



# Powering Sustainable Progress

Sustainability Report 2023

# Table of Contents



## 01

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A Message from the CEO	3
About this Report	4
MOTUL Asia Pacific at a Glance	5
Our Sustainability Strategy	6
Stories of Empowerment	7
Key Sustainability Highlights 2023	9
Board Oversight on ESG	10
Material Assessment	11
Stakeholder Engagement	13

---

## 02

---

What Makes the MOTUL Spirit	14
A Message from Miranda Lee, Chief Workforce Officer	15
Our People Strategy	16
Our People	18
Our Partners	22

---

## 03

---

The Better World We're Building	23
An Update from Keith Schulz, Chief Sustainability Officer	24
Environmental Management in Action	25
Managing our GHG Footprint	26
Planning for a Sustainable Future	27
Transition to Renewable Energy	31

---

## 04

---

Powering our Next Adventure	32
Breakthroughs in PCR Packaging	34
Introducing FLEX+	35

---

## 05

---

Securing a Smooth Journey	36
Our Code of Ethics and its Sub-Policies	37
Keeping Cyber Threats at Bay	39
Upholding Safety and Well-Being	40

---

## 06

---

En Route to a Better Tomorrow	43
MOTUL Corazón Foundation: Our Flagship Global Charitable Organisation	44
Going Green	46
Our People Behind the Wheel	48
Empowerment Through Education	49
Our Gallery of Good	50

---

## 07

---

The Future of Sustainability at MOTUL	51
Our Future Roadmap	52

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# A Message from the CEO

In 2023, MOTUL reached an important milestone—we celebrated 170 years of innovation.

With our longevity in the business, we also have a continued responsibility to preserve our playground. So, we have stepped up sustainability initiatives to create a better tomorrow.

Sustainability goals are not achieved in isolation, but are only made possible through strong partnerships with our different stakeholders. Our people and communities are our biggest assets in the pursuit of our ambitions. We remain dedicated to the growth and development of our different stakeholders, including our distributors, suppliers, customers, and employees, and will continue to be a part of their journey with MOTUL.

With the help of our people and communities, we made strides in the following areas:



Integrating 50% post-consumer recycled (PCR) plastic and lightweighting our 800ml and 1L lubricant bottles



A landmark rooftop solar and battery system for our Vietnam factory, which will contribute 82% of the energy needs for the production facility



Our sustainable bicycle care range, made from aerosol-, solvent-, and silicon-free water-based formulas



The launch of our NGEN range of high-performance lubricants made from high-quality re-generated base oils

We understand that the journey won't be easy, but we are determined to make progress with our clear roadmap for the future—one that places sustainability at the heart of our endeavours.

“

In an era where new technologies and developments are emerging in our industry, responsible lubricants play a role in enhancing efficiencies and minimising emissions. The new innovations and platforms we foster have the potential to revolutionise mobility.

While our core business in lubricants faces challenges in sustainability, we embrace the shifting tides of new mobility trends as an extension of our current offerings in our ecosystem. We established a robust

governance and blueprint to drive our journey forward, through 10 materiality domains that will be explored in this report.

”



**Lionel Dantiacq**

CEO, MOTUL Asia Pacific

# About This Report

## SCOPE

Our ESG report communicates MOTUL Asia Pacific's sustainability philosophy, approach, and performance for the reporting period from 1 January 2023 to 31 December 2023.

Unless otherwise stated, the quantitative and qualitative information covered in this report includes all operations managed by MOTUL Asia Pacific in the region, including our range of motor oil and lubricant products for passenger cars, powersports, and heavy-duty and industrial applications. We have sales operations in 25 countries in Asia Pacific, including Singapore, Malaysia, Thailand, Indonesia, Philippines, Vietnam, Hong Kong, China, Taiwan, Korea, Japan, Australia, and New Zealand.

## REPORTING FRAMEWORK

This inaugural ESG report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards for the period of 1 January 2023 to 31 December 2023.

We have also referenced the Sustainability Accounting Standards Board (SASB) Oil & Gas – Refining & Marketing (R&M) Standards.

In referencing these two reporting frameworks, we strengthen our dedication to transparency, responsible practices, and sustainable development. Using these reporting frameworks allowed us to highlight our sustainability progress in key markets, expanding our carbon tracking in additional Asian markets.

