

Health and Safety

Updated April 2025

Commitment to Safety

Valvoline Inc.'s highest priority is the safety and health of employees, customers, and the communities where we live and operate. The company believes all incidents are preventable, and preventing workplace incidents is an integral part of our business strategy. Valvoline Inc. requires employees to comply with all applicable laws and regulations, as well as Valvoline Inc.'s safety and health policies. Through adopting a zero-incident culture, our employees take responsibility for their safety-related actions because they are empowered to make informed decisions. Safety is everyone's responsibility, regardless of title or tenure, and success depends on genuine commitment, basic operating principles, well-communicated visions, and, most importantly, a business atmosphere where all employees care for one another.

Zero Incident Culture

Safety is embedded into our management system, beginning with the SuperPro™ process followed by all our team members working in our Valvoline Instant Oil Change service center locations. Cultivating a safety culture is intentional and is best shown by our commitment to a Zero Incident Culture (ZIC). ZIC begins with the beliefs, values, and actions of Valvoline's leaders demonstrating zero incidents are possible. It means developing processes that promote compliance and risk understanding, thereby providing employees with the tools and knowledge to choose to be safe. ZIC consists of the following cornerstones:

- **Leadership**
Facilitates appropriate leadership behaviors, tasks and activities to achieve our ZIC.
- **Employee Engagement**
Engages employees in our processes and fosters ownership and accountability for achieving a ZIC.
- **Risk Reduction**
Facilitates proactive processes for identification of risk reduction and near-misses, resulting in a safer work environment and behaviors necessary to achieve a ZIC.
- **Performance Measurement**
Ongoing monitoring, measurement and investigation of our performance for continuous improvement of our processes.

1. Near Miss Program

Valvoline Inc.'s near-miss program encourages incident reporting for events that already happened but, for any number of reasons, didn't result in an actual injury or impact. By focusing on leading indicators such as near misses, we proactively assess where improvements can be made and strategically implement safer procedures. Our approach to safety encourages our team members to take action and avoid situations that may lead to, or result in an incident. We have built, and continue to advance, a culture of safety at Valvoline Inc.

Valvoline Inc.'s Injury and Illness Rates

The safety performance of Valvoline Inc. employees is illustrated in the tables below.

Total Recordable Injury and Illness Rate	2024 TRIR ¹	2023 TRIR ¹	2022 TRIR ¹	2021 TRIR ¹	2020 TRIR ¹	2019 TRIR ¹
Valvoline Instant Oil Change	2.5	2.41	2.06	1.75	1.60	1.54
Fatalities	0	0	0	0	0	0

Days Away, Restricted, or Transferred	2024 DART	2023 DART	2022 DART	2021 DART	2020 DART	2019 DART
Valvoline Instant Oil Change	1.41	1.29	1.32	1.19	1.13	1.06
Fatalities	0	0	0	0	0	0

Lost Time Incident Rate ^{2,3}	2024 LTIR	2023 LTIR	2022 LTIR	2021 LTIR	2020 LTIR	2019 LTIR
Valvoline Instant Oil Change	0.97	0.72	0.51	0.34	0.30	0.34

¹ Total Recordable Incident Rate

² LTIR is also referred to as Lost Work Day Rate (LWDR) or DAWIR (Days Away from Work Incident Rate)

³ In 2022, we revised and improved the process for tracking

A Healthy Workplace

The health and well being of our employees is important to our long-term viability. Taking care of our people is an important value to our company. It is our responsibility to not only create a safe workplace, but also to create a healthy workplace. We empower our employees with the necessary tools and resources to support living healthy lives. We are committed to reducing work-place illnesses and injuries, while improving the health of our employees.

Contractor Safety

Prevention of environmental, safety and health incidents, including injuries, fires, personnel exposures, and material releases is an essential element in the operation of all company facilities. All personnel, independent contractors and visitors, while within the confines of Valvoline Inc. facilities, are required to wear certain protective equipment and comply with Valvoline Inc.'s established environmental, safety and health requirements. Independent contractors, performing work or services at any company facility under contract from Valvoline Inc., are expected to perform all work or services in a safe, healthful and efficient manner, so as to prevent injury to their employees or damage to their equipment and to protect Valvoline Inc.'s employees and property.

