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# GRI Context Index

GRI STANDARD/OTHER SOURCES	DISCLOSURE	FY24 RESPONSE
GRI 2: General Disclosures 2021	2-1 Organizational details	Valvoline Inc.
	2-2 Entities included in the organization’s sustainability reporting	Valvoline Inc., Valvoline Instant Oil Change (VIOC), and Great Canadian Oil Change (GCOC)
	2-3 Reporting period, frequency and contact point	Fiscal year 2024 (10/01/2023-09/30/2024) <a href="mailto:csr@valvoline.com">csr@valvoline.com</a>
	2-4 Restatements of information	<a href="#">About this Report</a>
	2-5 External assurance	Our greenhouse gas (GHG) emissions have been third-party assured by Apex Companies, an environmental engineering and consulting firm. <a href="#">Assurance Letter</a>
	2-6 Activities, value chain and other business relationships	Valvoline’s Retail Services, 10-K ( <a href="#">page 5</a> )
	2-7 Employees	<a href="#">Workforce Profile</a>
	2-8 Workers who are not employees	Valvoline Inc. contracts third-parties to perform work at our sites, including but not limited to plumbing, electrical, and other types of site maintenance. The volume of non-employees performing work for the organization varies depending on the needs of the business.
	2-9 Governance structure and composition	Proxy ( <a href="#">pages 11-18</a> )
	2-10 Nomination and selection of the highest governance body	Proxy ( <a href="#">pages 11-18</a> )
	2-11 Chair of the highest governance body	Proxy ( <a href="#">pages 11-18</a> )
	2-12 Role of the highest governance body in overseeing the management of impacts	Proxy ( <a href="#">pages 11-18</a> )
	2-13 Delegation of responsibility for managing impacts	Proxy ( <a href="#">pages 11-18</a> )
	2-14 Role of the highest governance body in sustainability reporting	Proxy ( <a href="#">page v, 15</a> )
	2-15 Conflicts of interest	Proxy ( <a href="#">pages 11-18</a> )
	2-16 Communication of critical concerns	Proxy ( <a href="#">page 17</a> )
	2-17 Collective knowledge of the highest governance body	Proxy ( <a href="#">page 1-6</a> )
	2-18 Evaluation of the performance of the highest governance body	Proxy ( <a href="#">page 14-15</a> )
	2-19 Remuneration policies	Proxy ( <a href="#">page 19-59</a> )
	2-20 Process to determine remuneration	Proxy ( <a href="#">page 19-59</a> )
	2-21 Annual total compensation ratio	Proxy ( <a href="#">page 53</a> ) CEO Pay Ratio - U.S. Only
	2-22 Statement on sustainable development strategy	Not reported

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GRI STANDARD/OTHER SOURCES	DISCLOSURE	FY24 RESPONSE
GRI 2: General Disclosures 2021	2-23 Policy commitments	Not reported
	2-24 Embedding policy commitments	Not reported
	2-25 Processes to remediate negative impacts	Not reported
	2-26 Mechanisms for seeking advice and raising concerns	<a href="#">Supplier Code of Conduct</a>
	2-27 Compliance with laws and regulations	<a href="#">Supplier Code of Conduct</a>
	2-28 Membership associations	Valvoline Inc. is a member of the following associations:  <b>International Franchise Association</b> – The world’s largest membership organization for franchisors, franchisees and franchise suppliers, the International Franchise Association (IFA) is proud to provide industry-leading events, advocacy, education and growth opportunities to the franchise community. <b>PAMA</b> – Preventative Automotive Maintenance Association <b>Southwest Car Wash Association</b> – The Southwest Car Wash Association is a regional association of individuals working together to provide a strong unified voice for the car wash industry.
	2-29 Approach to stakeholder engagement	<a href="#">About this Report</a> , <a href="#">Engaging Stakeholders</a>
	2-30 Collective bargaining agreements	<a href="#">Workforce Profile</a>
	3-2 List of material topics	<a href="#">About this Report</a>

MATERIAL TOPICS		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	<a href="#">About this Report</a>
	3-2 List of material topics	<a href="#">About this Report</a>

