SOCIAL RESPONSIBILITY REPORT

2022

ESR

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We leave a mark

I am very proud to share with you the progress we have made in social responsibility at Interlub Group.

This year, we continued strengthening our commitment to workplace, environmental, and social well-being, and we carried out various initiatives to promote a strong organizational culture and a fairer, more sustainable community.

We are proud to have planted trees, supported people with disabilities, promoted gender equality, and celebrated our Mexican traditions and customs. Thank you to all members of our communities for making these achievements possible and for increasingly leaving a mark that changes lives.

Rene Freudenberg



René Freudenberg
General Manager
Interlub Group

Content.

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Workplace Well-being.

Employee development

In 2022, we achieved a significant milestone by training more than

10%

of our our employees compared with 2021.

In 2022, we invested more than

50%

in training compared with 2021.

In 2022, we achieved an increase of more

90%

in training hours compared with 2021.

In 2022, we had an increase of more than

20%

in hours of Xpert Training, a course delivered by our consultants.

Organizational culture.

Customs and beliefs

Day of the Dead

To promote our Mexican culture, we held an internal altar competition. More than 20 employees participated, and we awarded prizes to the top three places.

Mother's Day

We held our annual breakfast, attended by 15 mothers, whom we gave half a day off so they could celebrate with their children.



Organizational culture.

Customs and beliefs

World Cup

We broadcast the matches at different points throughout the plant, purchased personalized shirts for employees, and offered them snacks. Additionally, we organized a FIFA tournament to create spaces for social interaction and integration among employees during working hours. Thirty-two employees participated in the tournament to compete for the following prizes: a cash prize, one Mexican National Team shirt, and one cap for first place; two Interlub Group caps and two tumblers for second place.



Organizational culture.

Customs and beliefs

Christmas Gift Exchange

On December 16, we held a gift exchange t
bring together employees from different areas
Twenty-seven employees participated.

Movie Nights

After two years of the pandemic, we resumed this activity, in which we selected a movie to screen at the end of the workday. We accompanied the screening with snacks and refreshments.



Organizational culture.

Customs and beliefs

Stress-Free Zone

This year, we recognized the effort and dedication of our employees in corporate social responsibility during 2022. On November 4, we brought in staff from Unidos Empresarial to provide relaxing massages to our employees. At the same time that we treated our staff, we supported people with disabilities.



Children's Day

We held an interactive virtual show explaining children's rights. We used puppets to make it more engaging for an audience of 46 children. We concluded with an activity in which we painted personalized shirts.

Organizational culture.

Customs and beliefs

Vision Health Campaign

On November 15, Exe Lentes visited us and provided free eye examinations to our employees. The company offered special prices to employees and their families.

Additionally, IMSS personnel visited us to administer influenza and tetanus vaccines, as well as perform glucose and weight checks.

Agreements and Benefits

Our HR team maintained and established new agreements with companies in the healthcare sector so that our employees and their families could purchase products and services at lower costs.

- Sports events: 5 events were held this year.
- This year, we reported 9 accidents.
- Safety training: 222 man-hours of training were provided across 11 different topics.

Organizational culture.

Customs and beliefs

Diversity and gender equality:

This year, we maintained 15 positions held by women in operational areas, including the Warehouse and Laboratory, and 35 women worked in administrative areas.





Environmental well-being.

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Environmental Well-being.

Reforestation

On July 30, our employees, along with their friends and family members, planted 20 trees in the Bosque Pedagógico del Agua with the support of Colectivo Ciudadano.

Environmental Awareness Day

On September 27, we celebrated Environmental Awareness Day. We commemorated the date by attending an event organized by the Pro Bosque citizen collective, where we received recognition for being a company that supports the environmental and heritage restoration of this public space year after year.



Environmental Well-being.

In 2022, we sold a total of 166,237 kl.

166,237 kl.



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Social Responsibility 2022

Social well-being.

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Social Well-being.

Events and visits

Benchmarking

This year, we partnered with 10 socially responsible companies in Jalisco to share CSR best practices and develop new ones together. In September, we visited each company to learn about their CSR management across different areas.

4th Unidos Race

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University Projects

Interlub Group supports education. For this reason, this year we welcomed students, and their visit resulted in three projects that we are working on:

- Training future engineers in lubrication and reliability. This program is aimed at engineering students from universities in the metropolitan area, including UDG, TecMilenio, UNIVA, etc. We have already had our first meeting with mechanical engineering students from CUCEI.

- Coordinating joint research projects that can serve as theses, dissertations, or similar academic work.

- Professional internships with financial support. This is aimed at engineering and bachelor's-degree students in fields related to mechanics and sales. Through this collaboration, our goal is to provide university students with specialized training in lubrication and reliability in order to improve their preparation for the workforce.

Social Well-being.

Events and visits

Campaign “My Gift, Your Smile”

On this occasion, we supported low-income communities by collecting 200 toys, which we distributed on December 21. We organized this collection internally among our employees.

Christmas Bazaar

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