All independent contractors, under their contract with Valvoline Inc., have agreed to adhere to and abide by the General Environmental, Safety and Health Requirements established by Valvoline Inc. with respect to contractor work.

Our goal for contractor injuries and fatalities is zero. Valvoline Inc. contractors have worked fatality free since Valvoline Inc. became a stand-alone publicly traded company in 2016. Therefore, our contractor fatality rate for that period is 0.0.



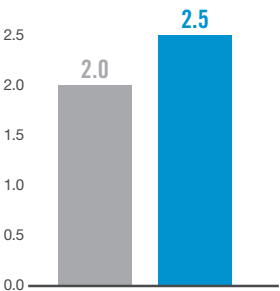
Safety Metrics; Employee Fatality Rate; Contractor Fatalities

Valvoline Inc. is committed to protecting the health and safety of our employees, the communities in which we operate, contractors, customers, and others who visit our locations. Key safety metrics for the fiscal 2024 reporting period are shown below:

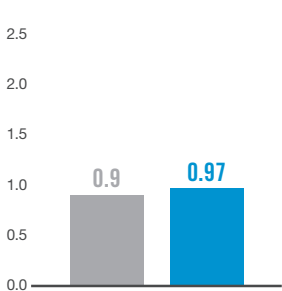
2024 SAFETY METRICS*

■ VIOC ■ Industry Average (2023**)

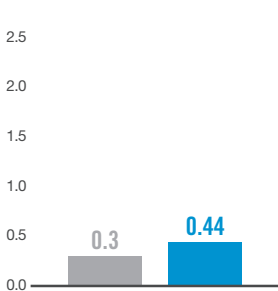
TRIR***



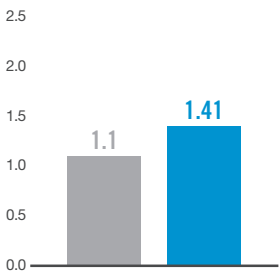
LTIR***



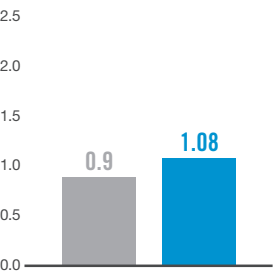
RDR***



DART***



ORR***



*Does not include franchises.

**Our safety metrics are calculated using our fiscal year (10/01/2023-09/30/2024) which is not exactly aligned to the Bureau of Labor Statistics (BLS) Industry metrics which are for the prior calendar year. Valvoline Inc compares to NAICS code 8111 "Automotive Repair and Maintenance" BLS information.

***Total Recordable Incident Rate (TRIR); Lost-time Incident Rate (LTIR); Restricted Duty Rate (RDR); Days Away, Restricted, or Transferred (DART); Other Recordable Rate-Treatment other than first aid but not restrictions or lost time (ORR).

Our injury goal is ZERO, and we recognize sites that complete 12-month anniversaries of being injury-free. Additionally, our goal is to maintain our zero rate for employee and contractor fatalities. Annual metrics are based on continual improvement to achieve zero and consider multiple factors including the prior year's performance, new or acquired facilities that may require time to adopt the Valvoline Inc. safety culture and targeted improvement.

Valvoline Inc.'s Safety Coin program allows Safety Team and Operations Leaders to award a specially designed coin to team members who go above and beyond in the realm of safety. 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. These coin awards are shared companywide via internal communications.

Valvoline Inc. Preventive Strategy for Workplace Health & Safety

Strategy	Description
Risk Identification	We conduct comprehensive workplace risk assessments to evaluate the health hazards in our manufacturing and research operations.
Educational Training	We provide our employees detailed health hazard education and training, such as Hazard Communication, along with training on workplace procedures on safe operation.
Prevention Programs	We establish and maintain general health prevention programs to reduce overall health risks to our employees.
Public Health Coordination	We implement risk control measures in the workplace and we coordinate activities with local emergency planning organizations.
Exposure Risk Control	We have established a comprehensive industrial hygiene program for our operations that include detailed exposure assessments in accordance with our internal standards.
Medical Surveillance	We provide our employees with baseline and periodic medical screening, testing, evaluation and health counseling to control potential health concerns.
Treatment	We provide clinical treatment in accordance with our established protocols.
Monitoring Results	We monitor the results for trends and whenever necessary modify our programs to improve workplace conditions.