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MATERIAL TOPICS		
Economic Performance		
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	10-K ( <a href="#">pages 32-39</a> )
GRI 201: Economic Performance 2017	201-2 Financial implications and other risks and opportunities due to climate change	<a href="#">TCFD</a>
GRI 201: Economic Performance 2018	201-3 Defined benefit plan obligations and other retirement plans	10-K ( <a href="#">pages 43-47</a> )
GRI 201: Economic Performance 2019	201-4 Financial assistance received from government	Not reported
Market Presence		
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	By policy, we pay all entry-level in-store employees the same rate within given markets, regardless of gender. The rate of pay is based on the role, and all of our hourly positions have the rate of pay listed in their job descriptions. The entry-level wages for our in-store employees in the U.S. are all above minimum wage (Federal/State/Local).
GRI 202: Market Presence 2017	202-2 Proportion of senior management hired from the local community	For our in-store operations, the majority of our Valvoline Instant Oil Change (VIOC) managers are promoted from within and our in-store employees have been hired from their local communities.  Valvoline Inc. employs a hybrid working model for our corporate functions, sourcing varying levels of talent from across the country, including from the local communities nearby to our World Headquarters located in Lexington, KY.
Indirect Economic Impacts		
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Not applicable. Valvoline Inc. does not invest in the development of infrastructure like roads, bridges, hospitals, water treatment facilities, etc.
	203-2 Significant indirect economic impacts	Not applicable, no significant indirect economic impacts.
Procurement Practices		
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Not reported



# GRI Context Index

MATERIAL TOPICS		
Anti-corruption		
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Not reported
	205-2 Communication and training about anti-corruption policies and procedures	<a href="#">Ethics and Compliance</a>
	205-3 Confirmed incidents of corruption and actions taken	No significant incidents of corruption.
Anti-competitive Behavior		
GRI 206: Anti-competitive Behavior 2016	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.
Tax		
GRI 207: Tax 2019	207-1 Approach to tax	Valvoline Inc. complies with the tax laws of every taxing jurisdiction where it is required to report or pay taxes.  <a href="#">Annual Report (page 48)</a>
	207-2 Tax governance, control, and risk management	Valvoline Inc. 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="#">Audit Committee Charter</a>
	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.
	207-4 Country-by-country reporting	Valvoline Inc. 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.
Materials		
GRI 301: Materials 2016	301-1 Materials used by weight or volume	46,334,112 gallons
	301-2 Recycled input materials used	6,486,776 gallons
	301-3 Reclaimed products and their packaging materials	Not reported

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MATERIAL TOPICS		
Energy		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	<a href="#">Energy Management</a>
	302-2 Energy consumption outside of the organization	<a href="#">Energy Management</a>
	302-3 Energy intensity	<a href="#">Energy Management</a>
	302-4 Reduction of energy consumption	<a href="#">Energy Management</a>
	302-5 Reductions in energy requirements of products and services	<a href="#">Energy Management</a>
Water and Effluents		
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	<a href="#">Water Management</a>
	303-2 Management of water discharge-related impacts	Groundwater sumps are installed for dewatering of the building. All other water within the building is discharged through the municipal sewer system or onsite septic tank systems. Water quality standards and requirements are set by local municipalities.
	303-3 Water withdrawal	Valvoline Inc. leverages municipal water services for 100% of our operations, including all of our service center locations as well as our corporate headquarters.
	303-4 Water discharge	Groundwater sumps are installed for dewatering of the building. All other water within the building is discharged through the municipal sewer system or onsite septic tank systems. Water quality standards and requirements are set by local municipalities.
	303-5 Water consumption	<p>In 2023 Valvoline Inc. conducted a water risk analysis and found that fewer than 3% of company-owned U.S. service center locations operate in areas we consider to be “water stressed”. We will conduct this assessment every other year, with the next occurring in 2025.</p> <p>The areas in which the locations identified in 2023’s assessment operate are within the following major basins:</p> <ul style="list-style-type: none"><li>- Columbia and Northwestern United States: 8 VIOC locations</li><li>- North America Colorado: 8 VIOC locations</li><li>- Mississippi - Missouri: 12 VIOC locations</li></ul> <a href="#">Water Management</a>