## TOPICS DISCUSSED IN THIS REPORT

### ENVIRONMENTAL STEWARDSHIP

- Carbon Impact
- Circularity
- Energy consumption

- Employee health, safety, and wellbeing
- Community partnerships and social investments
- Capability Building and Development
- A Respectful, Inclusive and Caring Environment

### SOCIAL RESPONSIBILITY

### GOVERNANCE

- ESG Management
- Ethics and anti-corruption
- Sustainable Innovation
- Responsible Procurement
- Product quality, safety, and environmental compatibility

# MOTUL Asia Pacific at a Glance

As we celebrate 170 years of innovation, we strengthen our commitment to sustainability in our quest to become the most responsible motor oils and lubricants brand in Asia.



- Regional Hub
- Subsidiary
- Joint Venture
- Rep office / Teams
- Manufacturing
- R&D Facility

**25**  
countries of sales in APAC

---

Headquarters:  
**Singapore (since 2000)**

---

**1**  
Service company (M'sia)

**7**  
subsidiaries

---

**1**  
Joint Venture (India)

---

**650**  
headcounts

**300**  
Regional distributors

---

**55,000**  
retail points of sales

---

**94%**  
Local sourcing with main factory in Vietnam

We specialise in formulating, producing, and distributing high-tech quality engine oils for heavy-duty, powersports, and passenger cars and other industrial applications. Our culture of innovation propels us to develop eco-friendly solutions, such as implementing re-re-generated or bio-sourced based materials, that maintain MOTUL's DNA of high-performance product engineering.

**MOTUL**

- 300V racing oils
- Lubricants for passenger cars, powersports, heavy-duty industries, marine, and farming and gardening
- Maintenance and specialties
- Co-branded products

**MOTULTECH™**

- Industrial lubricants specifically designed for metal working operations and machinery maintenance:
- Neat and water-based metalworking fluids
  - Full range of high-performance hydraulic fluids
  - Heat treatment, heat transfer and neat-forming cold-forging oils
  - Refrigeration compressor and soluble cutting fluids
  - Slideway spindle and turbine oils

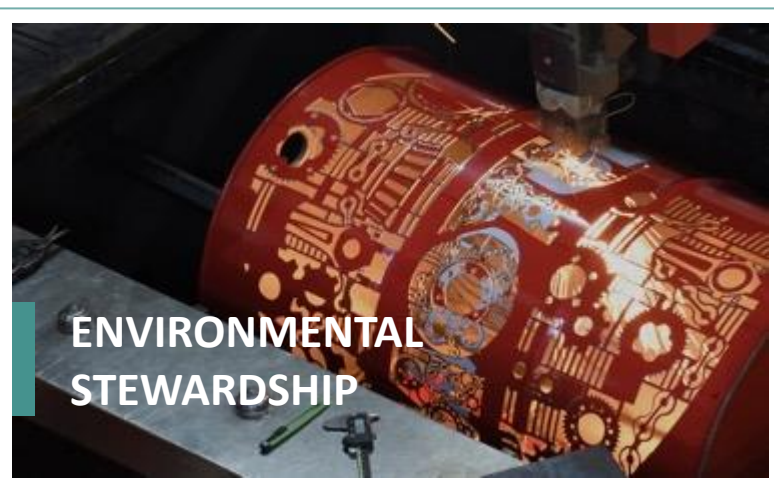
**Our Partners**

We are a proud partner to many manufacturing companies and racing teams to further their technological development in industry and motorsports.



# Our Sustainability Strategy

In 2023, we continued to advance our commitment to environmental, social, and governance (ESG) principles. Our ESG strategy focuses on three core pillars that empower us to remain a responsible and forward-thinking organisation, driving sustainable growth and leaving a positive impact on the communities we serve.



We focus on reducing our carbon footprint and promoting sustainability across our operations. Our initiatives centre on energy efficiency, waste management, and reduction of greenhouse gas (GHG) emissions.

We reinforce our commitment to eco-friendly materials and processes through innovative product development and strategic partnerships that promote sustainability in the automotive and industrial sectors.



The well-being and development of our employees and the communities we serve are at the heart of our social responsibility strategy.

