Annual corporate social responsibility report 2024

interlub | THE UNCOMMON LUBRICANT COMPANY

ESR Empresa Socialmente Responsable





Message from the CEO

At Interlub, we understand that our growth as a company must go hand in hand with a positive impact on society and the environment.

During 2024, we reaffirmed our commitment to Corporate Social Responsibility (CSR), promoting initiatives that strengthen the well-being of our communities, the development of our talent, and the sustainability of our operations.

This year, we are proud to recognize that we have advanced in consolidating an organizational culture based on inclusion, sustainability, and social commitment.

Through our actions, we seek to generate a real and measurable impact, aligned with the Sustainable Development Goals (SDGs) and responding to global challenges with innovative and responsible solutions.

The progress reflected in this report is the result of the effort and dedication of every person who is part of Interlub. Thanks to our employees, customers, and strategic partners, we continue evolving as a company committed to building a more sustainable and equitable future for everyone.

Let us continue moving forward together.

René Freudenberg,
CEO of the Company



Actions Carried Out in 2024

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

SDG 5

Gender Equality.

SDG 8

Decent Work and Economic Growth.

SDG 12

Responsible Consumption and Production.

SDG 15

Life on Land.

SDG 17

Partnerships for the Goals.

SDG 5

Gender Equality

We want to build a more equitable and inclusive work environment. Throughout the year, we implemented various initiatives that strengthen our commitment to gender equality.

March

A Month to Reflect and Act

During March, we carried out activities focused on recognizing and making visible the role of women in our society and in the company.

Workshop "Let's Put on the Table: The Women Who Inspired Your Life."

A space for reflection where our employees shared stories about women who have impacted their lives, highlighting their contributions to family, home, and the workplace.

Commemorating Women's Month.

Through different communication channels, we shared information about the history and relevance of International Women's Day. We also held workshops and talks to raise awareness in our community about the importance of gender equity.



Month of Workplace Equity

As part of our participation in the "Pactemos por la Igualdad" initiative, led by the Secretariat for Substantive Equality between Women and Men (SISEMH), in 2024 we selected one month to reinforce our commitment through activities focused on workplace equity.

Three key workshops were delivered to our employees:

- Equality and non-discrimination.
- Work-life balance and shared responsibility between work and family life.
- Prevention of sexual harassment and sexual abuse in the workplace.

With attendance from 35 employees from different areas, we continue promoting participation in these training sessions by all employees at least once a year.





Building Spaces for Everyone

As part of our commitment to fostering an inclusive work environment, we also addressed sexual diversity through activities that promoted awareness and respect.

- **Sexual Diversity Talk.**

  Delivered by the Sexual Diversity Directorate of the Government of Zapopan, this talk allowed our employees to learn more about the rights and challenges of the LGBT+ community. Attendance: 32 people.

- **LGBT+ Workshop.**

  A dynamic space where, in addition to discussing diversity and inclusion, participants took part in a creative activity decorating cupcakes with the colors of the LGBT+ flag. Attendance: 27 employees.

Commitment to Eliminating Violence and Harassment

We reinforced our Complaints Protocol, ensuring greater clarity in the identification and sanctioning of misconduct. In 2024, one harassment case classified as Level 1 was reported; immediate measures were taken, prioritizing the well-being and support of the victim.

We will continue working to build a safe, equitable, and violence-free environment for everyone who is part of Interlub.



SDG 8

Decent Work and Economic Growth

Strengthening the Health, Safety, and Comprehensive Development of our Employees

During April, we selected one week to promote physical and mental well-being through talks, workshops, and activities delivered by providers and specialists with whom we have agreements. These included:

- Prevention of workplace stress.
- Awareness of health care and diabetes prevention.
- Talk on kidney stones and kidney care.
- Eye examinations and affordable plans for purchasing eyeglasses.
- Breast cancer awareness session.
- Vaccination campaign in collaboration with IMSS.

September

Mental Health Month

We conducted a comprehensive campaign with workshops and talks delivered by internal and external specialists addressing topics such as:

- **World Suicide Prevention Day**

  A talk focused on awareness, early detection, and suicide prevention, providing information and support resources.

- **Psychological support**

  We offer emotional support to our employees during difficult moments, ensuring a more humane and understanding work environment.

Promoting Physical Well-being

In 2024, we carried out the following activities to promote well-being among our employees:

- **Sleep hygiene**

  A conference on the importance of restorative sleep and techniques to improve sleep quality, promoting employees' overall well-being.



- **Sports event**

  An energetic sports day in which our employees participated in different disciplines, fostering teamwork and physical health.



- **Fit Challenge**

  We launched an invitation to join the "Fit Challenge," at an accessible cost that included a meal plan, healthy recipe book, shopping list, and support group. The participant with the greatest change in body-fat percentage was recognized, encouraging consistency and commitment to health.



Health Partnerships and Agreements

In 2024, we increased our health agreements through three new partnerships, allowing us to offer more well-being options to our entire team.

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





Internal Training

In 2023, 2,179 hours of training were delivered, while in 2024, 1,758 hours were recorded, representing a 19.4% decrease in total internal training hours.

However, the number of employees participating in internal training increased from 195 in 2023 to 290 in 2024, equivalent to a 48.7% increase.

+48.7%.

Increase in employees participating in internal training.