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MATERIAL TOPICS		
Biodiversity		
GRI 304: Biodiversity 2016	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: To uphold our commitment to ethical practices, Valvoline Inc. clearly outlines what we do not engage in: we do not tolerate worker discrimination or participate in exploration, hydraulic fracturing, or oil and gas production. The company's operations exclude drilling, managing production sites, and conducting animal testing. Valvoline Inc. avoids locating facilities in sensitive habitats, operating waste treatment or water-intensive facilities, and engaging in foresting or reclamation of disturbed lands. Additionally, Valvoline Inc. does not use conflict minerals or manufacture automotive lubricants or coolants.
	304-2 Significant impacts of activities, products and services on biodiversity	What we don't do in our operations and CSR efforts: To uphold our commitment to ethical practices, Valvoline Inc. clearly outlines what we do not engage in: we do not tolerate worker discrimination or participate in exploration, hydraulic fracturing, or oil and gas production. The company's operations exclude drilling, managing production sites, and conducting animal testing. Valvoline Inc. avoids locating facilities in sensitive habitats, operating waste treatment or water-intensive facilities, and engaging in foresting or reclamation of disturbed lands. Additionally, Valvoline Inc. does not use conflict minerals or manufacture automotive lubricants or coolants.
	304-3 Habitats protected or restored	What we don't do in our operations and CSR efforts: To uphold our commitment to ethical practices, Valvoline Inc. clearly outlines what we do not engage in: we do not tolerate worker discrimination or participate in exploration, hydraulic fracturing, or oil and gas production. The company's operations exclude drilling, managing production sites, and conducting animal testing. Valvoline Inc. avoids locating facilities in sensitive habitats, operating waste treatment or water-intensive facilities, and engaging in foresting or reclamation of disturbed lands. Additionally, Valvoline Inc. does not use conflict minerals or manufacture automotive lubricants or coolants.
	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: To uphold our commitment to ethical practices, Valvoline Inc. clearly outlines what we do not engage in: we do not tolerate worker discrimination or participate in exploration, hydraulic fracturing, or oil and gas production. The company's operations exclude drilling, managing production sites, and conducting animal testing. Valvoline Inc. avoids locating facilities in sensitive habitats, operating waste treatment or water-intensive facilities, and engaging in foresting or reclamation of disturbed lands. Additionally, Valvoline Inc. does not use conflict minerals or manufacture automotive lubricants or coolants.
Emissions		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Scope 1 emissions represent gross emissions and do not include any emission credits or offsets. Valvoline GHG emissions are not covered under emissions-limiting regulation or programs. <a href="#">Energy Management</a>
GRI 305: Emissions 2017	305-2 Energy indirect (Scope 2) GHG emissions	<a href="#">Energy Management</a>

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MATERIAL TOPICS		
Emissions		
GRI 305: Emissions 2018	305-3 Other indirect (Scope 3) GHG emissions	<a href="#">Energy Management</a>
GRI 305: Emissions 2019	305-4 GHG emissions intensity	<a href="#">Energy Management</a>
GRI 305: Emissions 2020	305-5 Reduction of GHG emissions	<a href="#">Energy Management</a>
GRI 305: Emissions 2021	305-6 Emissions of ozone-depleting substances (ODS)	<a href="#">Energy Management</a>
GRI 305: Emissions 2022	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	<a href="#">Energy Management</a>
Waste		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	<a href="#">Waste Management</a>
GRI 306: Waste 2021	306-2 Management of significant waste-related impacts	<a href="#">Waste Management</a>
GRI 306: Waste 2022	306-3 Waste generated	<a href="#">Waste Management</a>
GRI 306: Waste 2023	306-4 Waste diverted from disposal	561 tons
GRI 306: Waste 2024	306-5 Waste directed to disposal	10,974 tons
Supplier Environmental Assessment		
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Valvoline Inc. initiates the due diligence process as early as possible when forming a relationship with any new supplier who will be performing moderate-to-high-risk work for onsite services. In addition to new suppliers being required to sign and abide by our <a href="#">Supplier Code of Conduct</a> , new suppliers performing this type of work are screened by a third-party for their performance in the areas of environmental, health, and safety before a formal relationship is established.
GRI 308: Supplier Environmental Assessment 2017	308-2 Negative environmental impacts in the supply chain and actions taken	Valvoline Inc.'s impacts are considered de minimis in the areas we operate.

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MATERIAL TOPICS		
Employment		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Total new hires – 13,198 VIOC (USA) – 12,531 VIOC (CAN) – 254 Corporate (CAN) – 2 Corporate (USA) – 411
GRI 401: Employment 2017	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">Total Rewards</a>
GRI 401: Employment 2018	401-3 Parental leave	<a href="#">Total Rewards</a>
Labor/Management Relations		
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Notices issued in accordance with local requirements. <a href="#">Workplace Profile</a>
Occupational Health and Safety		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	<a href="#">Health and Safety</a>
	403-2 Hazard identification, risk assessment, and incident investigation	<a href="#">Health and Safety</a>
	403-3 Occupational health services	Valvoline Inc. offers access to an organized, external clinic network for on the job injury care. Each Valvoline Inc. 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>
	403-4 Worker participation, consultation, and communication on occupational health and safety	<a href="#">Health and Safety</a>
	403-5 Worker training on occupational health and safety	<a href="#">Health and Safety</a>
	403-6 Promotion of worker health	<a href="#">Health and Safety</a>