Through our human capital initiatives, we nurture talent and foster a culture of continuous learning and development.

Our partnerships with socially engaged organisations expand our contributions to community development.

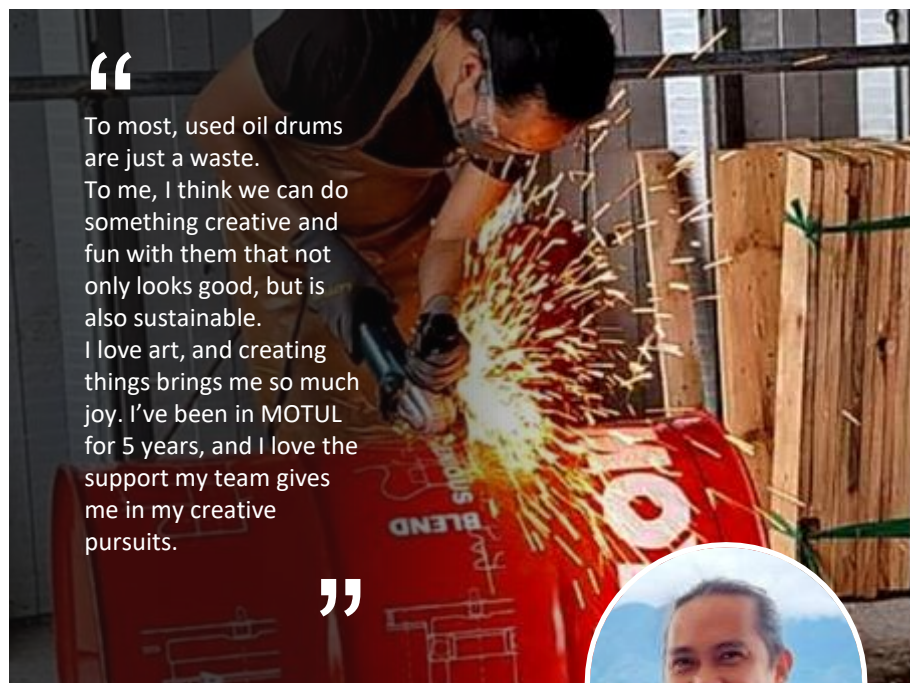


Strong governance practices underpin our ESG efforts. In 2023, we improved our policies and structure to strengthen our governance framework, ensuring transparency, accountability, and ethical conduct throughout our operations.



# Stories of Empowerment

For 170 years, we have been driving business success and contributing to the well-being of our employees, communities, and the planet.



“

To most, used oil drums are just a waste. To me, I think we can do something creative and fun with them that not only looks good, but is also sustainable. I love art, and creating things brings me so much joy. I've been in MOTUL for 5 years, and I love the support my team gives me in my creative pursuits.

”



**ARR-JAY,**

a Technical Service Engineer from the Philippines. He transforms used oil barrels from MOTUL into functional pieces of furniture.

Read more about his upcycling project in the section, [En-route to a Better Tomorrow](#).



“

Thanks to our partnership with MOTUL, we were able to deliver a meaningful programme that significantly impacts youth development and prepares young people for their future careers. This wouldn't have been possible without the dedication and hospitality of the MOTUL team, whose staff and mentors generously invested their time with our young people.

”



**JD**

Chief Development Officer from Halogen Foundation, a youth non-profit. In May 2023, we curated an eight-day training and mentorship programme for university students, our proprietary MOTUL's Most Promising (MMP).

Read more about this partnership in the section, [En-route to a Better Tomorrow](#).

# Stories of Empowerment

For 170 years, we have been driving business success and contributing to the well-being of our employees, communities, and the planet.



“ Working with MOTUL is special because of the innovative projects in the automotive sector we get to work on. Working with a big brand in the automotive space means lots of exposure and quality training for our beneficiaries.

