneration levels, improvements to working conditions and other matters related to employment relationships.

VSME – B10

EMPLOYEE TRAINING AND THE DEVELOPMENT OF SKILLS AND COMPETENCIES

Employee engagement, training and motivation are all very important across BIOGROUP BALTICS Group of companies, which therefore continuously invest in employee learning and development.

In 2025, the group of companies organised group and specialist training sessions on a variety of topics for its employees. The group of companies have never differentiated training on any basis other than its content and the positions for which the training is required. Employee education is organised systematically: induction training is provided to new employees, competencies required for employees' positions are periodically updated and maintained, new skills are

developed in a targeted manner, and social and emotional resilience in the workplace is developed.

Across the group, employees received an average of 25 training hours during the reporting period. The number of training hours for employees by gender does not always accurately reflect the actual situation – for example, where a group's company has no female employees at all (e.g. UAB BGB Property). As noted above, training across the group of companies is provided based on the need for particular training content, depending on employees' positions, and the number of training hours is not linked to the employees' gender or other personal characteristics unrelated to their work. The difference in training hours between genders therefore proportionately reflects the gender distribution of employees across the group of companies.

Training for employees of the BIOGROUP BALTICS group of companies

	UAB Biogroup Baltics	UAB Biotecha	UAB Biomedika	UAB Biomedikos centras (En. Biomedical centre)	UAB BioProcess Solutions	UAB BGB Property	The 'Sparnai svajonei' (En. Wings for Dreams)	UAB Biogroup Baltics Group of
Average annual number of training hours related to skills and competence development per employee								
Average annual number of training hours per employee	19.53	34.39	11	23.12	N/A	1.32	N/A	25.56
Average annual number of training hours related to skills and competence development by gender								
Men	22.03	36.58	11	22.45	-	1.32	-	27.67
Women	18.46	31.09	11	23.49	-	0	-	23.62

EMPLOYEE WORK-LIFE BALANCE

The BIOGROUP BALTICS Group strives to promote the well-being of employees across its companies by supporting work-life balance. The companies ensure that employees can, in accordance with the procedure provided for by law, take family-related leave, including maternity, paternity, childcare and nursing leave, and take days off for childcare (the so-called "mamadieniai" and "tėvadieniai"). Where possible, the companies also provide flexible conditions that allow employees to combine on-site and remote work where the nature of the work permits, and to adjust the start and end times of the working day.

To support employee well-being beyond the working environment and ensure employee loyalty and engagement, the group is committed to helping its employees maintain a healthy work-life balance and to supporting their health not only by guaranteeing their statutory rights and offering more flexible working conditions, but also by providing additional benefits.

The group's companies implement initiatives to support employees' professional growth, engagement, sense of community, health and emotional well-being.

Furthermore, they offer additional benefits designed to enhance employee motivation, support professional development and promote work-life balance.

The group also encourages teamwork among its employees by organising trips, celebrations, events and other team-building activities.

GENDER RATIO AT MANAGEMENT LEVEL

VSME – C5

During the reporting period, the BIOGROUP BALTICS Group of companies had a total of 19 employees at management level, of whom 68.42% (13 employees) were men and 31.58% (6 employees) were women. Based on the formula set out in Article 167 of the VSME Standard, the female-to-male ratio at management level across the group was 1:2.2, meaning that **there were more than two (2.2) men** for every woman at management level. Although the group's companies strive to achieve gender balance in management, they take the view that employees holding management positions should not be assessed from a gender perspective and therefore do not seek to artificially ensure gender balance.

BIOGROUP BALTICS Group gender ratio at management level

	UAB Biogroup Baltics	UAB Biotecha	UAB Biomedika	UAB Biomedikos centras (En. Biomedical centre)	UAB BioProcess Solutions	UAB BCB Property	The 'Sparnai svajonei' (En. Wings for Dreams) Support Foundation	UAB Biogroup Baltics Group of Companies
Number of employees at management level by gender								
Men	1	6	1	3	1	1	0	13
Women	1	1	1	2	0	0	1	6
Female-to-male ratio	1:1	1:6	1:1	1:1.5	0:1	0:1	1:0	1:2.2