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MATERIAL TOPICS		
Occupational Health and Safety		
GRI 403: Occupational Health and Safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">Health and Safety</a>
	403-8 Workers covered by an occupational health and safety management system	<a href="#">Health and Safety</a>
	403-9 Work-related injuries	<a href="#">Health and Safety</a>
	403-10 Work-related ill health	<a href="#">Health and Safety</a>
Training and Education		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	VIOC & GCOC In-Store Employees Annual Report ( <a href="#">pages 14-15</a> )
	404-2 Programs for upgrading employee skills and transition assistance programs	Annual Report ( <a href="#">pages 14-15</a> )
	404-3 Percentage of employees receiving regular performance and career development reviews	Valvoline Inc. ensures that 100% of our full-time employees, whether in corporate or in-store roles, receive regular annual performance reviews. In addition to this, Service Center Managers (SCMs) conduct quarterly “career conversations” with service center employees in our stores. This is applicable to all markets we operate in. For corporate functions, we follow the same schedule of quarterly check-ins in addition to the formal annual performance review. While we have recommended timelines for these check-ins, we also encourage more frequent development conversations to take place to better support our employees in their career growth.
Diversity and Equal Opportunity		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	<b>Diversity of Governance Body (Board) - Gender Representation</b> 44% Female 56% Male <b>Age Representation</b> 0% under 30 years old 11% 30-50 years old 89% over 50 years old
	405-2 Ratio of basic salary and remuneration of women to men	Not reported



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MATERIAL TOPICS		
Non-discrimination		
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	If an investigation confirms that harassment or discrimination has occurred, Valvoline Inc. will take prompt corrective action, including discipline up to and including termination. Decisions reached will be communicated to those involved.
Freedom of Association and Collective Bargaining		
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<a href="#">Supplier Code of Conduct</a>
Child Labor		
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	<a href="#">Supplier Code of Conduct</a>
Forced or Compulsory Labor		
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	<a href="#">Supplier Code of Conduct</a>
Security Practices		
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	<a href="#">Employee Code of Conduct</a>
Rights of Indigenous Peoples		
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	There have been no incidents of violations involving rights of indigenous peoples.
Local Communities		
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	As a responsible steward of our communities and the environment, Valvoline Inc.'s corporate headquarters, and the sites at which we operate have community action plans in place that are appropriate for their operations and size. Our Valvoline Instant Oil Change and automotive service center locations interact every day with the public and have active community outreach programs.
	413-2 Operations with significant actual and potential negative impacts on local communities	As of March 2023, Valvoline Inc. no longer manufactures or produces motor oils or lubricants. Our operations consist solely of quick lube service center locations in the United States and Canada.  No significant impacts on local communities



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MATERIAL TOPICS		
Supplier Social Assessment		
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	We initiate the due diligence process as early as possible when forming a relationship with any new supplier who will be performing moderate-to-high-risk work for onsite services. In addition to new suppliers being required to sign and abide by our <a href="#">Supplier Code of Conduct</a> , new suppliers performing this type of work are screened by a third-party for their performance in the areas of environmental, health, and safety before a formal relationship is established.
	414-2 Negative social impacts in the supply chain and actions taken	Valvoline Inc. impacts are considered de minimis in the areas we operate.
Public Policy		
GRI 415: Public Policy 2016	415-1 Political contributions	Valvoline Inc. made no political contributions in FY24
Customer Health and Safety		
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	As of March 2023, Valvoline Inc. no longer manufactures products used in our core service offerings at our various service center locations. However, 100% of the Valvoline Global Operations products we purchase and use in our service offerings have SDS' and are evaluated for health, safety, sourcing and disposal.
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	No significant non-compliance issues concerning health and safety impacts of products and services.
Marketing and Labeling		
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	As of March 2023, Valvoline Inc. no longer manufactures products used in our core service offerings at our various service center locations. However, 100% of the Valvoline Global Operations products we purchase and use in our service offerings have SDS' and are evaluated for health, safety, sourcing and disposal.
	417-2 Incidents of non-compliance concerning product and service information and labeling	No incidents of non-compliance concerning product and service information and labeling
	417-3 Incidents of non-compliance concerning marketing communications	No incidents of non-compliance associated with marketing communications
Customer Privacy		
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	0 - We had no incidents in fiscal year 2024