

Sustainability Report 2025



THE
UNCOMMON
LUBRICANT
COMPANY



Empresa
Socialmente
Responsable

Message from the CEO

At **Interlub Group**, we understand sustainability as a strategic pillar for the continuity and responsible growth of our operations. Through our current legal entities, **Interlub** and **Interglass**, we design, manufacture, and supply specialized oil, grease, and lubrication solutions for key industries, taking responsibility for the impact of our decisions across the economic, social, and environmental dimensions.

The **2025** Sustainability Report marks an important milestone for the organization, as it consolidates our actions for the first time under an integrated sustainability and **ESG** (Environmental, Social, and Governance) approach, with reference to the **GRI** Standards. This exercise reflects our commitment to transparency, accountability, and continuous improvement.

As part of this commitment, **Interlub Group** maintains its adherence to the United Nations Global Compact, aligning our practices and policies with its ten principles on human rights, labor standards, the environment, and anti-corruption, thereby strengthening our responsible and ethical management.

During **2025**, we continued to promote initiatives that foster employee well-being, an organizational culture based on ethics and respect, environmental stewardship, and regulatory compliance, operating as an integrated **Interlub Group** with shared processes, talent, and objectives.

This report represents the beginning of a new stage in our sustainability journey, establishing a solid foundation for measuring progress, identifying opportunities, and continuing to create value for our employees, customers, communities, and other stakeholders.



René Freudenberg,
CEO of the Company



CEO
of Interlub Group

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About Interlub Group

Organizational identity

Interlub Group is a company dedicated to the development, manufacture, and commercialization of industrial lubrication solutions, focused on providing high-quality products and services that contribute to the operational efficiency of its customers. Through innovation, technical specialization, and continuous improvement, Interlub seeks to generate sustainable value for its stakeholders.

The organization operates under an approach based on social responsibility, business ethics, and regulatory compliance, integrating environmental, social, and governance criteria into its management.

Group structure and legal entities

Interlub Group is made up of two legal entities:



Interlub and **Interglass**, which share production facilities, employees, and operating processes. Interlub primarily serves sectors such as mining, steel, and iron and steel manufacturing, while Interglass specializes in lubrication solutions for the glass industry.

Because both legal entities operate under integrated management and share the same operating systems, this 2025 Sustainability Report presents consolidated information for Interlub Group, unless otherwise indicated.



Sustainability Strategy

Sustainability approach

At **Interlub Group**, sustainability is conceived as a cross-cutting element of the business strategy, aimed at generating long-term value and strengthening our relationship with our stakeholders. The company integrates environmental, social, and governance (ESG) criteria into its operations, processes, and decision-making, with an approach based on continuous improvement and corporate responsibility.

The sustainability strategy is implemented gradually and realistically, taking into account the organization's context, its operational capabilities, and its level of maturity in managing environmental and social impacts..

Integration of sustainability into management

During **2025**, **Interlub Group** continued to strengthen the integration of sustainability into the company's day-to-day management. Different operational and administrative areas participate in identifying, implementing, and monitoring practices related to environmental stewardship, talent development, employee well-being, ethics, and regulatory compliance.

This approach ensures that sustainability is not managed as an isolated effort, but as part of the organization's normal operations.



Sustainability Governance

Sustainability governance at **Interlub Group** is supported by the existing organizational structure and formal decision-making mechanisms. Senior management is responsible for overseeing the sustainability strategy and ensuring that implemented practices are aligned with the company's values and business objectives.

At the operational level, sustainability initiatives are coordinated by the responsible areas in collaboration with the Ethics Committee, which serves as a key body for promoting a culture of integrity, transparency, and compliance.

Role of senior management

Senior Management actively participates in defining sustainability guidelines, priorities, and actions, as well as in the periodic review of progress and results. This involvement reinforces the strategic importance of sustainability and facilitates its integration into decision-making processes.

