

# Engaging Stakeholders

Stakeholder Group	How Valvoline Engages	Issues of Interest
Employees	<ul style="list-style-type: none"> <li>· CEO-led companywide town hall meetings</li> <li>· Company webcasts</li> <li>· Daily intranet articles</li> <li>· Regular employee communications from executives and business leaders</li> <li>· Training sessions</li> <li>· Employee surveys</li> <li>· Employee networks</li> <li>· Employee hotline</li> <li>· Wellness programs</li> <li>· Work councils and union interactions</li> <li>· Volunteerism</li> </ul>	<ul style="list-style-type: none"> <li>· Company performance &amp; strategy</li> <li>· Business opportunities</li> <li>· Benefits program</li> <li>· Compensation</li> <li>· Legal issues</li> <li>· Community outreach</li> <li>· Volunteering</li> <li>· Education &amp; training program</li> </ul>
Customers	<ul style="list-style-type: none"> <li>· Direct contact through sales and customer relationship managers</li> <li>· Customer service call centers</li> <li>· Trade shows</li> <li>· Industry meetings</li> <li>· Technical applications and support</li> <li>· Training sessions and workshops</li> </ul>	<ul style="list-style-type: none"> <li>· New product &amp; technologies</li> <li>· Product performance</li> <li>· Product safety</li> <li>· Costs</li> <li>· Business process improvements</li> <li>· Regulatory compliance</li> </ul>
Investment Community	<ul style="list-style-type: none"> <li>· One-on-one meetings</li> <li>· Quarterly earnings announcements</li> <li>· Conference calls</li> <li>· News releases and SEC filings</li> <li>· Annual report</li> <li>· Annual meeting of shareholders</li> <li>· Online investor center</li> <li>· Investor presentations</li> </ul>	<ul style="list-style-type: none"> <li>· Financial performance and outlook</li> <li>· Capital allocation (dividends and share repurchases)</li> <li>· Plans for use of cash</li> <li>· Merger and acquisition strategy</li> <li>· Transparency</li> <li>· Organic growth prospects</li> <li>· Timely communication</li> </ul>
Suppliers	<ul style="list-style-type: none"> <li>· One-on-one meetings</li> <li>· Contract negotiations</li> <li>· Performance reviews</li> <li>· Online supplier portal</li> </ul>	<ul style="list-style-type: none"> <li>· Growth opportunities</li> <li>· Quality</li> <li>· Cost</li> <li>· Innovation</li> <li>· Sustainability of business relationship</li> </ul>
Governments and Regulators	<ul style="list-style-type: none"> <li>· Government affairs liaison</li> <li>· Visits to elected officials and agencies</li> <li>· Industry and trade associations</li> <li>· Direct contact</li> <li>· Plant tours and site visits for government officials</li> <li>· Grassroots advocacy</li> </ul>	<ul style="list-style-type: none"> <li>· Compliance with regulations</li> <li>· Global competitiveness</li> <li>· Business and political priorities</li> <li>· Job preservation and creation</li> </ul>
Local Communities	<ul style="list-style-type: none"> <li>· Interaction with civic organizations</li> <li>· Business groups</li> <li>· Public education support and interaction</li> <li>· Local sponsorships</li> <li>· Chamber of Commerce memberships</li> <li>· Community meetings and events</li> <li>· Community volunteerism</li> <li>· Community Advisory Panels (CAPs)</li> <li>· Visits by community emergency services</li> <li>· City or state and industrial park association memberships</li> <li>· Local Emergency Planning Committees (LEPCs)</li> </ul>	<ul style="list-style-type: none"> <li>· Jobs/employment</li> <li>· Safety</li> <li>· Emergency preparedness</li> <li>· Environmental protection</li> <li>· Charitable giving</li> </ul>
Philanthropic and non-profit organizations	<ul style="list-style-type: none"> <li>· Charitable contributions and employee-giving programs</li> <li>· Employee volunteerism and giving programs</li> <li>· Disaster response</li> <li>· Local sponsorships</li> <li>· Collaborative partnerships</li> </ul>	<ul style="list-style-type: none"> <li>· Giving programs</li> <li>· Employee engagement and community involvement</li> <li>· Collaboration and partnerships</li> </ul>