interlub | THE UNCOMMON LUBRICANT COMPANY

# Corporate Social responsibility report 2023

ESR

# Message from the CEO



The year 2023 allowed us to understand the influence our actions have on society and the environment. This, in turn, has led us to embrace our commitment to Corporate Social Responsibility (CSR) with greater dedication and conviction.

Our Annual Report is a testament to the ongoing effort made by every member of the organization to align our practices with the United Nations Sustainable Development Goals (SDGs). Each section of this report reflects our dedication to contributing to the achievement of these objectives.

From our initiatives to combat poverty and hunger, to our efforts to promote gender equality and our commitment to educational development, every step we take is strategically aligned with the global agenda for sustainable development.

From our initiatives to combat poverty and hunger to our efforts to promote gender equality, as well as our commitment to educational development, we seek to generate a real and measurable impact aligned with the Sustainable Development Goals (SDGs) and respond to global challenges with innovative and responsible solutions.

If there is one thing we have learned from these results, it is that our actions matter and make a difference. We are aware of the challenges our society faces every day and reaffirm our commitment to building a more inclusive, equitable, and sustainable future.



**René Freudenberg,**
**CEO of the Company**

# Actions Carried Out in 2023

At Interlub Group, we actively contributed to the following United Nations Sustainable Development Goals:



# SDG 5

## Gender Equality

### Pactemos por la Igualdad

This year, we joined and actively participated in the Pactemos por la Igualdad project, an initiative led by the Secretariat for Substantive Equality between Women and Men (SISEMH). The fundamental purpose of this project is to promote safe and equitable environments.

We successfully implemented the five fundamental commitments of the project:

1. **Equal Opportunity Policy**
   We are committed to gender equity and have established policies that guarantee equal opportunities and fair treatment for everyone, regardless of gender.

2. **Safe Spaces**
   We actively work to create and maintain safe environments where everyone feels respected and free from harassment and sexual harassment.

3. **Work-Life Balance**
   We recognize the importance of a healthy balance between personal and professional life and have implemented measures that support this balance for the well-being of our team.

4. **Career Without Obstacles**
   We are committed to eliminating barriers and obstacles to professional advancement, ensuring that every team member has equal opportunities to grow and develop.

5. **Equality Agents**
   We designated and trained specific agents within the organization to promote gender equality and raise awareness among others about the importance of this issue.

Within the framework of these five commitments, we implemented a total of 22 concrete actions.

These measures have had a positive impact on our organizational culture and at an individual level among our employees. This impact reaffirms our commitment to continue promoting, and even adding, actions around this objective.

## "Inspiring Woman Journey" Program

As part of our ongoing commitment to strengthening women's leadership skills, promoting gender equity, and creating a network that advances the recognition and visibility of women, we took significant action this year. In collaboration with the Wefor initiative, we began a project to foster women's professional growth by recognizing and capitalizing on their unique skills.

We launched an internal call for participation that resulted in the involvement of our female employees. Five of our 53 female employees have already successfully completed the diploma program offered by Wefor.

This is only the beginning. Our vision is clear: to extend the opportunity to the remaining 48 female employees so they can participate and benefit from this valuable diploma program.

By strengthening skills, providing support, and fostering the professional growth of all our female employees, we contribute not only to their personal development but also to building a more inclusive and equitable work environment.





## Sexual Diversity

On May 17, in commemoration of the International Day Against Homophobia, we carried out an internal awareness campaign on sexual diversity. We installed a mural at our facilities and invited all employees to express what sexual diversity means to them.

We also had the participation of sexual-diversity experts who delivered "Training for Companies on Workplace Inclusion and Non-Discrimination toward the LGBTIQ+ Population."

The campaign received an exceptional response, with broad participation from our employees. The mural served not only as a platform for individual expression, but also reflected the diversity of perspectives and experiences within our organization.

# SDG 8

## Decent Work and Economic Growth

### Health and Well-being at Work

In April, to celebrate World Health Day and World Day for Safety and Health at Work, we conducted a series of programs and training sessions delivered by external and internal specialists:

- Financial health: Social well-being (couples' finances, budgeting, and personal recreation).
- Talk: Human Papillomavirus.
- Prostate cancer.
- Talk on Major Medical Expenses Insurance.
- Yoga class led by Easy Fit gym.





### Facilities for Family Responsibilities

During the year, a total of 70 work-from-home days were requested by employees with family responsibilities.

This report addresses the implementation of our flexible-hours policy, specifically the provision for fathers and mothers in our organization.

This benefit, designed to facilitate work-family reconciliation, was used by a total of 13 employees: 7 mothers and 6 fathers. These figures reflect our company's commitment to promoting a work environment that addresses employees' individual needs and encourages a healthy balance between professional and personal life.

