



**2022**  
**CORPORATE SOCIAL  
RESPONSIBILITY REPORT**



## FY '22 AT-A-GLANCE



**\$2.4 BILLION**  
system-wide store sales



**\$1.2 BILLION**  
revenue\*



**10,000+**  
employees



**16 YEARS**  
consecutive same-store  
sales growth



**23 MILLION**  
VIOC Oil Changes



**1,700+**  
number of system-wide  
retail service center stores

## ABOUT VALVOLINE INC.

The Quick, Easy, Trusted name in preventive vehicle maintenance, Valvoline Inc. (NYSE: VV) leads the industry with automotive service innovations that simplify consumers' lives. With an average consumer rating of 4.6 out of 5 stars\*\*, Valvoline Inc. has built the model for transparency and convenience to take the worry out of vehicle care. From 15-minute stay-in-your-car oil changes to battery replacements and tire rotations, the Company's model offers maintenance solutions for all types of vehicles. The Company operates and franchises over 1,700 service center locations through its Valvoline Instant Oil Change<sup>SM</sup> and Great Canadian Oil Change retail brands, and helps independent operators grow their businesses through its more than 250 Valvoline Express Care locations in North America. To learn more, or to find a Valvoline service center near you, visit <https://vioc.com/>.

<sup>TM</sup> Trademark, Valvoline Inc. or its subsidiaries, registered in various countries.

<sup>SM</sup> Service mark, Valvoline Inc. or its subsidiaries, registered in various countries.

\*\* Based on 250,000 Valvoline Instant Oil Change customer surveys.

## VALVOLINE'S IMPACT

The Quick, Easy, Trusted name in preventive vehicle maintenance, Valvoline leads the industry with automotive service innovations that simplify consumers' lives. The Company operates and franchises more than 1,700 service center locations through its Valvoline Instant Oil Change<sup>SM</sup> and Valvoline Great Canadian Oil Change retail brands, and helps independent operators grow their businesses through its more than 250 Valvoline Express Care locations in North America.



### WHAT WE DO

- Seek to develop services that improve fuel efficiency and engine life in ICE (internal combustion engines).
- Operate and franchise more than 1,700 retail service center stores in the U.S. and Canada.
- Employ more than 10,000 employees.
- Support product stewardship, foster safe work and minimize impacts on the environment.
- Make communities in which we operate better places.
- Support The American Red Cross, Children's Miracle Network, Habitat for Humanity, and many more organizations.
- Strive for a diverse, equitable, and inclusive workforce.
- Support veterans.

### WHAT WE DON'T DO\*

- Tolerate the discrimination of workers.
- Engage in exploration, hydraulic fracturing, or the refinement of oil and gas.
- Produce oil and gas, drill wells, or manage production or drilling sites either onshore or offshore.
- Own property associated with oil and gas production.
- Conduct animal testing.
- Locate facilities in sensitive or critical habitats or high biodiversity value locations.
- Operate waste treatment facilities.
- Operate water intensive facilities.
- Own or engage in foresting operations, tailing ponds, underground reinjection wells or reclamation of disturbed lands.
- Use conflict minerals.

\*As of March 1, 2023, Valvoline Inc. does not manufacture or formulate automotive lubricants or coolants.



---

**From Our CEO**[From Sam Mitchell](#)

---

**Our CSR Approach**[Our CSR Approach](#)  
[Valvoline's Impact](#)  
[Valvoline's "Three V's"](#)

---

**Our Stories****People**[Valvoline and Childrens' Miracle  
Network Hospital](#)  
[Diversity, Equity and Inclusion](#)  
[ESG Equality Council](#)  
[Talent Development](#)  
[Teacher of the Year](#)  
[Hands on Assistance](#)

---

**Safety**[Ergonomics](#)  
[Safety Training](#)  
[Tailgate Events](#)  
[Celebrate and Recognize](#)

---

**Environment**[Earth Day Poster Contest](#)  
[CDP Reporting](#)  
[Valvoline's Carbon Reduction Strategy](#)  
[Valvoline's Packaging](#)

---

**Innovation**[EV Innovation](#)  
[Recycling of Plastic Lubricant Containers](#)  
[Customer Experience](#)  
[Talent Acquisition](#)

---

**CSR Performance**[Key Performance Metrics](#)

---

**GRI Content**[Global Reporting Initiative Index](#)  
[About This Report](#)

## TO OUR STAKEHOLDERS

2022 was a year of transformational change at Valvoline as we announced the sale of the global products business to Aramco which closed on March 1, 2023, setting up Valvoline's Retail Services and Global Products businesses as separate independent companies. The Retail Services business will continue as Valvoline Inc. trading as VVV on the NYSE, while the Global Products business— now named Valvoline Global Operations — will continue to play an important role as our partner, providing the high-quality products synonymous with Valvoline. Today, as a pure-play automotive services company, we are focused on enhancing the preventive maintenance retail experience and poised to deliver even greater long-term shareholder value.

Though much has changed at Valvoline, our commitment to corporate social responsibility remains steadfast as we continue to lean on our core values — always doing things the right way. Our 2022 Corporate Social Responsibility (CSR) report features just some of the amazing work our team members put forth in the past year to help improve our communities and workplaces. Highlights from 2022 include:

- We celebrated a record year in donations to Children's Miracle Network Hospitals.
- We received a Best Award recognition for our talent development efforts.
- We were recognized by a leading publication

as one of America's Most Responsible Companies.

- We were named a CandE award recipient for delivering exceptional experiences for job candidates.
- We continued to attract more qualified and diverse talent to the company.

Valvoline always welcomes feedback from our broad range of stakeholder groups — shareholders, team members, customers, suppliers, and neighbors — to help us better understand the diverse perspectives each brings to the table and to help us improve as a corporate citizen. I would like to extend a sincere thanks to the 10,000 Valvoline team members who helped ensure the position of the Retail Services business as a stand-alone company while remaining committed to making measurable improvements in our workplaces and communities. I'm confident as we embark on our new path forward that we will continue to conduct business with the best interests of all Valvoline stakeholders in mind.



**Samuel J. Mitchell, Jr.**  
Chief Executive Officer



**SAMUEL MITCHELL**  
CEO

# AT VALVOLINE, WE STRIVE FOR GREATNESS IN ALL THAT WE DO, AND WE ARE COMMITTED TO WINNING...THE RIGHT WAY.

This tenet applies to all aspects of our operations and translates into a strategic CSR focus in four main areas: **people, safety, environment, and innovation.**



## PEOPLE →

Creating and supporting initiatives to realize better communities and a more empowering, inclusive, and diverse workplace.



## SAFETY →

We design, build, and operate our facilities to consistently promote a safe and secure workplace.



## ENVIRONMENT →

We remain committed to environmental stewardship through all aspects of our business, from our product offerings to the services we provide.



## INNOVATION →

Our legacy of innovation extends back to our founding in 1866, and today we continue to explore new ways of thinking to positively impact our stakeholders.

Valvoline's three "V's"—Our Values, Vow and Vision—drive our culture and always inform the decisions we make.

## VALUES

- It all starts with our people
- Safety is always our priority
- We are committed to winning... the right way
- We work hard, celebrate success and have fun
- We strive for greatness

## VOW

Our vow is to bring "Hands-On Expertise" for the benefit of our customers every day, moving the business forward with speed and excellence.

## VISION

We are building the world's leading engine and automotive maintenance business. We will accelerate growth across the U.S. and Canada by increasing our focus and investment in:

- The Valvoline brand, built on superior products and service.
- The industry's best retail services model.
- Technology that enables speed, innovation and increased efficiency in every aspect of our business.
- Strong value-adding relationships with our partners.



## PEOPLE

At Valvoline, we strive for the betterment of humankind, from our team members who continuously drive our success to those who live in the neighborhoods in which we operate.





## VALVOLINE AND CHILDREN'S MIRACLE NETWORK HOSPITALS

Valvoline Instant Oil Change (“VIOC”), Valvoline Great Canadian Oil Change and Valvoline Heavy Duty once again partnered with Children’s Miracle Network Hospitals in 2022. Each year since 2009, we have raised funds through customer, team member, corporate office staff, and franchisee donations. This year we raised a record \$1,110,324 for 92 member children’s hospitals across the U.S. and Canada. With 1,000 of our retail stores participating, we were able to surpass our \$1M goal. By surpassing the \$1M milestone, we joined Children’s Miracle Network’s Miracle Million Club.

Children’s Miracle Network Hospitals advances the health of 10 million kids across the U.S. and Canada each year by funding critical life-saving treatments and health care services, along with innovative research, vital pediatric medical equipment and financial assistance for families that could not otherwise afford healthcare services. Our long-standing partnership is an annual point of pride for our team members as we continue to make a positive impact on the lives of so many deserving children.

