2024
Valvoline Inc. Impact Report

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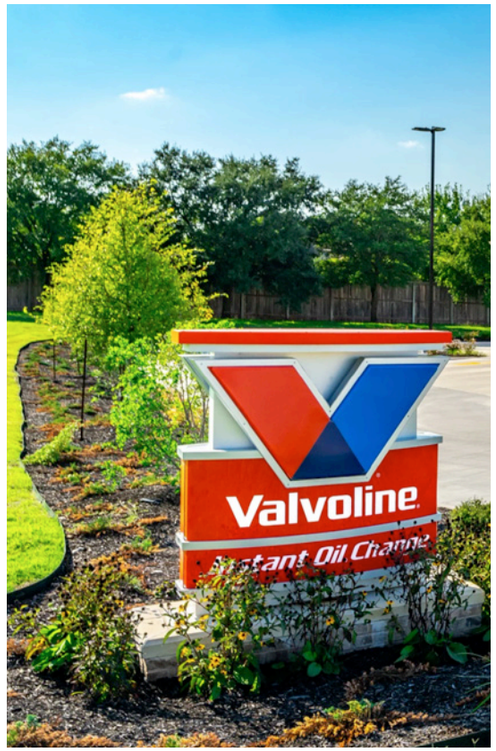

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FY24 At-A-Glance

$1.6 Billion
revenue

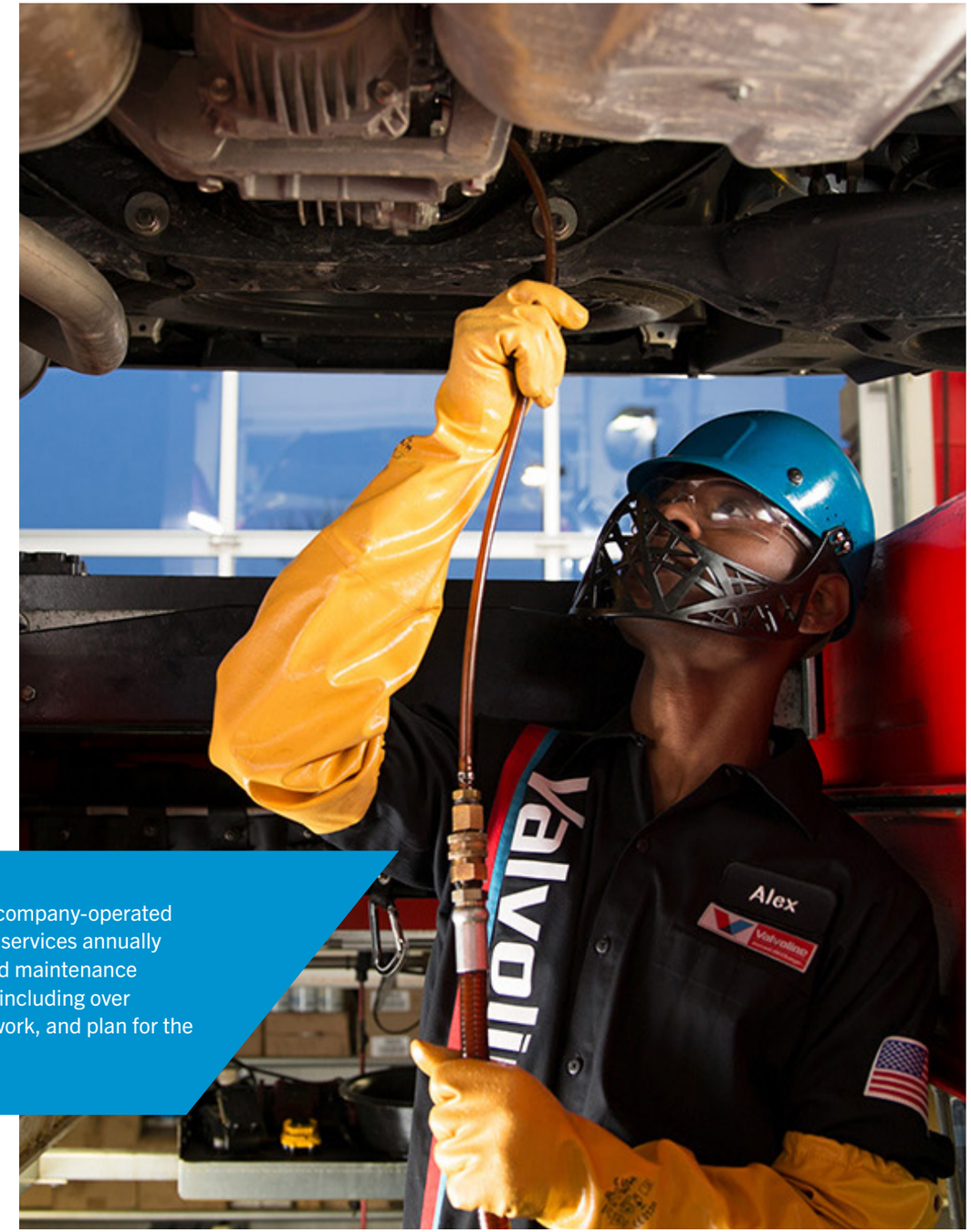
$3.1 Billion
system-wide store sales*

11,000+
employees

18 Years
consecutive same-store sales growth

28 Million
system-wide oil changes

2,000+
number of system-wide retail service center stores



Valvoline Inc. (NYSE: VVV) delivers quick, easy, trusted service at more than 2,000 franchised and company-operated service centers across the United States and Canada. The company completes more than 28 million services annually system-wide, from 15-minute stay-in-your-car oil changes to a variety of manufacturer-recommended maintenance services such as wiper replacements and tire rotations. At Valvoline Inc., it all starts with our people, including over 11,000 team members who are working to grow the core business, expand the company's retail network, and plan for the vehicles of the future. For more information, visit vioc.com.

**Measures include Valvoline Inc. franchisees, which are independent legal entities. Valvoline Inc. does not consolidate the results of operations of its franchisees.*
℠ Service mark, Valvoline Inc. or its subsidiaries, registered in various countries.

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Our Approach

At Valvoline Inc., we strive for greatness in all that we do, and we are committed to winning…the right way. This principle is deeply rooted in our operations and culture, guiding our approach to the three key components of Valvoline Inc.'s 2024 Impact Report: Social Impact, Environmental Impact, and Governance & Ethics.

Social Impact

We aim to uplift every Valvoline Inc. community, including our dedicated team members who contribute to our success, the customers who trust us with their vehicle maintenance, and the communities we serve.

Environmental Impact

Valvoline Inc. is committed to sustainability, ensuring that we implement environmentally responsible initiatives in the services we provide.

Govenance & Ethics

Valvoline Inc. adheres to the highest standards of integrity, accountability, and ethical business practices to maintain the trust of our diverse stakeholders.

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To Our Stakeholders

At Valvoline Inc., we've built a legacy of growth while doing business responsibly—*winning the right way*. Every time a customer visits one of our service centers, we're doing more than servicing their vehicle—we're helping get them safely wherever their journeys lead. In Fiscal Year 2024 (FY24), we fulfilled our promise of delivering quick, easy, trusted preventative maintenance service more than 28 million times across our network.

We're proud to share our Impact Report which highlights the progress we've made. This year, we celebrated a significant milestone: the opening of our 2000th store. That achievement is a testament to the passion, skill, and commitment of our people. Across both company-owned and franchise locations, it's our team members who make the difference—creating positive customer experiences and upholding the responsible standards that define our brand.

It all starts with our people—our Vamily. Being part of the Vamily means more than just having a job. It means joining a team that values growth, celebrates hard work, and supports one another. We foster strong relationships, recognize contributions, and offer award-winning training programs that empower career development. This commitment was clear in FY24, as most of our service center managerial roles were filled by team members who began in hourly technician positions.

Our people-first mindset also guides how we operate—championing environmental stewardship, advancing inclusion and belonging, prioritizing safety, and giving back to the communities we serve. Some of our proudest moments from FY24 include:

- Launching *Happy to Help* our new community impact platform focused on youth health and mental well-being.
- Achieving another record year in donations to our national partner, Children's Miracle Network™ Hospitals.
- Becoming an EPA Green Power Partner and being named a Top 30 Retail Partner, highlighting our efforts to increase our voluntary use of renewable energy.
- Expanding professional growth and development opportunities for our service center employees as we expand our growing network of stores in the U.S. and Canada.
- Investing in tools, resources, and digital technology to enhance our culture of safety.
- Welcoming several new franchise partners while adding 158 new stores to our network.

Our FY24 Impact Report reflects the progress we've made—and the people who make it possible. To every Valvoline Inc. and franchisee team member: thank you. Your dedication, generosity, and care are the heart of our impact. Whether it's delivering trusted service, supporting your team, or strengthening our communities, your actions make a difference every day. I'm deeply grateful for all you've done—and all we will continue to do together.

Lori Flees
President and Chief Executive Officer

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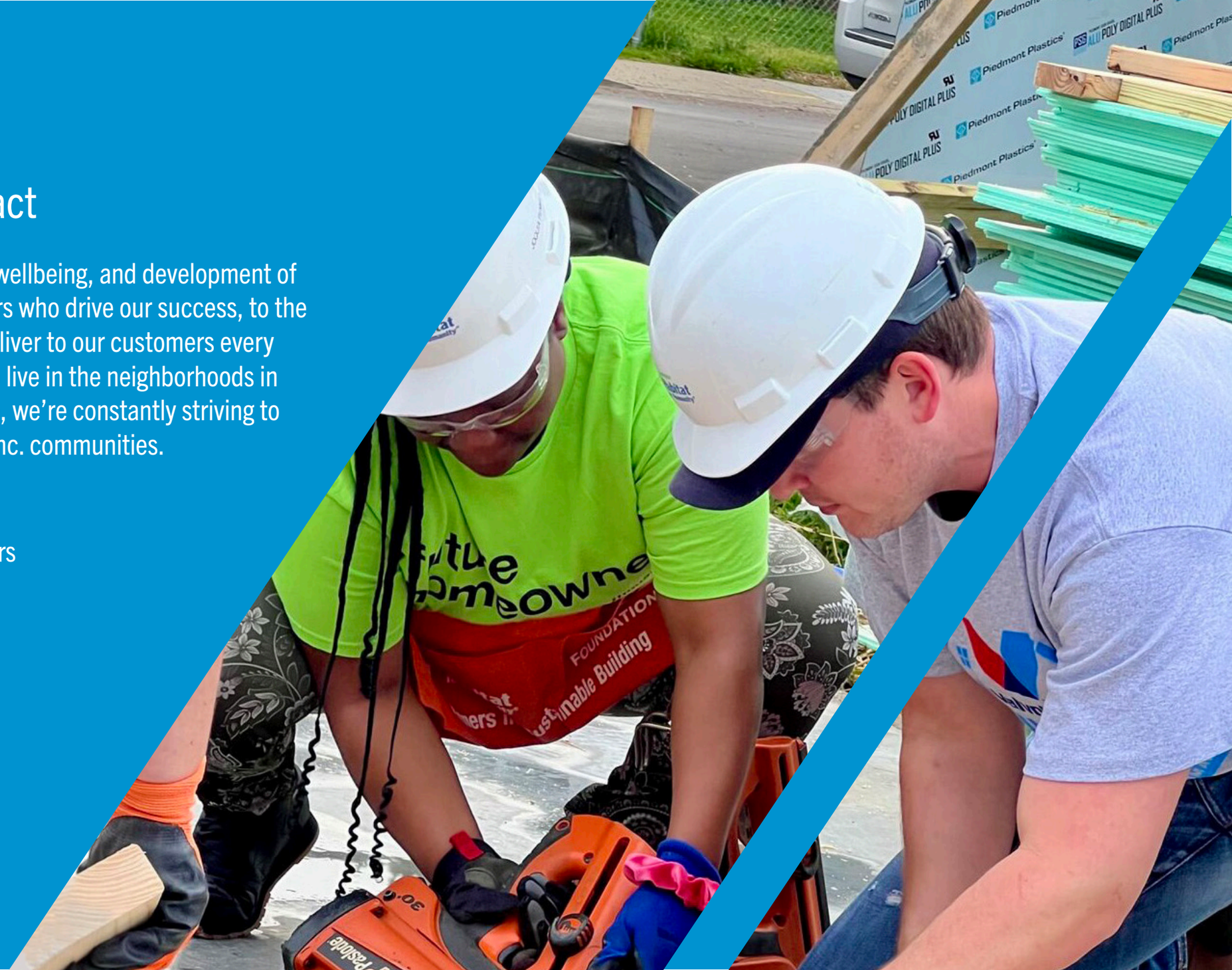
Social Impact

From the safety, wellbeing, and development of the team members who drive our success, to the experience we deliver to our customers every day, to those who live in the neighborhoods in which we operate, we're constantly striving to enrich Valvoline Inc. communities.

