

**2024 EXTRA-
FINANCIAL
PERFORMANCE
STATEMENT**



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EDITORIAL

“

At Motul, a family-owned company for generations, we have always believed that sustainable growth goes hand in hand with the responsible and respectful management of social and environmental issues. We are fully aware that our industry — lubricants — requires us to constantly reinvent ourselves, especially in recent years, as ecological impact and societal expectations present real challenges. We must rethink our production methods and logistics flows, aim for ecological sobriety, and redefine our offerings, all within a collective approach since these issues are interconnected.

This document, our Statement of Non-Financial Performance (SNFP), is essential: it reflects not only our past actions but also our commitment to the future. It serves both as a tool for transparency and a driver for progress, reporting on our efforts to manage our environmental, social, and governance impacts. In recent years, we have strengthened our responsibility and actions by implementing concrete initiatives in both the content and packaging of our products. This is how we were pioneers in the use of regenerated base oils for the manufacture of our NGEN products and pioneers in the use of PCR plastics (plastics made from recycled plastics) for our containers. To reduce our carbon footprint, we launched a major plan to relocate our production and logistics closer to our markets. By producing and marketing high-performance essential fluids, we help reduce friction, extend oil change intervals, and thereby reduce fuel consumption — contributing to the collective effort. Our approach is one of continuous improvement, and we will continue to integrate ESG (Environmental, Social, and Governance) considerations into our short-, medium-, and long-term strategies. Guided by our values — innovation and performance, the key pillars of Motul — we will make ESG issues central to our development, meeting the expectations of our employees, partners, and clients, as well as the challenges ahead. We are therefore committed here to reconciling economic performance and social responsibility over the long term with the aim of sustainable growth.

”

Mr. Olivier Montange, President of the Management Board





METHODOLOGY

This Statement of Non-Financial Performance (SNFP) has been prepared in accordance with current legal and regulatory requirements. It aims to provide transparent information on the company's social, environmental, and governance issues for the period from January 1, 2024, to December 31, 2024.

The methodology is based on the collection of both qualitative and quantitative data through internal surveys, interviews with the relevant departments, and an analysis of existing practices and commitments. The indicators were selected according to the materiality criteria defined by the company.

The qualitative and quantitative data cover all operations managed by the Motul Group across its entire range of products and services, and throughout all its territories.

Several scopes are addressed in this statement:

- **Motul France** : including the headquarters in Aubervilliers, the production site in Vaires-sur-Marne, and the sales force.
- **Subsidiaries** : including all subsidiaries outside "Motul France".
- **Production sites** : including the production sites in Vaires-sur-Marne, Lescot, and Baraldi (Italy).
- **Motul Group** : including France and all subsidiaries.

The data presented compare the 2024 fiscal year with the 2023 fiscal year, both covering a 12-month period. Regarding the scope, it should be noted that in mid-October 2024, the Motul Group integrated CHEM ARROW, a company based in California, whose carbon data were included in the Group's carbon footprint assessment. Other non-financial data, particularly social data, are not yet available and could therefore not be included in this report.

GENERAL INFORMATION AND STRATEGY


I. WHO ARE WE ?


Motul is a French family-owned company of international scope, founded in 1853. Specializing in the production of high-performance lubricants for engines — including two-wheelers, cars, heavy-duty vehicles, and industrial applications — Motul operates in more than 160 countries and strives every day to provide its customers with exceptional levels of performance and protection.

Over the years, Motul has gained worldwide recognition as an official supplier for the most demanding teams and manufacturers in the automotive and motorcycle industries.

Today, Motul aims to play a central role in driving technological innovation in mobility and, in this context, is actively innovating to develop the very high-quality fluids of tomorrow and promote progress.

MOTUL IN SHORT

 **Specialist in lubricants,** founded in 1853
 •Pioneer of **100% synthetic lubricants**


 **Over 730** employees


1 corporate foundation

MOTUL CORAZÓN
 TOOLS FOR LIFE FOUNDATION

Flagship product **300V**



 **160** countries

 **Over 19,000** active product references

 **Over 400** formulations



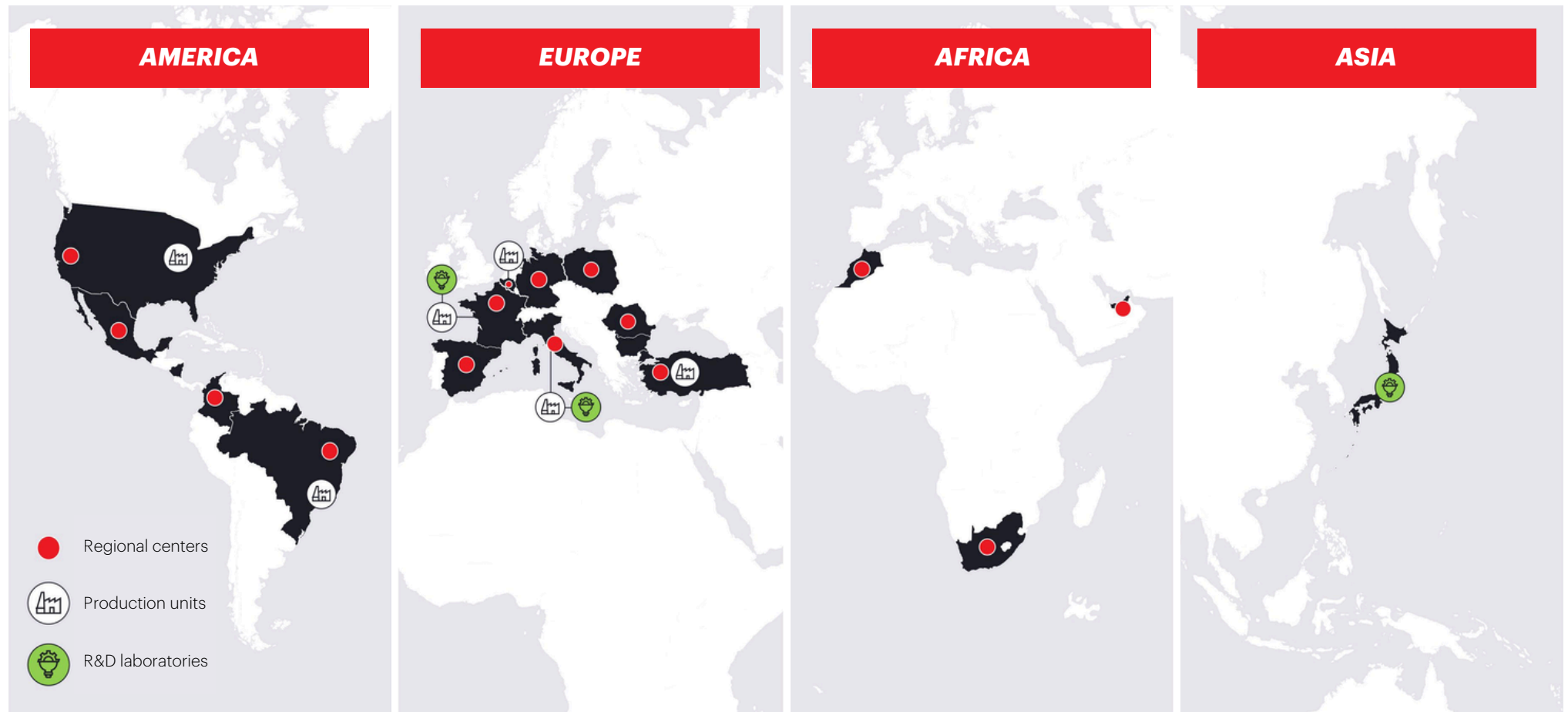
AUTOMOTIVE } **LIFESTYLE**
 POWERSPORT }

HEAVY-DUTY VEHICLES } ADDITIVES & MAINTENANCE

INDUSTRY } THERMAL MANAGEMENT



II. OUR LOCATION



III. OUR VALUES AND STRENGTHS

Motul is built on strong assets and enduring values:



A family-owned company with over 730 passionate and committed employees who have brought to life a strong, globally recognized brand for more than 150 years.

A thriving Research & Development community supported by a diversification strategy designed to ensure sustainable growth.

A genuine entrepreneurial spirit, agility, and strong partnerships — ready to collaborate, contribute, test, and deploy.

IV. OUR GOVERNANCE

Motul is a dual-structured joint-stock company, comprising a Supervisory Board and a Management Board. These two governing bodies play a central role in the company's organization and decision-making processes.

The Management Board, supported by its Executive Committee (Comex), defines the company's strategy, manages and administers its operations, and commits the company, with validation from the Supervisory Board when required.

The Comex brings together the main operational executives who represent Motul's strategic priorities. It met 11 times during 2024.