2022 Funds Raised: **\$1.11 MILLION**

Fundraising Goal: **\$1.0 MILLION**

Fundraising Increase: **25%**

Total Participating Store: **1,000**

Participation Increase: **8%**

Hospitals Supported: **92**







**“ACHIEVING THE HIGHEST STANDARDS OF ESG PERFORMANCE REQUIRES ONGOING DILIGENCE AND CONTINUALLY RAISING THE BAR. SUPPORTING DE&I INITIATIVES AND ACTING AS A GOOD CORPORATE CITIZEN ARE FUNDAMENTAL TO OUR VALUES, AND THE COUNCIL WILL BE INSTRUMENTAL IN GUIDING OUR CONTINUED ESG PROGRESS.”**

**Julie O’Daniel**  
Valvoline Senior Vice President, Chief Legal Officer and Corporate Secretary

## ESG AND EQUITY COUNCIL

Valvoline announced in 2022 that it established an internal ESG and Equality Council (the “Council”) to guide and support our progress on Environmental, Social and Governance (“ESG”) issues. The Council, led by Julie O’Daniel, Senior Vice President, Chief Legal Officer and Corporate Secretary of Valvoline, consists of senior executives at Valvoline and Valvoline director Carol Kruse.

With a focus on strengthening our commitment to diversity, equity and inclusion (“DE&I”), including gender, racial and LGBTQ inclusion, the Council will advance Valvoline’s continued efforts to integrate sustainability into our business operations and corporate governance practices. The Council is working closely with Valvoline’s employee-driven DEI Council to deepen the Company’s commitment to fostering a more inclusive workplace. This goal-oriented and disclosure-focused initiative was discussed and planned with input from stakeholders and will be overseen by the Governance and Nominating Committee of Valvoline’s Board of Directors.

### 2022 DEI HIGHLIGHTS

Over  
**\$125M**  
in diverse spend  
since 2016

### 2022 VALVOLINE, INC. DEI METRICS

**50%**  
of Valvoline senior  
leadership team  
are women

**40%**  
female at  
“Director & Up”  
level

**15%**  
non-white  
of corporate  
employees



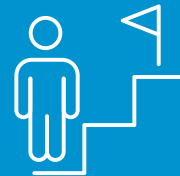


## TALENT DEVELOPMENT

Workplace talent development remains a key component of Valvoline's success, and we continue to not only create advancement opportunities for team members but prepare our associates for success when open positions arise. Valvoline internal hiring metrics continue to demonstrate the positive impacts our efforts have on the careers of our associates and the benefits we enjoy as a company through employee retention.

We have committed significant resources in developing our digital learning platform, which includes custom functionality unique in our industry. Our platform provides new VIOC employees 270 hours of training that is generally completed within the first 60 days of employment and another 225 hours of training in the next 140 days. Due in part to our training program, we are proud to report that 100 percent of our service center manager, area manager, and market manager promotions were attained by team members who have advanced in VIOC after starting in hourly positions.

Valvoline also received 2022 BEST Award winner recognition from the Association for Talent Development. The BEST Awards recognize organizations that demonstrate enterprise-wide success as a result of employee talent development.



**100%**

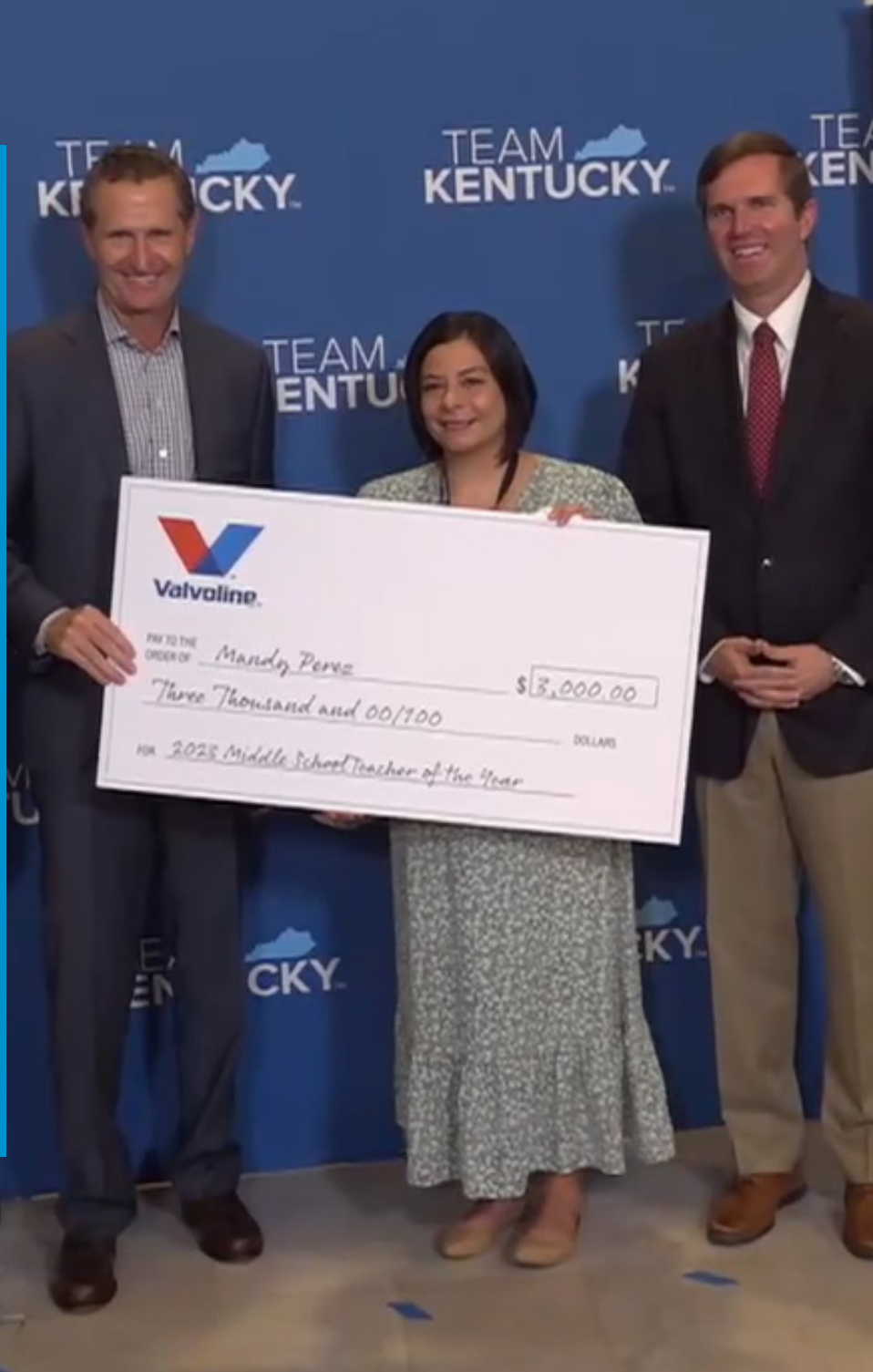
of our VIOC service center managers, area managers, and market managers promoted from within

VALVOLINE // PEOPLE

## TEACHER OF THE YEAR

Valvoline takes education seriously, and we've demonstrated that commitment as a long-time sponsor of the Valvoline Teacher Achievement Awards and the Kentucky Teacher of the Year program. In 2022, 24 teachers were honored during a ceremony in which the Kentucky Elementary, Middle and High School Teachers of the Year were announced. Judging is conducted each year by a panel of educators from across the state and based on the nominees' teaching philosophies, experiences, and community involvement.

From the group of finalists, Mandy Perez was named the 2023 Kentucky Teacher of the Year and will represent Kentucky in the National Teacher of the Year competition. The Kentucky Department of Education received 1,987 teacher nominations in 2022 from all school districts. Valvoline presents all 24 recipients with cash awards, including \$10,000 to the winner.



## HANDS ON ASSISTANCE

VIOC created the Hands On Assistance (HOA) program to help our associates facing financial challenges in the aftermath of a natural disaster or an unforeseen personal hardship. HOA relies primarily on individual donations from employees and support from Valvoline, in the form of a \$.50 per \$1.00 matching campaign, to ensure the long-term financial viability of the program.

Through the generosity of our team members, we were able to make a number of grants totaling over \$220,000 in short-term financial assistance in 2022. The number of grants more than doubled in 2022, due in part to pandemic-related personal strains and a more accessible electronic application platform we launched last year.