- Communities
- Team Members
- Customers



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Social Impact:

Communities

Happy to Help

Each year, millions of people visit our service centers, including parents with young children in car seats and teenagers bringing their first car in for maintenance. To us, it's more than just changing oil—it's about helping families move forward, safely and confidently. That's why giving back to the communities we serve is so important to us.

In FY24, the company launched our new community impact platform, Happy to Help. Happy to Help is a phrase customers hear every day in our service centers, and now we are bringing this same helpful spirit to our communities. In addition to a new name, Happy to Help focuses the company's charitable giving and volunteer efforts on youth health and mental wellbeing. We believe all young people should have access to the health care they need when they need it.

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Our Primary National Partner: Children's Miracle Network™

At the heart of Happy to Help is our 15-year commitment to Children's Miracle Network. Each November, customers join us in supporting local children's hospitals when they make a donation at one of our service centers. In FY24, we surpassed our fundraising goal and previous record, raising $1.3 million—once again earning a place in the Miracle Million Club. The funds raised by Valvoline Inc. were donated to Children's Miracle Network, and were distributed among their 170 Children's Miracle Network Hospitals throughout local communities in the United States and Canada to help support critical life-saving treatments, healthcare services, innovative research, vital pediatric medical equipment, and financial assistance for families unable to afford healthcare services. We take great pride in our long-standing partnership with Children's Miracle Network Hospitals and are honored to make a positive impact on the lives of millions of children.

$1.3 million raised in support of Children's Miracle Network Hospitals

Children's Miracle Network is a registered third-party service mark.

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Supporting Communities that Experience Natural Disasters: Hurricane Helene

In late September, Hurricane Helene made landfall in Florida as a category 4 hurricane. Three days later the storm brought unimaginable devastation to North Carolina and the surrounding areas. When natural disasters of catastrophic proportion occur, Valvoline Inc. is there with our Happy to Help program. In October, the company donated $5,000 to the American Red Cross to support disaster relief efforts. In addition, recognizing the impact on our extended team members, we also provided a $5,000 donation to our franchise partner, QAS, to assist their employees in North Carolina who were adversely impacted by the storm.

$10,000
total in funds donated to support disaster relief efforts

Cystic Fibrosis Foundation and Ronald McDonald House

In addition to Children's Miracle Network, our customers join us in supporting the Cystic Fibrosis Foundation and Ronald McDonald Houses in various markets. In FY24, we raised more than $400,000 for the Cystic Fibrosis Foundation and over $125,000 across the company for Ronald McDonald House Charities.

Helping Each Other: Hands On Assistance

When our employees face unexpected hardships, including personal crises and unforeseen emergencies, Valvoline Inc. is there to help. Our employee hardship fund is supported by the generosity of our employees and company matching contributions. In FY24, the Hands On Assistance Fund provided 48 individual grants, totaling more than $66,000 in short-term financial relief to team members in need.

Habitat For Humanity

In FY24, Valvoline Inc. sponsored a Habitat for Humanity home build in Lexington, Kentucky. Nearly 100 Valvoline Inc. team members dedicated more than 50 hours from April through June building the home from framing walls to installing doors. By early fall, the homeowner moved into their house, kicked off by a dedication ceremony.

~100
Valvoline Inc. team members dedicated
50+
hours building a home in Lexington, KY

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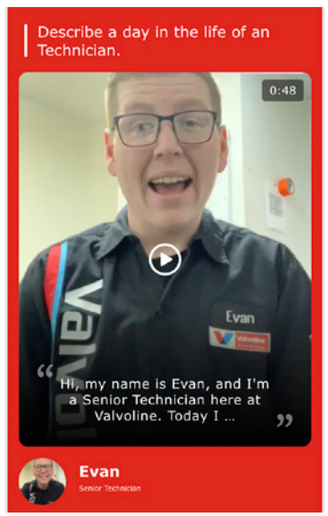
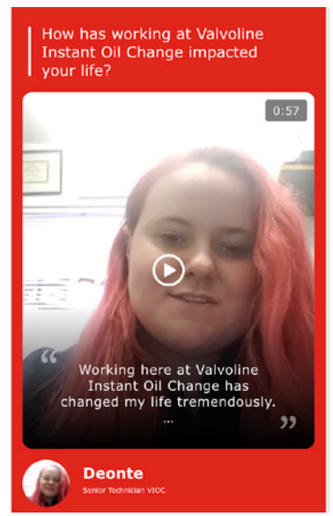
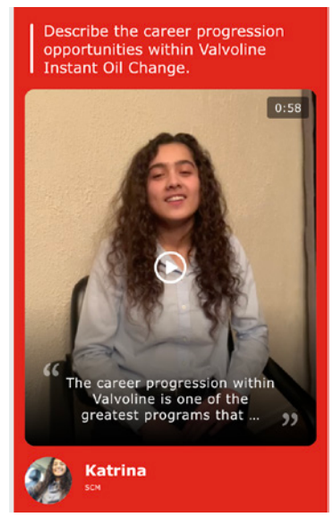
Team Members

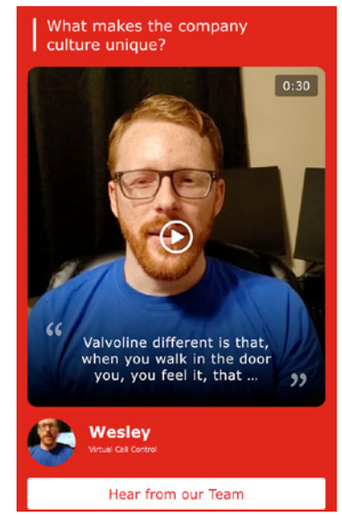
What Vamily Means to Our Team Members

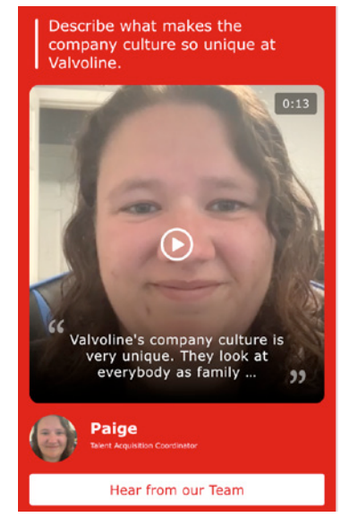
View Video Clips

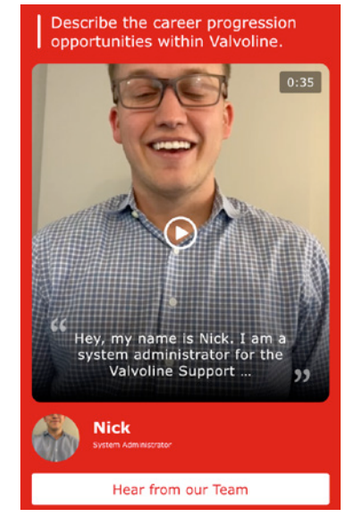












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Quarter Century Club

Valvoline Inc.'s success is built on its people, whose dedication and connection to the company's mission ensure that the Vamily legacy of camaraderie and commitment continues to thrive. Each year, we honor and celebrate employees who reach a remarkable milestone: 25 years of service with the company. In FY24, we proudly welcomed several new members to Valvoline's Quarter Century Club.

These team members have exemplified expertise, a commitment to excellence, and an unwavering dedication to Valvoline Inc. Over the years, each has demonstrated attributes of leadership, serving as mentors, trusted colleagues, and friends to many while shaping the culture that defines our organization. To our newest inductees, thank you for showing up every day with a 'happy to help' mindset and for making our Vamily stronger!

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18 Years
with Valvoline Inc.

Vamily Spotlight – Amy Kinne

During her 18-year career at Valvoline Inc., Regional Office Manager Lead Amy Kinne has built deep personal connections that have made her workplace feel like a second home. For Amy, work isn't just a job—it's Vamily. When she initially joined Valvoline Inc. after her role at her previous employer was eliminated, it was intended only as a temporary stop. Within a year, however, Amy realized Valvoline Inc. was where she belonged. Her leadership team and service center employees fostered a family-like culture by respecting employees, offering exceptional training, and giving back to local communities. It became apparent to her that Valvoline Inc. truly cared about people, and Amy wanted to remain a part of that environment.

Amy has since supported nearly all Valvoline Instant Oil Change℠ (VIOC℠) markets, and two things have remained consistent: her passion for Vamily and the company's commitment to giving back. A devoted volunteer herself, Amy finds fulfillment in contributing to her community. "I'm naturally drawn to people, and I jump at the chance to 'put some good' out into the world," she shares. This spirit of generosity is reflected in the company's values and helps deepen her connection to the organization.

Working for Valvoline Inc. has become more than a career for Amy—it's become a purpose. It's about making a difference in the lives of colleagues, enriching the community, and thriving in a place that feels like home.

> "I'm naturally drawn to people, and I jump at the chance to 'put some good' out into the world."
>
> AMY KINNE, REGIONAL OFFICE MANAGER LEAD

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31 years
with Valvoline Inc.

Vamily Spotlight – Chris Calabrese

Over his 30-plus year career, Chris Calabrese has continually excelled at Valvoline Inc. From his first role as a part-time technician at VIOC to his current position as Vice President of Company Store Operations – East, Chris has embodied the values of hard work, adaptability, and leadership.

Chris's journey is not only a testament to his perseverance but to the power of Vamily. Without any prior mechanical experience, he relied on the guidance of his teammates and the hands-on training Valvoline provides. "There was always guidance from above and momentum from behind," said Chris. "That's the strength of our culture."

Through every position he's held—assistant store manager, store manager, area manager, assistant regional manager, market manager, and director of operations—Chris has continued to foster a workplace where employees feel valued, empowered, and motivated to grow. By celebrating the team through events like Oilympics and Vamily Reunions, Chris helps pay it forward, ensuring that the next generation of company leaders are promoted from within. His story isn't just about career advancement, it's about what's possible when a company invests in its people and when those people embrace a culture that feels like family.

That's the strength of Vamily.

> "There was always guidance from above and momentum from behind. That's the strength of our culture."
>
> CHRIS CALABRESE, VICE PRESIDENT, STORE OPERATIONS – EAST

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11
time recipient of The Association for Talent Development's BEST Award

Talent Development

We believe that every team member should have the opportunity to grow and advance, regardless of their role or location. Our success depends on fostering a culture of continuous learning and career development. Through a structured approach to workplace advancement, we equip employees with the skills and resources they need to thrive.

Our service center training programs are tailored to specific job roles and functions, blending hands-on experience with virtual and in-person learning opportunities. In FY24, we enhanced our role- and position-oriented approach to improve the certification process for our service center team members, providing additional opportunities for career progression. Employee feedback continues to inform and shape our development programs, ensuring that they remain relevant, impactful, and accessible.