HUMAN RIGHTS POLICIES AND PROCESSES

VSME – C6

CODE OF CONDUCT FOR OUR WORKFORCE AND HUMAN RIGHTS POLICY

The policies and procedures approved by BIOGROUP BALTICS Group of companies relating to their own workforce – the group-wide code of professional conduct and ethics (with a separate code prepared for UAB Biomedika), the occupational health and safety procedures and rules, the personal data processing policy, the policy on the prevention of psychological abuse and harassment (applicable to UAB Biogroup Baltics, UAB Biotecha and UAB Biomedika), the order on the remuneration system (applicable to UAB Biotecha), and the sustainability policy currently being developed at the group level (for more information on the policies in place in the group's companies, see [POLICIES AND OTHER DOCUMENTS FOR THE MANAGEMENT OF MATERIAL SUSTAINABILITY TOPICS](#)) are aligned with internationally recognised instruments, such as the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, the International Bill of Human Rights and the fundamental conventions of the International Labour Organization (ILO), as well as with the UN SDGs and the Ten Principles of the UN Global Compact.

MECHANISM FOR HANDLING COMPLAINTS FROM THE COMPANY'S OWN WORKFORCE

The BIOGROUP BALTICS Group makes efforts to ensure full compliance with fundamental human rights principles across its companies and to ensure that employees feel safe reporting potential violations. To this end, the group of companies has implemented a range of procedures for monitoring breaches and handling complaints, with the aim of eliminating breaches of international standards relating to its workforce, including a zero-tolerance policy on corruption, a clear policy on avoiding conflicts of interest, and an anonymous whistleblowing system. These mechanisms help ensure compliance with internationally recognised standards, such as the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, the International Bill of Human Rights and the fundamental conventions of the International Labour Organization (ILO).

Every year, the group conducts detailed employee surveys electronically, ensuring the anonymity of respondents. Among other matters, the surveys provide employees with an opportunity to express their views on the working environment and culture, value alignment and opportunities for development, and, most importantly, to report potential human rights violations in the workplace, such as insults or bullying, harassment, exclusion and being ignored, mobbing by managers and colleagues, as well as other concerns relating to emotional well-being in the workplace.

Employees may submit confidential information regarding potential breaches in writing by placing it in a dedicated complaints box, located in an area that is not under video surveillance and is not accessible to the public, by completing an anonymous online form, or by contacting the designated persons or works councils in each company within the group, appointed by order of the managing director and responsible for implementing the procedures for handling complaints. The group is committed to properly, fairly and effectively investigating all complaints and reports received.

VSME – C7

SEVERE NEGATIVE HUMAN RIGHTS INCIDENTS

INCIDENTS INVOLVING OUR OWN WORKFORCE

During the reporting period, no incidents were recorded within the group of companies involving the group's own workforce that related to breaches of the fundamental principles of human rights and labour rights, such as breaches of equal opportunities, discrimination, complaints regarding breaches of health and safety provisions, etc.

INCIDENTS INVOLVING WORKERS IN THE VALUE CHAIN, AFFECTED COMMUNITIES, CONSUMERS AND END-USERS

Recognising its responsibility towards its customers, suppliers and the community, the BIOGROUP BALTICS Group adheres to sustainable and long-term business practices across all its operations and throughout its supply chain. The group of companies work with reliable suppliers and companies whose values are aligned with those of the group, and choose socially responsible manufacturers, suppliers and other business partners.

The group's company UAB Biotecha carries out a detailed assessment and selection procedure for its manufacturing suppliers based on quality and reliability criteria, including certification of an environmental management system in accordance with the ISO 14001 standard as a desirable criterion, and conducts periodic supplier audits. Many of the company's partners – manufacturers and suppliers – have implemented the ISO 50001 energy management system, which ensures the efficient use of energy. In order to ensure compliance with safety and quality requirements for end-users, critical suppliers providing critical production raw materials used in the manufacture of single-use product sets for the pharmaceutical and biopharmaceutical industries, which will subsequently come into direct contact with the end product in the company's customers' manufacturing processes, are subject to particularly stringent quality assessment requirements. The aforementioned suppliers are required to hold not only quality management system certification in accordance with the ISO 9001 standard, but also specific certificates for raw materials, i.e. an AoF certificate and a USP Class VI certificate, confirming that chemicals that may migrate from the supplied plastic raw materials do not cause harmful reactions or long-term adverse effects on health during the manufacturing process.