Ethics, compliance, and business conduct

Interlub has a Code of Ethics and Conduct that establishes the principles and guidelines governing the behavior of employees, executives, and other related parties. The Code includes commitments concerning human rights, non-discrimination, integrity, prevention of conflicts of interest, and legal compliance.

The company has a reporting channel and procedures for addressing and following up on potential breaches, which are managed confidentially, impartially, and in accordance with internal regulations.

Alignment with reference frameworks

Interlub Group's sustainability strategy is cross-functionally aligned with the Sustainable Development Goals (SDGs), as well as with the principles of the United Nations Global Compact, which serve as reference frameworks for strengthening responsible practices in the environmental, social, and governance areas.



Continuous improvement approach

Interlub Group recognizes that sustainability is an evolving process. Therefore, during **2025** the company continued to advance the formalization of practices, measurement of indicators, and strengthening of its management system, with the objective of progressively improving its performance and accountability.

Social Pillar

Employee well-being,
culture, and health

Approach and commitment

At **Interlub Group**, comprehensive employee well-being is a fundamental pillar of the social and sustainability strategy. The organization recognizes that a healthy, inclusive, and participatory work environment directly contributes to productivity, safety, engagement, and people's quality of life.

During **2025, Interlub Group** promoted initiatives focused on well-being, organizational culture, and health, fostering opportunities for integration, prevention, self-care, and strengthening of the work environment. These actions were implemented on a consolidated basis for Interlub and Interglass, as they share internal policies, facilities, and work teams.

Talent management

During **2025, Interlub Group** During 2025, Interlub Group maintained active human talent management focused on orderly workforce growth, talent attraction, and employment stability.

2025 Workforce Evolution

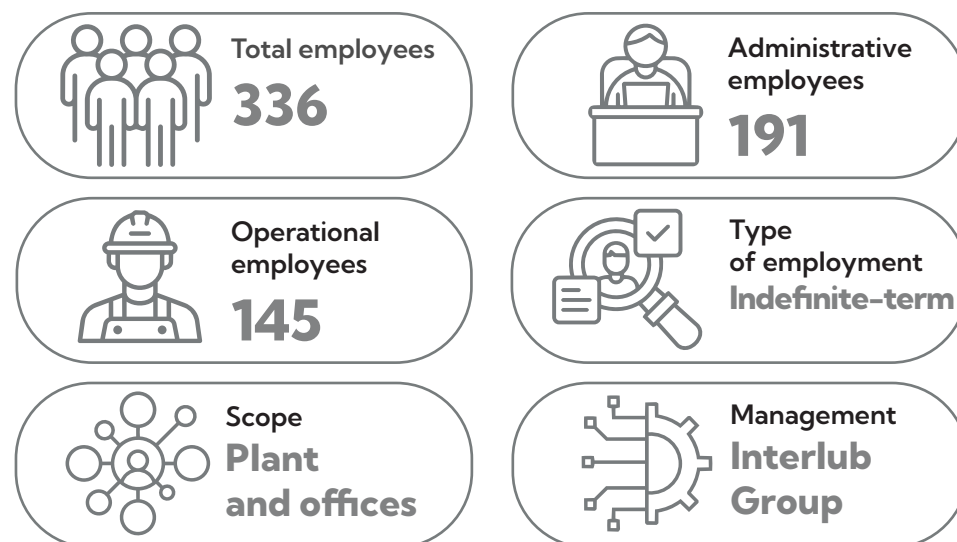


Employee Information

By the end of **2025**, **Interlub Group** had a workforce made up of operational and administrative employees, managed on an integrated basis for the **Interlub** and **Interglass** legal entities, as they share facilities, processes, and internal policies.