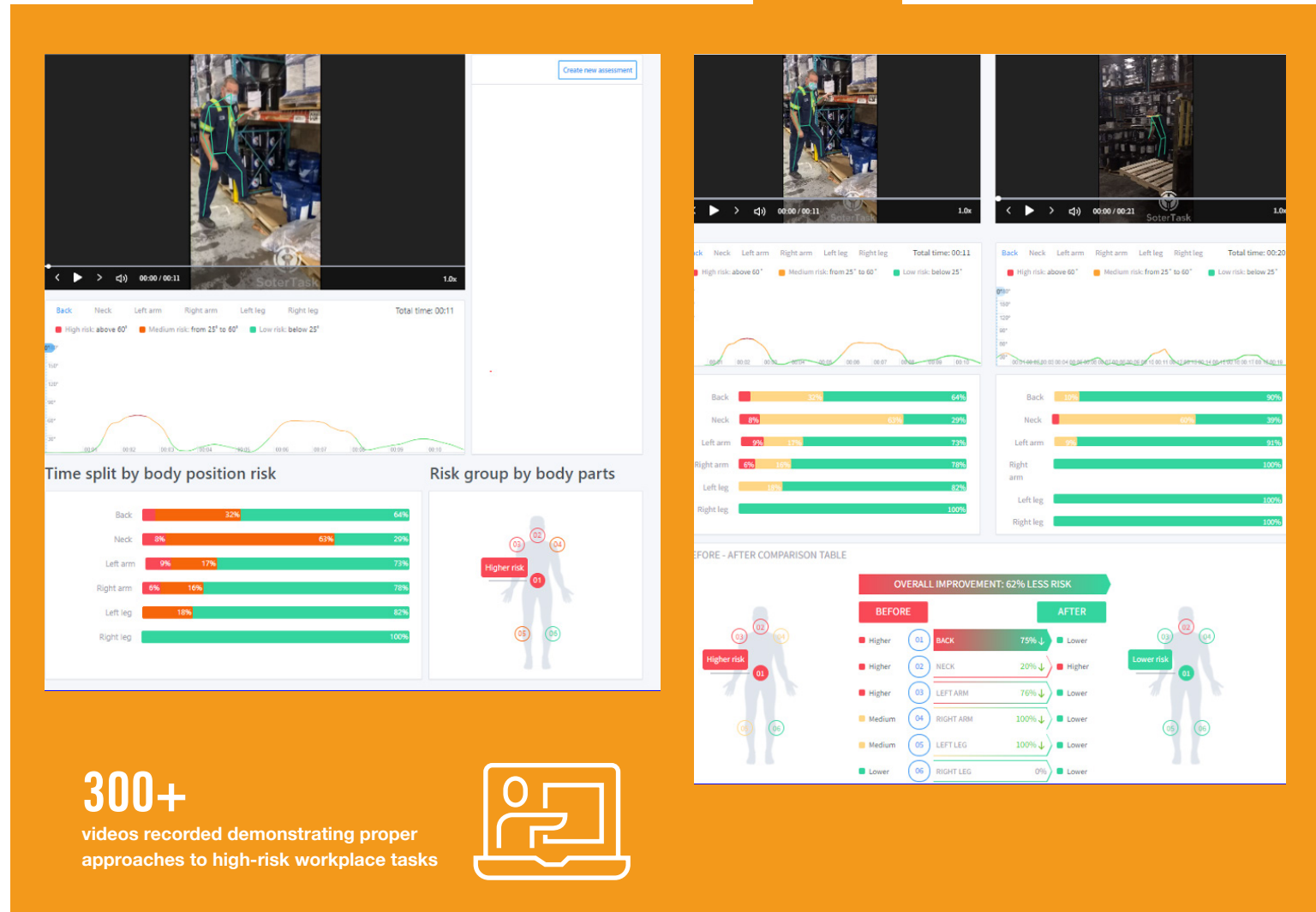
## SAFETY

Valvoline is committed to a zero-incident culture for our employees, vendors, and customers. We design, build and operate our facilities to promote a safe and secure workplace.



## ERGONOMICS

As part of our ongoing efforts to improve team member health and safety, Valvoline introduced a tool in 2022 to reduce ergonomic injuries in the workplace. Data captured within VTrac, Valvoline’s EHS database, indicated that approximately 70 percent of our recordable injuries over the last few years were related to ergonomic issues, or the position that a team member’s body was in when the injury occurred. Many of these injuries occurred while lifting, pulling, bending or twisting. Partnering with Soter Analytics, a worldwide leader in safety technology solutions, Valvoline implemented a program that uses videos to record work activities that have a higher risk for ergonomic injury. The tool then uses artificial intelligence to assess each video and flags the body parts that are under the greatest stress, and at the greatest risk for injury during certain work activities. The results provide us with information that is evaluated in order to make changes to the work activity or workplace to reduce those risks. Over 300 videos were recorded at our manufacturing, warehousing and distribution facilities around the world. Results are being compiled and recommendations for improvements are being made both at the site-specific level as well as across



**300+**  
videos recorded demonstrating proper approaches to high-risk workplace tasks



all sites that may have similar high-risk tasks. “After” videos are then taken to qualitatively assess the improvement (reduced risk) of implemented changes to those work activities. Valvoline expects to significantly reduce the stresses, strains and ergonomic injuries as we continue to implement the program over time.

**Above: The Soter Analytics tool provides a visual display that highlights, in red, the areas of the body that are subject to the highest stresses, and consequently, the highest risk of injury, while performing a work activity. After the results are evaluated, changes can be made to the work activity and/or workplace to reduce the ergonomic stress and risk for injury, as shown by the green display from the “after” videos.**



## SAFETY TRAINING

Sprains and strains remain the primary injuries our team members face. To help reduce the number of incidents we experience, Valvoline employs safety-specific education as part of our training programs. Employees begin this process on day one to instill safety precautions and best practices right out of the gate. As part of our broader training course\*, which typically includes almost 500 hours of training over the first seven months of employment, team members are required to successfully complete execution reports confirming a solid grasp of Valvoline safety measures.

*\*Applies to retail service centers across the U.S. and Canada.*

## TAILGATE EVENTS

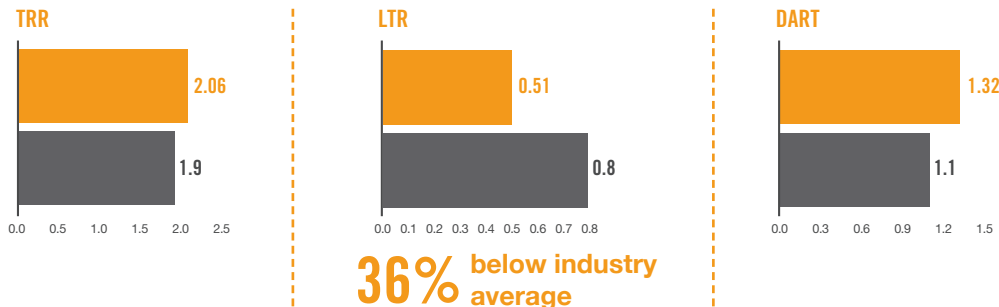
We conducted tailgate events featuring high-performance team members serving as safety ambassadors who communicate and demonstrate best practices. As the name suggests, our tailgate events are structured in a relaxed and casual setting to boost participation and ensure more collaborative interactions. The show-and-tell approach also provides hands-on experiences to help raise the awareness of safety in the minds of our team members. In 2022, we began specializing tailgate content to our regional markets. As we continue to grow, specializing the content has allowed us to ensure the message is relevant to the people participating. These events are regularly attended by our managers, assistant managers, and senior technicians to implement the advice and techniques across our operations.

## CELEBRATE & RECOGNIZE

Valvoline continues to make our team members priority one, and we promote them through a “celebrate and recognize” culture. Within our retail operations, we recognize hard work and dedication to safety by awarding challenge coins to employees who demonstrate a commitment to doing things the right way. This can range from incredible execution of safety standards to helping in a medical emergency to coming up with a creative solution to a hazard. Celebrating consistent or improved performance helps ensure we keep safety topics such as slips and falls, emergency preparedness, and personal and team member wellness top of mind.

### 2022 SAFETY METRICS

■ Valvoline ■ Industry Average (2022)



# ENVIRONMENT



## ENVIRONMENT

Valvoline's culture of sustainability and product stewardship helps ensure that we deliver our products and services with a commitment to environmental responsibility.



## EARTH DAY POSTER CONTEST

In 2022, the Valvoline environmental, health and safety team hosted a poster contest for all global employees and their children to help raise awareness of climate change as part of our Earth Day celebration. Participants were segmented into three groups: ages 4-10, ages 11-18, and Valvoline employees. Climate change was the subject of the 2022 contest, and participants were asked to create artwork that expressed collaboration across governments, industry, and communities to help mitigate our effects on the planet. Regional finalists were selected by managers, and category winners were chosen by global employee vote. A donation was ultimately made to the charity of the winner's choice in each category.

### 2022 WINNERS



Ages 4-10 years



Ages 11-18 years



Valvoline Employees



## CDP REPORTING

In our fourth year of participating in the CDP (formerly Carbon Disclosure Project) Climate Change Survey, Valvoline received a “B” score in 2022. CDP recognizes our score as above average globally and average in North America. Valvoline’s transparency, efficient operations, and research and development efforts contributed significantly to our score. Individual CDP category scores show Valvoline received high marks in business strategy and financial planning, governance, value chain engagement, risk, opportunity disclosures, and emission reduction strategies. We continue to make strides to improve our CDP scores by setting more aggressive carbon reduction and sustainability targets, undergoing third-party verification, and initiating the collection of supply chain scope 3 emissions. Learn more about our CDP reporting in our [GHG Summary](#) and on [cdp.net](#).



“B” CDP score — above Global and North America average

## VALVOLINE'S CARBON REDUCTION STRATEGY

Valvoline's carbon reduction strategy focuses on avoiding carbon emissions, reducing emissions within our own operations, and mitigating the remaining emissions.

In 2022 Valvoline continued to build on the Scope 3 emissions inventory initiated in 2021, expanded REC purchases, targeted carbon reductions at sites identified with high carbon emitting electric sources, executed a power purchasing agreement (PPA), and reduced energy intensity by participating in the US Department of Energy's Better Plant Program.

