

SOCIAL

RESPONSIBILITY REPORT 2021.

interlub® group | THE UNCOMMON LUBRICANT COMPANY



René Freudenberg
General Manager
Interlub Group

Congratulations.

2021 was a year full of new challenges. Although the restrictions caused by COVID-19 gradually decreased, new challenges in global supply chains demanded our utmost attention, commitment, and agility. Fortunately, these demands did not prevent our growth or limit our ability to exercise our social responsibility as an organization.

In this report, we share our main initiatives through which we ensure the well-being of our employees, our community, and the environment.

With this document, we also reiterate our willingness to share our experiences and collaborate on future projects.

Rene Freudenberg

Workplace well-being

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Let's improve together.

Workplace well-being.

Our employees are the driving force behind Interlub Group. For this reason, one of our main focuses is to create a healthy and safe work environment that promotes the personal development of each of our employees. Throughout our history, we have developed a work culture focused on values such as freedom, inclusion, and integration.

What did we do in 2021 to reaffirm our commitment?

1 We invested in training and human development

- External training hours: **630 hours**
- Total employees trained: **90 people**

- **23 language courses**
- **19 bachelor's degrees,** master's degrees, and courses in total

- IInvestment in language classes: **$242,808.00**
- Investment in other courses: **$186,952.52**
- Investment in bachelor's and master's degrees: **$507,475.70**

2,390 hours delivered

Additionally, our Applications in Engineering team delivered 2,390 man-hours of technical training to our technical consultants in Mexico, Brazil, and Colombia.

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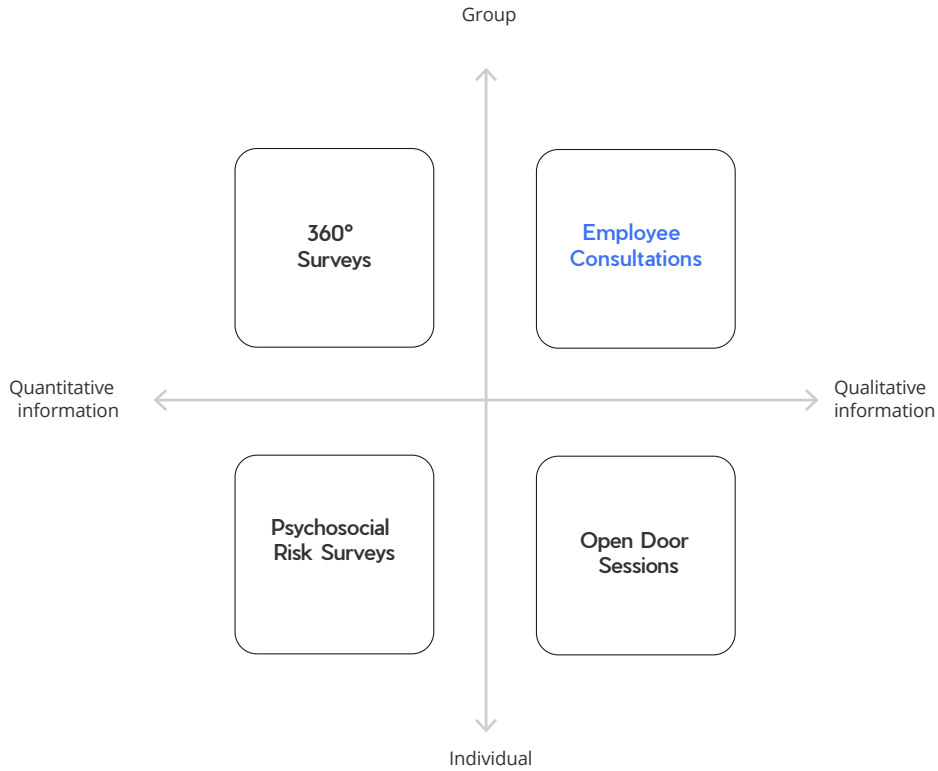
2 We launched Consultations with Employees

As part of the internal "Let's Improve Together" campaign, our Human Resources team conducted the first Consultations with Employees, a series of facilitated group activities. In these group sessions, a facilitator guided and moderated a conversation among employees about Interlub Group in order to capture their perceptions and needs.