By investing in our people early in their careers, Valvoline Inc. provides the training, mentorship, and career pathways to drive success. New VIOC and Great Canadian Oil Change (GCOC) employees receive 270 hours of training, generally completed within the first 60 days of employment. This then leads to their first certification and another 240 hours of training in the next 140 days that supports promotability.

For those looking to transition into leadership roles, we offer the Introduction to Management (ITM) program. ITM equips rising leaders with workplace capabilities, including interpersonal communication, performance management, and strategic problem-solving. Additionally, our Managing People & Performance (MPP) program helps managers advance their leadership skills, empowering them to grow both personally and professionally. Our commitment is reflected in our hiring metrics—most of our service center manager, area manager, and market manager openings in FY24 were filled through the promotion of team members who started in hourly positions at one of our service centers.

Our efforts in workforce development also earned industry recognition in FY24. Valvoline has now been honored 11 times with Training magazine's Training APEX Award, recognizing organizations that excel in employee training and development. We were named an 11-time recipient of The Association for Talent Development's (ATD) BEST Award, which highlights organizations that build enterprise-wide talent strategies to drive success. As a result of this continued excellence, Valvoline Inc. was also named to ATD's prestigious Best of the BEST list.

Nearly 3,000 Vamily members enrolled in our talent development programs in FY24, resulting in a cumulative total of 46,208 additional hours of growth and development training.

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Talent Acquisition

We remain committed to fostering a workplace that attracts and retains top talent while promoting a strong sense of belonging. By leveraging innovative technology and structured recruitment processes, Valvoline Inc. has built an efficient and inclusive hiring approach that connects us with exceptional candidates from all backgrounds. In FY24, we hired over 13,000 new team members, with an average time to hire under 9 days, supporting our strategy to accelerate network growth.

To support our growth strategy and continued investment in talent acquisition, we use advanced tools and data-driven strategies to ensure we attract, engage, and recruit highly qualified talent. This approach includes:

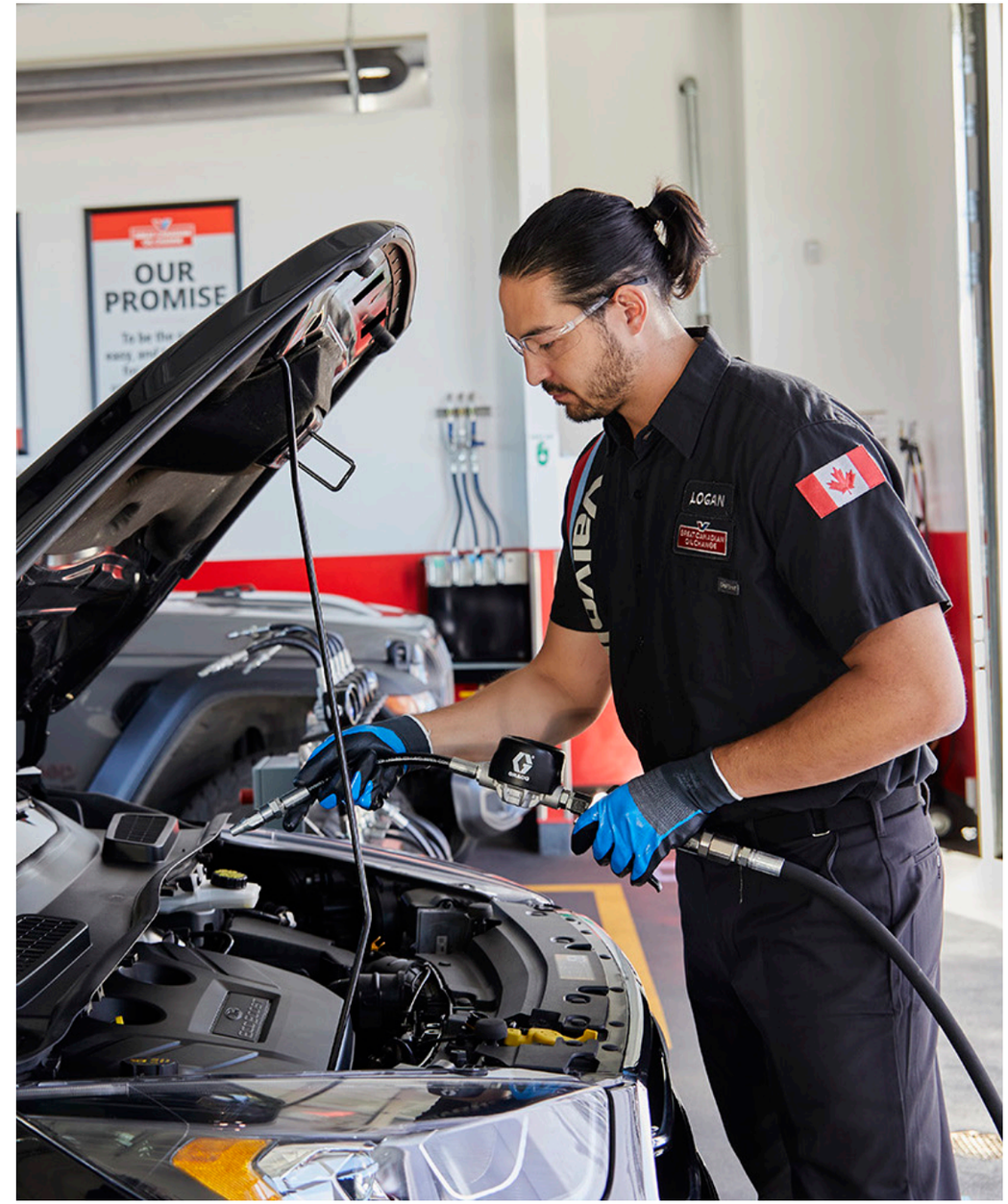
- **engaging job descriptions designed to reach a broader audience**
- **a quick, mobile-friendly application process to streamline and improve candidate experience**
- **online chat features that proactively address applicant questions**
- **video storytelling that showcases Valvoline's culture through the voices of our own team members**

In FY24, we continued to strengthen our three strategic talent-sourcing partnerships—Jobs for America's Graduates (JAG), RecruitMilitary, and Explore Careers—to build broader candidate pipelines and slates. By expanding access to opportunities, we ensure Valvoline remains a workplace of choice for top talent across industries.

Talent Acquisition Performance Metrics

8.48 days
average time to hire

13,198
total new hires



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Workforce Demographics

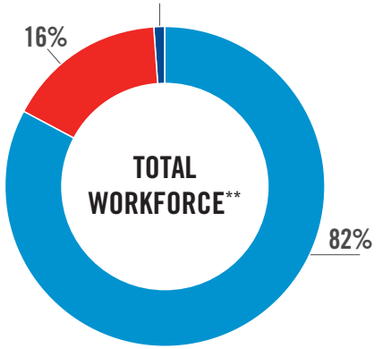
Valvoline Inc. is dedicated to maintaining an inclusive workplace that promotes innovative thinking. This dedication is reflected across the company. In FY24, four out of seven (57%) executive officers at Valvoline Inc. were women, including our President and CEO, Chief Financial Officer, Chief Legal Officer, and Chief Accounting Officer. Valvoline Inc. also extends this approach to our retail service centers. We believe that our workforce should more closely reflect the communities we serve, and we'll continue to strive towards increasing representation across our workforce.

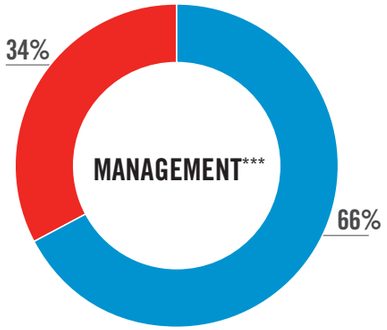
4 out of 7 (57%) executive officers at Valvoline Inc. were women in FY24

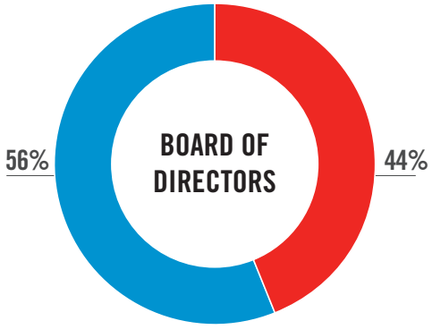
FISCAL YEAR 2024 WORKFORCE DEMOGRAPHICS*

GENDER

- Female
- Male
- Undeclared





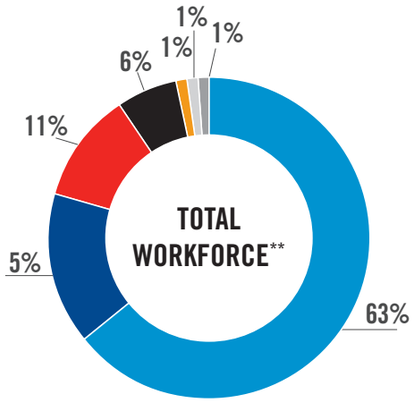


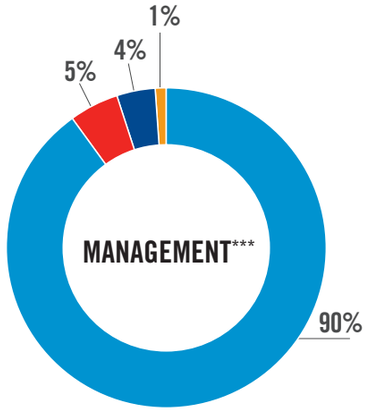
***Total workforce includes all regular, full-time U.S. employees.*

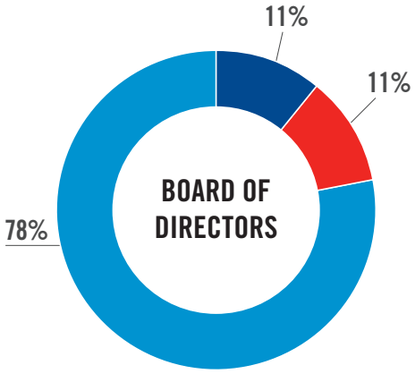
****Management is defined as Director level and above.*

RACE & ETHNICITY

- American Indian or Alaskan Native
- Asian
- Black or African American
- Hispanic/Latino
- Native Hawaiian or Other Pacific Islander
- Two or More Races
- Unknown
- White







***Total workforce includes all regular, full-time U.S. employees.*

****Management is defined as Director level and above.*

**Workforce demographics are representative of U.S. employees only and as of September 30, 2024. Percentages may not total 100 due to rounding.*

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Employee Resource Groups

We foster an inclusive workplace where everyone feels a sense of belonging. This commitment isn't just the right thing to do, it's essential to our success. Our growth strategy depends on attracting and retaining top talent, which means creating an environment that inspires self-improvement and removes barriers to success.

One way we cultivate inclusivity is through our Employee Resource Groups (ERGs). Our ERGs are open to all team members, regardless of whether they identify as part of the community supported by the ERG. These groups provide a supportive space where we can connect, share experiences, and learn from one another. Each ERG is led by employees from across the company—including service centers and corporate headquarters—and is supported by an executive sponsor from Valvoline Inc.'s senior management.

In FY24, we celebrated the launch of La Vamilia, our Latino-Hispanic ERG, continuing our commitment to fostering diverse perspectives within our organization. Some of our ERGs were rebranded in FY24 to more clearly communicate mission and purpose.