# Integration Events

During 2023, Interlub Group organized a series of integration events intended to strengthen team spirit and promote interaction among employees.

## Wine Tasting

In February, we held a wine-tasting event on our terrace after the workday. Participants learned about wine analysis, tasting techniques, and differentiation between styles. It was an enriching experience that encouraged knowledge and appreciation of wine.

## Mixology Workshop

On July 28, Interlub Group offered employees the opportunity to participate in a mixology workshop at special prices. Participants learned to create and enjoy a variety of cocktails in a relaxed social setting.

## Christmas Gift Exchange

On December 15, we held our traditional Christmas gift exchange with the participation of all employees. The event created an opportunity to share joy, camaraderie, and gifts.

## Corn and Shaved-Ice Event

We organized four occasional events throughout the year for employees in operational areas, creating opportunities to relax, share enjoyable moments, strengthen relationships, and promote a positive and collaborative workplace.







# Customs and beliefs

We honor our traditions while promoting teamwork, cultural diversity, and the recognition of our collaborators' talents.

## Day of the Dead

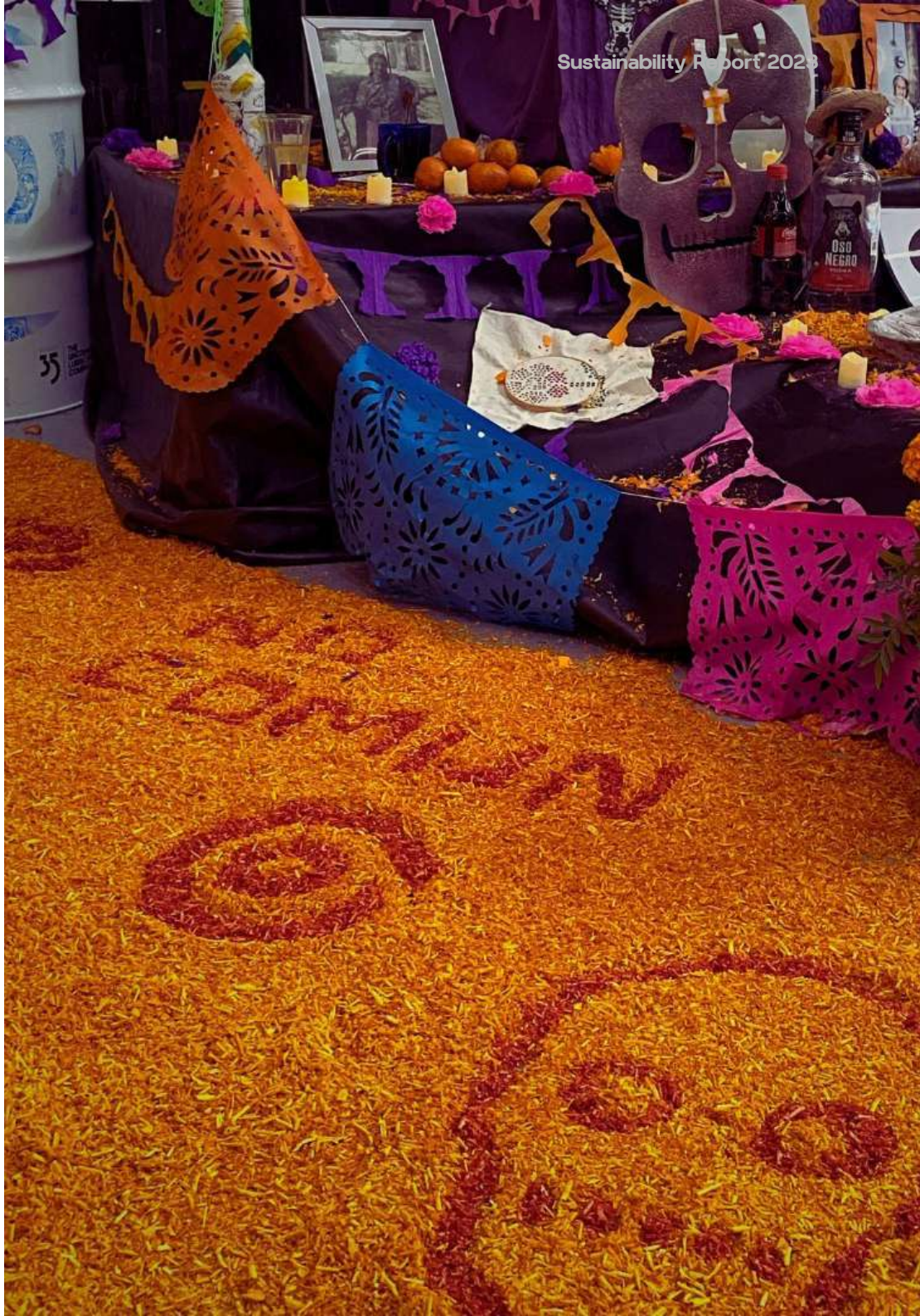
For the second consecutive year, we held an altar competition at all our plants. Awards were given to the top three places, encouraging creativity and a sense of belonging among employees.