The Consultations with Employees allowed us to understand the sentiment of the entire Organization and, through this, deliberately strengthen a work environment that would enable us to improve as human beings and professionals.

In this first edition, we conducted the Consultations with Employees in all areas of the Organization in Mexico. We began during the week of July 5 and conducted 30 sessions. Each session included between 6 and 8 people, in either virtual or in-person format.

The accompanying framework in the original report contrasts group/individual and quantitative/qualitative information, including 360° surveys, employee consultations, psychosocial risk surveys, and open-door channels.



Let's improve together.

3 We celebrated our customs and beliefs

We are proud of our Mexican culture. On Day of the Dead, we invited all our employees to participate in a literary calaverita competition. The calaveritas touched our hearts and allowed us to get to know our coworkers better.



La huesuda visita Interlub

Ya hastiada la calaca
de lo simple y mundano
mostraba con alharaca
hartazgo del común humano.

Caminaba incesante
buscando un buen barullo
con gente interesante
que se mostrara con orgullo.

Llegó quién sabe cómo
a la tierra tapatía,
comió lonche de lomo
y descansó de la apatía.

De pronto la huesuda,
divisó un edificio
la anonadó sin duda
tremendo artificio.

Una fachada lúgubre
con trazas de colores
omitía toda costumbre,
¡lo anunciaba con honores!

"Que ahí no son comunes,
¡vamos a ver si es cierto!"
Y como todos los lunes
buscó a su mejor muerto.

La catrina muy contenta
a Interlub fácil entró,
El vigilante ni en cuenta
de que por un lado le pasó.

Con rico café y panes
contentos le recibieron,
eso no estaba en sus planes
¡con un auditor la confundieron!

Muchas fotos le tomaron
en cada rincón de la planta,
la muerte viene a buscarlos
y aquí nadie lo capta.

Al laboratorio pasó
¡y todo relució!
"Es sospechoso", pensó
"me huele a hipocresía".

"Pues no hay gota de aceite
ni mancha de grasa,
ahora resulta a esta gente
nada se le pasa"

Salió muy relajada
se sintió como flotando
ni se dio por enterada
que tolueno iba inhalando.

La muerte no decidía
a quién se iba a llevar
muy cómoda se sentía
en ese bonito lugar.

La invitó producción
al convivio deportivo
y a bailar una canción
con música en vivo.

De finanzas quería uno
que su declaración hiciera
de sistemas no veía ninguno,
¡ah, están detrás
de la escalera!

La calaca finalmente
muy satisfecha estaba
se llevó a todos en su mente
pues por esta se las pasaba.

Sin rencores ni fricciones,
de esta gente no común
recolectó los corazones,
pero sus vidas no, no aún.

Karen Enríquez.



Una visita inesperada

La Parka tilica y flaca
rechinaba al caminar,
un lubricante buscaba
para el alivio encontrar.

De pronto a lo alto y lejos
un letrero vio,
Con un lema que al parejo
Su esqueleto sacudió.

"Atrévete a ser no común"
en su alma se clavo,
rechinando y sufriendo aún
a Interlub se aproximó.

Eloy un poco espantado
su llegada anunció,
Temblando y muy preocupado
René la recibió.

-¿Qué buscas hermosa catrina?
él le pregunto.
-¡Todos mis huesos rechinan!
La flaca contestó.

Yo busco un lubricante
que calme mi dolor,
para no abrumarte
todos aguantan mi fricción.
Interoil, Sintaplex y cualquiera
calmarán tu aflicción.

La parca muy confiada
un chapuzón se dio,
al reactor número ocho
Su esqueleto sumergió.

Gracias por ayudarme
y por toda tu atención,
por tu gesto bondadoso
y tu enorme corazón
de tu empresa yo me alejo
sin llevarme a nadie
de mantenimiento,
almacén o producción
Al panteón yo me regreso
sigilosa y sin dolor.