The Supervisory Board exercises ongoing oversight of the company's management conducted by the Management Board. At any time during the year, it may carry out any verifications and controls it deems appropriate and request any documents it considers necessary for the fulfillment of its duties. The Supervisory Board meets four times a year and is composed of both internal and external members. The attendance rate at Supervisory Board and Management Board meetings reached 100%, whether in person or remotely.

To fully integrate social and environmental responsibility into economic and financial priorities — and because Motul is convinced that sustainable development is key to the company's longevity, the preservation of its ecosystem, and its values — a member of the Comex has been responsible for Innovation and Sustainability since 2021.

To reinforce this approach, Motul created a CSR Department in the fall of 2024. Its mission is to strengthen and consolidate the Group's commitment to sustainable transition, redefine its medium- and long-term strategic priorities, and structure, mobilize, and empower teams to ensure the operational implementation of decisions. This department reports directly to the Chairman of the Management Board and works closely with the members of the Comex. Major decisions are adopted by the Comex and validated by the Management Board.

This collective commitment, shared by all 738 employees worldwide, led to the launch of an ambitious program entitled Regen 2030, one of whose key objectives is the preservation of the Group's playing field, taking into account the transformation of its core market.

In this context of continuous change, a Brand Committee was created in 2024. Its purpose is to meet four times a year to address all matters related to the brand — a major strategic asset for Motul. To ensure that every employee understands, shares, and embodies the values that drive the Group, a brand narrative was developed and shared with all teams since the summer of 2024.

For more than 150 years, Motul has continued to evolve and adapt to meet the needs of its customers while remaining true to its values. Its commitment to research and the development of new products has enabled it to remain at the forefront of performance, offering products of the highest quality.

Today, faced with an increasingly tense geopolitical context, the scarcity of resources, rising regulatory pressure, and rapid technological change, the Motul Group is actively committed to developing solutions that are more respectful of both people and the planet.

BUSINESS MODEL

Since 1853, Motul has been relentlessly innovating to design essential fluids that reduce friction and unlock the full potential of engines. We are multi-niche specialists, attentive to the specific needs of each client, and we deliver tailor-made solutions.

Driven by a **pioneering and bold spirit**, we are present in more than 160 countries, cultivating close and personalized relationships with our customers, distributors, and partners. This proximity is the strength of our business model.

Today, we are leveraging our expertise to **diversify our markets**.

We are developing solutions for engines powered by alternative fuels (electric, hydrogen, etc.) as well as maintenance products for cars, motorcycles, and bicycles.

At Motul, **innovation is a constant pursuit**, guided by the determination to anticipate tomorrow's needs.

This journey, enriched by 170 years of history, would be nothing without the energy and passion of those who build it every day. Together, we are ready to meet the challenges of the future.

OUR RESOURCES

OUR TOOLS THAT SET US APART

VALUE CREATION

HUMAN RESOURCES

- 738 employees based in France and abroad, including 33% women, continuously developing through numerous training programs.
- Daily initiatives to strengthen health and safety at work.
- The Motul Corazon Foundation, which has supported more than 100 projects worldwide for nearly 15 years.

ORGANIZATIONAL RESOURCES

- Strong stability and low exposure to risk thanks to 100% family ownership since its creation.
- A dual governance structure with qualified external members.
- An unwavering commitment to our partners and clients; recognized expertise built over 170 years.
- A clearly defined 2030 strategy and a shared brand narrative.

PRODUCTION AND DISTRIBUTION RESOURCES

- 11 production sites worldwide, including the main site in France (Vaires-sur-Marne), certified ISO 14001.
- A distribution network spanning more than 160 countries, with strong, direct, and cooperative relationships with our raw material suppliers.
- Very high-tech R&D facilities supporting ongoing investments in innovation and diversification, including one entity dedicated to high-tech industrial lubrication: MotulTech.

ENVIRONNEMENTAL AND SOCIAL RESOURCES

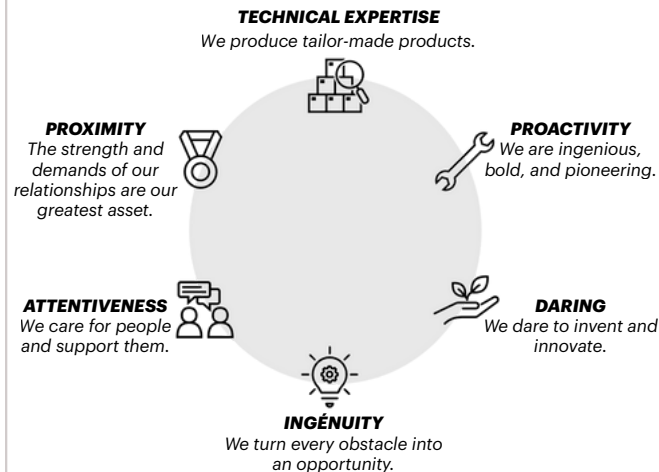
- Completion of a carbon footprint assessment and significant investment in a dedicated tool to continue our ambitious efforts to reduce our carbon footprint.
- Optimization of energy and water consumption.
- Membership in the eco-organization Cyclévia.
- A strong commitment to reducing the use of natural resources through the introduction of the NGEN range, made from regenerated base oils.
- Production localized as close as possible to our markets to minimize environmental impact.

A STRONG BRAND IDENTITY SINCE 1853

A story built on performance

We make no compromises on the quality of our products, consistently going beyond industry standards.

OUR KNOW-HOW: OUR EXPERTISE



OUR KNOWLEDGE: OUR VALUES

TO PROVIDE OUR CUSTOMERS WITH ESSENTIAL FLUIDS OF FLAWLESS QUALITY THAT REDUCE FRICTION AND ELEVATE PERFORMANCE.

HUMAN RESOURCES

- 4,200 hours of training delivered across the Group; 61% of employees trained.
- 14.08% turnover rate; 2.56% absenteeism across all countries; MOTUL CARE program.
- Strong diversity with 36 nationalities; Gender Equality Index score: 88/100.
- 8 projects supported by the Motul Corazon Foundation in 2024, for a total of €101,500, plus an additional €100,000 donation to the Les Garages Écoles association.

ORGANIZATIONAL RESOURCES

- A Code of Ethics reiterated to all employees through dedicated training modules; an operational whistleblowing system; and reinforced data protection measures.
- Growth in both revenue and EBIT.

PRODUCTION AND DISTRIBUTION RESOURCES

- Inauguration of a new R&D laboratory in Vaires-sur-Marne, a cornerstone of Motul's innovation strategy focused on sustainable lubricants and battery cooling fluids.
- A strong policy of diversification and innovation.
- A strategic acquisition in the industrial sector: Chem Arrow Corporation, the second-largest North American supplier of HVAC (heating, ventilation, and air conditioning) products, offering a range of low-VOC (volatile organic compound) solutions.

ENVIRONMENTAL AND SOCIAL RESOURCES

- Reduction of Scope 2 CO₂ emissions by 42.5%.
- Implementation of green electricity contracts with guarantees of origin covering more than 86% of operations.
- Over 50% of packaging made from PCR (post-consumer recycled) materials.
- Over 50% of packaging made from PCR (post-consumer recycled) materials.
- Partnership with Plastic Odyssey.

DEFINITION OF KEY CSR ISSUES

Motul and its subsidiaries, like all companies, are exposed to a constantly evolving set of environmental, social, and societal risks. These issues — which can impact the company's profitability, growth, and reputation — were the subject of a double materiality analysis conducted at the beginning of 2023 by KPMG, following identification, assessment, and validation phases.

The results of this analysis have continued to guide the policies implemented throughout 2024.

Since September 2024, a major initiative has been launched to progressively align with the upcoming Corporate Sustainability Reporting Directive (CSRD) framework, with the support of KPMG.

An in-depth assessment of Impacts, Risks, and Opportunities was carried out, and new materiality thresholds were defined. The identification of sustainability issues covered the entire value chain, both upstream and downstream, taking into account Motul Group's various geographical areas.

By the end of 2024, in-depth interviews had been conducted with internal stakeholders to help weight and prioritize these issues. External stakeholders will be interviewed during the first quarter of 2025, with the objective of finalizing the materiality matrix by the end of the first half of the year — enabling Motul Group to redefine its key strategic priorities.



APPLIED POLICIES AND RESULTS

PART 1 – SOCIAL

The Motul Group is built around a strong brand and a total of 738 permanent employees as of December 31, 2024, spread across 15 subsidiaries in France and abroad. Women represent 32.79% of the workforce, and men 67.21%.

Motul implements concrete actions to attract, develop, and retain its employees.



I. SKILLS MANAGEMENT

HIRING AND DEPARTURES

In 2024, out of a total of 738 permanent employees, the Group recorded 128 new hires, representing 17.34% of the total workforce (vs. 16.53% in 2023), and 105 departures, or 14.23% (vs. 14.83% in 2023). These figures remained stable year over year on a comparable basis.