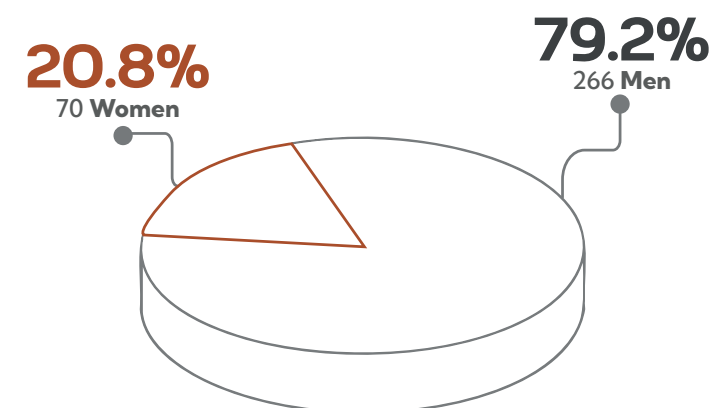
Human capital management is based on principles of respect, equal opportunities, professional development, and comprehensive well-being, promoting a safe, inclusive work environment aligned with the organization's values.

Employee information is presented on a consolidated basis, reflecting the group's operational and organizational structure during the reporting year.



At year-end 2025, Interlub Group's workforce consisted of a total of 336 employees, considering all hires made during the year, with the following gender distribution:

Composición por género



Note: Information is presented on a consolidated basis for **Interlub Group**, considering that **Interlub** and **Interglass** share facilities, processes, and employees.

Well-being and Organizational Culture Programs

Throughout the year, various initiatives were carried out to strengthen social interaction, sense of belonging, and organizational culture, encouraging the active participation of employees and their families. The main activities included:

- Integration and social events (Afterworks, Movie Nights, Friday snacks in operational areas).
- Institutional and cultural celebrations (anniversaries, birthdays for operational employees, Mother's Day, Children's Day, Christmas, and New Year's).
- Recreational and cultural activities (costume contests, Day of the Dead altar, Christmas tree).
- Sports and physical-activation events (sports events for operational employees, tournaments).
- Recognition and cultural-strengthening activities (employee recognition, cultural ambassadors).

These actions contribute to strengthening a positive organizational culture based on respect, collaboration, and collective well-being.





Comprehensive Health and Well-being

Interlub Group promotes the physical, mental, and emotional well-being of its employees through preventive campaigns and health-promotion activities aimed at fostering healthy habits and awareness of self-care.

During **2025**, the following actions, among others, were carried out:

- Health and prevention campaigns (vaccination campaigns, vision campaign, blood donation).
- Health Week (held in April).
- Mental Health Month.
- Well-being and self-care activities (yoga classes, healthy-cooking master class).
- Food and social activities (shaved-ice and corn snacks, commemorative breakfasts).

These initiatives seek to strengthen employees' comprehensive well-being and create healthier and more balanced work environments.

Employee health and safety is a priority for **Interlub Group**. Accordingly, actions are implemented to prevent risks, care for physical and mental health, and promote safe working environments.

During **2025**, the organization carried out various health-promotion and prevention initiatives, including health campaigns, well-being activities, and preventive actions aimed at both operational and administrative employees.

Regarding psychosocial health, **Interlub Group** followed up on compliance with NOM-035-STPS-2018 through assessments

Psychosocial Risk Assessment

During **2025**, **Interlub Group** conducted an assessment of psychosocial risk factors and severe traumatic events in accordance with NOM-035-STPS-2018, with the objective of identifying, preventing, and addressing potential effects on employees' mental and emotional health.

The assessment was conducted from January 23 to March 28, **2025**, achieving participation from 80.46% of all employees, reflecting a high level of involvement and trust in the process.

Severe traumatic events

As part of the assessment, potential severe traumatic events were evaluated in accordance with Reference Guide I of NOM-035.

Of the employees assessed, 4% reported having experienced an event of this type.

In all cases, individual follow-up was provided, including guidance and referral to specialized care when necessary. Clinical assessment was also offered for identified work-related cases, while respecting employees' decisions and confidentiality at all times.