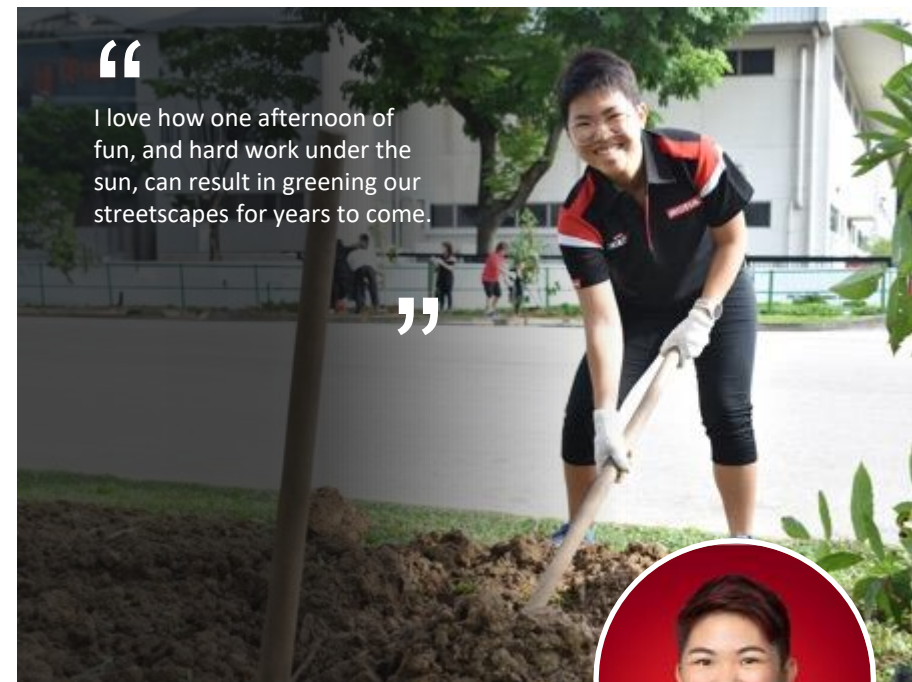
”



**ALIX FONTAINE WATSON,**

Director of Operations in Southeast Asia at IECD, our partner organisation that uplifts less privileged young people through competency training and education.

Read more about this partnership in the section, [En-route to a Better Journey Tomorrow.](#)



“ I love how one afternoon of fun, and hard work under the sun, can result in greening our streetscapes for years to come.

”



**SAMANTHA CHOO,**

an HR executive from Singapore. She participated in our tree-planting activity in support of Singapore’s OneMillionTrees movement.

Read more about our social work in Singapore in the section, [En- route to a Better Tomorrow.](#)



# Key Sustainability Highlights 2023

## ENVIRONMENTAL STEWARDSHIP



**10,000 tonnes** of CO2 estimated emissions reduction from our landmark solar- and battery-powered factory in Vietnam over its system lifetime



**50%** post-consumer recycled (PCR) plastic integrated into our products' bottle packaging



**59% estimated** emissions reduction from the use of FLEX+, our sustainable label solution, for a volume of 500,000 m2 of front labels



**100% recycled** or bio-plastic used in the packaging of our sustainable bike care range of products



**25% estimated** lower carbon footprint during the manufacturing process of our NGEN HYBRID oils, formulated with organic bases from non-fossil renewable materials

## SOCIAL RESPONSIBILITY



**41,860 scholarships** awarded by Saigon Children in Vietnam for the past 30 years



**221 schools** constructed by Saigon Children in Vietnam for the past 30 years



**15,760 beneficiaries** trained in skills and vocational training courses by Saigon Children in Vietnam for the past 30 years

## GOVERNANCE



**100% completion rate** for Code of Ethics and Sub-Policies Training among employees



**Zero incidents** of corruption, as well as fines or censures from any government authority



**US\$4.9 million** contribution to UOB's Green Deposit Program, a forward-thinking financial product that aligns investments with sustainability goals

# Board Oversight on ESG

Our **Sustainability Policy** is our guiding framework to create a sustainability culture rooted in our company's core principles and mission. It focuses on diversifying in step with sustainability commitments, targeting world-class performance and operational excellence in line with ESG principles. Our commitment to holistic stakeholder consideration encompasses our employees, customers, distributors, and suppliers.

We have a robust governance structure that implements this policy in our operations across the region, considering unique market characteristics and diverse stakeholders.