In fiscal year 2022, Valvoline manufacturing and warehouse operations increased REC purchases by 13 percent over fiscal year 2021. Valvoline committed in 2022 to a long-term PPA contract with Orsted for carbon offsets from a renewable energy windfarm to be completed in the last quarter of 2023. The agreement was entered into to offset all of Valvoline's Scope 2 electric carbon emissions in North America. The PPA was transferred to Valvoline Global Operations in connection with the sale of the Global Products business.

Valvoline's manufacturing and warehouse operations reduced carbon intensity emissions by 21 percent from our 2016 baseline. Actual carbon emissions decreased by 6 percent over the same time due to a significant increase in global volume.

Based upon this progress, Valvoline revised its short-term goal to offset 50% of its combined Scope 1 and 2 facility emissions by 2025.

Valvoline's carbon reduction strategy has been significantly focused on the manufacturing operations of its Global Products business. In connection with the sale of the Global Products business, effective March 1, 2023, Valvoline Inc. no longer manufactures lubricants or coolants. As a pure-play retail automotive services provider, Valvoline is in the process of assessing its carbon emissions and evaluating carbon reduction strategies.

*Apex Companies, LLC (Apex) was engaged in 2022 to conduct an independent verification of the GHG emissions reported by Valvoline. APEX determined the GHG emission reported by Valvoline to be materially accurate. View report [here](#).*



### SUNFLOWER WIND FARM

In 2022, Valvoline joined Walmart Inc., Schneider Electric and others in the Gigaton Power Purchasing Agreement (GPPA) with Ørsted's Sunflower Wind Farm in Marion County, Kansas. This unique collaboration ensures we aren't simply purchasing renewable energy from an existing site, but that we are expanding the availability of renewable energy from a new windfarm. This unique consortium will help us meet our long-term energy goals and advance similar initiatives to reduce emissions and slow climate change. This agreement with Sunflower Wind Farm is expected to produce approximately 250,000 MWh of wind power annually, providing a consistent supply of renewable energy.

Approximately  
**250,000 MWH**  
of wind power produced annually by the Sunflower Wind Farm



#### 2022 ENVIRONMENTAL GOALS AND METRICS

##### Manufacturing Operations\*

**↓ 20%**  
reduction in our U.S. manufacturing and warehousing energy intensity by 2029

**↓ 50%**  
reduction in our combined Scope 1 and 2 facility carbon emissions by 2025

**↓ 10%**  
achieved our goal to reduce carbon intensity by 10% by 2022

##### VIOC

**↑ 13%**  
increase in recycled oil

\*Transferred to Valvoline Global Operations in connection with the sale of the Global Products business, effective March 1, 2023.

## VALVOLINE PACKAGING

In 2022, Valvoline began transitioning its EZ Pour bottle design to a new screw-top bottle design to reduce the amount of plastic in our packaging. The new, more sustainable bottle holds the same amount of volume as the previous packaging but with a significant reduction in material. Our material avoidance resulted in savings of 333 tons of plastic in 2022. We achieved this remarkable reduction while retaining the “anti-glug” technology our customers prized most about our previous EZ Pour bottle, and the new cap is easier to manufacture and source within our supply chain.



**333 TONS**

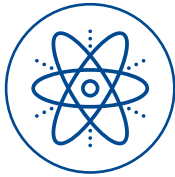
of plastic saved in  
2022 with the EZ  
Pour bottle design



## OUR RECOGNITION

Valvoline is proud to once again be recognized by a leading publication as one of America’s Most Responsible Companies. America’s Most Responsible Companies are selected based on disclosed company metrics found in corporate social responsibility reports and by an independent survey. The criteria focused on company performance in environmental, social, and corporate governance areas, and the independent survey polled citizens on their perceptions of corporate activities related to corporate social responsibility. Valvoline ranked 8<sup>th</sup> in our industry for 2022.

# INNOVATION



## INNOVATION

Innovation has been the lifeblood of Valvoline's success since our founding in 1866, and that spirit remains integral to each new initiative we undertake.

VALVOLINE // INNOVATION



“FOR 150 YEARS VALVOLINE HAS DELIVERED INNOVATION TO THE AUTOMOTIVE AFTERMARKET, AND WE CONTINUE TO TRANSFORM OUR RETAIL OFFERINGS BY AFFORDING EV OWNERS OUR QUICK, EASY, TRUSTED APPROACH TO AUTOMOTIVE MAINTENANCE.”

Heidi Matheys  
Valvoline Chief Transformation Officer

## EV INNOVATION

In 2022, Valvoline began piloting electric vehicle (EV) services in some retail locations to better meet the ever-changing needs of today’s vehicles. Pilot programs are underway in select markets to help advance Valvoline’s strategy to extend its world-class preventive auto maintenance service model to electrified vehicles and zero emission vehicles. These Valvoline retail service centers provide inspection and maintenance-based services such as 12-volt battery replacement, tire rotations, key fob battery replacement, cabin air filter replacement, wiper replacement and state safety inspections, and we continue to test and roll out additional EV services at these locations.

Many of these services, already performed in Valvoline’s retail locations today, form the basis from which our leading reputation in the market was built. Valvoline’s brand recognition, customer loyalty and convenient national footprint position us favorably as consumer trends evolve toward EVs.

We also continue to test new product formulations in close collaboration with many original equipment manufacturer (OEM) partners. By providing next-generation heat transfer and driveline fluids and lubricants to maximize the performance of an EV, we remain at the cutting edge of automotive innovation. Regardless of a vehicle’s power source, the “Quick, Easy, Trusted” name remains Valvoline.



## RECYCLING OF PLASTIC LUBRICANT CONTAINERS

Valvoline is a founding member of the National Lubricant Container Recycling Coalition (NLCRC). NLCRC is an industry-led technical coalition, established by a committed group of industry leaders in lubricant and associated plastic packaging manufacturing, focused on establishing solutions for post-consumer recovery and recycling of plastic lubricant containers. The coalition is establishing a sustainable program in the United States that encourages the recovery and recycling of plastic packaging used to transport lubricants for commercial and consumer use.

NLCRC launched an industry-first collaborative recycling pilot program in 2022 that focuses on consumer plastic packaging for engine oil and other petroleum-based products. The recycling pilot is a one-year project involving over 40 locations in Atlanta, including instant oil change locations. The pilot will assess and measure the economic and market drivers for post-consumer recovery and recycling, better understand consumer waste disposal behaviors, and define parameters for model development and future scalability. Valvoline is proud to play an integral role in reducing the environmental impacts of our industry.





## CUSTOMER EXPERIENCE

The Valvoline Instant Oil Change (VIOC) motto, “Service you can see. Experts you can trust.<sup>SM</sup>”, helps drive our customer experience where transparency, speed, and automotive expertise prevail.

That approach to automotive service differentiates us from all the rest, and we continue to enhance that experience. Sure, the interactions between friendly VIOC team members and customers are where our relationships are solidified, but the process begins well in advance of that initial touchpoint.

## CUSTOMER EXPERIENCE (CONT')

Automotive service can be an emotional and challenging experience for car owners, fraught with distrust, inconvenience, and anxiety. Our customer experience teams hear the concerns that arise from our consumer research: “I’m going to be overcharged,” “I don’t have the time,” and “I don’t really know what’s best for my car.” It’s our job to turn these consumer preconceptions on their head, and we employ VIOC data to do just that.

In 2022, VIOC discovered that nearly 80% of all DIFMers (do it for me consumers) feel anxiety about getting an oil change.\* This is based on a national study of DIFMers, not just VIOC customers. These are customers who go to dealerships, automotive service centers, or tire stores for their oil change.

We continually analyze the data we’ve collected, in part, from the over 250,000 VIOC post-visit surveys to shape our strategic approach to customer experience and to inform the training our team members receive. With such significant consumer information at our fingertips, we employ technology-driven tools like dashboards to effectively manage and share that data across our locations.

If a slip in speed is uncovered within a certain location, we can quickly address the concern. Conversely, when high performing stores are identified, we share the best practices that helped them achieve those scores with other centers.

With more than 1,700 locations, chances are there’s a VIOC conveniently located in our customers’ neighborhoods, shortening the distance to receive quality automotive service. We offer full-service oil change from certified technicians in about 15 minutes, including a free 18-point safety check, while customers stay in their vehicles. We also offer a wide range of maintenance services to keep vehicles running smoothly—On average, customers save up to 30% - 50% on non-oil change services over the dealer\*\* —including tire rotations, serpentine belt replacement, batteries and more. And our customers never need an appointment to discover why we consistently rate 4.6 out of 5 stars\*\*\*.

(\* ) March 2022 survey of 192 DIFMers.

(\*\* ) Based on a 2022 survey of Ford, Chevrolet, Honda, Nissan, Hyundai, Jeep, Kia, and Lexus dealership national average pricing. Average savings on air conditioning recharge, automatic transmission fluid exchange, battery replacement, cabin air filter, differential, fuel system cleaning services, radiator fluid exchange and serpentine belt ranges from 30% to 50%. Excludes special offers and discounts.

(\*\*\*) Based on a survey of over 250,000 Valvoline Instant Oil Change<sup>SM</sup> customers annually.

(\*\*\*\*) Applies only to accessible/applicable items. At participating locations. 18-Point Safety Check does not measure or capture any information related to customers’ tire tread depth. Any results should not be understood to warrant or represent the tread depth on customers’ tires.