LGBTQIA+ Employee Resource Group

Veterans Employee Resource Group

Womens Employee Resource Group

"Throughout my career in the automotive industry, I've recognized the power of representation in shaping opportunities and inspiring future generations. This industry is constantly evolving, creating opportunities for all voices to contribute to its growth and innovation. I'm passionate about highlighting the many career paths available and fostering a culture where all will feel empowered to lead and make an impact, which is what inspired me to join POWER. Through POWER, we collaborate to amplify voices, create supportive spaces, and champion an environment where everyone can develop meaningful skills that contribute to a more inclusive and forward-thinking industry."

AMBERLYNN HOLDER, FRANCHISE BUSINESS CONSULTANT, ACTIVE MEMBER OF POWER

African-American, Black Employee Resource Group

Latinx-Hispanic Employee Resource Group

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We are proud of the positive impact our ERGs continue to have on our workplace culture. Check out some highlights from FY24:

PRIDE members expanding their network into Michigan.

AABERG sponsored several people to engage in the Lexington Unity Breakfast, promoting Black history and futures within Lexington.

La Vamilia launched as Valvoline Inc.'s newest ERG.

Valvoline Inc. ERGs welcomed over 100 new members in total.

POWER hosted a luncheon with nearly 200 attendees, from Valvoline Inc. and Valvoline Global.

Our Veterans ERG co-hosted a Veteran's Day event with Valvoline Global, and memoralized former Vamily member, Andy Branham, USMC Veteran.

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Total Rewards

We are committed to fostering an inclusive and supportive workplace where every employee feels valued, respected, and empowered. We believe prioritizing the physical, emotional, and financial well-being of our team members enables us to create a more engaged and productive workforce.

We recognize that every employee brings unique skills and perspectives. We are dedicated to fair and consistent compensation practices based on role, location, and performance. That commitment ensures that pay decisions are free from discrimination based on gender, race, ethnicity, sexual orientation, disability, or other factors unrelated to performance.

To support our workforce, we offer a comprehensive range of benefits for eligible full-time and part-time employees. Our programs are designed to evolve with employees at every stage of life, providing competitive benefits in line with their changing needs. In alignment with Valvoline Inc.'s new community impact campaign, Happy to Help, we also place a strong emphasis on supporting mental health in the workplace. Our Be Well program exemplifies this approach, providing Valvoline team members a 24/7 well-being resource and support platform.

Benefits Program Includes:

- Tuition reimbursement
- 401(k) retirement savings plans with company matching
- Personalized well-being programs
- Life, disability, and accident insurance coverage
- Health savings account (HSA) with company contributions
- Paid time off, paid disability, paid maternity and family leave
- Affordable healthcare plans

Life Navigator

Valvoline Inc. team members are essential to our success, and we prioritize their overall well-being just as much as their physical safety. Life Navigator, our branded Employee Assistance Program (EAP), provides team members with support and resources to help guide them through physical, emotional, and/or financial circumstances.

EAPs are work-life programs that offer confidential assessments, counseling, and referrals for employees facing personal or work-related concerns. With mobile app, web-based, and call-in options, Life Navigator ensures flexibility, encouraging strong engagement and utilization across the organization. At Valvoline Inc., our goal is to support our team members at every stage of life, providing the resources they need to thrive both personally and professionally.

LIFE NAVIGATOR
powered by Health Advocate
SOLUTIONS LIVE HERE

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Our Culture of Safety

Safety is a fundamental priority across all of our workspaces, and in FY24, we took steps to enhance the tools, technologies, and processes that protect both our team members and customers. As part of this commitment, we continued our transition to a more robust digital platform for safety activities and record-keeping.

This new platform provides greater visibility into company-wide safety data, trends, and initiatives. Key features include access to digital video recorder (DVR) reviews, enabling team members to observe behaviors, procedures, and techniques in action—allowing for real-time feedback and corrective measures. Additionally, the platform streamlines essential safety practices, such as in-person observations and coaching, daily safety walks, environmental health & safety audits, safety recertifications, and tool inventory audits. These capabilities empower managers to proactively identify and address safety priorities within our service centers, ensuring a safer environment for all.

Safety Feedback

The safety of our team members remains our top priority, and ongoing collaboration with employees strengthens our safety culture. The feedback we receive from our teams helps inform and shape our safety strategies and initiatives.

We have established multiple channels for employees to report safety concerns and potential hazards in real time, allowing us to respond swiftly and effectively. One such channel is The Power of One, an open forum where employees can directly share their safety concerns and suggestions with department leaders. Additionally, our STOP Committee meets regularly to stay informed about the latest safety trends and recommend necessary adjustments.

To ensure our safety measures remain effective, we also conduct bi-weekly field assessments, safety expense reviews, near-miss reporting and engagement, weekly safety team meetings, and hazard reporting. These efforts help us continuously improve workplace safety and reinforce our commitment to employee well-being.

Safety Engagement

Valvoline Inc. continues to host tailgate events across our markets, bringing together high-performing team members who serve as safety ambassadors. Designed to be relaxed and informal, these events encourage greater participation and engagement while reinforcing key safety principles. In FY24, we focused the events to better align with the specific market's safety performance, ensuring relevant and impactful discussions.

Additionally, we introduced our new Safety Scorecard initiative, providing actionable metrics that help each market assess and enhance its safety performance. These scorecards increase visibility into the effectiveness of our safety programs, enabling teams to track progress and prioritize action items. This initiative also allows us to refine in-store safety visits, addressing specific safety gaps with targeted solutions.

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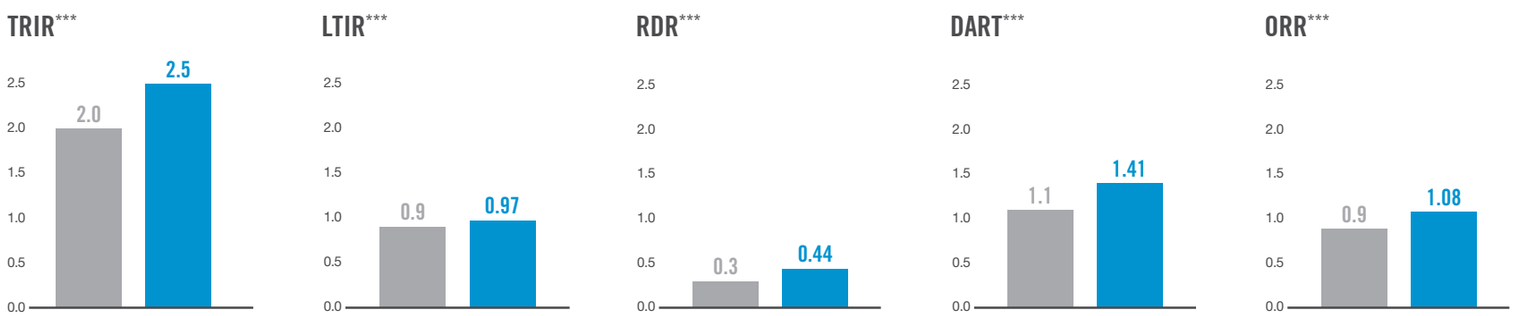
The Tools That Keep Us Safe

FY24 Safety Metrics*

VIOC Industry Average (2023**)



**Does not include franchise locations.*

***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).*

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Social Impact:

Customers

Ranked #18 on Forbes' Best Customer Service List

#1

GCOC ranked #1 automotive aftermarket service provider on J.D. Power's 2024 Canada Customer Service Index

Customer Experience

Customer experience is vital to the success of any retail business, influencing both brand perception and long-term, sustainable, growth. At Valvoline Inc., customer experience is more than a transactional interface, it's a reflection of our commitment to service, trust, and relationships. We consistently deliver excellent customer service and reliability while treating each customer with respect—building loyalty and satisfaction with every visit. Our extensive consumer research reveals that vehicle maintenance can often be an emotional and stressful experience. That's why we're committed to removing anxiety, building trust, and eliminating inconvenience—creating a seamless experience that makes automotive maintenance easier and more accessible for everyone.

With 28 million oil changes performed across our network in FY24, our tagline—"Service you can see. Experts you can trust.℠"—continues to resonate because it's built on real customer feedback. What sets us apart is a repeatable and efficient service model that ensures transparency, trust, speed, and expertise at every location, as evidenced by our inclusion on Forbes' Best Customer Service list and by our ranking as highest among aftermarket service facilities in J.D. Power's 2024 Canada Customer Service Index–Long-Term Study.

We continuously analyze insights from post-visit surveys in FY24 to refine our approach to customer service, training, and operational excellence. By leveraging this data, we quickly identify and address service issues to help maintain our customer satisfaction. Our advanced digital infrastructure also enhances customer interactions, driving engagement, retention, and a consistently superior service experience.

With more than 2,000 locations system-wide, there is usually one of our service centers conveniently located in our customers' neighborhoods, removing distance as a barrier for many to receive preventive automotive maintenance service. We offer full-service oil changes from certified technicians in about 15 minutes, including a free 18-point maintenance check*, all while customers remain in their cars. We also offer a wide range of preventive 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, cabin air filter replacement, batteries and more. And our customers never need an appointment to discover why we consistently rate 4.7 out of 5 stars***.

OIL CHANGE IN ABOUT 15 MINUTES

4.7
★★★★★
CUSTOMER RATING
BASED ON A SURVEY OF OVER 1,000,000 VALVOLINE INSTANT OIL CHANGE℠ CUSTOMERS ANNUALLY.

18-POINT MAINTENANCE CHECK

**Applies only to accessible/applicable items. At participating locations. 18-Point Maintenance Check does not measure or capture any information related to your tires' tread depth. Any results should not be understood to warrant or represent the tread depth on any of your vehicle's tires.*

***Based on a 2024 survey of Ford, Chevrolet, Jeep, Honda, Hyundai, Nissan and Toyota dealership national average pricing. Average savings on air conditioning recharge, automatic transmission fluid exchange, battery replacement, cabin air filter, differential, transfer case fluid replacement, fuel system cleaning services and radiator fluid exchange ranges from 30% to 50%. Excludes special offers and discounts.*

****Based on a survey of over 1,000,000 Valvoline Instant Oil Change customers annually.*

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3.8M
interactions were processed through the VCC program

Virtual Call Control Program

Valvoline Inc.'s Virtual Call Control (VCC) program ensures that every customer call is handled efficiently, freeing up store teams to focus on in-bay service while maintaining a consistent and professional interaction for every caller. By leveraging technology to handle inbound inquiries, our VCC program helps drive cost savings, operational efficiency, and superior customer interactions, ensuring that every customer's experience—whether online, in-store, or over the phone—is seamless and professional.

With over 1,500 of our system-wide stores enrolled in our VCC program in FY24, we handle all calls initiated to those retail locations, addressing pre-visit inquiries such as pricing, service offerings, and product availability. In total, VCC processed over 3.8 million interactions last year, saving team members valuable time to better service customers in-store.

Customer Care Program

At Valvoline Inc., customer satisfaction extends beyond our service bays. Our Customer Care program is dedicated to handling post-visit concerns, ensuring that every customer interaction—whether related to service experience, service failures, or damage claims—is resolved efficiently and professionally.

Our Customer Care program helps strengthen relationships with customers to ensure they'll return with confidence in the Valvoline Inc. experience. With multiple contact channels, customers can reach us through their preferred method. In FY24, our customer care team managed nearly 700,000 interactions, via phone calls, live chats, and emails. This multi-channel approach provides quick response times, efficient resolutions, and a seamless experience for customers who need assistance after their visit.

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Franchise Partnerships

Our franchisees are more than business operators, they are partners in our mission to deliver exceptional service and grow our brand. We view franchise recruitment as an extension of our customer experience, seeking partners who share our core values and are committed to amplifying our brand through operational excellence. These relationships are central to our strategy for sustainable growth and the continued expansion of our service center network.