Chief Executive Officer (CEO) - Asia Pacific

- Oversees sustainability management in both strategic polices and operations



Sustainability Steering Committee

- Oversees and drives sustainability strategies and initiatives
- Sets ESG targets for each focus area in our sustainability strategy
- Comprised of select members of the Core Leadership Team



Sustainability Working Group (SWG)

- Supports the Sustainability Steering Committee in implementing sustainability strategies and initiatives across the organisation
- Headed by the Chief Sustainability Officer (CSO) and comprised of sustainability representatives from relevant departments



Department Sustainability Managers

- Coordinates sustainability initiatives within each department across the organisation



# Materiality Assessment

Our materiality assessment process was formed through input from our stakeholders and international reporting standards.

We anchored our process on the Global Reporting Initiative (GRI) Standards, with its key principles focusing on accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, and verifiability.



## OUR MATERIALITY ASSESSMENT METHODOLOGY

### Step 1: Identify

Identify a list of potential material topics based on global sustainability and operations trends, as well as industry standards and guidelines

### Step 2: Prioritise

Integrate stakeholders' perspectives in prioritising material topics and develop a double materiality matrix to identify the most relevant topics based on impact and financial materiality

### Step 3: Validate

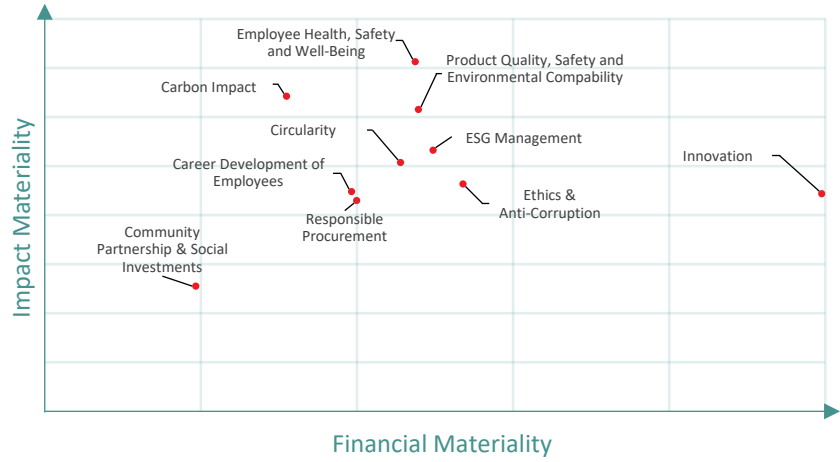
Present and validate the most relevant material topics with management

### Step 4: Report

Report on performance based material topics, supported with relevant metrics and data



In 2022, our stakeholders participated in a materiality workshop led by KPMG, an auditing and ESG advisory firm. Its objective was to grasp perspectives on sustainability and to identify the ESG factors of prime importance to the company and its operations. The resulting ESG factors were then examined through a double materiality matrix, as outlined by the European Sustainability Reporting Standards (ESRS). In this matrix, both impact and financial materiality were considered, enhancing the comprehensive nature of our materiality assessment.



Based on the results of the materiality matrix, the most material ESG factors were then identified and validated by the management, confirming our material topics' relevance to both our ongoing business operations and our future strategic trajectory.



“ As we embark on our sustainability journey for MOTUL Asia Pacific, we have consciously sourced feedback on the most valuable topics that have the greatest potential impact on our businesses.

We have identified 10 material topics, aligned with perspectives from our internal and external stakeholders. We worked with our various teams across Asia Pacific to identify initiatives to kickstart progress toward meeting our sustainability goals, which are described in this ESG report.

”

**Keith D. Schulz, Jr.**  
Chief Sustainability Officer,  
MOTUL Asia Pacific

### ENVIRONMENTAL STEWARDSHIP

- Carbon Impact
- Circularity
- Energy consumption

### SOCIAL RESPONSIBILITY

- Employee health, safety, and wellbeing
- Community partnerships and social investments
- Capability building and development
- A Respectful, Inclusive and Caring environment

### GOVERNANCE

- ESG Management
- Ethics and anticorruption
- Innovation
- Responsible Procurement
- Product quality, safety, and environmental compatibility

# Stakeholder Engagement

We continuously engage with four key stakeholder groups, including those directly impacted by our activities and those who use the information we publish. Their valued input informs the decisions and actions we take to live up to our responsibilities and mitigate potential negative impacts on society and the environment. They also help us identify emerging issues that may pose significant risks to our business.