Results by psychosocial risk factor

Factor assessed	Risk level
Well-being	Low
Work environment	Medium
Job-related factors	Low
Organization of working time	Low
Leadership and workplace relationships	Low
Organizational environment	None

Alignment with ESG and the Global Compact

This chapter forms part of Interlub Group's first Sustainability Report, prepared under an **ESG** (Environmental, Social, and Governance) approach, evolving from previous reports focused primarily on the Sustainable Development Goals. Well-being, culture, and health initiatives directly contribute to the Principles of the United Nations Global Compact, particularly those related to:

- Human rights
- Labor standards
- Well-being and human capital development

Interlub Group thus reaffirms its commitment to building safe, healthy, inclusive work environments focused on the comprehensive development of people.

Summary table of 2025 social initiatives – Interlub Group

Eje social	Iniciativa / actividad	Objetivo	Alcance
Well-being	Afterwork, movie nights, Friday snacks (production)	Strengthen social interaction and the work environment	Employees
Organizational culture	Anniversaries, operational birthdays, recognition	Reinforce sense of belonging and recognition	Employees
Organizational culture	Cultural contests (costumes, Day of the Dead altar, Christmas tree)	Promote identity and traditions	Employees and families
Physical health	Health Week (April)	Prevention and health promotion	Employees
Physical health	Vaccination and blood-donation campaigns	Promote prevention and social responsibility	Employees
Physical health	Mental Health Month	Raise awareness of emotional well-being	Employees
Physical activity	Yoga classes and sports events	Promote healthy habits	Employees
Well-being	Master classes and recreational activities	Work-life balance and comprehensive well-being	Employees
Safety and health	Implementation of NOM035-STPS-2018	Identification and prevention of psychosocial risks	Employees

Note: Initiatives were implemented on a consolidated basis for Interlub and Interglass because they share facilities, policies, and employees.

Community Impact

Social investment and donations

Interlub Group actively contributes to the social development of the communities where it operates through financial support to civil society organizations focused on children, education, health, and support for vulnerable populations.

During **2025**, social investment was made on a consolidated basis for Interlub and Interglass, reflecting the group’s commitment to community well-being and social responsibility.

Distribution by legal entity:

- **Interlub:** \$148,000 MXN
- **Interglass:** \$130,000 MXN

These actions reflect Interlub Group’s commitment to generating positive social impacts beyond its direct operations.

Donations made in 2025

Beneficiary organization	Annual amount (MXN)	Legal entity
Albergue Infantil Los Pinos A.C.	60,000	Interglass
Sueños y Esperanzas A.C.	60,000	Interglass
Unidos de Guadalajara A.C.	48,000	Interglass
Juntos por los Demás A.C.	60,000	Interglass
Hogar Vicentino de Guadalajara A.C.	40,000	Interglass
Escuela para Niños Ciegos	10,000	Interglass
Total social investment 2025	278,000	Interlub Group



During **2025, Interlub Group** promoted an integrated strategy for well-being, organizational culture, and health aimed at fostering safe, healthy, and inclusive work environments for its operational and administrative employees. These actions form part of the organization's social approach and contribute to strengthening engagement, productivity, and sense of belonging.

Throughout the year, physical and mental health initiatives were developed, including Health Week, vaccination campaigns, blood donation, visual health-promotion activities, yoga classes, sports tournaments, and informational talks. Follow-up was also carried out on compliance with NOM-035 through assessments and preventive actions focused on identifying and addressing psychosocial risk factors.

In addition, various integration and organizational culture activities were carried out, such as afterworks, Friday snacks in operational areas, movie nights, themed gatherings, anniversary celebrations, and year-end events, fostering social interaction, collaboration, and internal communication.



Interlub Group also promoted recognition and family well-being initiatives, including Mother's Day and Children's Day celebrations, school-supply support, employee recognition programs, and participation in social and cultural activities, reinforcing a culture based on respect, closeness, and appreciation of people. These initiatives reflect **Interlub Group's** commitment to the comprehensive well-being of its human capital, recognizing that people are a key element in the organization's sustainable development.

External training focused on specialized programs, which resulted in greater investment per employee, strengthening key competencies for efficient operations and continuous improvement.