Valvoline Inc. franchisees build their businesses on a proven operating model, supported by ongoing collaboration through our Franchise Development Council to share best practices and drive continuous improvement. In FY24, our focus on accelerating network growth led to the addition of 158 new stores, which includes 84 franchise locations*. We were proud to welcome new franchise partners—including Velocity Auto Care, Fluid Automotive, and Yellowstone Investment Group—along with Interstate Auto Care, which joined our network through the acquisition of stores from a retiring franchisee.

Franchising with Valvoline Inc. is designed to be both simple and sustainable. Our proprietary SuperPro™ operating system ensures a consistent, high-quality customer experience, while franchisees benefit from comprehensive support, including recruitment, training, market development, and marketing resources.

Our consistent track record earned us the #1 ranking in the Automotive Category on Entrepreneur's 2024 Franchise 500 list, underscoring our leadership and commitment to excellence. With strong momentum across both our franchise and company-owned locations, we remain confident in our trajectory to become a 3,500+ store network.

#1
ranking in the Automotive Category on Entrepreneur's 2024 Franchise 500 list

84
new franchise locations* opened in FY24

This figure includes company-to-franchisee transfers.

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Environmental Impact

Valvoline Inc.'s culture of sustainability ensures that environmental responsibility remains at the core of how we deliver our services, helping to reduce our footprint while meeting the needs of customers.

- Waste
- Water
- Energy
- Compliance and Stewardship

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Waste Management Practices

Our supply chain has a mature waste management program that is based on source reduction, reuse, recycling, and secure disposal. Our company-owned and operated service center locations recycle just about every product used in our core service offerings, including but not limited to, motor oils, oil filters, vehicle batteries, and antifreeze. In FY24, we diverted 561 tons* of standard trash from landfill, and we'll continue to focus on embedding principals of circularity into the way we operate our business.

Recycled Materials at Valvoline Inc.**

210,720
battery cores

28,457,480
oil filters

266,430
gallons of antifreeze***

561 tons of standard trash diverted from landfill in 2024

**Includes waste from company-owned U.S. service centers and Valvoline Inc. headquarters only.*
***Recycled materials totals for battery cores and oil filters include data from company-owned and franchise service center locations.*
****Company-owned U.S. stores only.*

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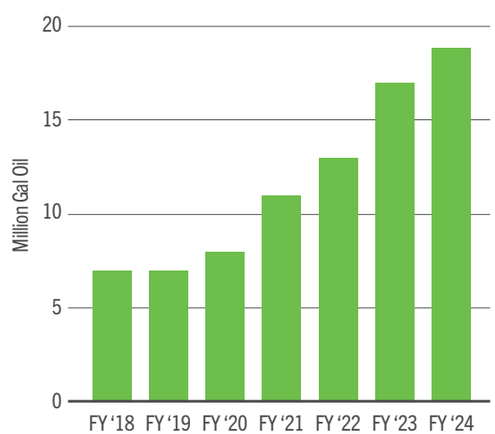
Waste Oil Recovery

Valvoline Inc. uses licensed third-party vendors to collect our waste oil from our service centers across the U.S. and Canada for recycling. Waste oil recycling involves the process of collecting, re-refining, and repurposing used oil to prevent environmental contamination and conserve resources.

Initially, used oil is collected from various sources such as automotive shops, factories, and households. Then, it undergoes filtration and purification to remove impurities, contaminants, and water. The re-refined oil can be reused as lubricants, fuel for industrial furnaces, or as a base for manufacturing new products like asphalt or plastics.

Recycling waste oil not only minimizes the environmental impact of our business, but also contributes to the circular economy by extending the lifespan of valuable resources. Through proper recycling methods, waste oil can be transformed into a valuable commodity, reducing reliance on virgin oils, and mitigating the harmful effects of improper disposal. In FY24, we recycled 18,819,551 gallons of waste oil from oil change services performed at our company-owned VIOC and GCOC service center locations. We have focused on improving our processes for waste oil collection and containment in our service centers, and these efforts coupled with establishing new vendor relationships in select locations have helped to increase the amount of waste oil we're able to refine; 100% of the waste oil from oil change services performed at our service centers is able to be re-refined*.

Waste Oil Recycling



Claims are specific to company-owned service centers.

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Water Management

Our service centers adhere to our SuperPro™ process which emphasizes the collection and recycling of automotive fluids while minimizing drips and spills. To enhance our culture of safety and reduce injuries, we have implemented "dry lower-level practices" that limit the use of water for floor cleaning. Instead of using water, we rely on floor absorbents, further decreasing water consumption and preventing discharge into the sanitary sewer system. Our facilities are equipped with sealed lower-level floor drains and constant pressure switches on sump pumps to provide secondary containment and reduce the risk of environmental releases.

Valvoline Inc.'s retail service operations are not water-intensive and depend primarily on municipal sources for domestic sanitation, with smaller amounts used for lawn maintenance and cleaning. On average, our company-owned service centers use fewer than 10,000 gallons of water per month. In 2023, we conducted a water risk assessment of our U.S. company-owned service centers, revealing that less than 3% operate in areas of water stress. We plan to continue these assessments on a biennial basis, with the next assessment scheduled for FY25.

On average, less than 10,000 gallons of water used per month at VIOC and GCOC service centers*

3%

of our company-owned U.S. VIOC service center locations operate in areas of water stress**

**Applies to company-owned service centers only.*
***We have defined "water stress" as meeting either medium-high, high, or extremely high rating criteria using the World Resources Institute (WRI) Aqueduct Water Risk Atlas tool. The indicators selected were Baseline, Annual, for Physical Risks Quantity. WRI Aqueduct's physical risks quantity measures risk related to too little or too much water, by aggregating all selected indicators from the Physical Risk Quantity category. Higher values indicate higher water quantity risks.*

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Energy Management

We continuously work towards improving energy management and distribution in our retail service environment. As part of our commitment to operational excellence, we invested over $1.1 million in preventive maintenance and energy efficiency upgrades across our company-owned stores in the United States in FY24. These upgrades included replacing inefficient HVAC systems with newer models and upgrading our exterior signage and interior lighting to LEDs. We will continue to seek out ways to improve operational efficiency and energy management within our company-owned service center locations as part of a formalized store remodel program.

Community Solar

We believe that everyone in our communities should have access to the benefits of renewable energy, including lower energy costs and increased resilience of the grid. This belief has driven our pursuit of investments in community solar initiatives in the markets where we operate and where community solar is available. In FY24, we signed agreements for eligible service centers operating in Minnesota and New York, with plans to expand into additional markets in future years as more renewable energy projects become available.

Our pursuit of community solar reflects our commitment to supporting the transition to a low-carbon economy and the communities we serve, helping to provide opportunities for cleaner, renewable energy to residents who otherwise may not have access to these options.

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Greenhouse Gas Emissions

Prior to the sale of Valvoline Inc.'s Global Products business on March 1, 2023, our priorities were to improve energy management while decreasing greenhouse gas (GHG) emissions in our manufacturing operations. The sale of the Global Products business has given us an opportunity to re-evaluate our environmental sustainability performance and establish new sustainability initiatives as a retail-focused company.

This work is ongoing, and we intend to continue the evaluation of our energy consumption and environmental impacts. Although we do not have goals in place at this time, we will continue to pursue opportunities to improve our position as a responsible business and environmental steward. For more detailed information on our emissions and energy use intensity, see our emissions and energy management document.

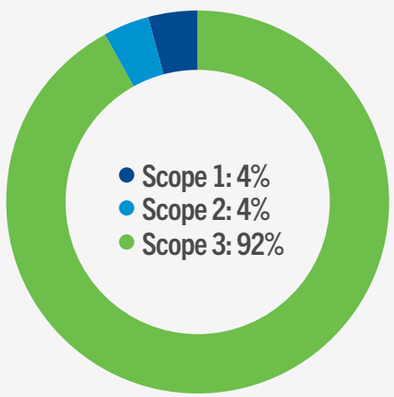
459,804 mtCO2e

(location-based) total greenhouse gas emissions in FY24

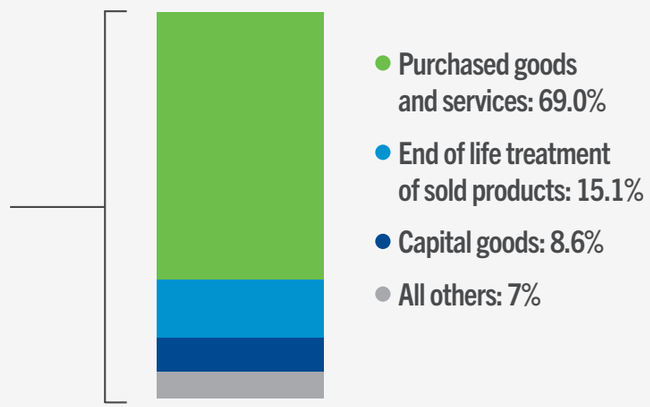
GHG Emissions

$mtCO_2e$	2020	2021	2022	2023	2024
Scope 1	12,727	14,557	12,863	15,345	21,727
Scope 2 (location-based)	13,487	14,989	17,201	20,888	18,709
Scope 2 (market-based)	15,704	17,967	17,753	18,359	16,370
Total Scope 1 & 2 (Location-based)	**26,214**	**29,547**	**30,064**	**36,233**	**40,436**
Total Scope 1 & 2 (Market-based)	**28,431**	**32,525**	**30,616**	**33,704**	**38,097**
Total Scope 3	**–**	**–**	**–**	**718,911**	**419,368**

Total Emissions (Location-based)



Total Scope 3



Note: Number may not equal 100% due to rounding.

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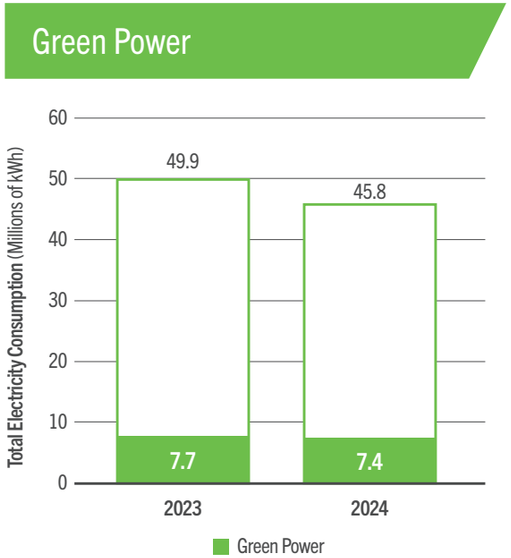
Green Power Partnership

Demonstrating our commitment to environmental stewardship, in FY24 Valvoline Inc. joined the U.S. Environmental Protection Agency's (EPA) Green Power Partnership. This initiative recognizes organizations that voluntarily use green power to reduce the environmental impact of conventional electricity consumption. By investing in green power from certified renewable sources, such as wind, solar, biogas, and geothermal, we are taking a significant step in our sustainability journey. As a result of these efforts, Valvoline Inc. was recognized as a Top 30 Retail Partner by the EPA for our leadership in supporting clean energy.

In FY24, we purchased Green-e® certified Renewable Energy Certificates (RECs) from renewable energy projects that began operating in the United States within the last 15 years. These purchases matched 16% of our total electricity consumption, amounting to over 7 million kilowatt-hours of green power: equivalent to the annual electricity usage of more than 700 average American homes. These initiatives are part of our broader efforts to reduce GHG emissions and foster the renewable energy economy.



Top 30 Retail Partner

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Responsible environmental management starts with a strong system of oversight. In addition to managing our direct impacts through waste, water, and energy initiatives, we maintain a deep commitment to environmental compliance and risk mitigation.

Environmental Due Diligence

We're dedicated to doing things the right way, and that includes making sure we're environmentally responsible. This commitment extends to how we approach building our company-owned service centers from the ground up, as well as acquiring and retrofitting existing stores. Before we open any new location, we conduct a thorough environmental due diligence process to ensure that there are no material environmental hazards on the property that would hinder our ability to be in material compliance with all local, state, and federal environmental laws and regulations.