In France, **turnover in 2024 also remained stable** compared with 2023, with 17.18% vs. 15.88% for hires and 14.08% vs. 16.17% for departures. The figures for the French perimeter therefore closely mirror those of the Group as a whole.

REMUNERATION AND EMPLOYEE BENEFITS

It should be noted that consolidating compensation data for France and for international subsidiaries is not relevant, as these figures are not comparable.

Motul remains committed to providing fair and competitive compensation. In 2024, the company continued its global salary benchmarking initiatives. With the support of consulting firm MERCER, market analyses were conducted in seven countries: Germany, Spain, Poland, Romania, the United Kingdom, Brazil, and Turkey.

The goal of these surveys is to ensure that Motul's compensation practices remain aligned with local market standards, to further promote pay equity across teams, and to attract new talent. Initiated in 2023, these surveys now cover all the countries where Motul operates.

In terms of employee benefits, Motul continued the deployment of the MOTUL CARE program, extending death and disability coverage to a level equivalent to at least one year of base salary for 96% of employees. As a result, all employees worldwide now benefit from social protection exceeding the minimum standards required by local regulations.

WORKING TIME ORGANIZATION AND ABSENTEEISM

The workforce increased slightly over the year (+2.93%), mainly through full-time positions. There are no executive / non-executive classifications within subsidiaries outside France, as each country has its own employee categorization system. Therefore, comparable data on this basis cannot be provided.

The number of part-time employees remains relatively low and is generally based on personal requests. The number of part-time positions decreased from 13 to 12 employees over the year.



FRANCE

2023	PERMANENT EMPLOYEES	344
	FULL-TIME	338
	PART-TIME	6
2024	PERMANENT EMPLOYEES	355
	FULL-TIME	349
	PART-TIME	6



GROUP

2023	PERMANENT EMPLOYEES	717
	FULL-TIME	704
	PART-TIME	13
2024	PERMANENT EMPLOYEES	738
	FULL-TIME	726
	PART-TIME	12

WORKING TIME ORGANIZATION AND ABSENTEEISM

The absenteeism rate for the Motul Group in 2024 was 2.56% across all countries, excluding maternity, paternity, and parental leave (vs. 2.99% in 2023). This rate remains well below the global average.

The highest absenteeism levels within the Group were recorded in Germany (3.42%), France (3.39%), and Brazil (3.39%), mainly due to long-term illnesses.

Motul remains highly vigilant regarding the causes of absenteeism in order to address them at their root. In France specifically, absenteeism is primarily linked to health-related reasons.

TRAINING

To adapt effectively to current and future developments, Motul is committed to supporting its employees by helping them enhance their skills and acquire new ones.

Even before joining the company, new recruits benefit from an **onboarding program** designed to help them quickly immerse themselves in the company culture, understand the Group's values, missions, and expectations, through a digital platform featuring videos, communications, key information, and documents about Motul's history.

While discovering their future work environment, this common integration path — shared by all subsidiaries — strengthens the sense of belonging, facilitates the collection of administrative information, and ensures that newcomers receive all the legal documentation essential to their role.

Once part of the company, every employee has the opportunity to take part in training aligned with both personal aspirations and organizational needs.

In France, in 2024, nearly 4,200 hours of training were delivered, divided between internal and external programs. The average training time per employee was 19 hours in 2024.

Across the Group, there is no mandatory training requirement for international subsidiaries; however, the implementation of training initiatives is strongly encouraged and supported by headquarters.

The annual training plan is tailored to employees' specific needs and to the requirements of each business area. It is developed collaboratively with managers and employees across Motul.

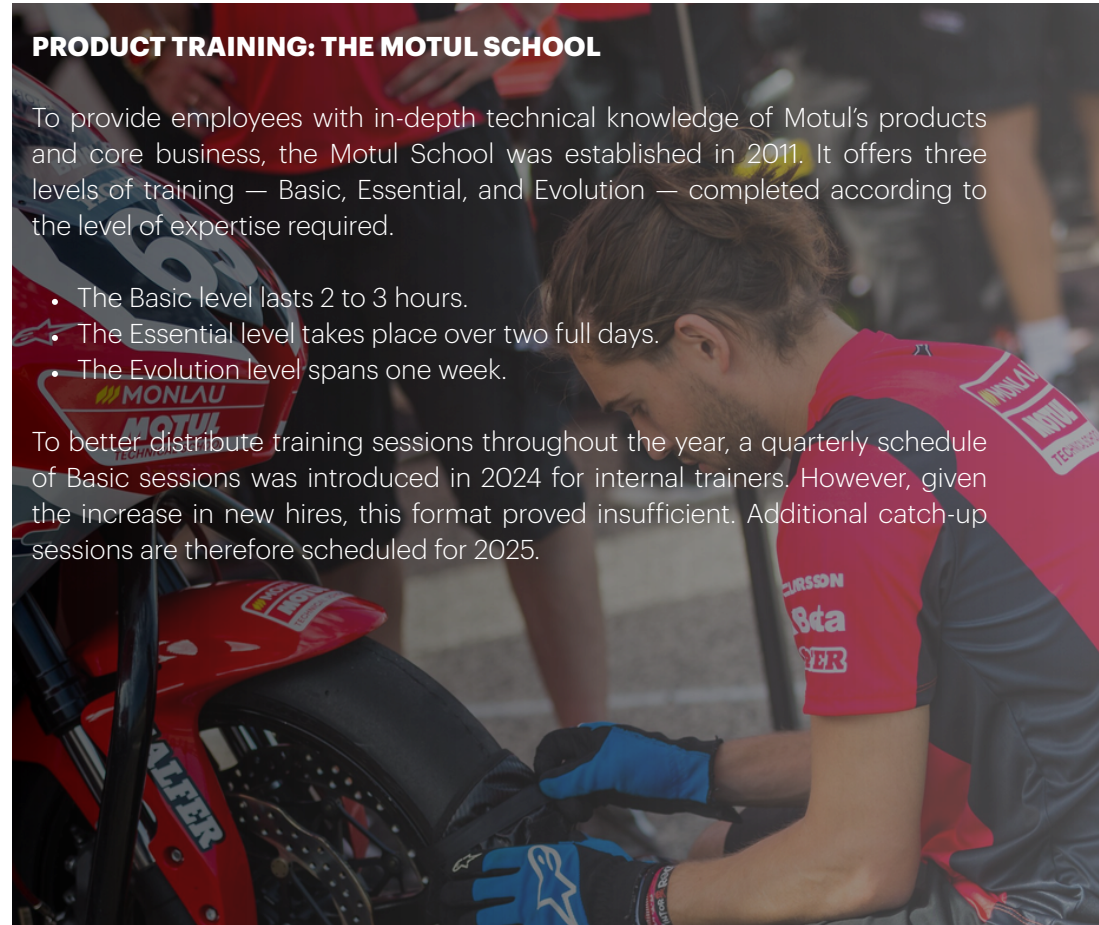
Examples include product training and training through digital learning platforms:

PRODUCT TRAINING: THE MOTUL SCHOOL

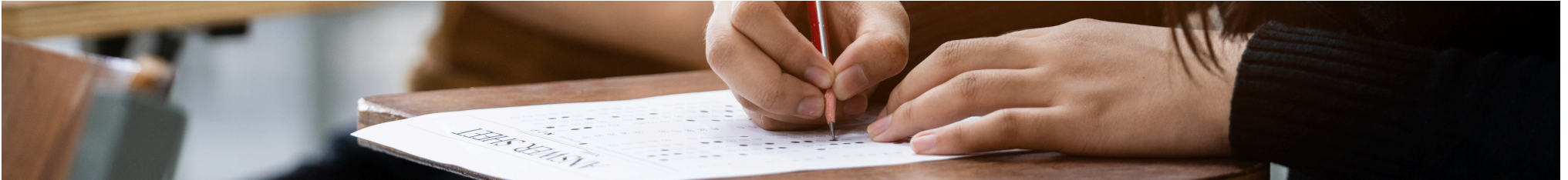
To provide employees with **in-depth** technical knowledge of Motul's products and core business, the Motul School was established in 2011. It offers three levels of training — Basic, Essential, and Evolution — completed according to the level of expertise required.

- The Basic level lasts 2 to 3 hours.
- The Essential level takes place over two full days.
- The Evolution level spans one week.

To better distribute training sessions throughout the year, a quarterly schedule of Basic sessions was introduced in 2024 for internal trainers. However, given the increase in new hires, this format proved insufficient. Additional catch-up sessions are therefore scheduled for 2025.



Training platforms



Projet Voltaire

To further our commitment to developing employees' skills and helping our teams master the subtleties of the French language, we renewed our Projet Voltaire package — the leading platform for improving spelling and grammar — for an additional year (from July 2023 to July 2024).