## Mexican Independence

We launched a photography contest inviting employees to capture the essence and beauty of Mexico through their own eyes. We also held a special pan de muerto baking workshop led by a colleague passionate about baking.



**These integration events contributed to employee well-being and satisfaction and promoted a sense of community at Interlub Group. We remain committed to organizing activities that foster camaraderie and the personal and professional development of our team.**



At Interlub Group, we recognize the fundamental importance of training our employees to continuously improve our performance and results. Accordingly, we established clear metrics to evaluate our progress and ensure that we achieve our objectives.

## Internal Training

This year, our organizational goal was to exceed the previous year's training hours by 10%. We are pleased to report that we surpassed our target.

- In 2023, we increased training hours compared with 2022.
- Regarding safety training, we increased the number of hours by approximately 38% in one year.

**70%.**

Increase in internal training hours compared with 2022.

**+100%.**

Increase in external training compared with 2022.

## External Training

Our goal for external training was likewise to exceed 2022 training hours by 10%. We also surpassed our figures in this area:

- During 2023, we doubled the number of external training hours compared with the previous year.
- We improved the efficiency of the 2023 external-training budget by 36.7% compared with 2022.

These results reflect our ongoing commitment to the professional development and growth of our team. We will continue working to offer effective, high-quality training programs that contribute to the success of both our employees and the company as a whole.

# SDG 12

## Responsible Consumption and Production

## Greenhouse Gas Emissions in 2023

**281.52 tCO2e**
Indirect emissions (electricity consumption).

**157.51 tCO2e**
Direct emissions (LPG consumption).

## Energy Consumption

At Interlub Group, the electricity used is purchased from CFE, and we do not have renewable-energy generation.

647,182 kWh

## Water Consumption and Use

Water resources at Interlub Group are used for restrooms, irrigation, and general cleaning in the plant and administrative facilities.

1,799 $m^3$

Water used for plant cleaning is considered hazardous waste under Mexican regulations. Therefore, the water used for this purpose is disposed of as "water with hydrocarbons," equivalent to 74.9 $m^3$.

## Waste generation at Interlub Group

Due to our activities, Interlub Group generates special-management and hazardous waste. We therefore maintain the necessary registrations with the competent authorities (SEMADET and SEMARNAT).

- Total special-management waste, both recyclable and non-recyclable, amounted to 19,326 kg in 2023. Recyclable special-management waste generated at Interlub Group includes plastic, paper, cardboard, wood, glass, and metal. A key element in waste recovery is separation at the source. Our industrial plant has the necessary containers for each type of waste and a program that manages the comprehensive handling of special-management waste.
- Interlub Group generates hazardous waste through its production activities. Hazardous-waste generation in 2023 amounted to 135,827.88 kg, which was collected by an authorized provider in accordance with Mexican authorities. Some hazardous waste generated at our plant is ultimately confined at authorized sites. Other hazardous waste receives co-processing, treatment, or recycling, also at authorized sites.



# SDG 15

## Life on Land

### Reforestation

In July 2023, we once again participated in the annual planting days, an initiative organized by Colectivo Ciudadano Pro Bosque Pedagógico del Agua.



This time, we extended the invitation to COA Internacional, a company that, like ours, is recognized for its social and environmental commitment.

More than 60 people committed to environmental conservation attended the event. Together, we planted a total of 15 trees, contributing to the expansion and preservation of our natural surroundings.

This collaboration between companies and the community demonstrates the transformative power we can achieve when we work together toward a common goal: protecting and regenerating our ecosystem. We are grateful for the opportunity to participate in this meaningful activity and hope to continue contributing to the care of our planet through similar future initiatives.



# SDG 16

## Peace, Justice and Strong Institutions

At Interlub Group, we are committed to promoting peace, justice, and the building of strong institutions. To achieve these objectives, we have a solid ethical system encompassing a series of policies, including anti-corruption measures, promotion of diversity, equity and inclusion (DEI), non-discrimination, protection of human rights, and a zero-tolerance policy toward any form of violence or harassment.

During 2023, various initiatives were implemented to raise awareness and train our employees on topics related to ethics, equality, and harassment prevention.

## External Training

- Right to equality and non-discrimination.
- Gender equality and family-work co-responsibility.
- Prevention and detection of gender-based violence, harassment, and sexual harassment.

## Internal Training

- Internal ethics policies.
- Reporting and case-management mechanisms.