Our due diligence process starts with a Phase I Environmental Site Assessment. During this assessment, we conduct site visits, review historical documents, and check for compliance with laws and regulations. If we find any potential risks during the Phase I assessment, we move on to a more detailed Phase II assessment.

After completing both assessments and ensuring that there are no material environmental hazards that cannot be remediated, we take steps to make sure the location is in compliance with all local, state, and federal environmental laws and regulations. We may also remodel the store to meet our brand's standards while remaining environmentally responsible. Our due diligence process helps ensure that our operations pose no environmental risks to the surrounding communities. This is important to us because we strive to be a responsible neighbor and operate our business in an environmentally sustainable way.

Waste Vendor Audits

Valvoline Inc. regularly conducts waste vendor audits to enhance environmental transparency and uphold our commitment to corporate responsibility. These on-site assessments ensure vendors adhere to our company's standards, legal requirements, and industry best practices for waste disposal. By mitigating risks, improving resource efficiency, and identifying opportunities for waste reduction, oil recycling, and landfill diversion, these audits play a crucial role in advancing our sustainability practices while holding vendors accountable for their performance.

"At Valvoline Inc., sustainability isn't just a goal — it's a responsibility we take seriously across every aspect of our operations. Through collaboration between our EH&S and Procurement teams, we're actively ensuring our waste management partners align with our high standards for environmental stewardship."

JORDAN WILLIAMSON, ENVIRONMENTAL & SUSTAINABILITY PROGRAM MANAGER

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Governance & Ethics

Valvoline Inc. remains committed to integrity, accountability, and ethical business practices, fostering trust with our stakeholders.

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ESG Oversight

The Governance and Nominating (G&N) Committee of Valvoline Inc.'s Board of Directors has responsibility for oversight of Valvoline Inc.'s strategy, initiatives, and policies for environmental, social, and governance matters.

Throughout the year, members of senior management review with the G&N Committee matters related to integrating sustainability into our business, initiatives to promote the health and safety of employees, ethics and compliance, fostering an inclusive workplace, sustainability reporting and disclosure, and maintaining sound corporate governance practices. These initiatives reinforce Valvoline Inc.'s dedication to transparency, accountability, and long-term sustainability.

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Data Privacy and Cybersecurity

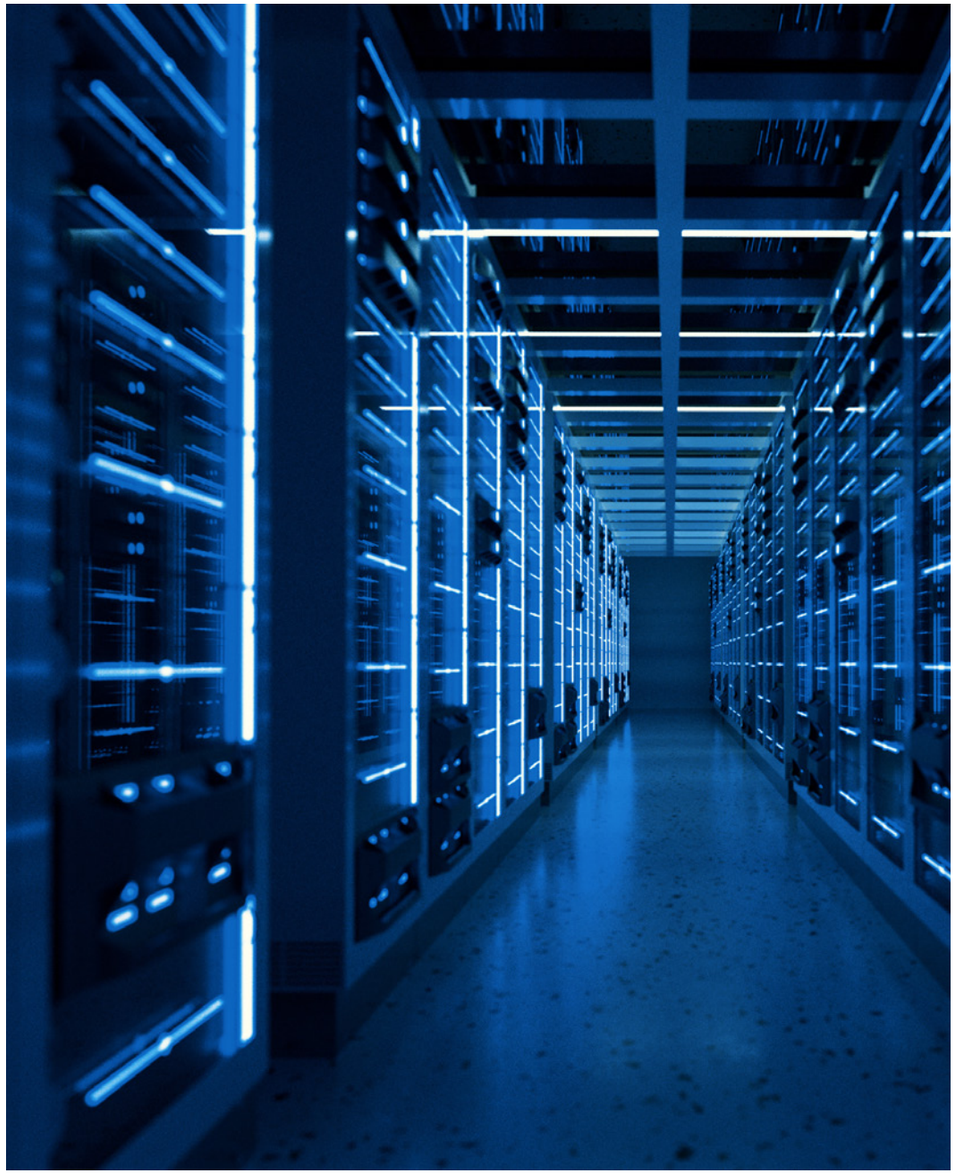
A strong information security and data protection program are key to ensuring our customers information remains secure and protected. We have a dedicated Senior Director of Information Security and Senior Privacy Counsel who provide bi-annual updates to our Board of Directors, and we adhere to industry standards to maintain a strong security posture. Employees and contractors with infrastructure access must complete annual information security training and comply with the Code of Conduct and Supplier Code of Conduct. Valvoline Inc.'s program also aligns to the National Institute of Standards ("NIST") Cybersecurity Framework ("CSF") and Privacy Framework.

Many employees access personally identifiable information (PII) as part of their roles, requiring compliance with our Privacy and Data Protection Policy and IT security policies. Failure to adhere to these guidelines can result in regulatory action, reputational damage, legal consequences, and financial penalties.

To further enhance security, we have implemented a Data Security Posture Management (DSPM) tool that scans our main environments to identify sensitive data, manage access, track retention, and enforce security policies through monitoring and notifications.

The Enterprise Information Steering Committee, an advisory and oversight body within our Information Security Office, plays a critical role in managing and supporting Valvoline Inc.'s information security program, ensuring risk mitigation and compliance.

Cybersecurity education also remains a key focus at Valvoline Inc. We provide ongoing training to all employees, ensuring they stay informed on topics such as privacy, data protection, phishing awareness, password management, and overall cybersecurity best practices. By prioritizing education, strategic hiring, and proactive security measures, we are committed to advancing data protection, risk management, and cybersecurity resilience across our organization.



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About This Report

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core Option. This report also includes some content that addresses comprehensive-level GRI disclosures. We have also aligned this report to the general principles of the Sustainability Accounting Standards Board (SASB) for Multiline and Specialty Retailers & Distributors. This is Valvoline's eighth report, and it covers the period of October 1st 2023 through September 30th 2024 unless otherwise specified. We publish our reports online annually. We engaged with Apex Companies, LLC to provide limited assurance in relation to specific FY24 environmental data. Details on our limited assurance activities are available here.

Reporting Scope and Boundaries

The geographic boundaries of our Impact Report's data and information cover 100% of our operations located in North America (United States and Canada), and exclude all discontinued operations.

How We Chose What to Include in Our Report

The Governance and Nominating Committee of Valvoline Inc.'s Board of Directors has responsibility for oversight of the strategy, initiatives, and policies for environmental, social, and governance matters.

Valvoline Inc.'s Impact Report contains information on the company's performance in the following areas: environmental stewardship, social impact, health and safety, community development and economic performance. The company's stakeholders include employees, customers, suppliers, shareholders, contractors, business partners, franchisees, governmental and non-governmental organizations, 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 about 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;
- Governmental and non-governmental agencies that have an interest in our business and operations; and
- Franchisees and prospective franchise partners.

Your feedback is welcome and appreciated. Please address any questions or comments about our Impact Report to csr@valvoline.com.

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ESG Materiality Assessment

Stakeholder engagement at Valvoline Inc. is an ongoing activity, occurring at all levels of our organization. In FY24, the company conducted a formal ESG-focused materiality assessment to identify and prioritize the most significant sustainability issues that could impact our operations and stakeholders. This comprehensive assessment involved engaging with a range of key stakeholders, including employees, shareholders, Board members, suppliers, franchisees, and the non-profit partners we support, to gather insights on their concerns and expectations. We engaged with over 200 of our key stakeholders to conduct this assessment, and by systematically evaluating the impacts and relevance of various ESG factors, the company aims to enhance transparency in our reporting efforts, inform strategic decision-making, and align our sustainability initiatives with best practices in the industry.

This assessment strengthens our commitment to responsible business practices and ensures that we effectively address the interests of our stakeholders while driving long-term value creation. For more detailed information on who we engage with and how, click here.

Our Material ESG Topics

Social Impact

- Customer Relationship Management
- Employee Satisfaction, Engagement, and Wellbeing
- Talent Attraction & Retention
- Labor Management Practices and Workforce Health & Safety
- Workforce Diversity & Inclusion

Environmental Impact

- Climate Strategy

Governance & Ethics

- Corporate Governance & Business Ethics
- Privacy & Data Security
- Transparency & Reporting
- Board Diversity
- Risk & Crisis Management

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FY24 Impact Metrics

Impact Categories: Communities Team Members Customers

Social Impact

$1.88 M
cumulative total of donations and giving efforts, excluding Hands On Assistance (HOA) funds.

46,208
hours in employee growth and development – Leadership Series Training*

2,888
employees enrolled in growth and development – Leadership Series Training

13,198
total new hires

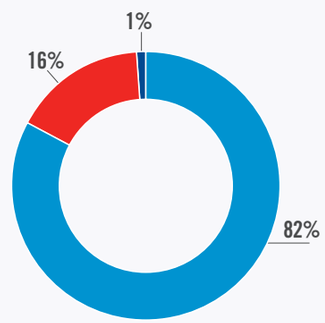
Talent Acquisition – Strategic Partnerships:

- Jobs for America's Graduates (JAG)→
- Recruit Military→
- Explore Careers→

Total Workforce*

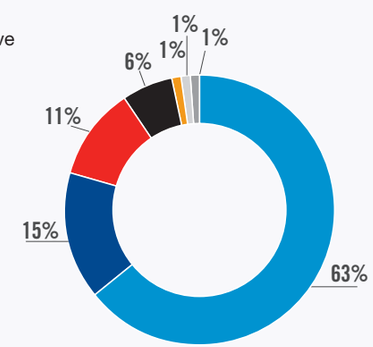
By Gender

- Female
- Male
- Undeclared



By Race & Ethnicity

- American Indian or Alaskan Native
- Asian
- Black or African American
- Hispanic/Latino
- Native Hawaiian or Other Pacific Islander
- Two or More Races
- Unknown
- White



34%
female representation – management

57%
female representation – executive officers

4.7
customer experience rating**

3.8M
pre-visit customer interactions

84
new franchise locations

Safety Metric	
Total Recordable Incident Rate (TRIR)	2.5
Lost-time Incident Rate (LTIR)	0.97
Restricted Duty Rate (RDR)	0.44
Days Away, Restricted, or Transferred (DART)	1.41
Other Recordable Rate Treatment other than first aid but not restrictions or lost-time (ORR)	1.08

*Workforce demographics are representative of U.S. employees only and as of September 30, 2024. ** Based on a survey of over 1,000,000 Valvoline Instant Oil Change customers annually.*

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FY24 Impact Metrics

Impact Categories: Waste Water Energy

Environmental Impact

561
tons of waste diverted from landfill*

18.81M
total gallons of waste oil recovered**

9,805
average gallons per month of water consumption**

$1.11M
invested in energy efficiency upgrades

CO_2

$mtCO_2e$ Emissions

Scope 1	21,727
Scope 2 (location-based)	18,709
Scope 2 (market-based)	16,370
Scope 3	419,368
Total (location-based)	459,804

7,406,481
kWh of renewable energy***

*Includes waste from company-owned U.S. service centers and Valvoline Inc. headquarters only.
**Total includes company-owned service centers operating in the U.S. and Canada (VIOC, GCOC).
*** Renewable Energy (also referred to as "Green Power") refers to the volume of Green-e® certified Renewable Energy Certificates (RECs) purchased to match a portion of our total electricity consumption.