Impact and value generated

Training activities carried out during 2025 contributed to strengthening technical skills, professional development, and organizational performance. These initiatives also reinforce Interlub's commitment to continuous learning and employee employability.





Areas for improvement

Interlub Group recognizes the importance of continuing to strengthen the measurement of training impact. Therefore, in the coming years it will seek to enhance monitoring of program effectiveness and its contribution to strategic objectives.

Summary of 2025 social initiatives

Area	Initiative type	Main actions	GRI
Well-being and health	Physical and mental health	Semana de la Salud, campañas de vacunación, donación de sangre, clases de yoga, torneos deportivos	GRI 403
Psychosocial health	Risk prevention	Afterwork, Friday snacks (production), movie nights, internal gatherings	GRI 403
Organizational culture	Integration and social interaction	Afterwork, Friday snacks (production), movie nights, internal gatherings	GRI 403/404
Recognition	Employee appreciation	Employee recognition, anniversaries, operational birthdays	GRI 404
Family well-being	Support and social interaction	Mother's Day, Children's Day, school-supply support, family events	GRI 403
Salud mental	Cultural activities	Cultural contests, master classes, cultural ambassadors, internal communication	GRI 404

Training and Development

During 2025, **Interlub Group** strengthened the development of its human capital through internal and external training programs aimed at reinforcing technical, operational, and personal–development competencies aligned with business needs and employees’ professional growth.

Training activities were directed at operational and administrative personnel, promoting continuous learning and strengthening key skills for the organization’s safe, efficient, and responsible operation. Training management was carried out in an integrated manner for Interlub and **Interglass**, as they share facilities, processes, and employees.

The information presented corresponds to **2025** and establishes a baseline for monitoring training and development indicators in future sustainability reports.

2025 Training Indicators

Indicator	2025 result
Total training hours	4,653 hours
Total internal training hours	2,003 hours
Total external training hours	2,650 hours
Employees trained (internal)	208
Employees trained (external)	131
Formats	Internal y external
Scope	Operational and administrative employees
Management	Consolidated Interlub Group



Note: External training included technical, specialized, and development courses, while internal training focused on operational strengthening, organizational culture, and internal skills.

Equality, Diversity, and Non-Discrimination

At **Interlub Group**, we promote an organizational culture based on equal opportunities, respect, and non-discrimination, ensuring that all employees are treated fairly regardless of gender, age, or other personal circumstances.

Workforce growth reflects operational stability and the strengthening of the organizational structure, as well as the importance of continuing to promote actions that foster equity, inclusion, and workplace well-being.

During **2025**, the organization maintained policies and practices aimed at preventing any form of discrimination and fostering an inclusive and respectful work environment. These practices apply across recruitment, training, development, and workplace interaction processes.

Human capital management is carried out on a consolidated basis for Interlub and **Interglass**, sharing guidelines, internal policies, and response mechanisms, enabling consistent application of equality and non-discrimination principles.

The information presented corresponds to **2025** and provides a basis for monitoring and strengthening diversity and inclusion actions in subsequent reporting periods.

2025 Equality and Diversity Table

Indicator	2025
Total employees	Consolidated information
Women and men	Consolidated information
Non-discrimination policies	Yes
Response mechanisms	Established internal channels
Approach	Equal opportunities and respect
Mental health	Cultural activities





Social Investment and Community Support

During **2025**, **Interlub Group** reaffirmed its commitment to social development and support for vulnerable communities through an integrated donation and social investment program, channeled to civil society organizations working on childhood, social inclusion, and support for people in vulnerable situations.

Social investment was made on a consolidated basis for **Interlub Group**, actively integrating contributions from **Interlub** and **Interglass** as part of responsible and strategic management aligned with the values of solidarity, social commitment, and business ethics.

Throughout the year, financial resources were allocated to various civil associations, prioritizing organizations with direct impact on children, people with disabilities, and vulnerable groups. These actions contribute to generating positive impacts in the communities where the organization operates and form part of the social approach of the sustainability strategy.