However, given the limited usage in 2024 (fewer than 15 active users), we decided not to renew the partnership and instead reallocate the budget to other training programs that better meet employees' expectations.

To conclude this partnership and recognize the dedication of the most active participants, several employees were offered the opportunity to take the Certificat Voltaire free of charge. This official exam, recognized by companies throughout France, certifies an individual's proficiency in written French.

A total of 13 employees, including 4 from the Vaires-sur-Marne production site, took the exam in July 2024. Individual scores, of course, remained confidential.

We were pleased to see strong engagement from the employees who took part in this initiative.

Global Exam and 7Speaking

The annual training needs analysis highlighted the importance of providing employees with tools to strengthen their language skills. In fact, English language training consistently ranks among the top five most requested topics across the Group.

To address this need, the Global Exam platform was launched in France in 2023, initially for one year, to help employees improve their English, regardless of their starting level.

To continue this effort in 2024–2025, we chose to renew the subscription for an additional year, while reducing the number of licenses to 80, which proved sufficient given the number of active users since launch. Global Exam licenses give employees unlimited access to the Global General and Global Business learning environments, as well as live group lessons via videoconference — a flexible format that allows participants to plan sessions freely according to their individual schedules.

Across international subsidiaries, the 7Speaking platform was introduced in 2024. This digital language training solution enables employees to enhance their linguistic skills through personalized and interactive learning.

A total of 45 employees were enrolled throughout the year, with 24/7 unlimited access to the platform. In addition to self-paced learning, they benefited from live sessions with certified teachers.

Training platforms

LinkedIn Learning Platform

In addition to in-person training programs, Motul has provided all permanent employees with access to LinkedIn Learning since 2023. This digital platform, offering over 18,000 courses, covers a wide range of topics — from technology and business to personal development. LinkedIn Learning offers a self-directed and adaptive learning experience tailored to each employee's professional goals.

Since 2024, LinkedIn Learning has integrated artificial intelligence, enabling employees to receive personalized recommendations aligned with their roles and career objectives. This approach fosters more efficient skills development and encourages continuous learning.

Digital Coaching with CoachHub

Coaching is a personalized support process designed to develop employees' potential and help them achieve professional goals defined in collaboration with their manager and/or the HR team. Similar to the in-person coaching already available within the company, this digital program uses structured methods based on active listening, strategic questioning, and motivational techniques to help the coachee identify their strengths and progress autonomously. On average, around 30 CoachHub licenses are made available each year, with priority given to two key profiles: first-time managers and employees in mobility, to ensure a successful transition into their new roles.

In 2024, there were 29 active coachees, with an average satisfaction rating of 4.8/5.



II. QUALITY OF LIFE AT WORK

The Motul Group is built around a strong brand and a total of 738 permanent employees as of December 31, 2024, spread across 15 subsidiaries in France and abroad, with 32.79% women and 67.21% men.

Motul implements concrete actions to attract, develop, and retain its employees.



ORGANIZATION OF SOCIAL DIALOGUE

Motul is committed to listening to its employees to foster a fulfilling and engaging work environment.

In this spirit, the Voice of Employee Survey was launched in 2024. Its goal was to gather employee feedback on their understanding and alignment with the company's strategy, their working conditions, and their perception of management — particularly their direct managers.

Two surveys were conducted during the year among employees with at least two months of tenure, managed by the external consulting firm Mercer to ensure respondent anonymity. Participation reached 77% for the first survey and 83% for the second — both above the industry average of 74%, indicating strong engagement.

Following these surveys, and in addition to communicating the results to all employees, corrective action plans were developed for the lowest-rated items. These are being implemented and monitored by all managers within their respective teams, with support from HR representatives. The next survey will be conducted in 2026, while 2025 will focus on implementing and evaluating these action plans.

Social dialogue in France

The Mandatory Annual Negotiation (NAO) agreement was signed on March 11, 2024, covering salary increases and bonuses, gender equality, quality of life at work, and cwork from home.

Social dialogue is structured as follows: a Social and Economic Committee (SEC) operates at both the Aubervilliers and Vaires-sur-Marne sites. The SEC's mission is to ensure collective expression of employees, allowing their more specific interests to be taken into account at the level of the establishment to which they are attached.

Following the most recent elections, the SEC composition is as follows:

- Aubervilliers: 9 full members and 9 alternates
- Vaires-sur-Marne: 9 full members and 9 alternates

Meetings are held monthly, ensuring regular updates to teams on social, economic, and organizational developments. Given that each site faces different challenges in terms of health, safety, and working conditions, a Health, Safety, and Working Conditions Committee has been established.

To encourage transparency and engagement, Town Hall meetings are regularly held to share updates on company performance, quarterly results, and ongoing initiatives. These sessions are led by the Chairman of the Management Board alongside members of the Executive Committee (Comex).

Social dialogue in subsidiaries

Outside France, employee representation bodies also exist in Spain and Colombia (Motul Ibérica).

In Spain, social dialogue is structured around employee delegates. In 2024, they issued favorable opinions on the annual working calendar and the implementation of the Group's whistleblowing system.



In Colombia, two bodies lead social dialogue: the Comité de Convivencia Laboral and the Paritario de Seguridad y Salud en el Trabajo (COPASST). The latter promotes and monitors compliance with occupational health and safety standards. In 2024, the Coexistence Committee met four times, and the COPASST met ten times, leading an annual awareness campaign on healthy lifestyles — including active breaks and ergonomic posture initiatives to combat workplace sedentarity.

FIGHT AGAINST INEQUALITY AND DISCRIMINATION

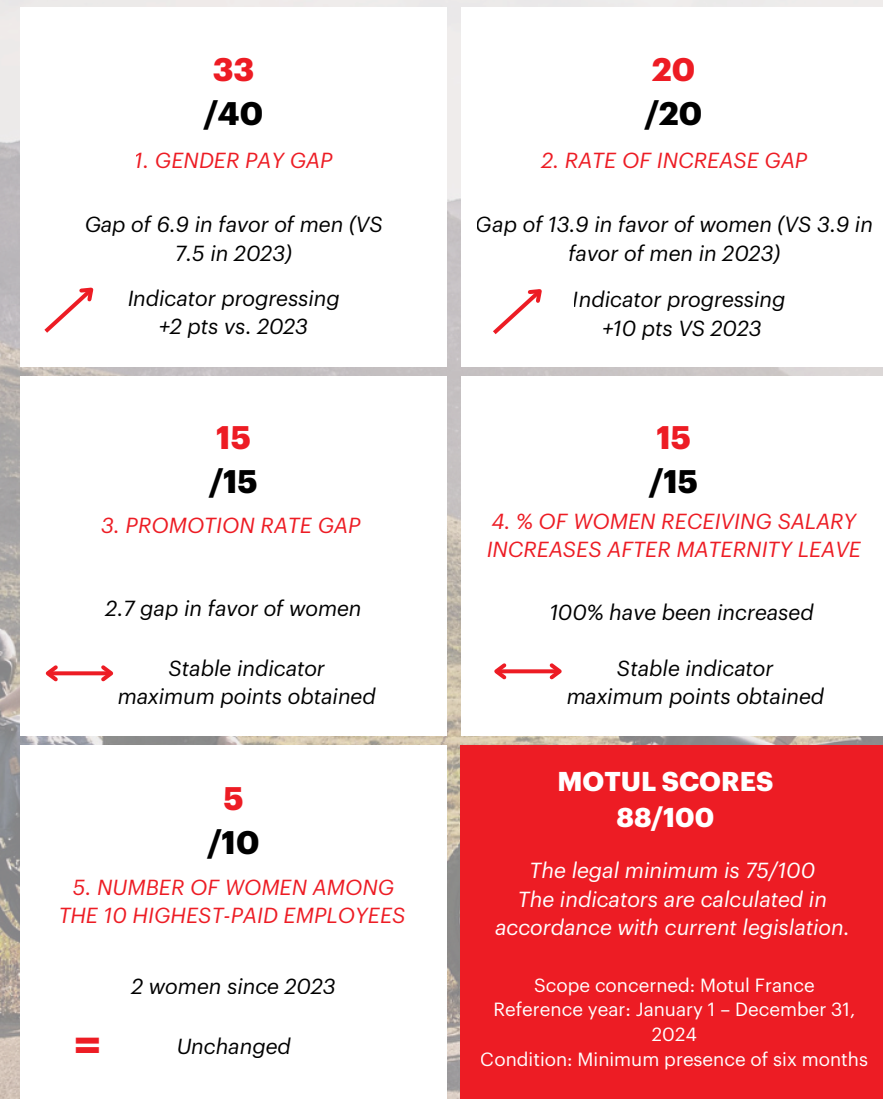
The diversity of cultures and experiences within Motul's teams is one of the Group's greatest strengths. Ensuring equal opportunity means taking tangible action in favor of inclusion and non-discrimination. Motul draws on the richness of its 36 nationalities to create a positive and inclusive work environment.