# SDG 17

## Partnerships for the Goals

Throughout 2023, Interlub Group demonstrated active involvement in social responsibility by collaborating in several charitable events that supported disadvantaged communities. Below are some of our most relevant charitable activities.

## Blood Donation

On June 14, to commemorate World Blood Donor Day, we conducted an internal blood-donation campaign in collaboration with Banco de Sangre Jardines Guadalupe. Twelve employees joined this worthy cause, making a valuable contribution to support people who need blood transfusions.

Employee participation reflects their generosity and community solidarity.
Our commitment as an organization for 2024 is to continue encouraging employee participation and increase the number of donors, since donated blood is essential for saving lives and improving the health of people facing critical medical situations.

## Donations

During the year, Interlub Group donated a total of $228,000 to various causes:

**$228,000**
**MXN donated**

**5**
**Organizations supported**

| | | |
|---|---|---|
| Trascendiendo el Autismo | Care and therapy for autism | $48,000. |
| Albergue Infantil Los Pinos | Scholarships for 3 children | $48,000. |
| Sueños y Esperanzas | Safe early years for 81 children | $48,000. |
| Juntos por los Demás | Rehabilitation and support | $48,000 |
| Unidos Guadalajara | A more inclusive society | $36,000. |

## Stress-Free Zone

On December 5, International Volunteer Day, we organized the "Stress-Free Zone" to thank employees who contributed in different ways to our Corporate Social Responsibility initiatives.

During the event, we offered brief massages to 35 employees, courtesy of Fundación UNIDOS, an organization dedicated to promoting a more empathetic, aware, and inclusive society.

The massages were provided by people with visual disabilities, who find employment opportunities through these activities. We thank our employees for their commitment and participation, and Fundación UNIDOS for its collaboration.




## Recycle Against Cancer

In August, in collaboration with our strategic partner Cómplices A.C., we launched the "Recycle Against Cancer" initiative. During this period, we requested the installation of a container for collecting plastic bottle caps at our offices.

Over four months, we collected a total of 60 kilograms of plastic bottle caps. They were subsequently sold to specialized recycling companies, where they are processed, ground, and reused to manufacture new products.

The resources generated from the sale of the bottle caps are fully allocated to cover treatment costs for children affected by cancer.

The initiative not only promotes environmental awareness by encouraging recycling, but also directly provides crucial financial support to children fighting this disease.

## Social and Local Support Markets

The "Social and Local Support Markets" provide a platform for local companies and associations to present their products while fostering solidarity and mutual support within our business community. By inviting internal entrepreneurs, we provide an inclusive space for team members to promote their projects and businesses.
Since 2019, we have implemented this initiative, which consists of organizing at least three markets per year within our organization. We invite Mexican companies and various associations that offer products for the purpose of raising funds. We also welcome our own employees who are starting or operating a business.

## Cause Run

In September, we had the honor of participating in the fifth edition of the "Cause Run," an initiative promoted by our strategic partner Unidos de Guadalajara A.C. We were grateful for the complimentary registrations provided by this organization, which gave our employees the opportunity to participate in this meaningful event.

The race was an opportunity to promote physical activity and well-being while joining a worthy cause. Unidos de Guadalajara A.C. has demonstrated a strong commitment to the community, and our participation brought moments of empathy, solidarity, inclusion, and fun.



## Christmas with Love: Donate a Gift

In December, we launched an internal call to sponsor children at Casa Hogar Regalos de Dios A.C. This institution provides shelter to children who have experienced abuse, abandonment, or homelessness.

Through letters, the children expressed their wishes for gifts. In response, we purchased piñatas and organized a special gift-delivery day in which volunteer employees actively participated.

We sponsored all 35 children at the Casa Hogar, bringing some joy and hope into their lives.






## Krispy Kreme Doughnut Sale

In April, Interlub Group participated in a Krispy Kreme doughnut sale to support Centro de Terapia para Niños en Espectro Autista TYNA A.C.
Through this initiative, we sold a total of 22 dozen doughnuts, representing a significant contribution to this worthy cause.

## Corporate Volunteering

As part of our commitment to corporate volunteering, we promoted this practice among our employees throughout the year through different events.

This participation demonstrates our collective commitment to the well-being of the communities we serve and reflects the fundamental values of solidarity and empathy that guide our actions.

We are confident that during 2024 we will increase this figure thanks to the strong interest of our employees in supporting others who need it.

**132 hrs.**

**of volunteer activities.**

Thanks to the participation of 74 employees, which represents 35% of our workforce.

**We want a world that flows better.**

As every year, we reaffirm our commitment to being an organization where we join forces to create a more sustainable world. Therefore, in the following year, we hope not only to replicate the good results obtained in 2023, but also to improve them and even participate in more activities that allow us to continue pursuing our intention of creating a better future.

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