### OIL CHANGEXIETY CAMPAIGN

Valvoline directly addresses the emotions often associated with automotive service experiences in an advertising campaign humorously titled “Oil Changexiety”, a reference to the anxiety consumers face when needing an automotive oil change.

**OIL CHANGE IN ABOUT 15 MINUTES**

**4.6**

**CUSTOMER RATING**

\*BASED ON A SURVEY OF OVER 250,000 VALVOLINE INSTANT OIL CHANGE<sup>SM</sup> CUSTOMERS ANNUALLY.

**18-POINT... SAFETY CHECK**



## TALENT ACQUISITION

Valvoline has created a workplace culture that attracts and retains top talent. By utilizing next-generation technology such as realistic job previews delivered via streaming video, a mobile-friendly application process, and online chat features, we offer an easy and seamless process for attracting qualified candidates and hire with speed. These features, some of which were implemented in 2022, were developed to communicate what makes Valvoline unique as an employer to attract diverse and qualified candidates and to select among the very best.

Valvoline is committed to delivering a unique experience for its candidates, and we were proud to be named a 2022 Talent Board Candidate Experience (“CandE”) Award Winner in North America for the fourth consecutive year. The CandE Award is the industry’s top designation for employers delivering an exceptional experience for job candidates throughout the hiring process, from job posting to job offer.



**9.7 DAYS**

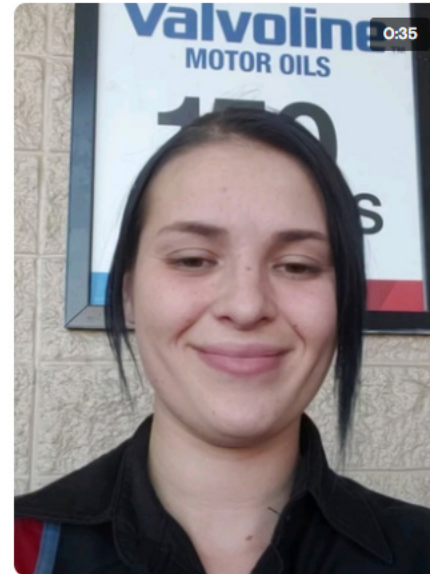
Average time to hire for retail candidates in FY'22

**16K+**

Candidates hired in FY'22



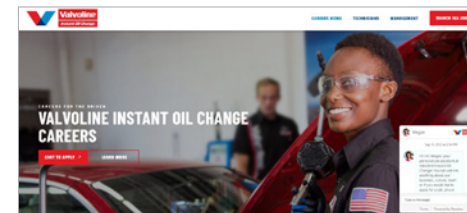
How do you and your team live out our Vision and Values?



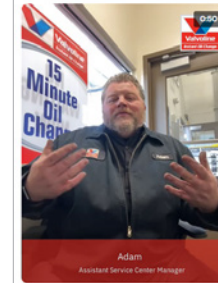
**Aurora**  
Service Center Manager

Company Culture VIOC Service Center

3



How has Valvoline Instant Oil Change enhanced safety measure to ensure team members and guest are safe during the pandemic?



**Adam**  
Assistant Service Center Manager

Company Culture VIOC Service Center

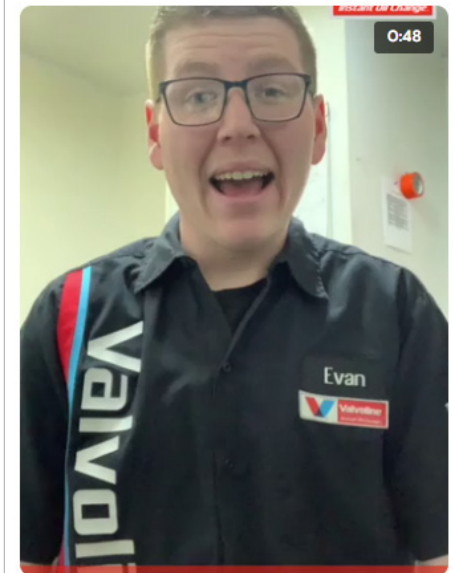
How do you and your team/market give back/support your local community?



**Marissa**  
Service Center Manager

Community Involvement Company Culture VIOC Service Center

Describe a day in the life of an Technician.



**Evan**  
Senior Technician

Day in the Life VIOC Service Center

1

## 2022 KEY PERFORMANCE INDICATORS

### PEOPLE

**\$1.11M**

raised by VIOC for Children's Miracle Network Hospitals

[Charitable Giving Program →](#)

**100%**

of our VIOC managers promoted from within

[Workplace Profile →](#)

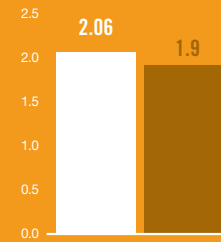
Over  
**\$125M**  
in diverse spend since 2016

**50%**  
of Valvoline senior leadership team are women

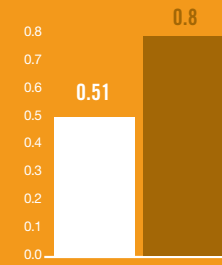
### SAFETY

■ Valvoline ■ Industry Average (2022)

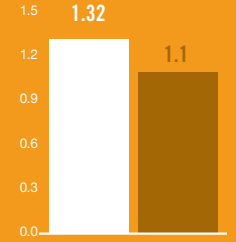
TRR



LTR



DART



**36%**  
below industry average

*\*Based on 2020 Bureau of Labor Statistics data.*

## 2022 KEY PERFORMANCE INDICATORS

### ENVIRONMENT

**“B”**

CDP score above Global and North America average

Energy Management Programs →

VIOC

**↑ 13%**  
increase in recycled oil

#### Manufacturing Operations\*

**↓ 20%**  
reduction in our U.S. manufacturing and warehousing energy intensity by 2029

Energy Management Programs →

**↓ 50%**  
reduction in our combined Scope 1 and 2 facility carbon emissions by 2025

Energy Management Programs →

**↓ 10%**  
achieved our goal to reduce carbon intensity by 10% by 2022

Energy Management Programs →

\*Transferred to Valvoline Global Operations in connection with the sale of the Global Products business, effective March 1, 2023.

### INNOVATION

**9.7 DAYS**

Average time to hire for retail candidates in FY'22

**15 MINUTES**

Amount of time for an oil change

**16K+**

Candidates hired in FY'22

**4.6 STAR**

customer rating\*

\*Based on a survey of over 250,000 Valvoline Instant Oil Change™ customers annually.

## Environmental, Social and Governance (ESG) Reporting Index

# ESG Reporting Cross Reference

GRI <sup>*</sup> DISCLOSURES	SASB <sup>**</sup>	CDP <sup>***</sup>	REFERENCE
------------------------------	--------------------	--------------------	-----------

### Organization Profile

Disclosure 102-1 Name of the organization			Valvoline Inc.
Disclosure 102-2 Activities, brands, products, and services			<a href="#">10-K Valvoline’s Retail Services (page 5)</a>
Disclosure 102-3 Location of headquarters			100 Valvoline Way, Suite 100, Lexington, KY 40509
Disclosure 102-4 Location of operations			<a href="#">10-K Overview (page 4)</a>
Disclosure 102-5 Ownership and legal form			<a href="#">10-K Overview (page 4)</a>
Disclosure 102-6 Markets served			<a href="#">10-K Retail Store Development (page 7)</a>
Disclosure 102-7 Scale of the organization			<a href="#">10-K</a>
Disclosure 102-8 Information on employees and other workers			<a href="#">Workforce Profile</a>
Disclosure 102-9 Supply chain			<a href="#">Supply Chain</a>
Disclosure 102-10 Significant changes to the organization and its supply chain			<a href="#">10-K Discontinued Operations (page 4 and 5)</a>
Disclosure 102-11 Precautionary Principle or approach			Valvoline supports the intent of the Precautionary Principle with regard to risk management. We have established formal programs throughout our organization to identify potential impacts from risks and develop appropriate action plans to mitigate those risks. Our risk management program covers all aspects of our operations—from design of our operations and product development and production through the distribution of our products to our customers.