During the reporting period, total social investment amounted to **MXN \$278,000**, reflecting the continuity and consistency of community support throughout the year.

Environmental Pillar

Environmental Management Approach

Interlub Group integrates environmental sustainability as a cross-cutting pillar of its operations, prioritizing resource-use efficiency, prevention of environmental impacts, and technological innovation as a lever for developing solutions that are responsible toward the environment.

During **2025**, the environmental strategy focused on three main areas:

- Responsible use of natural resources.
- Prevention and management of environmental impacts.
- Innovation and development of sustainable products aligned with the circular economy.



Efficient Use of Natural Resources

Energy

- Total electricity consumption: 618,620 kWh
- Main energy-efficiency actions

Water

- Total water consumption: 1,805 m³
- Source of supply
- Efficient-use actions

Emissions

During **2025**, **Interlub Group** recorded 180 tonnes of CO₂ resulting from its operations. The fuel consumed corresponds to LPG.

Emissions were measured through studies of stationary sources conducted by a laboratory accredited by the Mexican Accreditation Entity (EMA), in compliance with NOM-085-SEMARNAT-2011, which establishes maximum permissible limits for air pollutant emissions generated by combustion equipment.

Prevention and Management of Environmental Impacts



Special-management waste

19.530 Toneladas



Hazardous waste

125.101 Toneladas

The following waste was generated during **2025**:

Waste collection and final disposal were carried out through authorized providers, ensuring legal and environmental compliance:

- Río Residuos S.A. de C.V.
- Manejo y Acopio de Residuos Peligrosos S. de R.L. de C.V.



Innovation and Development of Sustainable Products

As part of its long-term environmental commitment, **Interlub Group** promotes technological innovation focused on sustainability, integrating environmental criteria from the research and development stage of new products.

During **2025**, the Research and Development area strengthened its capabilities by incorporating highly specialized talent focused on designing high-performance bioproducts with lower environmental impact.



Applied Research in Bio-Oriented Products

Within the Research and Development area, Interlub Group has a Technology Researcher with a PhD in Biotechnological Processes (University of Guadalajara), as well as international certifications in applied sustainability, including specialization in Biolubricants and Biofuels from the Society of Tribologists.

Additionally, she has training in circular economy, bio-based products, and sustainable materials management acquired through prestigious international institutions such as RWTH Aachen University, Ghent University, Delft University of Technology, National Technical University of Athens, and Lund University, among others.

Her work focuses on developing sustainable bioproducts that are not only bio-degradable and bio-based, but also designed to perform under critical operating conditions while maintaining high technical performance standards.

These developments stand out for their high level of innovation, with potential to be patentable, making a significant contribution to the organization's sustainable technological and competitive strength.

Environmental Value Proposition of R&D Projects Propuesta de valor ambiental

The projects developed integrate sustainability and circular-economy principles across the board, prioritizing:

- The use of raw materials that are not constrained or are in low demand because they are not commonly used in the lubrication market.
- Materials capable of returning to nature without generating adverse environmental impacts.
- Reduced environmental impact throughout the product life cycle by generating lower CO2 emissions compared with conventional thickeners.
- Application of the "less is more" principle by prioritizing product performance to regulate and reduce lubricant consumption during use.

This approach not only reduces direct environmental impacts, but also contributes to customers' operational efficiency, extending the environmental benefit throughout the value chain.

Project Progress Status

At the end of **2025**, sustainable bioproduct projects were in the prototype testing phase as part of the technical validation process prior to scaling and potential implementation in industrial applications.

Contribution to Sustainability and the Circular Economy

Through innovation in products and processes, **Interlub Group** is moving toward a more sustainable business model by promoting solutions that reduce environmental impact, optimize resource use, and encourage practices aligned with circular-economy principles.



Innovation in Products with Positive Environmental Impact

Success Stories

As part of its sustainability and continuous-improvement approach, **Interlub Group** has a structured practice for documenting success stories derived from the field application and technical support of its products.