## STAKEHOLDER GROUP

## PRIORITY CONCERNS

## ENGAGEMENT CHANNELS



Customers, Contract manufacturing organisations (CMOs), Partners

- Safety, reliability, and experience of services
- Data protection and privacy

- Regular visits to workshops (B2B)
- Online communication



Employees

- The future of work
- Capability building and development
- A respectful, inclusive and caring environment
- A robust employee experience

- Performance appraisals and compensation reviews
- Annual Voice of Employee (VOE) survey
- In-person events such as bi-annual town halls, engagement events, and CSR activities
- Internal employee communications and updates



Non-governmental organisations (NGOs)

- Environmental, social, and economic impact in the long term
- Accessibility of beneficiaries

- Partnerships to co-create social programmes



Industry and government regulators

- Environmental, social, and economic compliance
- Human rights
- Regulatory compliance practices
- Labour practices
- Data regulation
- Industry regulations

- Discussions and collaborations with regulators
- Regular reporting





# WHAT MAKES THE MOTUL SPIRIT



# A Message from Miranda Lee, Chief Workforce Officer

## Driving Sustainability Forward at MOTUL

“ As someone deeply passionate about sustainability, I am incredibly proud of the progress MOTUL Asia Pacific has made on our journey towards a greener, more responsible future.

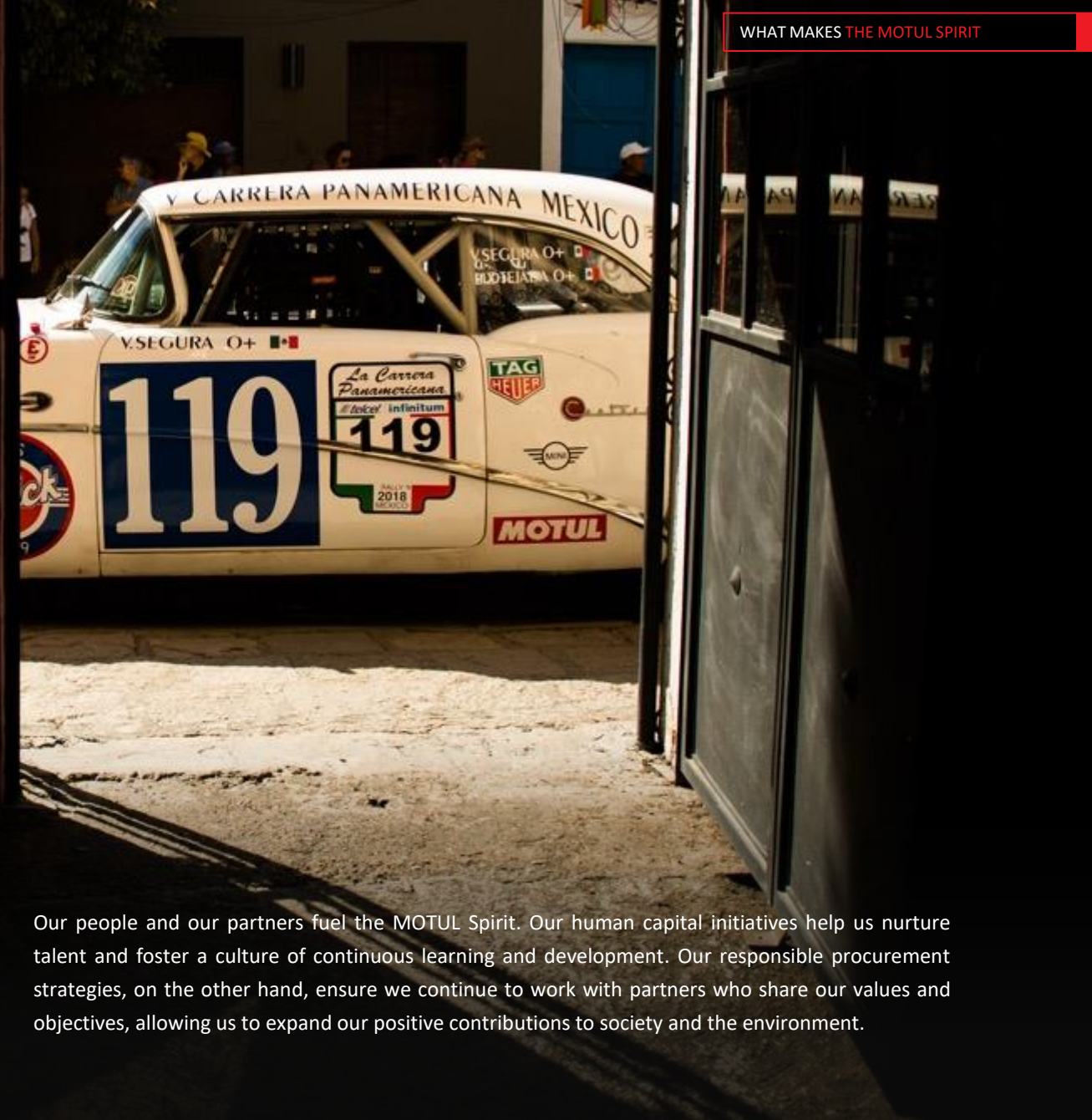
Our first sustainability report marks a significant milestone in our commitment to transparency and continuous improvement. It reflects not only the efforts we’ve made, but also our vision for creating a lasting positive impact.