<sup>\*</sup><https://www.globalreporting.org/> <sup>\*\*</sup><https://www.sasb.org/> <sup>\*\*\*</sup><https://www.cdp.net/>

## Environmental, Social and Governance (ESG) Reporting Index

# ESG Reporting Cross Reference

GRI <sup>1</sup> DISCLOSURES	SASB <sup>2</sup>	CDP <sup>3</sup>	REFERENCE
<b>Organization Profile (continued)</b>			
Disclosure 102-12 External initiatives			<a href="#">External Commitments</a>
Disclosure 102-13 Membership of associations			<a href="#">External Commitments</a>
<b>Strategy</b>			
Disclosure 102-14 Statement from senior decision-maker			<a href="#">From Our CEO</a>
Disclosure 102-15 Key impacts, risks, and opportunities			<a href="#">10-K</a>
<b>Ethics and Integrity</b>			
Disclosure 102-16 Values, principles, standards, and norms of behavior			<a href="#">Our CSR Approach, Standards of Business Conduct</a>
Disclosure 102-17 Mechanisms for advice and concerns about ethics			<a href="#">Our CSR Approach, Standards of Business Conduct</a>
<b>Governance</b>			
Disclosure 102-18 Governance structure			<a href="#">Proxy (pages 16-24)</a>
Disclosure 102-19 Delegating authority			<a href="#">Proxy (pages 16-24)</a>
Disclosure 102-20 Executive-level responsibility for economic, environmental, and social topics			<a href="#">From Our CEO, Our CSR Approach, Proxy (pages 21)</a>
Disclosure 102-21 Consulting stakeholders on economic, environmental, and social topics			<a href="#">Proxy (pages V, 20-21)</a>

<sup>1</sup><https://www.globalreporting.org/> <sup>2</sup><https://www.sasb.org/> <sup>3</sup><https://www.cdp.net/>

## GRI // Global Reporting Initiative Content Index

# ESG Reporting Cross Reference

GRI <sup>*</sup> DISCLOSURES	SASB <sup>**</sup>	CDP <sup>***</sup>	REFERENCE
<b>Governance (continued)</b>			
Disclosure 102-22 Composition of the highest governance body and its committees			<a href="#">Proxy (pages 16-17)</a>
Disclosure 102-23 Chair of the highest governance body			<a href="#">Proxy (pages 16; 20)</a>
Disclosure 102-24 Nominating and selecting the highest governance body			<a href="#">Proxy (pages 17; 19-20)</a>
Disclosure 102-25 Conflicts of interest			<a href="#">Proxy (pages 16-17; 22)</a>
Disclosure 102-26 Role of highest governance body in setting purpose, values, and strategy			<a href="#">Proxy (pages 17-21)</a>
Disclosure 102-27 Collective knowledge of highest governance body			<a href="#">Proxy (pages 17-20)</a>
Disclosure 102-28 Evaluating the highest governance body's performance			<a href="#">Proxy (page 17)</a>
Disclosure 102-29 Identifying and managing economic, environmental, and social impacts			<a href="#">Proxy (pages 17-21)</a>
Disclosure 102-30 Effectiveness of risk management processes			<a href="#">Proxy (pages 17-21)</a>
Disclosure 102-31 Review of economic, environmental, and social topics			<a href="#">Proxy (pages V; 20-21)</a>
Disclosure 102-32 Highest governance body's role in sustainability reporting		C1.1b; C1.2; C1.2a	<a href="#">Proxy (pages 20-21)</a>
Disclosure 102-33 Communicating critical concerns			<a href="#">Proxy (pages 23)</a>

<sup>\*</sup><https://www.globalreporting.org/> <sup>\*\*</sup><https://www.sasb.org/> <sup>\*\*\*</sup><https://www.cdp.net/>

## Environmental, Social and Governance (ESG) Reporting Index

# ESG Reporting Cross Reference

GRI <sup>*</sup> DISCLOSURES	SASB <sup>**</sup>	CDP <sup>***</sup>	REFERENCE
------------------------------	--------------------	--------------------	-----------

### Governance (continued)

Disclosure 102-34 Nature and total number of critical concerns			<a href="#">Proxy (pages 23)</a> , No critical concerns reported
Disclosure 102-35 Remuneration policies			<a href="#">Proxy (pages 25-63)</a>
Disclosure 102-36 Process for determining remuneration			<a href="#">Proxy (pages 25-63)</a>
Disclosure 102-37 Stakeholders' involvement in remuneration			<a href="#">Proxy (page 33)</a>
Disclosure 102-38 Annual total compensation ratio			<a href="#">Proxy (page 61)</a> U.S. Only
Disclosure 102-39 Percentage increase in annual total compensation ratio			Year Over Year ratio of annual compensation is available by comparing Proxy Statements

### Stakeholder Engagement

Disclosure 102-40 List of stakeholder groups			<a href="#">About this Report</a>
Disclosure 102-41 Collective bargaining agreements			<a href="#">Workforce Profile (page 5)</a>
Disclosure 102-42 Identifying and selecting stakeholders			<a href="#">About this Report</a> , <a href="#">Engaging Stakeholders</a>
Disclosure 102-43 Approach to stakeholder engagement			<a href="#">About this Report</a> , <a href="#">Engaging Stakeholders</a>

<sup>\*</sup><https://www.globalreporting.org/> <sup>\*\*</sup><https://www.sasb.org/> <sup>\*\*\*</sup><https://www.cdp.net/>

## Environmental, Social and Governance (ESG) Reporting Index

# ESG Reporting Cross Reference

GRI <sup>*</sup> DISCLOSURES	SASB <sup>**</sup>	CDP <sup>***</sup>	REFERENCE
------------------------------	--------------------	--------------------	-----------

### Stakeholder Engagement (continued)

Disclosure 102-44 Key topics and concerns raised			Valvoline has observed a significant increase in investor and ESG rating company interest in our CSR and ESG program. Based upon our transparency and recognition of investor interests in the CSR and ESG areas our ratings continue to improve and have generally been above average within our sector. In response to stakeholder recommendations we are working on third-party verification and have expanded our GRI cross reference to include CDP and SASB references.
--	--	--	---

### Reporting Practices

Disclosure 102-45 Entities included in the consolidated financial statements			<a href="#">10-K Discontinued Operation (page 4 and 5)</a>
Disclosure 102-46 Defining report content and topic Boundaries			<a href="#">About this Report</a>
Disclosure 102-47 List of material topics			<a href="#">About this Report</a>
Disclosure 102-48 Restatements of information			<a href="#">About this Report</a>
Disclosure 102-49 Changes in reporting			<a href="#">About this Report</a>
Disclosure 102-50 Reporting period			<a href="#">About this Report</a>
Disclosure 102-51 Date of most recent report			<a href="#">About this Report</a>
Disclosure 102-52 Reporting cycle			<a href="#">About this Report</a>
Disclosure 102-53 Contact point for questions regarding the report			<a href="#">About this Report</a>

<sup>\*</sup><https://www.globalreporting.org/> <sup>\*\*</sup><https://www.sasb.org/> <sup>\*\*\*</sup><https://www.cdp.net/>



## Environmental, Social and Governance (ESG) Reporting Index

# ESG Reporting Cross Reference

GRI <sup>*</sup> DISCLOSURES	SASB <sup>**</sup>	CDP <sup>***</sup>	REFERENCE
------------------------------	--------------------	--------------------	-----------

### Reporting Practices (continued)

Disclosure 102-54 Claims of reporting in accordance with the GRI Standards			<a href="#">About this Report</a>
Disclosure 102-55 GRI content index			<a href="#">ESG/GRI Index</a>
Disclosure 102-56 External assurance			GHG emissions were externally verified by Apex Environmental consultants.

### Management Approach

Disclosure 103-1 Explanation of the material topic and its Boundary			<a href="#">About this Report</a>
Disclosure 103-2 The management approach and its components	RT-CH-530a.1	C2, C12.3	<a href="#">Materials Disclosures (from Our CEO and CSR Approach pages 5–6).</a> <a href="#">CDP Report Section C2 and 12.3</a>
Disclosure 103-3 Evaluation of the management approach	RT-CH-530a.1	C2, C12.3	<a href="#">Management Systems (from Our CEO and CSR Approach pages 5–6).</a> <a href="#">CDP Report Section C2 and 12.3</a>

### Economic Performance

Disclosure 201-1 Direct economic value generated and distributed			<a href="#">10-K Results of Operations (page 33)</a>
Disclosure 201-2 Financial implications and other risks and opportunities due to climate change		C2.3	<a href="#">CDP Report Section C2.3</a>
Disclosure 201-3 Defined benefit plan obligations and other retirement plans			<a href="#">10-K (pages 43-46)</a>
Disclosure 201-4 Financial assistance received from government			None

<sup>\*</sup><https://www.globalreporting.org/> <sup>\*\*</sup><https://www.sasb.org/> <sup>\*\*\*</sup><https://www.cdp.net/>

## Environmental, Social and Governance (ESG) Reporting Index

### ESG Reporting Cross Reference

GRI <sup>*</sup> DISCLOSURES	SASB <sup>**</sup>	CDP <sup>***</sup>	REFERENCE
<b>Market Presence</b>			
Disclosure 202-1 Ratios of standard entry level wage by gender compared to local minimum wage			Not Tracked
Disclosure 202-2 Proportion of senior management hired from the local community			Not Tracked
<b>Indirect Economic Impacts</b>			
Disclosure 203-1 Infrastructure investments and services supported			Not Tracked
Disclosure 203-2 Significant indirect economic impacts			<a href="#">10-K (page 7)</a>
<b>Procurement Practices</b>			
Disclosure 204-1 Proportion of spending on local suppliers			Not Tracked
<b>Anti-corruption</b>			
Disclosure 205-1 Operations assessed for risks related to corruption			Not Reported
Disclosure 205-2 Communication and training about anti-corruption policies and procedures			<a href="#">Ethics and Compliance</a>
Disclosure 205-3 Confirmed incidents of corruption and actions taken			No significant noncompliance incidents of corruption and actions taken

<sup>\*</sup><https://www.globalreporting.org/> <sup>\*\*</sup><https://www.sasb.org/> <sup>\*\*\*</sup><https://www.cdp.net/>