Because **kindness and respect at work** can transform our daily interactions, an awareness campaign on the main themes of the code of ethics was launched for all our employees on our LinkedIn e-learning platform as mandatory training for all our employees. This mandatory training, hosted on LinkedIn Learning, was complemented by short videos filmed at Motul with actors and broadcast across France and in subsidiaries. The campaign addressed respectful and inclusive communication, how to prevent verbal sexism and reinforced awareness of Motul's ethics hotline and Group Code of Conduct.

Motul **pays particular attention to gender equality**. Recruitment processes are equitable and based solely on skills, experience, and potential, free from discrimination.

In France, following the Gender Equality Agreement signed on July 1, 2019, the issue of equal opportunity and efforts to correct pay disparities is reviewed each year during the Mandatory Annual Negotiations (NAO). The objective is to analyze pay data by category. Management is working to reduce gaps from year to year and to make progress in terms of the gender equality index. As a result, Motul achieved a Gender Equality Index score of 88/100 in 2024, an improvement of +12 points compared to 2023 — the highest score since the index was introduced.

GENDER EQUALITY INDEX 2024 RESULTS (5 INDICATORS)



FIGHT AGAINST INEQUALITY AND DISCRIMINATION

All five indicators were calculated in compliance with French law. Motul is proud that its ongoing commitment to gender equality and non-discrimination is reflected in these results.

While Motul is determined to promote equality, the company acknowledges that its core business has historically attracted more men than women. The Group continues its efforts to address this imbalance. In 2024, women represented 32.79% of the workforce, with an average age of 42, compared to 44 for men.

Motul also recognizes its responsibility to **help break down prejudices surrounding disability and to facilitate the recruitment of people with disabilities.**

As part of this commitment, an awareness campaign on invisible disabilities and the benefits of formal recognition for employees with disabilities was launched in December 2024, to coincide with the International Day of Persons with Disabilities. This one-week campaign aimed to raise awareness and improve understanding of invisible disabilities, encouraging more inclusive workplace behaviors and mindsets.

This initiative demonstrates Motul's strong desire to foster an inclusive work environment — one that will be further strengthened in 2025, so that everyone can thrive, whatever their uniqueness.

INITIATIVES AND COMMITMENTS

Numerous initiatives have been implemented across Motul's subsidiaries and Business Units to continuously improve quality of life at work.

Given the profound transformation of work models, **remote work** has been available at Motul since February 1, 2020. In France, employees can work remotely up to two days per week, subject to managerial approval. To encourage the use of more sustainable transport, as of April 1, 2024, Motul began covering **60% of employees' monthly public transportation costs.**

Health and safety awareness initiatives took place in April and May 2024, including reminders of best practices across the Group, supported by a video interview with the Health and Safety Manager of the Vaires-sur-Marne plant. An ergonomics questionnaire and recommendations to combat workplace sedentarity were also distributed.

During France's Quality of Life at Work Week, Motul launched the "Dynamic Steps Challenge", a friendly inter-subsidiary competition **encouraging physical activity while supporting a charitable cause.** Each step taken contributed to supporting Les Ateliers de l'Audace, a Lyon-based non-profit that helps long-term unemployed individuals reintegrate through bicycle repair workshops. With participation from 128 employees across France, Germany, Italy, South Africa, and the United States, more than 13 million steps were recorded — ranking Motul 15th out of 43 participating organizations.

Additional initiatives were organized locally, including sports activities, celebrations of major company milestones, and on-site osteopathy sessions. Motul Deutschland, which appointed a Chief Happiness Officer, has been particularly active in promoting employee well-being, introducing numerous creative and engaging initiatives.

III. HEALTH AND SAFETY AT WORK

Ensuring the health and safety of our employees is a fundamental duty. Motul is committed each day — guided by a principle of continuous improvement — to providing a safe and secure working environment for all its employees.

ACCIDENT MONITORING

We are proud to maintain **a relatively low accident frequency rate and a very low severity rate**. The few accidents recorded resulted in minimal absences, demonstrating that our prevention and action plans are effective.

All reported accidents occurred in France, mainly at our production plant, where specific local action plans were implemented. We commend our teams for maintaining a safe workplace across all Motul sites worldwide.



SAFETY POLICY AT THE FRENCH PRODUCTION SITE

The Vaires-sur-Marne production site has had an established safety policy in place since 2018.

Annual **awareness campaigns** are conducted through “QSE 15-Minute Sessions” (Quality, Safety, Environment). These sessions allow employees to discuss safety, environmental, and quality topics with the QSE team.

Led by the QSE department, four topics were addressed in 2024. The participation rate reached 81%, compared with 80% in 2023, demonstrating consistently strong engagement.

All required **Personal Protective Equipment** (PPE) is made available to employees, and mandatory PPE use is specified on delivery notes and production orders (for both packaging and manufacturing).

Regular compliance audits are carried out to ensure proper PPE use and adherence to safety rules. Forty-seven safety audits were conducted in 2024 (vs. 51 in 2023).

Following each accident, a local corrective action plan must be implemented. Starting in 2025, Motul will require all entities to submit their post-incident action plans in order to develop a Group-wide preventive framework.

Regarding site security, reception is staffed 24/7. A security guard is present during nights and weekends, access is controlled through a digital system, and video surveillance covers the site perimeter.

SAFETY AND PREVENTION TRAINING

Every new employee receives mandatory safety training upon joining. A simplified procedure applies to temporary workers.

In 2024, safety and prevention training represented 31% of total training hours, with 69.2% of production-site employees at Vaires-sur-Marne — those most exposed to operational risks — completing such sessions.

Fire safety training sessions were also conducted at Motul’s Aubervilliers headquarters in 2024, along with psychosocial risk awareness workshops for managers at both French sites.

Safety remained the most frequently covered training topic in 2024, with 42% of all trainees participating in Safety/Prevention sessions.

Across Motul’s international subsidiaries, which mainly consist of office environments, mandatory safety training and equipment inspections are carried out by external providers and/or the HR team.

FOCUS ON SUBSIDIARIES

In Colombia, the Health and Safety Committee conducted awareness campaigns throughout the year, particularly on posture and ergonomics, with support from the consulting firm Dinamika.

In the United States, the subsidiary uses an online Health and Safety Training Platform. In addition, the HR team led presentations and exercises on workplace ergonomics and organized an evacuation drill. Sales staff were also reminded of the risks associated with mobile phone use while driving.

At Motul Deutschland, a dedicated Health Week was organized, and ergonomic monitors were installed across workstations to promote employee well-being.

IV. ECONOMIC AND SOCIAL TERRITORIAL IMPACT OF THE COMPANY'S ACTIVITIES

At Motul, we are convinced that a company must have **a positive impact on the communities in which it operates.**

In France, through its Vaires-sur-Marne production site, Motul is a major employer in the Seine-et-Marne region, with 162 permanent employees as of December 31, 2024.

Committed to working with **local economic partners**, Motul has collaborated since 2019 with ELISE, a company responsible for collecting and processing office waste at the Vaires-sur-Marne site. ELISE pursues a dual mission: actively contributing to environmental protection while creating local and sustainable jobs for people facing social exclusion or living with disabilities. Through this partnership, Motul ensures that its operations generate a positive territorial, economic, and social impact.

Motul's headquarters in Aubervilliers, where the company has been based for over 60 years, also plays a significant economic role — both within the city and across the Seine-Saint-Denis region — as a key employer and long-standing business presence.

In every country where it operates, Motul contributes to local economies not only as an employer but also through partnerships with local organizations such as universities and specialized schools.

As a company, Motul recognizes its responsibility to support local initiatives that promote social progress. This commitment is embodied by the Motul Corazon Foundation, a key element of Motul's corporate social responsibility policy.

THE MOTUL CORAZON FOUNDATION – “TOOLS FOR LIFE”

Motul’s deep conviction that economic success must go hand in hand with social engagement led to the creation, in December 2011, of **the Motul Corazon Foundation**, under the auspices of the Fondation de France. Since then, Motul’s philanthropic activities have been structured, consolidated, and made more impactful through this unified framework.

The Foundation’s mission is to promote education and professional development for young people, primarily through training and apprenticeship programs in automotive mechanics and broader mobility-related fields — providing them with real “tools for life.” By focusing on knowledge transfer, the Foundation helps underprivileged youth gain control of their future.

The Motul Corazon Foundation is funded annually by Motul, with an average contribution of €200,000, supplemented by skills-based sponsorship from employees. All members of the Foundation’s Board serve on a voluntary basis.