External Training

During 2024, significant changes were observed in external-training indicators compared with 2023. The comparative analysis is as follows:

- In 2023, a total of 2,332 hours of external training were delivered, while in 2024 the figure was 1,820 hours, representing a 21.9% decrease.
- In 2024, 131 employees received training, reflecting a 20.1% reduction in participation.
- Investment in 2024 was $2,325,284.73, representing a 94.8% increase in investment in this area.

This behavior is due to more specialized training or training with a higher cost per person, which is aligned with our annual talent-development strategy, with a greater focus on quality rather than quantity.

SDG 15

Life on Land

This helps mitigate climate change through carbon sequestration and by reducing the company's ecological footprint.

This year, we successfully held our annual reforestation event, in which more than 45 adults and 7 children participated, all committed to environmental conservation. Together, we planted a total of 50 trees, representing significant progress compared with last year, as we increased the number of trees planted by 35.

This collaboration between the company and the community highlights the transformative power we can achieve when we work together toward a common goal: protecting and regenerating our ecosystem. We deeply appreciate the opportunity to participate in this meaningful activity and reaffirm our commitment to caring for the environment, with the hope of continuing to contribute to future initiatives that promote sustainability and preservation of our planet.





SDG 17

Partnerships for the Goals

At Interlub, we believe in the power of strategic partnerships to generate a positive impact on society. Throughout 2024, we strengthened our commitment to various causes, collaborating with organizations and promoting initiatives that contribute to community well-being.

Supporting Causes that Transform Lives

Through strategic partnerships, we strengthened our commitment to five foundations and civil-society organizations.

$248,000	+10%	5
MXN donated	**per cause vs. last year**	**organizations**

Trascendiendo el Autismo	Care and therapy for autism	$52,000.
Albergue Infantil Los Pinos	Scholarships for 3 children	$52,000.
Sueños y Esperanzas	Safe early years for 81 children	$52,000.
Juntos por los Demás	Rehabilitation and support	$52,000.
Unidos Guadalajara	A more inclusive society	$40,000.

Blood Donation

On June 14, in commemoration of World Blood Donor Day, we organized an internal campaign in partnership with Banco de Sangre Cristo Rey.

We are proud to share that 10 of our employees participated voluntarily, contributing through their donations to saving lives and improving the health of people facing critical medical situations.

Our objective for 2025 is to increase participation and further raise awareness among our team about the importance of blood donation, promoting a culture of solidarity and community support.





Stress-Free Zone

As every year, on December 5, we celebrated International Volunteer Day with our traditional "Stress-Free Zone," a space dedicated to recognizing our employees for their participation in Corporate Social Responsibility initiatives.

In this edition, participation increased by 30% compared with the previous year, benefiting 45 employees with massage sessions provided by Fundación UNIDOS.

This event not only promotes the well-being and relaxation of our team, but also reinforces our commitment to workplace inclusion, as the massages were provided by people with visual disabilities, who find employment opportunities through this initiative.

We thank all our employees for their commitment and participation, and Fundación UNIDOS for collaborating in this event, which not only benefits our teams but also supports inclusive employment initiatives for people with visual disabilities.



Recycle Against Cancer

This year, we collected a total of 90 kilograms of plastic bottle caps, which were subsequently sold to specialized recycling companies, where they are processed, ground, and reused to manufacture new products.

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

The "Recycle Against Cancer" initiative not only promotes environmental awareness by encouraging recycling, but also directly contributes crucial financial support to children fighting this disease.

We are proud to participate in this worthy cause and thank everyone who has contributed to making this meaningful impact on the lives of those who need it most.

As an organization, we will continue working on initiatives that not only benefit our surroundings, but also make a difference in the lives of those facing significant challenges such as childhood cancer.

Social and Local Support Market

The "Social and Local Support Markets" not only provide a platform for local businesses and associations to present their products, but also foster 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.

Three markets were held this year. At these events, we invited Mexican companies and various associations offering products for the purpose of raising funds.

We also welcomed our own employees who were starting or operating a business.

Cause Run

Last 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 also joining a worthy and valuable cause. Unidos de Guadalajara A.C. has demonstrated a strong commitment to the community, and by participating in this race, we shared not only an experience filled with empathy and solidarity, but also moments of inclusion and fun.



Christmas with Love: Donate a Gift

In December, we collaborated with Escuela Primaria Emiliano Zapata, located in the town of Poncitlán, Jalisco, benefiting a total of 200 girls and boys, who received a Christmas gift thanks to the generous participation of our employees.

In addition to the delivery of toys, a small school Christmas celebration was organized, including breakfast for all the children, as well as piñatas and recreational activities, creating a festive and joyful atmosphere.

This action not only generated smiles and unforgettable moments for the children, but also strengthened the sense of community and solidarity within our team.





Krispy Kreme Doughnut Sale

In April, Interlub Group became actively involved in a Krispy Kreme doughnut sale with the goal of supporting Centro de Terapia para Niños en Espectro Autista TYNA A.C.

Through this initiative, we sold a total of 29 dozen doughnuts, seven more than in 2023, representing a significant contribution to this worthy cause.

Corporate Volunteering

As part of our commitment to corporate volunteering, we successfully 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.

In 2024, 86 employees participated in volunteer activities, representing 35% of our workforce.

We are confident that during 2025 we will increase this figure thanks to the strong interest shown by our employees in supporting others who need it.

155 hrs.

in volunteer activities

Thanks to the participation of 86 employees, which represents 35% of our workforce.

Transforming the way we see the world.

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 2024, but also to improve them and even take part in more activities that allow us to continue pursuing our intention of creating a better future.

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