Through this practice, the customer's initial process situation is analyzed and results are tracked after implementing Interlub solutions, considering operational, economic, and environmental variables such as product consumption, lubrication efficiency, equipment wear, economic savings, and reduction of environmental impact.

This approach generates benefits not only at the operational level, but also positive environmental impacts across the value chain, contributing to reduced emissions, input consumption, and energy-resource use in industrial processes.

Case / Customer	Industry	Operational impact	Environmental impact		ESG / GRI contribution
Optimization of release-agent use – Arzyz Aluminio	Aluminio	Intercoat G	Reducción >30% en el consumo de desmoldante. Mejora en la eficiencia del proceso de desmoldeo y disminución del uso de insumos por aplicación.	Estimated reduction of 47.7 t CO ₂ e per year; lower raw-material consumption and reduced impacts associated with logistics and transportation.	GRI 305 (Emissions), GRI 302 (Energy), GRI 301 (Materials), GRI 3 (Impacts in the value chain)
Increase in MTBF of furnace outlet rollers – Deacero	Aceros	Interplex 700 S 2 G	More than 200% increase in roller MTBF, reduced grease consumption, less component wear, and fewer maintenance interventions.	Estimated reduction of 6.2 CO ₂ e per year, associated with lower consumption of grease, spare parts, and maintenance, as well as reduced supply-chain impacts.	GRI 305 (Emissions), GRI 302 (Energy), GRI 301 (Materials), GRI 3 (Impacts in the value chain)

Contribution to Sustainability

Documenting these success stories enables **Interlub Group** to identify and promote solutions that generate shared value, driving more efficient and sustainable practices in the industries it serves and contributing to the reduction of environmental impacts throughout the value chain.

During **2025**, **Interlub Group** documented success stories arising from technical support in the application of its products, demonstrating operational improvements and reductions in the environmental impact of its customers' processes. These cases reflect the company's contribution to efficiency and sustainability throughout the value chain.

Driving Innovation in Bio-Based Lubricants

As part of its commitment to responsible innovation and the development of more sustainable solutions, Interlub participated in international forums focused on the analysis and technical dissemination of bio-based lubricants. During Lubricant Expo Europe, experts from Freudenberg Group, RWTH Aachen University, Functional Products, and FUCHS addressed key challenges and opportunities associated with renewable lubricants, including technical performance, certification processes, and market acceptance.

In this context, key knowledge was shared regarding certification standards such as Ecolabel, as well as strategies for the design, validation, and launch of environmentally acceptable lubricants (EALs). Interlub's participation in these forums strengthens its technical capabilities and strategic vision for integrating sustainability criteria into product development.

Interlub thanks its employee Raul de Sousa Fernandes, who contributed his technical expertise in this high-level forum, reaffirming the company's commitment to innovation, sustainability, and the exchange of specialized knowledge.



Reforestation and Climate Action

As part of its environmental and social commitment, during **2025 Interlub Group** conducted a reforestation event aimed at contributing to ecosystem restoration, climate-change mitigation, and strengthening ties with the community.

The activity was carried out in collaboration with partner companies and included the active participation of employees, family members, and volunteers, promoting shared environmental responsibility, collaborative work, and greater awareness of the importance of conserving the natural environment.

Scope of the initiative

- Participants: More than 200 people
- Environmental outcome: 134 trees planted
- Focus: Environmental restoration, climate action, and environmental education
- Participation: Interlub Group employees, partner companies, and community

Environmental and Social Impact

The reforestation event contributes positively to:

- Carbon sequestration and long-term mitigation of greenhouse-gas emissions.
- Restoration of green areas and strengthening of local biodiversity.
- Environmental awareness among participants through direct action.
- Strengthening collaborative work and partnerships with other organizations committed to environmental stewardship.



ESG Approach

This initiative forms part of Interlub Group's environmental and social approach by integrating actions that generate measurable environmental benefits and promote active stakeholder participation, aligning with:

- **ODS 13:** Climate Action
- **ODS 15:** Life on Land
- United Nations Global Compact principles related to the environment and collective action.