Ramón Becerra.

4 We promoted diversity } and gender equality

In 2021, 15 women worked in operational areas, including the Warehouse and Laboratory, among others. Likewise, 31 women worked in administrative areas of the Organization.



Let's improve together.

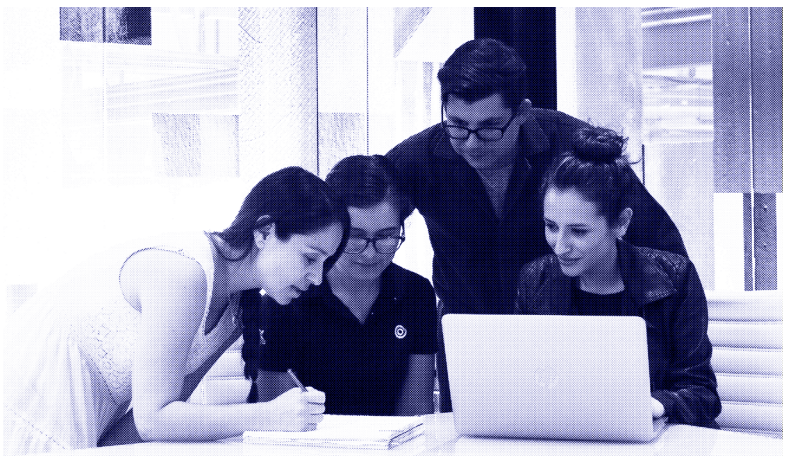
5 We established and respected fair working hours

At Interlub Group, we prohibit forced and abusive labor. Our internal work regulations establish the following:

• The workweek is 40 hours.
•The workweek begins on Monday and ends on Friday.

We also prohibit child labor. Therefore, the age distribution of our employees in 2021 was:

20–29 years: 79 people
30–50 years: 130 people
50+ years: 29 people



6 We recognized the mothers in the Organization

We celebrated Mother's Day with a special breakfast for all the mothers at Interlub Group. Ten mothers who work in different areas of the Organization joined us. We took the opportunity to recognize their extraordinary effort in continuing their work at Interlub Group without neglecting their children during the pandemic.



Let's improve together.

7 We offered new benefits to employees

The Agreements and Benefits team established new agreements with companies in the community. By presenting their Interlub Group employee ID, employees and their family members receive discounts from these companies.

We reached 27 active agreements. We published a complete list of these agreements on our intranet. We classified them into the following categories: Food and Restaurants, Automotive, Education, Entertainment, Home, Hotels, Fashion, Loans, Health and Beauty, among others.



8 We controlled risks

We reported a total of 5 accidents in 2021.



Workplace well-being

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Social Well-being.

Social development is a highly important issue for Interlub Group. Therefore, we continuously carry out projects that positively impact the country's social and cultural environment. We join efforts to maintain a healthy environment through the development of bio-oriented products and technologies, reduced use of energy resources, reduction of greenhouse gas emissions, and resource management and handling programs.

1 Eggshell collection

In July, we conducted an internal campaign to support the H20 Lerma collective, an organization whose goal is to collect 30 tons of eggshells to reduce water pollution in Lerma, State of Mexico.

Thirty employees and their families participated in this campaign. We collected a total of 56 kilograms of eggshells.

2 We shared exceptional practices with the community

In response to the health crisis caused by COVID-19, in 2020 we developed an Integrated Antiviral Protection System.

In 2021, we joined the initiative of the Instituto para el Fomento de la Calidad A.C. (IFC), the Consejo Coordinador Empresarial, and the Consejo de la Comunicación.

Thanks to the effectiveness of the system and its social impact on our community, we were recognized with the "Empresas Excepcionales: Reactivación Económica 2020" distinction, in the Support and Social Commitment category.

According to the Instituto para el Fomento a la Calidad Total, A.C., the evaluators recognized practices that reflected organizations' empathy and solidarity toward the new needs of their employees, value chains, society, and customers, in order to strengthen the ecosystem's commitment, trust, and growth.