## Environmental, Social and Governance (ESG) Reporting Index

# ESG Reporting Cross Reference

GRI <sup>*</sup> DISCLOSURES	SASB <sup>**</sup>	CDP <sup>***</sup>	REFERENCE
<b>Anti-competitive</b>			
Disclosure 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices			No significant noncompliance with anti-competitive behavior, anti-trust, and monopoly practices.
<b>Tax</b>			
Disclosure 207-1 Approach to tax			Valvoline complies with the tax laws of every taxing jurisdiction where it is required to report or pay taxes. <a href="#">10-K (page 48)</a> .
Disclosure 207-2 Tax governance, control, and risk management	RT-CH-530a.1		Valvoline is subject to Sarbanes-Oxley and other similar domestic and foreign laws and regulations and maintains a suite of internal controls and risk management practices and policies to comply with those. <a href="#">10-K (page 79-83)</a> .
Disclosure 207-3 Stakeholder engagement and management of concerns related to tax			Material tax matters, including tax planning and tax controversies, are escalated to the appropriate levels of management for consideration and authorization. Material tax matters are also raised to the Board of Directors for their information and advice if those tax matters involve material financial or reputational risk.
Disclosure 207-4 Country-by-country reporting	RT-CH-530a.1		Valvoline complies with the tax laws of each country in which it has tax residency. This includes compliance with all applicable transfer pricing reporting and documentation requirements.
<b>Materials</b>			
Disclosure 301-1 Materials used by weight or volume	RT-CH-000.A		175 million gallons
Disclosure 301-2 Recycled input materials used			376 metric tons
Disclosure 301-3 Reclaimed products and their packaging materials			Not tracked

<sup>\*</sup><https://www.globalreporting.org/> <sup>\*\*</sup><https://www.sasb.org/> <sup>\*\*\*</sup><https://www.cdp.net/>

## Environmental, Social and Governance (ESG) Reporting Index

# ESG Reporting Cross Reference

GRI <sup>*</sup> DISCLOSURES	SASB <sup>**</sup>	CDP <sup>***</sup>	REFERENCE
------------------------------	--------------------	--------------------	-----------

### Energy

Disclosure 302-1 Energy consumption within the organization	RT-CH-130a.1	C8.2; C8.2a	<a href="#">Energy Management</a>
Disclosure 302-2 Energy consumption outside of the organization			Valvoline is initiating work on collecting Scope 3 emissions
Disclosure 302-3 Energy intensity			<a href="#">Energy Management</a>
Disclosure 302-4 Reduction of energy consumption			<a href="#">Energy Management</a>
Disclosure 302-5 Reductions in energy requirements of products and services			<a href="#">Energy Management</a>
Disclosure 207-4 Country-by-country reporting			<a href="#">Energy Management</a>

### Water and Effluent

Disclosure 303-1 Interactions with water as a shared resource			<a href="#">Water Management</a>
Disclosure 303-2 Management of water discharge-related impacts			<a href="#">Water Management</a>
Disclosure 303-3 Water withdrawal			<a href="#">Water Management</a>
Disclosure 303-4 Water discharge			<a href="#">Water Management</a>
Disclosure 303-5 Water consumption			<a href="#">Water Management</a>

<sup>\*</sup><https://www.globalreporting.org/> <sup>\*\*</sup><https://www.sasb.org/> <sup>\*\*\*</sup><https://www.cdp.net/>

## Environmental, Social and Governance (ESG) Reporting Index

# ESG Reporting Cross Reference

GRI <sup>1</sup> DISCLOSURES	SASB <sup>2</sup>	CDP <sup>3</sup>	REFERENCE
------------------------------	-------------------	------------------	-----------

### Biodiversity

Disclosure 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas			What we don't do in our operations and CSR efforts <a href="#">Our CSR Approach</a>
Disclosure 304-2 Significant impacts of activities, products, and services on biodiversity			What we don't do in our operations and CSR efforts <a href="#">Our CSR Approach</a>
Disclosure 304-3 Habitats protected or restored			What we don't do in our operations and CSR efforts <a href="#">Our CSR Approach</a>
Disclosure 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations			What we don't do in our operations and CSR efforts <a href="#">Our CSR Approach</a>

### Emissions

Disclosure 305-1 Direct (Scope 1) GHG emissions	RT-CH-110a.1	C6.1; C6.3; C7.3; C7.6; C7.9; C8.1-8.2f	SASB - Scope 1 emissions represent gross emission and do not include any emission credits or offsets. Valvoline GHG emissions are not covered under emissions-limiting regulation or programs
Disclosure 305-2 Energy indirect (Scope 2) GHG emissions			<a href="#">Energy Management</a>
Disclosure 305-3 Other indirect (Scope 3) GHG emissions			<a href="#">Energy Management</a>
Disclosure 305-4 GHG emissions intensity			<a href="#">Energy Management</a>
Disclosure 305-5 Reduction of GHG emissions	RT-CH-110a.2	C3.1; C4.3	<a href="#">Energy Management</a>
Disclosure 305-6 Emissions of ozone-depleting substances (ODS)			<a href="#">Energy Management</a>
Disclosure 305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	RT-CH-120a.1		<a href="#">Energy Management</a>

<sup>1</sup><https://www.globalreporting.org/> <sup>2</sup><https://www.sasb.org/> <sup>3</sup><https://www.cdp.net/>

## Environmental, Social and Governance (ESG) Reporting Index

# ESG Reporting Cross Reference

GRI <sup>*</sup> DISCLOSURES	SASB <sup>**</sup>	CDP <sup>***</sup>	REFERENCE
------------------------------	--------------------	--------------------	-----------

### Waste

Disclosure 306-1 Waste generation and significant waste-related impacts			<a href="#">Waste Management</a>
Disclosure 306-2 Management of significant waste-related impacts			<a href="#">Waste Management</a>
Disclosure 306-3 Waste generated	RT-CH-150a.1		<a href="#">Waste Management</a>
Disclosure 306-4 Waste diverted from disposal			<a href="#">Waste Management</a>
Disclosure 306-5 Waste directed to disposal			<a href="#">Waste Management</a>

### Environmental Compliance

Disclosure 307-1 Non-compliance with environmental laws and regulations	RT-CH-140a.2		No significant fines
---	--------------	--	----------------------

### Supplier Environmental Assurance

Disclosure 308-1 New suppliers that were screened using environmental criteria			All suppliers are screened using environmental criteria. <a href="#">Supplier Code of Conduct</a>
Disclosure 308-2 Negative environmental impacts in the supply chain and actions taken			Valvoline impacts are considered de minimis in the areas we operate. See references to GRI disclosures 301 through 306.

### Employment

Disclosure 401-1 New employee hires and employee turnover			Valvoline Global Turnover (excluding VIOC): 19% Valvoline Global Operations (VGO) new hires: 537 Valvoline Retail Services New Hires (excluding VIOC): 317 VIOC Stores Overall Turnover was 139% VIOC Store New Hires: 15,731
---	--	--	---

<sup>\*</sup><https://www.globalreporting.org/> <sup>\*\*</sup><https://www.sasb.org/> <sup>\*\*\*</sup><https://www.cdp.net/>

## Environmental, Social and Governance (ESG) Reporting Index

# ESG Reporting Cross Reference

GRI <sup>*</sup> DISCLOSURES	SASB <sup>**</sup>	CDP <sup>***</sup>	REFERENCE
<b>Employment (continued)</b>			
Disclosure 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees			Not Tracked. Benefits Program. <a href="#">Workforce Profile</a>
Disclosure 401-3 Parental leave			Not Tracked
<b>Labor Management Relations</b>			
Disclosure 402-1 Minimum notice periods regarding operational changes			Notices issued in accordance with local requirements. <a href="#">Workplace Profile</a>
<b>Occupational Health and Safety</b>			
Disclosure 403-1 Occupational health and safety management system			<a href="#">Health and Safety</a>
Disclosure 403-2 Hazard identification, risk assessment, and incident investigation			<a href="#">Health and Safety</a>
Disclosure 403-3 Occupational health services			Valvoline offers access to an organized, external clinic network for on the job injury care. Each Valvoline site is matched with a local clinic for collaborative care in the event of a work place injury as well as drug and alcohol screens. <a href="#">Health and Safety</a>
Disclosure 403-4 Worker participation, consultation, and communication on occupational health and safety			<a href="#">Health and Safety</a>
Disclosure 403-5 Worker training on occupational health and safety			<a href="#">Health and Safety</a>
Disclosure 403-6 Promotion of worker health			<a href="#">Health and Safety</a>
Disclosure 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships			<a href="#">Health and Safety</a>

<sup>\*</sup><https://www.globalreporting.org/> <sup>\*\*</sup><https://www.sasb.org/> <sup>\*\*\*</sup><https://www.cdp.net/>

## Environmental, Social and Governance (ESG) Reporting Index

# ESG Reporting Cross Reference

GRI <sup>1</sup> DISCLOSURES	SASB <sup>2</sup>	CDP <sup>3</sup>	REFERENCE
<b>Occupational Health and Safety Employment (continued)</b>			
Disclosure 403-8 Workers covered by an occupational health and safety management system			<a href="#">Health and Safety</a>
Disclosure 403-9 Work-related injuries			<a href="#">Health and Safety</a>
Disclosure 403-10 Work-related ill health			<a href="#">Health and Safety</a>
Process Safety Incidents Counts (PSIC)	RT.CH.504a.1		Valvoline had no incidents that meet the definition of a Tier 1 Process Safety incidents per ANSI/API RP 754. Valvoline operations are not covered by Process Safety regulations.