The Foundation supports non-profit organizations worldwide, averaging around ten projects each year. Since its creation, it has supported more than 100 projects globally, including:

- The Italian association “Bambini nel Deserto” in Burkina Faso
- “L’Heure Joyeuse” in Morocco
- The “Pescar Foundation” in Brazil and on the Argentine highlands
- The French association “Sport dans la Ville”

In France, the Foundation co-founded **the association Les Garages Écoles** in 2021, alongside Norauto. This initiative has since supported the creation of eight vocational centers, with the backing of local authorities and the Fédération Nationale des Écoles de Production. In June 2024, the young trainees from the Le Mans Garage École proudly served as flag bearers during the opening ceremony of the 24 Hours of Le Mans.

The Foundation also supports the growing movement around **vintage vehicles**, including the creation of a Professional Qualification Certificate (CQP) in classic car restoration at the Maison Familiale Rurale de Saint-Martin-en-Haut, and a partnership with the French Federation of Vintage Vehicles (FFVE) to preserve and transmit traditional mechanical know-how.

In 2024, the Foundation supported nine projects across five countries, committing a total of €201,500.



FOCUS ON ONE OF THE NINE PROJECTS SUPPORTED IN 2024

In Ukraine, the Motul Corazon Foundation, in collaboration with Motul's local office, launched a new project in summer 2024, despite extremely challenging conditions. This initiative targets 17-year-old students, aiming to promote vocational training and the development of technical skills applicable in workshop environments. Students can thus enhance their practical abilities by working directly on engines, transmissions, and other mechanical components.



CHARITABLE AND SOLIDARITY INITIATIVES LED BY EACH ENTITY

An annual calendar, made up of highlights to mark, was offered to subsidiaries, free to choose the implementation formats.

One of the most celebrated occasions was **International Women's Rights Day**. To mark it, the Group invited three women from diverse professional backgrounds to share their experiences — a way to celebrate women's contributions to Motul's success and reaffirm the company's commitment to equality and inclusion.

Subsidiaries also organized local initiatives, such as talks with inspiring women, team-building activities, shared lunches, and gift exchanges.

On June 16, 2024, Motul participated for the third consecutive year in the **Course des Héros** ("Heroes' Race") — a sports and charity event uniting companies, communities, and associations around a common cause. This year, over 50 Motul employees gathered at the Domaine de Saint-Cloud to run or walk in support of the Sport dans la Ville organization. Teams from headquarters, the production site, and even Motul Germany took part, proudly representing Motul's colors to support this initiative.

Motul has also supported **the French Heritage Foundation** since 2008, contributing to the preservation and promotion of automotive heritage. This partnership helps sustain numerous craftsmanship professions in which France holds internationally recognized expertise. Each year, a selection committee of experts and professionals reviews project applications and determines which will receive funding.

In Poland, Motul and its distributors support local charity events such as Moto Orkiestra and Moto Serce, which bring together motorcycle and motorsport enthusiasts to raise funds for charitable causes and encourage blood donation. Through these initiatives, Motul Polska reaffirms its sense of responsibility — not only through its products but also by supporting projects that contribute to social well-being and community progress.

APPLIED POLICIES AND RESULTS

PART 2 - ENVIRONMENTAL

As part of its environmental policy, Motul embraces a strategy of sustainability and efficiency, with products designed to reduce engine consumption, operations that enable closed-loop oil recovery and reuse, and a commitment to lower dependence on crude oil extraction. This climate-focused approach aligns with new environmental regulations, evolving mobility challenges, and changing consumer expectations.

Motul was the first company in its sector to introduce a regenerated oil: the NGEN range, designed for both combustion and hybrid engines. True to Motul's DNA, this range delivers the same performance as conventional oils, while being manufactured from recycled base oils, thereby reducing carbon emissions across the product's entire life cycle. Its packaging is currently made of 50% recycled plastic.

While continuing to optimize lubricants for combustion engines to make them cleaner and more efficient, Motul is broadening its portfolio by developing solutions for alternative fuel engines (electric, hydrogen, ammonia, etc.) as well as maintenance products for cars, motorcycles, and even bicycles — designed to enhance both durability and performance.

For electric powertrains, Motul has developed Thermal Management solutions using immersion cooling fluids for batteries, which deliver improved performance, greater safety, and faster charging and discharging times.

The dielectric fluids developed by Motul are suitable for all sectors requiring battery safety and optimized thermal control — including marine, aviation, military, and automotive applications. Building on this new expertise and its eco-responsible mindset, Motul has also entered the data center market with a high-performance bio-based cooling fluid, enabling optimal heat management and significant energy savings.

This continuous drive to innovate across all forms of mobility and propulsion marks a new chapter in Motul's history, positioning the Group to meet the challenges of tomorrow.

I. ENVIRONMENTAL POLICY

OBJECTIVES AND PRIORITIES

At Motul, we are committed to reducing our environmental footprint and promoting sustainable practices across all operations. Our environmental policy is guided by the following principles:

1.

Use of sustainable raw materials: We prioritize regenerated and bio-based base oils in our products. This approach reduces reliance on non-renewable resources and minimizes our carbon footprint.

2.

Recyclable packaging: We are committed to using packaging made from recycled materials. Since 2023, all Motul containers have been made with 50% recycled plastic, helping reduce plastic waste.

3.

Carbon emission reduction: We implement energy-efficiency initiatives to reduce greenhouse gas emissions and promote cleaner production.

4.

Innovation and sustainable development: We invest continuously in R&D to design environmentally responsible products. Our NGEN, EGEN, and Bike Care lines use sustainable materials and help customers better manage their own environmental impact.

5.

Community engagement: We participate in local social and environmental programs to promote environmental awareness. In this regard, Motul has partnered with Plastic Odyssey, an NGO dedicated to reducing plastic pollution and raising awareness about waste reduction. This partnership will be strengthened in 2025, with additional collaborations planned.





The Vaires-sur-Marne production site and Motul Deutschland subsidiary are both ISO 14001 certified, confirming the implementation of an effective Environmental Management System (EMS). The main objectives of this certification are:

1.

Continuous improvement: Encouraging the ongoing enhancement of environmental performance through the systematic identification and management of environmental impacts.

2.

Regulatory compliance: Ensuring compliance with all applicable legal and environmental requirements.

3.

Pollution prevention: Implementing proactive measures to prevent pollution and reduce waste generation.

4.

Efficient resource use: Committing to the sustainable use of natural resources and the reduction of energy consumption.

5.

Stakeholder engagement: Involving employees, customers, suppliers, and other stakeholders in Motul's environmental protection efforts whenever possible.

6.

Environmental risk management: Identifying and managing potential environmental risks to minimize adverse impacts.

7.

Transparency and communication: Strengthening internal and external communication regarding environmental performance and sustainability initiatives.

CERTIFICATIONS



ISO 50001

Motul Deutschland has been ISO 50001 certified since 2016, enabling more efficient energy use, enhanced competitiveness, and a stronger reputation as a responsible and sustainable industry player.



LEED GOLD CERTIFICATION

As part of the renovation of its administrative building located in Vaires-sur-Marne, the Lescot production site focused on constructing a sustainable building with the goal of obtaining LEED certification.

The work was completed in 2019, and the building obtained both the classic PassivHaus "EnerPhit" certification and LEED GOLD certification.

II. ENVIRONMENTAL IMPACT ANALYSIS

GREENHOUSE GAS EMISSIONS

Motul began calculating its carbon footprint in 2021, based on data from the 2020 fiscal year. Since then, the company has conducted this assessment annually, continuously improving its methodology, scope, and accuracy.

Starting from the 2022 reporting year, Motul included the end-of-life phase of its products in the assessment. Only product use and capital investments remain excluded, as their impact is considered non-material for the overall footprint. Since 2023, Motul has been using a new digital platform — SWEEP — to consolidate and process environmental data. This tool enables more complete and higher-quality data collection, integrating information directly from the company's IT systems. Some data are collected through questionnaires sent to all subsidiaries, while others are automatically extracted from Motul's SAP ERP system.

The scope of the carbon footprint covers all Group sites — production facilities, logistics centers, and offices worldwide — and includes:

- Scope 1: Direct GHG emissions, mainly from fuel and hydrocarbon consumption;
- Scope 2: Indirect GHG emissions related to energy use;
- Scope 3: Other indirect emissions, such as raw materials, transportation, and waste treatment.

In line with its commitment to reducing its carbon footprint, Motul has introduced green electricity contracts with guarantees of origin, now covering over 86% of its total operations. These contracts certify that the electricity used by Motul comes from renewable energy sources, significantly lowering Scope 2 emissions.

GREENHOUSE GAS EMISSIONS

As a result, Motul achieved a 42.5% reduction in Scope 2 emissions in 2024 compared with 2023.

In addition, carbon intensity decreased by more than 3.5% in 2024 compared with 2022, reflecting the impact of the NGEN project launch and the growing use of regenerated and bio-based oils.



III. REDUCTION ACTIONS AND INITIATIVES

Following the carbon footprint analysis, Motul has set the following goals:

- A 40% reduction in Scopes 1 and 2 emissions by 2030 (compared with 2020 levels);
- Carbon neutrality for Scopes 1 and 2 by 2050.