The **2025** reforestation initiative reflects **Interlub Group's** commitment to purpose-driven actions that extend beyond direct operations and contribute to positive impacts on the environment and the communities where the organization operates.

Corporate Governance

and Business Ethics Pillar

Governance Approach at Interlub Group

At **Interlub Group**, corporate governance is a fundamental pillar for ensuring responsible, ethical, and transparent management aligned with the sustainability strategy, regulatory compliance, and long-term value creation for our stakeholders.

The company promotes an organizational culture based on integrity, respect for human rights, legality, and accountability, integrating these principles into its internal policies, strategic decision-making processes, and relationships with employees, customers, suppliers, authorities, and society at large.

This approach is aligned with the principles of the United Nations Global Compact and best practices in corporate social responsibility.

Code of Ethics and Conduct

Interlub Group has a Code of Ethics and Conduct that establishes the principles and guidelines governing the behavior of all people who are part of the organization.

The Code includes ethical commitments concerning:

- Employees
- Customers
- Suppliers and distributors
- Society
- Government
- Environment
- Competition

The Code also promotes practices related to:

- Honesty and integrity
- Prevention of conflicts of interest
- Responsible use of resources
- Rejection of any form of corruption, bribery, or improper practices
- Compliance with applicable legislation

The Code of Ethics is mandatory and forms part of the organization's internal compliance framework.

Regulatory Compliance and Control Framework

Interlub Group Interlub Group maintains a comprehensive regulatory-compliance approach, ensuring compliance with applicable legal requirements concerning labor, the environment, occupational health and safety, and other matters related to business operations.

The company adopts a continuous-improvement framework through periodic review of internal processes, policies, and procedures, with the objective of strengthening risk management and ensuring adherence to current regulations.



Human Rights, Non-Discrimination, and Responsible Conduct

As part of its commitment to ethics and social responsibility, **Interlub Group** promotes respect for human rights, equal opportunities, and non-discrimination within the organization.

The company has internal policies aimed at:

- Preventing any form of discrimination
- Promoting a dignified and respectful work environment
- Preventing workplace violence and harassment
- Ensuring fair and transparent grievance-handling processes

These policies form part of the governance framework and contribute to strengthening an organizational culture based on respect and inclusion.

Communication and Grievance Channels

Interlub Group has internal mechanisms through which employees can report concerns, irregularities, or potential breaches confidentially and respectfully.

These mechanisms allow the organization to:

- Follow up on internal reports
- Analyze situations objectively
- Implement corrective actions when necessary

The company promotes the responsible use of these channels as part of its commitment to transparency and continuous improvement.



Risk Management and Decision-Making

Decision-making at **Interlub Group** is supported by criteria of responsibility, risk analysis, and sustainability, considering the economic, social, and environmental impacts of operations.

The company integrates risk management into its internal processes, seeking to anticipate potential impacts and strengthen business resilience in the short, medium, and long term.

Commitment to Transparency and Sustainability

Interlub Group recognizes the importance of transparency and accountability as key elements of sound governance. Therefore, it promotes clear and timely communication of its sustainability practices, progress, and commitments.

During the reporting period, the company:

- Joined the Global Compact Mexico, reaffirming its commitment to the ten principles on human rights, labor standards, the environment, and anti-corruption.



Pacto Global
Red México

- Advanced the consolidation of its sustainability strategy aligned with the Sustainable Development Goals (SDGs).

Contribution to the Sustainable Development Goals

From a governance perspective, **Interlub Group** primarily contributes to the following **SDGs**:

- **ODS 8:** Decent Work and Economic Growth
- **ODS 12:** Responsible Consumption and Production
- **ODS 16:** Peace, Justice and Strong Institutions

8 TRABAJO DECENTE
Y CRECIMIENTO
ECONÓMICO



12 PRODUCCIÓN
Y CONSUMO
RESPONSABLES



16 PAZ, JUSTICIA
E INSTITUCIONES
SÓLIDAS





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