Group's companies such as UAB Biotecha, UAB Biomedika and UAB Biomedikos centras, as an intermediary link in the value chain between large manufacturers of laboratory and industrial equipment, raw materials for the pharmaceutical and biopharmaceutical industries, robotics and technological equipment, and professional medical, laboratory, cosmetic and dermatological equipment for the medical, healthcare and beauty sectors on the one hand, and their suppliers and consumers – business-segment customers, as well as, in many cases, large industrial and pharmaceutical companies and healthcare institutions – on the other, have limited ability to influence the social conditions of value chain workers, either at the very beginning or at the end of the value chain. However, internationally recognised and highly reputable manufacturers (the companies' suppliers) and customers that transparently disclose their sustainability information demonstrate environmental and social responsibility and transparency in their operations.

Affected communities are likewise not considered a material risk in terms of the companies' direct operations, given the nature and locations of their activities. Risk management relating to impacts on communities at the beginning and end of the value chain is ensured by the aforementioned manufacturers (company's suppliers) and customers.

To the group's companies' knowledge, no confirmed incidents involving workers in the value chain, affected communities, consumers and end-users were recorded during the reporting period.

GOVERNANCE

OPERATIONAL TRANSPARENCY

CONVICTIONS AND FINES FOR CORRUPTION AND BRIBERY

VSME – B11

During the reporting period, no violations of anti-corruption or anti-bribery laws, or related convictions or fines, were recorded across the BIOGROUP BALTICS Group.

REVENUES FROM CERTAIN SECTORS AND EXCLUSION FROM EU REFERENCE BENCHMARKS

VSME – C8

BIOGROUP BALTICS Group of companies do not carry out any activities related to sectors such as the manufacture of controversial weapons; the cultivation and production of tobacco; fossil fuel sector activities (exploration, mining, extraction, production, processing, storage, refining or distribution); or the manufacture of chemicals (under the ISIC/NACE Rev. 2 classification – 20.2 Manufacture of pesticides and other agrochemical products), and derive no revenue from these activities.

EU Paris-aligned Benchmarks, as defined in Article 12(1) of the Commission Delegated Regulation (EU) 2020/1818, also do not apply to the group's companies, as none of the group's companies' activities involve the exploration, mining, extraction, distribution or refining of fossil fuels (coal and lignite, liquid or gaseous fuels), or electricity generation with a GHG intensity of more than 100 g CO₂e/kWh, and none of these activities generate the percentage of revenue specified in the said article.

BOARD GENDER DIVERSITY

VSME – C9

During the reporting period, three group's companies had boards – the highest decision-making authority in the companies. As set out in Article 179 of the VSME Standard, based on the requirements in the SFDR, the gender diversity ratio of the governance body is calculated as an average ratio of female to male board members. The boards of the group companies comprise 14 members in total, including four women. The gender diversity ratio for the group's boards was 0.4, meaning that there were 2.5 men for every woman on the boards.

The group recognises the importance of gender balance in corporate governance. However, it takes the view that board members should not be assessed from a gender perspective and therefore does not seek to artificially ensure gender diversity on the boards of its companies.

Gender balance on the boards of the BIOGROUP BALTICS group of companies

	UAB Biogroup Baltics	UAB Biotecha	UAB Biomedika	UAB Biomedikos centras (En. Biomedical centre)	UAB BioProcess Solutions	UAB BCB Property	The 'Sparnai svajonei' (En. Wings for Dreams) Support	UAB Biogroup Baltics Group of
Board gender diversity								
Men	5	4	-	-	-	-	1	10
Women	1	1	-	-	-	-	2	4
Gender diversity ratio	0.2	0.25	-	-	-	-	2	0.4

- - The companies do not have boards

To End

Great things happen with the right set of mind, the right support, and the right people. And the right people are those who care.

CONTENTS OF THE DISCLOSURE REQUIREMENTS UNDER THE VSME STANDARD

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