For more information about the initiative, our motivations, and actions, please consult the press release and videos referenced in the original report *here.*



3 We supported the University Center for Health Sciences

During the April–June 2021 period, our The Uncommon Lab team accompanied personnel from the Situation Room at the University of Guadalajara in designing and implementing their health protocols, making them among the most outstanding internationally.

Support for the University of Guadalajara is part of Interlub Group's social commitment to protect key organizations in its community. For more information about this initiative, please consult the press release referenced in the original report *here.*

4 Support for the Huichol Health Center

We collaborated with a Huichol group belonging to the AICAW A.C. assistance project. Specifically, we purchased 19 handicrafts made by this Indigenous group. These items served as gifts to commemorate our employees' work anniversaries.

With the resources that AICAW A.C. received in exchange for the handicrafts, the group supported sick Huichol people requiring second- and third-level care with guidance, rehabilitation, and medication.



5 Acopio de toallitas húmedas

In December, we called for the collection of wet wipes, which we donated to the Christmas party organized by Familias y Retos Extraordinarios A.C. This association provides medication, equipment, and emotional support to families with children who have multiple disabilities.

With our donation, we helped 210 families.



Let's take care of tomorrow.

Environmental Well-being.

At Interlub Group, we are aware of the anthropogenic environmental impact that affects us as a society. Therefore, we take action focused on caring for and preserving the environment. We develop bio-oriented products and technologies, reduce our use of energy resources, reduce our greenhouse gas emissions, and carry out resource management and handling programs.



Let's take care of tomorrow.

1 We promoted bio-sustainable entrepreneurship

In June 2021, our General Manager, Rene Freudenberg, shared, during the launch of the SAWU Bridge program, the keys to success that drive bio-sustainability in Chile's mining industry.

SAWU Bridge is an alliance between BHP, SAWU, and Endeavor: a procurement program that promotes the adoption of international innovations to help the pioneering Antofagasta region transform global mining.

For more information, please consult the press release referenced in the original report *aquí.*





Let's take care
of tomorrow.

2 Bio-oriented developments

At Interlub Group, we are aware of the environmental impact resulting from anthropogenic activities that affect us as a society. Therefore, we take action focused on caring for and preserving the environment. Through the development of bio-oriented products and technologies, the reduction of greenhouse gas emissions, reduced use of energy resources, and waste management programs, we join efforts to maintain a healthy environment.

The lifecycle diagram shown in the original report identifies raw materials, production, transportation, consumption, and confinement as stages in the product lifecycle.



Let's take care of tomorrow.

3 We replaced 665,043 kg of mineral lubricants

We currently have a portfolio of 64 bio-oriented products *(see sample shown in the original report).* In 2021, we sold 665,043 kg of these products (=15% of our production of oils, greases, and release agents). This allowed us to help our customers in the industry consume and produce more responsibly (Sustainable Development Goal 12), significantly reduce their environmental footprint, and replace mineral lubricants with bio-sustainable raw materials. We expect our new bio-oriented technology developments to allow us to further increase our future impact.

4 We promoted bio-sustainable growth

At Interlub Group, we developed initiatives to ensure bio-sustainable growth in the industry. As pioneers in developing high-performance bio-sustainable lubricants, the PeruMin team invited us to share our experiences at its virtual event Rumbo a PeruMin.

More than 200 people participated in the presentation, and by May 2022 it had been viewed 175 times on the YouTube channel referenced in the original report *(here).*

After the event, we published the article “Bio-sustainable growth: The impact of lubrication in mining” on our blog. *(here).*



Let's take care of tomorrow.

5 Reforestation campaign

We resumed our reforestation initiative in the city. On June 26, we invited our employees, their families, and acquaintances to the Bosque Pedagógico del Agua. With the support and guidance of the Colectivo Ciudadano, we planted 35 trees, promoted a culture of environmental care, and created new bonds among our employees.





Bienestar ambiental

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