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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) csr@valvoline.com
	2-4 Restatements of information	About this Report
	2-5 External assurance	Our greenhouse gas (GHG) emissions have been third-party assured by Apex Companies, an environmental engineering and consulting firm. Assurance Letter
	2-6 Activities, value chain and other business relationships	Valvoline's Retail Services, 10-K (page 5)
	2-7 Employees	Workforce Profile
	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 (pages 11-18)
	2-10 Nomination and selection of the highest governance body	Proxy (pages 11-18)
	2-11 Chair of the highest governance body	Proxy (pages 11-18)
	2-12 Role of the highest governance body in overseeing the management of impacts	Proxy (pages 11-18)
	2-13 Delegation of responsibility for managing impacts	Proxy (pages 11-18)
	2-14 Role of the highest governance body in sustainability reporting	Proxy (page v, 15)
	2-15 Conflicts of interest	Proxy (pages 11-18)
	2-16 Communication of critical concerns	Proxy (page 17)
	2-17 Collective knowledge of the highest governance body	Proxy (page 1-6)
	2-18 Evaluation of the performance of the highest governance body	Proxy (page 14-15)
	2-19 Remuneration policies	Proxy (page 19-59)
	2-20 Process to determine remuneration	Proxy (page 19-59)
	2-21 Annual total compensation ratio	Proxy (page 53) 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	Supplier Code of Conduct
	2-27 Compliance with laws and regulations	Supplier Code of Conduct
	2-28 Membership associations	Valvoline Inc. is a member of the following associations: **International Franchise Association** – 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. **PAMA** – Preventative Automotive Maintenance Association **Southwest Car Wash Association** – 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	About this Report, Engaging Stakeholders
	2-30 Collective bargaining agreements	Workforce Profile
	3-2 List of material topics	About this Report

MATERIAL TOPICS		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	About this Report
	3-2 List of material topics	About this Report

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MATERIAL TOPICS		
Economic Performance		
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	10-K (pages 32-39)
GRI 201: Economic Performance 2017	201-2 Financial implications and other risks and opportunities due to climate change	TCFD
GRI 201: Economic Performance 2018	201-3 Defined benefit plan obligations and other retirement plans	10-K (pages 43-47)
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

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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	Ethics and Compliance
	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. Annual Report (page 48)
	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. Audit Committee Charter
	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	Energy Management
	302-2 Energy consumption outside of the organization	Energy Management
	302-3 Energy intensity	Energy Management
	302-4 Reduction of energy consumption	Energy Management
	302-5 Reductions in energy requirements of products and services	Energy Management
Water and Effluents		
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Management
	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	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. The areas in which the locations identified in 2023's assessment operate are within the following major basins: - Columbia and Northwestern United States: 4 VIOC locations - North America Colorado: 4 VIOC locations - Mississippi - Missouri: 6 VIOC locations **Figures restated in September 2025 after an internal audit the revealed double-counting of addresses in the assessment.* Water Management

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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. Energy Management
GRI 305: Emissions 2017	305-2 Energy indirect (Scope 2) GHG emissions	Energy Management

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MATERIAL TOPICS		
Emissions		
GRI 305: Emissions 2018	305-3 Other indirect (Scope 3) GHG emissions	Energy Management
GRI 305: Emissions 2019	305-4 GHG emissions intensity	Energy Management
GRI 305: Emissions 2020	305-5 Reduction of GHG emissions	Energy Management
GRI 305: Emissions 2021	305-6 Emissions of ozone-depleting substances (ODS)	Energy Management
GRI 305: Emissions 2022	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Energy Management
Waste		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management
GRI 306: Waste 2021	306-2 Management of significant waste-related impacts	Waste Management
GRI 306: Waste 2022	306-3 Waste generated	Waste Management
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 Supplier Code of Conduct, 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	Total Rewards
GRI 401: Employment 2018	401-3 Parental leave	Total Rewards
Labor/Management Relations		
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Notices issued in accordance with local requirements. Workplace Profile
Occupational Health and Safety		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Health and Safety
	403-2 Hazard identification, risk assessment, and incident investigation	Health and Safety
	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. Health and Safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health and Safety
	403-5 Worker training on occupational health and safety	Health and Safety
	403-6 Promotion of worker health	Health and Safety

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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	Health and Safety
	403-8 Workers covered by an occupational health and safety management system	Health and Safety
	403-9 Work-related injuries	Health and Safety
	403-10 Work-related ill health	Health and Safety
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 (pages 14-15)
	404-2 Programs for upgrading employee skills and transition assistance programs	Annual Report (pages 14-15)
	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	**Diversity of Governance Body (Board) - Gender Representation** 44% Female 56% Male Age Representation 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	Supplier Code of Conduct
Child Labor		
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Supplier Code of Conduct
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	Supplier Code of Conduct
Security Practices		
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Employee Code of Conduct
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. 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.
	413-2 Operations with significant actual and potential negative impacts on local communities	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 Supplier Code of Conduct, 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

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TABLE 1. SUSTAINABILITY DISCLOSURE TOPICS & METRICS

TOPIC	METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE
Energy Management in Retail & Distribution	Total energy consumed	Quantitative	Gigajoules (GJ)	CG-MR-130a.1	554,943 GJ
	Percent grid electricity	Quantitative	%	CG-MR-130a.1	84%
	Percentage renewable	Quantitative	%	CG-MR-130a.1	16%
Data Security	Description of approach to identifying and addressing data security risks	Discussion and Analysis	n/a	CG-MR-230a.1	At Valvoline Inc. we prioritize information security and data security with a dedicated Sr.Director of Information Security, regular updates to our Board of Directors, and adherence to industry standards. All employees and contractors with access to our infrastructure must complete annual information security awareness training and adhere to our Supplier Code of Conduct. As part of our everyday work, many of us have access to personally identifiable information of our fellow employees, business partners and customers. If we work with personal information, we must comply with our Privacy and Data Protection policy and our IT policies concerning the protection, access and use of personal information. Failure to meet our responsibilities could result in government actions, damage to our reputation, potential lawsuits, fines and penalties.
Data Security	Number of data breaches	Quantitative	#	CG-MR-230a.2	0 We had no incidents in fiscal year 2024
	Percentage involving personally identifiable information (PII)	Quantitative	%	CG-MR-230a.2	0 We had no incidents in fiscal year 2024
	Number of customers affected	Quantitative	#	CG-MR-230a.2	0 We had no incidents in fiscal year 2024

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TABLE 1. SUSTAINABILITY DISCLOSURE TOPICS & METRICS

TOPIC	METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE
Labour Practices	Average hourly wage	Quantitative	USD	CG-MR-310a.1	Although we track this information internally, Valvoline Inc. is not disclosing average hourly wage because we consider it sensitive competitive data.
	Percentage of in-store employees earning minimum wage, by region	Quantitative	%	CG-MR-310a.1	100% of our in-store employees in every U.S. region earn above minimum wage, thus 0% of our in-store employees earn minimum wage (Federal/State/ Municipal).
	Voluntary turnover rate (in-store employees)	Quantitative	Rate	CG-MR-310a.2	Not reported
	Involuntary turnover rate (in-store employees)	Quantitative	Rate	CG-MR-310a.2	Not reported
	Total amount of monetary losses as a result of legal proceedings associated with labour law violations	Quantitative	USD	CG-MR-310a.3	Monetary losses as a result of legal proceedings associated with labor law violations during the reporting period were an immaterial amount (well-below $100,000.00 USD). No corrective actions were necessary.
Workforce Diversity & Inclusion	Percentage of gender and racial/ ethnic group representation for all management	Quantitative	%	CG-MR-330a.1	Impact Report (page 18)
	Percentage of gender and racial/ethnic group representation for all other employee groups	Quantitative	%	CG-MR-330a.1	Impact Report (page 18)
	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	Quantitative	USD	CG-MR-330a.2	Monetary losses as a result of legal proceedings associated with employment discrimination during the reporting period were an immaterial amount (well-below $100,000.00 USD). No corrective actions were necessary.
Product Sourcing, Packaging & Marketing	Revenue from products third-party-certified to environmental and/ or social sustainability standards	Quantitative	USD	CG-MR-410a.1	Not reported
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	n/a	CG-MR-410a.2	Not reported
	Discussion of strategies to reduce the environmental impact of packaging	Discussion and Analysis	n/a	CG-MR-410a.3	Not reported

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TABLE 2. ACTIVITY METRICS

TOPIC	METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE
General	Number of retail locations	Quantitative	Number	CG-MR-000.A	North America—Total: 2,010 United States (VIOC)—Total: 1,880 US Company owned—918 US Franchised—962 Canada (GCOC)—Total: 130 CAN Company owned—32 CAN Franchised—98
General	Number of distribution centres	Quantitative	Number	CG-MR-000.A	1
General	Total area of retail space	Quantitative	Square metres (m2)	CG-MR-000.B	183,927 m2 This figure is an estimate based on the average square footage (1,979,800 sqft/10.764 to convert to m2) of service center locations by number of bays.
General	Total area of distribution centres	Quantitative	Square metres (m2)	CG-MR-000.B	Unknown—the company leases a shared space in a warehouse to store items sent to all newly opened stores, including marketing materials, uniforms, certain required equipment, and office supplies. The company does not consider this location to be a distribution center.

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Governance	
Recommended Disclosures	**Response**
a. Describe the board's oversight of climate-related risks and opportunities.	**Board of Directors** - The Company's Board of Directors has an increased focus on environmental, social, and governance matters – inclusive of climate-related matters including risks and opportunities. Climate-related risks and opportunities are assessed annually as part of the Company's enterprise risk management (ERM) process. **Governance and Nominating Committee** - The Governance and Nominating Committee (G&N Committee) comprises three or more independent directors and is responsible for providing counsel to the full Board concerning environmental, social, and governance (ESG) strategy and initiatives. This includes assisting in the development and implementation of the Company's Corporate Governance Guidelines and ensuring the independence of the Board as it exercises its corporate governance and oversight roles for the benefit of shareholders and the Company's other constituencies. **Audit Committee** The Audit Committee comprises three or more independent directors and assists in fulfilling the oversight responsibilities of the Board relating but not limited to the integrity of the Company's financial statements and financial reporting process; the integrity of the Company's systems of internal accounting and financial control, including the Company's systems to monitor and manage enterprise business risk, which may or may not include matters of climate-related risks meeting specified criteria for financial materiality.
b. Describe managements role in assessing and managing climate-related risks and opportunities.	**CRRO Working Group** - Led by the Company's ESG Manager, the internal Climate-related Risks and Opportunities (CRRO) Working Group includes the Company's Chief Audit Executive, Chief Accounting Officer, Deputy General Counsel, VP of FP&A, Director of FP&A, Manager of Accounting, Senior Accountant, and the Company's Environmental & Sustainability Program Manager. The Working Group is responsible for performing more in-depth analysis of climate-related risks and opportunities to discern their relevance and potential for financial materiality. While some ESG topics, including climate-related risks, are included in our company's Enterprise Risk Management (ERM) assessment, they may not make the final register and do not typically include climate-related opportunities.