To reach these objectives, various actions have been implemented throughout the value chain and product life cycle.

ENERGY EFFICIENCY

Electricity

Following an initial energy audit conducted in 2015 at the Vaires-sur-Marne production site, several initiatives were launched to reduce electricity use. These included:

- Replacing all site lighting with LED systems, as part of a four-year plan;
- Upgrading and optimizing air compressors.

A third energy audit was carried out in 2024, leading to a new action plan aimed at further reducing consumption. Together, these successive plans have reduced electricity use by 26% over four years — from **1,817 MWh in 2019** to **1,341 MWh in 2024**.

At the Baraldi site in Italy, solar panels installed in June 2023 **generated 111,515 kWh of electricity in 2024, of which 41,395 kWh were used on-site and 70,120 kWh were fed back into the public grid.**

Transportation

Since 2018, Motul has favored **locally based suppliers** to reduce transport distances and time — a criterion now integrated into the supplier qualification process.

Since February 2024, Motul has used barges to transport goods from its Île-de-France warehouses to the port of Le Havre. Two service providers were selected, completing 411 barge trips during the year.

The increased use of barges for exports from Le Havre, and the shift from truck to rail transport for shipments from Italy, have both delivered significant CO₂ reductions and greater logistical efficiency. These initiatives support more sustainable logistics and stronger operational competitiveness.

In addition, Motul's main transport provider, responsible for delivering finished products to logistics hubs and customers, has voluntarily committed to reducing its CO₂ emissions, notably by increasing the share of gas-powered vehicles in its fleet.

Truck optimization: To limit the number of round trips between the production site and logistics warehouses, Motul closely monitors truck load factors. Each shuttle can carry up to 25.5 metric tons (gross), and return trips are systematically loaded to avoid empty journeys.

Fuels

Motul also tracks the CO₂ emissions from its **vehicle fleet** in France, composed of 86 vehicles, mainly for sales teams.

The average emission rate improved from 127 gCO₂/km in 2023 to 121 gCO₂/km in 2024.

To further reduce commuting-related emissions, Motul launched the KLAXIT carpooling program in 2022, encouraging employees to share rides.

RAW MATERIAL MANAGEMENT

Raw material consumption lies at the core of Motul's business. However, the company continuously works to reduce oil waste and reuse production residues within its formulations. At the Vaires-sur-Marne production site, part of the process losses are reintegrated into new product batches. As a result, Motul reused 94% of its process losses in 2024.



WASTE REDUCTION AND SORTING

Headquarters

Waste sorting has been managed by PAPREC since July 2022 at the headquarters. Separate bins are available for paper, beverage containers (cans and bottles), electronic and electrical waste, batteries, and ink cartridges. In 2024, this system enabled the collection and recycling of 598 kg of waste, an increase of 80 kg compared with 2023.

Production sites

Different service providers manage waste sorting and recycling:

- **Elise**: paper, beverage containers, electronics, batteries, cartridges → 1,415 kg recovered in 2024
- **Triadis**: cardboard and WEEE recycling
- **SNBL**: metal recovery → 31.480 tons
- **PGS Bois**: pallet wood recycling
- **CSI**: new service recovering 45.252 tons of glassine, transformed into cellulose wadding (insulating material)

Subsidiaries

Several subsidiaries (notably in Italy and Spain) have implemented waste sorting for paper, plastic, ink cartridges, and sometimes food waste. Motul Deutschland sorts paper, recyclables, electronic devices, cartridges, and bulbs.

RESOURCE PRESERVATION

Air and soil protection

Motul pays close attention to its environmental impact. In compliance with ICPE regulations (Classified Installations for Environmental Protection), air and water emissions are regularly monitored. At Vaires-sur-Marne, the site's boiler emissions are checked every three years as required by law. In 2024, the replacement of the boiler led to a reduction in NOx emissions.

The R&D laboratory was relocated from the factory to new, fully compliant facilities at the Lescot site, designed specifically for its activities.

To maintain environmental readiness, nine environmental response drills were carried out in 2024, training operators to react effectively to any potential incident.

Water conservation

In 2018, the Vaires-sur-Marne production site invested in an EVAPCO cooling system that operates with a closed-loop cooling liquid, requiring minimal water use. This installation has reduced the site's water consumption by 69%.

RESPONSIBLE RESOURCE USE

Given the nature of its business, the Motul Group has no impact on food insecurity and promotes responsible, fair, and sustainable food practices. Its activities also have no direct impact on animal welfare. However, local actions are taken to reduce food waste from employee catering services.

At the Vaires-sur-Marne production site

Meals are delivered pre-packaged. Once a week, unused and still-sealed meals are collected by Les Restos du Cœur for redistribution.

At headquarters

Since 2022, two suppliers — Class'Croute and FoodChéri — have provided meals for employees. Orders are placed daily, helping to prevent overproduction and waste. Meals are delivered in recyclable or reusable containers, with optional recyclable wooden cutlery available for a small surcharge. FoodChéri, a mission-driven company, offers menus that are 50% vegetarian, saving a total of 2.7 tons of CO₂ through this initiative.

IV. LONG-TERM VISION

At Motul, while maintaining our agility and proactive mindset, we are committed to becoming a global leader in high-quality fluids with a low environmental footprint. Our long-term vision is built around four key pillars:

Social and Environmental Commitment

- **Awareness and training:** We provide ongoing training to our employees on sustainable practices and raise awareness among our partners about the importance of environmental and social responsibility.
- **Community projects:** We support both local and international initiatives that help protect the environment, promote sustainable development, and empower communities.

Sustainable innovation

- **Eco-designed products:** We invest consistently in research and development to design lubricants and fluids that deliver superior performance while minimizing their environmental impact.
- **Clean technologies:** We adopt clean and efficient production technologies to reduce CO₂ emissions and industrial waste across our operations.

Carbon footprint reduction

- **Energy optimization:** We are continuously improving the energy efficiency of our production sites and increasing the share of renewable energy in our operations.
- **Sustainable mobility:** We are transitioning to a hybrid vehicle fleet for our sales and logistics teams to further reduce our carbon emissions.

Transparency and governance

- **Reporting and audits:** We publish regular sustainability reports and conduct independent audits to ensure full transparency and continuous improvement.
- **Regulatory compliance:** We adhere strictly to environmental regulations and proactively anticipate future standards to remain at the forefront of sustainability leadership.

This vision — driven at the highest levels of corporate governance — guides Motul's ambition to grow in a responsible, transparent, and sustainable way.

APPLIED POLICIES AND RESULTS

PART 3 - GOVERNANCE

Motul's operations are founded on strong, long-standing relationships with its partners, suppliers, customers, and employees around the world. This extensive ecosystem can also represent a source of risk if any partner fails to respect fundamental rights — an event that could inevitably impact Motul's reputation and integrity.

To prevent this, the Group maintains the highest level of vigilance and has implemented robust tools and processes to support its zero-tolerance policy for fraud and corruption.

I. OUR RISK MANAGEMENT FRAMEWORK

CODE OF ETHICS

At the heart of this framework lies Motul's Code of Ethics, available in eight languages. It applies to all Group employees, regardless of their country, business unit, or role. An updated version of the Code was deployed across the Group in 2023.

To ensure that new employees are aware of the company's ethical standards from day one, the Code was integrated in 2024 into Motul's Group-wide digital onboarding program. Each new hire is required to read the Code and formally acknowledge their commitment to it. In addition, new employees must complete mandatory ethics training, covering anti-corruption measures and conflict-of-interest prevention.

In accordance with applicable laws, any employee found to have breached the Code of Conduct relating to fraud or corruption is subject to disciplinary action.



WHISTLEBLOWING

To strengthen our ethical foundation and protect employees who wish to report conduct inconsistent with Motul's values, the Group has implemented a secure and anonymous whistleblowing platform. This system enables anyone to report any incident or misconduct they have witnessed or experienced.

To ensure the full protection and anonymity of whistleblowers, Motul selected Navex, an independent external service provider.

Navex also supports the company with international sanctions and compliance checks on potential business partners through a second platform, Risk Rate, which assesses risk exposure before entering into new partnerships.

All alerts received through this system are reviewed and managed by Motul's Legal Department. Furthermore, during mergers and acquisitions or other external growth operations, Motul systematically performs compliance due diligence to identify any potential regulatory or ethical issues in advance.

AWARENESS AND RISK MAPPING

Motul is committed to maintaining constant vigilance over ethical and compliance-related topics by providing regular **training and awareness programs**. In November 2024, a mandatory training session was launched for all employees under permanent contracts. The program aims to foster respectful communication, help employees identify and prevent workplace harassment, and encourage appropriate reporting behavior. This training will continue throughout 2025 as part of a long-term awareness initiative.