## Training and Education

Disclosure 404-1 Average hours of training per year per employee			Due to the timing of the sale of Valvoline Global Operations and the timing of this report, we were unable to pull this data for the respective employee groups, but will be able to provide accurate data for FY'23 and beyond. Our 10-K Workforce Profile reflects the hours of training required for our new VIOC employees which is only one portion of our employee base. <a href="#">Workplace Profile, 10-K (pages 11-12)</a>
Disclosure 404-2 Programs for upgrading employee skills and transition assistance programs			<a href="#">Workplace Profile, 10-K (pages 11-12)</a>
Disclosure 404-3 Percentage of employees receiving regular performance and career development reviews			83%

## Diversity and Equal Opportunity

Disclosure 405-1 Diversity of governance bodies and employees			Diversity of Governance Body (Board): 33% Female, 67% Male, 0% under 30 years old, 11% 30-50 years old, 89% over 50 years old
Disclosure 405-2 Ratio of basic salary and remuneration of women to men			Not Reported

<sup>1</sup><https://www.globalreporting.org/> <sup>2</sup><https://www.sasb.org/> <sup>3</sup><https://www.cdp.net/>



## Environmental, Social and Governance (ESG) Reporting Index

# ESG Reporting Cross Reference

GRI <sup>1</sup> DISCLOSURES	SASB <sup>2</sup>	CDP <sup>3</sup>	REFERENCE
<b>Non-Discrimination</b>			
Disclosure 406-1 Incidents of discrimination and corrective actions taken			If an investigation confirms that harassment or discrimination has occurred, Valvoline will take prompt corrective action, including discipline up to and including termination. Decisions reached will be communicated to those involved.
<b>Freedom of Association and Collective Bargaining</b>			
Disclosure 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk			Not Tracked
Disclosure 408-1 Operations and suppliers at significant risk for incidents of child labor			<a href="#">Supplier Code of Conduct</a>
<b>Forced or Compulsory Labor Child Labor</b>			
Disclosure 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor			<a href="#">Supplier Code of Conduct</a>
<b>Security Practices</b>			
Disclosure 410-1 Security personnel trained in human rights policies or procedures			Not Tracked
<b>Rights of Indigenous Peoples</b>			
Disclosure 411-1 Incidents of violations involving rights of indigenous peoples			No sites involved in issues with or located in areas associated with rights of indigenous peoples
<b>Human Rights Assessment</b>			
Disclosure 412-1 Operations that have been subject to human rights reviews or impact assessments			No sites subject to human rights review

<sup>1</sup><https://www.globalreporting.org/> <sup>2</sup><https://www.sasb.org/> <sup>3</sup><https://www.cdp.net/>

## Environmental, Social and Governance (ESG) Reporting Index

# ESG Reporting Cross Reference

GRI <sup>1</sup> DISCLOSURES	SASB <sup>2</sup>	CDP <sup>3</sup>	REFERENCE
<b>Human Rights Assessment</b>			
Disclosure 412-2 Employee training on human rights policies or procedures			<a href="#">Business Code of Conduct</a>
Disclosure 412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening			Not Tracked
<b>Local Communities</b>			
Disclosure 413-1 Operations with local community engagement, impact assessments, and development programs	RT-CH-210a.1		<a href="#">Community Relations</a>
Disclosure 413-2 Operations with significant actual and potential negative impacts on local communities			No significant impacts on local communities
<b>Supplier Social Assessment</b>			
Disclosure 414-1 New suppliers that were screened using social criteria			<a href="#">Supplier Code of Conduct</a>
Disclosure 414-2 Negative social impacts in the supply chain and actions taken			<a href="#">Supplier Code of Conduct</a>
<b>Public Policy</b>			
Disclosure 415-1 Political contributions			None
<b>Customer Health and Safety</b>			
Disclosure 416-1 Assessment of the health and safety impacts of product and service categories	RT-CH-410b.1 RT-CH-410b.2		100% of Valvoline products have SDS and are evaluated for health, safety, environmental, sourcing and disposal.
Disclosure 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	RT-CH-410a.1		No significant non-compliance issues concerning health and safety impacts of products and services.

<sup>1</sup><https://www.globalreporting.org/> <sup>2</sup><https://www.sasb.org/> <sup>3</sup><https://www.cdp.net/>

## Environmental, Social and Governance (ESG) Reporting Index

### ESG Cross Reference

GRI <sup>*</sup> DISCLOSURES	SASB <sup>**</sup>	CDP <sup>***</sup>	REFERENCE
<b>Customer Health and Safety (continued)</b>			
Disclosure 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	RT-CH-410a.1		No significant non-compliance issues concerning health and safety impacts of products and services.
<b>Marketing and Labeling</b>			
Disclosure 417-1 Requirements for product and service information and labeling			100% of Valvoline products have SDS and are evaluated for health, safety, environmental, sourcing and disposal.
Disclosure 417-2 Incidents of non-compliance concerning product and service information and labeling			No significant non-compliance issues concerning product and service information labeling
Disclosure 417-3 Incidents of non-compliance concerning marketing communications			No noncompliance associated marketing communications
<b>Customer Privacy</b>			
Disclosure 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data			No breaches or complaints of customer privacy or customer data losses
<b>Socioeconomic Compliance</b>			
Disclosure 419-1 Non-compliance with laws and regulations in the social and economic area			No noncompliance with social and economic areas
<b>Additional SASB Disclosures</b>			
Product Design for Use-phase Efficiency	RT-CH-410a.1		Not tracked
Number of transport incidents	RT-CH-540a.2		No transportation incidents in FY 22 as defined by SASB RT-CH-540a2

<sup>\*</sup><https://www.globalreporting.org/> <sup>\*\*</sup><https://www.sasb.org/> <sup>\*\*\*</sup><https://www.cdp.net/>

## ABOUT THIS REPORT

We prepared this report ‘prepared in accordance with the GRI Standards: Core option’. This is our sixth GRI report and it documents Oct. 1, 2021 through Sept. 30, 2022. We publish our reports online annually. Valvoline has not obtained external assurance for the development of this CSR report. However, Valvoline has rigorous internal policies and practices that provide assurance about the accuracy of the content of this report.

### Report Scope and Boundaries

This report covers all of our operating units, 100 percent of our leased and owned facilities, and 100 percent of our workforce in the regions in which we operate, unless otherwise noted. It also covers joint ventures and subsidiaries that are part of our business segments.

## MATERIAL BOUNDARIES

### How We Chose What to Include in Our Report

Valvoline’s CSR Report contains information on the company’s performance in the following areas: environmental stewardship, social, health and safety, product stewardship, community development and economic performance. This report includes information on our majority-owned operations where Valvoline operates. The company’s stakeholders include employees, customers, suppliers, owners, contractors, business partners, governmental and non-governmental organizations, unions, industry colleagues and the communities where we operate.

Our stakeholders help shape our businesses and contribute to our overall success. We strive to be transparent with regard to our activities and

operations, and we engage with our stakeholders on their issues of concern in a manner that is positive and constructive.

Throughout the year we respond to many direct requests from our stakeholders regarding the company’s environment, health and safety and social responsibility policies, programs and performance.

Our primary audience for this report includes, but is not limited to, the following stakeholders:

- Current shareholders and prospective investors;
- Current and prospective employees seeking to work for a sustainability-minded company;
- Communities where we operate that want to understand how we manage and operate our business as a responsible corporate citizen;
- Suppliers with whom we partner, who are critical to our operations; and
- Governmental and non-governmental agencies that have an interest in our business and operations.

### Materiality and Prioritization

Valvoline has identified key material ESG aspects that are important to Valvoline’s performance and its stakeholders. These ESG priorities are based on many factors but not limited to financial impact on the organization.

In addition to reporting on these material aspects, we continue to provide relevant information on many other topics to meet the needs of our diverse stakeholders.

[Material Aspects table→](#)

## ENGAGING STAKEHOLDERS

Stakeholder engagement at Valvoline is an ongoing activity, occurring at all levels of our organization. Valvoline seeks to establish and maintain productive relationships with all of its key stakeholders, encompassing employees, customers, suppliers, government officials, investors and residents of communities in which Valvoline operates.

Valvoline gathers specific feedback from internal sources to better understand how the company interacts with its key stakeholders. Feedback is obtained from departments such as sales and marketing within each business, corporate environmental, health and safety, procurement and logistics, investor relations, and corporate communications.

This analysis is conducted on an ongoing basis throughout the company. The table below summarizes some of the many stakeholder engagement practices. Although it is not inclusive of all stakeholder engagement practices, it summarizes the core elements of how Valvoline engages stakeholder groups on topics of interest.

[This table summarizes who we engage with and how→](#)

Your feedback is welcome and appreciated. Please address any questions or comments about our CSR report to [csr@valvoline.com](mailto:csr@valvoline.com).



**Valvoline**

INCORPORATED