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Recommended Disclosures	**Response**
a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Valvoline Inc. evaluates physical (acute, chronic) and transition (policy & legal, technology, market, reputation) across short (0-1 year), medium (2-10 years), and long-term (10+ years) time horizons. In fiscal 2024, Valvoline Inc.'s internal Climate-Related Risks and Opportunities (CRRO) working group conducted an initial climate risk assessment to identify opportunities and quantify the potential financial impacts of climate-related risks under the best and worst climate scenarios while assessing the resilience of our operations and business strategy under those conditions*.
b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	The analysis was performed using climate models aligned with the Sixth Assessment Report (AR6) by the Intergovernmental Panel on Climate Change (IPCC), and the Shared Socioeconomic Pathways (SSPs) scenarios, with a focus on physical risks (acute and chronic) for company-owned stores located in the United States (96% of total company-owned stores). The CRRO also assessed physical risks that may impact our franchise operations, although financial impacts were considered de-minimis. For acute physical risks, management used sales revenue figures from our company-owned and operated stores to develop ranges of financial impact based on the number of days a store may need to close after experiencing an extreme weather event and created four categories: · Nominal impact—1 sales day closure · Moderate impact—7 sales day closure · Catastrophic impact—21 sales day closure · Permanently closed
c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Using this methodology, management evaluated the following physical risks in 2024's assessment: · Acute - Flooding - Wildfires · Chronic - Heat (includes heat waves and days of extreme heat) These potential hazards were modeled across three climate scenarios for the short, medium, and long-term time horizons: · SSP1-1.9, 1.5°C by 2100 · SSP3-7.0, 3.6°C by 2100 · SSP5-8.5. 4.4°C by 2100

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a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. **b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.** **c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.**	**Physical Risks** **Physical—acute, flooding** · Approximately 5% of our company-owned and operated stores are situated in regions that may be vulnerable to extreme climate events over the next 1 to 30 years. Our stores are strategically located across a diverse range of geographic areas throughout the United States and Canada. Canada was not included in this assessment for FY24 but will be assessed in FY25/FY26. While management acknowledges that a small fraction of our total footprint is in areas identified as at risk for potential flooding events, it is worth emphasizing that it is unlikely that all locations would experience severe flooding simultaneously. In the improbable scenario that every identified location was to sustain catastrophic damage, leading to store closures of 21 sales days or fewer, the estimated financial implications on company revenues would remain minimal, well below USD 5 million. Valvoline is committed to ongoing monitoring and risk mitigation strategies to safeguard its assets and ensure continued operational resilience in the face of climate challenges. · Likelihood—not likely · Financial impacts—de-minimis, well under USD 5M **Physical—acute, wildfires** · Approximately 3% of our company-owned and operated stores are situated in regions predicted to experience extreme climate events such as wildfires over the next 1 to 30 years. The locations identified as being "at risk" through this assessment are geographically dispersed across various regions of the United States, making it improbable that all at-risk locations would be simultaneously affected by wildfires. Should a scenario arise in which all stores face closure due to a catastrophic wildfire for 21 sales days or fewer, the anticipated financial impact on revenues would be under USD 5 million. · Likelihood—not likely · Financial impact—de-minimis, under USD 5M **Physical—chronic, heat*** · Approximately 28% of our company-owned and operated stores are situated in regions identified as potentially experiencing an increase in the number of days with temperatures exceeding 96°F. Following OSHA guidelines, on days when temperatures reach 95°F or higher, employers are mandated to provide employees with a minimum of a 10-minute preventative cool-down rest every two hours, as well as ensure access to water, shade (for outdoor work), and the implementation of training and emergency protocols. Considering the additional cool-down breaks required for a standard-length shift, we anticipate that these measures will not significantly affect our operational capabilities. If extreme heat conditions necessitate the temporary closure of multiple stores or adjustments to operating hours, management does not expect a material financial impact on our revenues. The insights gained from this assessment will serve as a foundation for enhancing our training and safety protocols related to heat stress and expanding the geographic reach of team members that undergo Heat Injury Prevention Plan (HIPP) training. · Likelihood—likely · Financial impact—de-minimis, under USD 5M

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a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	**Transition Risks** **Transition—Market, Changing Customer Expectations on Sustainability** Increasing ESG transparency requirements from large enterprise customers may result in lost contracts if the Valvoline Inc. fails to disclose emissions and align with net-zero goals. · Likelihood—low, unlikely · Financial impact—not reported · Impact on emissions—none/not reported **Transition—Policy & Legal, Shareholder Lawsuits & Climate Risk** Failing to properly assess, disclose, or mitigate climate-related financial risks may result in shareholder activism, lawsuits, and financial penalties. · Likelihood—low · Financial impact—low · Impact on emissions—none/not reported **Transition—Policy & Legal, Legal Repercussions from Anti-ESG Governments** If governments with anti-ESG sentiment retaliate against companies with climate and sustainability targets, Valvoline Inc. may face financial, legal, and reputational risks. · Likelihood—medium · Financial impact—low · Impact on emissions—none/not reported
b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	
c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	

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a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	**Opportunities** **Opportunities—Resilience, Automated Emissions & ESG Compliance Tools** Reporting automation has the potential to decrease time demands on subject matter experts, ESG/sustainability teams and increase the amount of time spent focused on the implementation and execution of strategic ESG priorities. Reducing regulatory compliance costs may result in strengthened investor confidence and improved ESG/sustainability reporting. · Likelihood—medium, likely · Financial impact—low, annual savings of 10,000-500,000 USD · Impact on emissions—none/not reported **Opportunities—Energy source, Community Solar** In certain markets where Valvoline Inc. operates, there are opportunities to participate in community solar. Participation in community solar allows Valvoline to support a just transition for beneficial electrification and the diversification of energy grids through indirect monetary support of renewable energy projects. This option does not require us to install onsite solar but provides the benefit of a bill credit of up to 10%. · Likelihood—medium, likely · Financial impact—low, annual savings of 10,000-50,000 USD · Impact on emissions—none/not reported
b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	
c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	**Opportunities—Energy source; Resource efficiency, Onsite Solar & Battery Storage for Commercial Buildings** In some markets where Valvoline Inc. operates, energy demands are rising while grid stability and reliable electricity supply are not keeping up. This has resulted in more frequent power outages and rolling blackouts. By procuring onsite solar energy (behind-the-meter), Valvoline Inc. would be able to store and use power during peak demand times. This approach could lead to lower electricity costs and lessen the strain on the grid while allowing Valvoline Inc. to continue operations (generating revenue) during power outages. · Likelihood—low, not likely due to geographic spread of sites and limited rooftop space · Financial impact—low, ROI period is extensive · Impact on emissions—potential decrease of 2,809mt CO_2e in year 1, equivalent to a 7% reduction in total emissions based on FY24 figures

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a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	**Opportunities—Resource Efficiency, Water Management and Remote Monitoring Tools in Commercial Buildings** Certain retail locations within Valvoline Inc.'s owned and operated service center network were acquired and rebranded to Valvoline Inc. retail service locations while other stores have been constructed (ground-ups) by the company. In some cases, our acquired locations share a water meter with other businesses which limits our ability to monitor in real-time any leaks or general water flows that are specific to our business's operations. Older grounds ups and acquisitions alike could benefit from the use of water management tools like remote monitoring (sub-metering) to provide more insights into actual water usage, establish baseline water usage where meters are shared, and detect leaks (inside buildings and outside irrigation) in real time, which would allow for faster remediation. The combination of real-time monitoring and data on actual usage would allow Valvoline to implement a data-informed water management program that has the potential to reduce water use, improve water use efficiency, decrease utility spend, reduce our carbon footprint, and support our progress in environmental stewardship. · Likelihood—likely · Financial impact—medium, cost savings $500k-$5M · Impact on emissions—reduction
b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	
c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	

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Risk Management	
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a. Describe the organization's processes for identifying and assessing climate-related risks.	At Valvoline Inc., Board-level committees oversee risk assessment and risk management responsibilities. The company's Chief Audit Executive reports directly to the Audit Committee of the Valvoline Inc. Board of Directors and administratively reports to the company's Chief Financial Officer. The Chief Audit Executive is responsible for preparing and implementing a risk-based audit plan to assess, report on, and make suggestions for improving the company's key strategic, financial, and operational activities and internal controls. The Chief Audit Executive is responsible for leading the annual enterprise risk management (ERM) process which includes participation from members of Executive and Senior Management and the Board. ESG matters, including climate-related risks, are within the scope of the ERM process and are assessed annually; results are aggregated and reported annually to Executive and Senior Management and the Board. To further track Valvoline Inc.'s risks and opportunities, the company engages with internal and external stakeholders to assess material issues relating to its industry. Although management conducts a formal materiality assessment every 3-5 years, discussing and defining issues of materiality is an ongoing process that involves continuous stakeholder engagement to ensure the company is aware of the latest and most pressing areas of stakeholder concern. In addition to any formal and informal engagement processes, the company leverages reporting frameworks like GRI, SASB, and TCFD to help align its strategic business priorities with relevant issues of environmental and social sustainability. Valvoline Inc. also participates in active rankings such as the S&P Global Corporate Sustainability Assessment (CSA) to stay abreast of trending ESG topics while understanding how it is performing relative to its peers in those areas. Ratings and rankings further assist the company in identifying areas of risk and opportunity, and management reviews results annually to assess whether the company needs to start, stop, or continue areas of focus. At the site-specific level, while it is primarily the responsibility of facility managers to understand and address site-specific risks, there is a feedback mechanism embedded in company processes that allows for consideration of site-level concerns in organizational and enterprise-wide initiatives relating to climate risks and opportunities. For example, in fiscal 2024 Valvoline Inc. joined the EPA's Green Power Partnership (GPP) and works with individual market leaders, as well as members of management, to realize opportunities to expand Valvoline's use of renewable energy while reducing operating expenses at the site level. This level of cross-functional collaboration is the key to successful climate action.
b. Describe the organization's processes for managing climate-related risks.	
c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	

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Metrics and Targets	
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a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	- Operational efficiency—water use intensity, energy use intensity, (greenhouse gas) emissions intensity for Scope 1 and Scope 2 (Market-based and Location-based), renewable energy consumption (Green e certified RECs), waste-to-landfill, and waste diversion rate (includes refined waste oil in gallons). - Asset management—when assessing physical risks and opportunities relating to the Company's physical assets (leased and owned) we rely on Shared Socioeconomic Pathways (SSPs) for modeling different potential outcomes for future climate scenarios. On a scale of 1-7, with 7 being the highest likelihood and 1 being the lowest, we consider sites with a score of 5 or higher to be "at risk".
b. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	Energy Management
c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	On March 1st of 2023, Valvoline Inc. completed the sale of the Global Products business. Historically, climate-action activities (such as energy management, water management, and waste reduction efforts) and targets were primarily focused on the manufacturing side of the business, as it was the largest producer of various scopes and categories of emissions. Valvoline Inc. is evaluating its baseline performance and developing a retail-focused climate strategy that balances environmental needs with opportunities to strengthen its business operations and create long-term, sustainable value. This work is ongoing.