In parallel, as part of its continuous improvement process, Motul continues to update its **Group-wide risk mapping**. A Risk Manager was appointed in September 2024 to oversee this work and ensure alignment with the Group's global compliance strategy.

In 2024, Motul also updated its **Information Systems Security Policy**, emphasizing employee training and awareness. A new cybersecurity training platform was introduced to help employees identify phishing attempts and access short, engaging e-learning modules — strengthening both understanding and commitment to digital security across the organization.

II. SUPPLIER AND SUBCONTRACTOR INVOLVEMENT

Beyond its own production activities, Motul sources packaging components, semi-finished and finished products, and raw materials, and outsources certain operations. Motul strives to engage its entire value chain in upholding ethical principles across key areas:

- Human rights protection;
- Labor law and workplace safety compliance;
- Environmental preservation;
- Quality, product composition, and labeling standards.

This approach is based on close, long-term collaboration with suppliers, ensuring strict adherence to ethical, social, and environmental criteria in every region where Motul operates. In line with this commitment, a Supplier CSR Charter was launched and distributed in 2022 for signature by Motul's key suppliers.

In September 2024, the Purchasing Department underwent a strategic reorganization to support the company's growth ambitions and its ReGen 2030 strategic plan. These objectives are strategic priorities for Motul, requiring dedicated investments and a structured organization to achieve responsible sourcing. Beyond updating the Supplier Charter to reflect enhanced expectations, a major initiative on responsible procurement will be rolled out in 2025.

III. - REGULATORY COMPLIANCE AND PRODUCT QUALITY

Motul places product quality and customer satisfaction at the core of its mission.

The company's Quality Management System is certified to globally recognized standards of excellence:

- **ISO 9001:** Motul SA, Motul Deutschland, and the Baraldi production site
- **IATF 16949** (a standard specific to the automotive industry designed to enhance quality management systems for automotive suppliers):
Motul

When introducing new chemical substances at the Vaires-sur-Marne production site, a multidisciplinary team of experts conducts a rigorous assessment to determine the appropriate safety measures and decide whether the substance may be authorized for use on-site.



IV. STAKEHOLDER ENGAGEMENT

CIRCULAR ECONOMY WITH CYCLEVIA

Motul is a board member and shareholder of Cyclevia, a French eco-organization dedicated to the collection and recovery of used mineral or synthetic oils. Its mission is fully in line with the circular economy, aiming to reduce waste and use natural resources sustainably. Its missions are as follows:

1.

Collection of used oils: Cyclevia organizes the collection of used oils from professionals, local authorities, and individuals. This helps prevent pollution and recover valuable raw materials.

2.

Regeneration of oils: The collected oils are treated to be regenerated and transformed into new lubricating oils. This process allows the reuse of used oils instead of their disposal, thus reducing the demand for new raw materials.

3.

Energy recovery: Oils that cannot be regenerated are used for energy recovery. They are incinerated to produce energy.

4.

Awareness and training: Cyclevia carries out awareness and training activities to encourage good practices in the management of used oils and to promote the circular economy.

Cyclevia helps Motul comply with Extended Producer Responsibility (EPR) requirements for mineral and synthetic oils by ensuring the collection and treatment of used oils. By collaborating with Cyclevia, Motul contributes to the regeneration of used oils, thereby reducing the environmental footprint of its products.

RESPONSIBLE DIGITAL PRACTICES

Motul is committed to a responsible digital policy to reduce its environmental impact and promote sustainable practices.

In 2024, Motul changed its data center in order to select a more responsible partner.

Recycling programs for obsolete electronic equipment have been implemented to promote the reuse of materials.

All computers are purchased from Dell, a company committed to sustainability and including criteria for durability and reparability.

Motul collaborates with Esker to optimize and digitize its customer invoicing processes internationally. This collaboration began in France in 2023, was deployed in 2024 within the Spanish subsidiary, and is still being deployed at Motul Deutschland. It enables a reduction in postage costs and time spent, thanks to digitalization.



LOCAL INITIATIVES OF OUR PARTNERS

The Gadot Group, our Contract Manufacturing Organization (CMO) subcontractor, inaugurated in 2023 its first wind turbine in Belgium, located at the Port of Ghent. This project, carried out in collaboration with Luminus and the Municipality of Ghent, will produce more than 10,000 MWh of green energy per year, equivalent to the consumption of about 2,900 families. This initiative allows Gadot to reduce its ecological footprint and promote a more sustainable working environment.



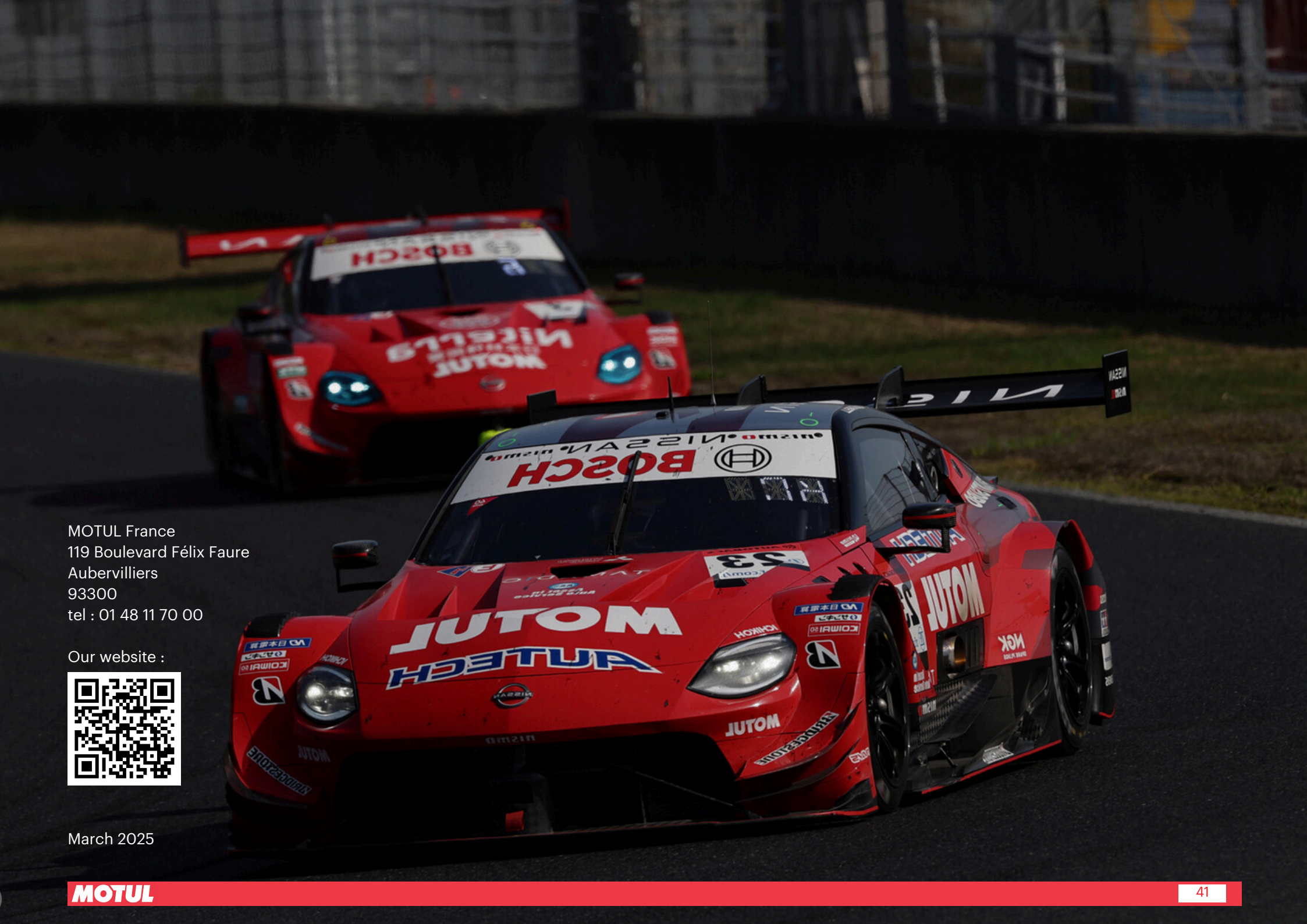
IN CONCLUSION

In 2025, we will resume the ECOVADIS assessment process, with our current Silver badge and a score of 61/100. This evaluation will allow us to consolidate all our initiatives while providing our stakeholders with a rigorous framework and an external recognition tool for our efforts.

We are fully aware that significant challenges lie ahead, and that we must continue to be guided by the principles of sustainability and transparency. Within this framework, we will pursue the double materiality assessment initiated at the end of 2024, in order to proactively address financial and non-financial risks and opportunities.

We would like to thank all the employees who contributed to the preparation of this Non-Financial Performance Statement.





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