As conversations on climate and sustainability evolve, our talents must be equally informed and equipped. Together, we are building a future where talents fuel our passion for innovation, growth, and sustainability. I am excited to continue this journey with MOTUL.

”

**Miranda Lee**

Chief Workforce Officer, MOTUL Asia Pacific



Our people and our partners fuel the MOTUL Spirit. Our human capital initiatives help us nurture talent and foster a culture of continuous learning and development. Our responsible procurement strategies, on the other hand, ensure we continue to work with partners who share our values and objectives, allowing us to expand our positive contributions to society and the environment.

# Our People Strategy

At MOTUL, our vision is **to inspire a dynamic work environment** where our talents can thrive, develop, collaborate, and feel connected.

## THE FIVE PILLARS OF OUR PEOPLE STRATEGY



Talent and rewards



Capability building



HR service delivery



Culture and ethics



Doing good

## OUR GOALS:

To be equitable with our total rewards strategy and strengthen our capability-building programmes to create a high-performing culture aligned with our strategic business goals

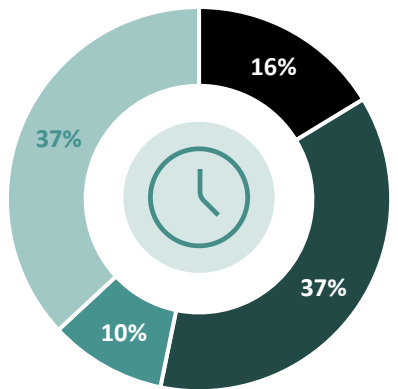
To create a respectful, inclusive, and caring environment where our talents feel belonging, and where integrity and professionalism shape the way we work

To improve our HR service delivery model to enhance efficiencies, so that our employees benefit from an improved employee experience

To expand our impact through our Doing Good programmes with our communities and contribute to our sustainability goals

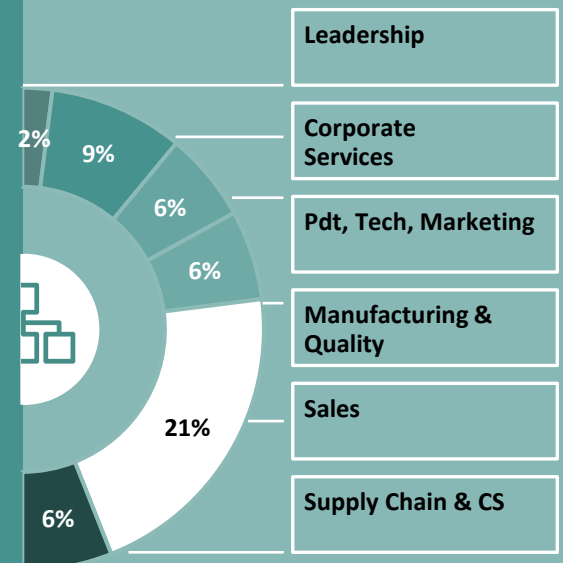
# DEMOGRAPHIC FOR VOE 2023 ACROSS MOTUL APAC\*

## TENURE

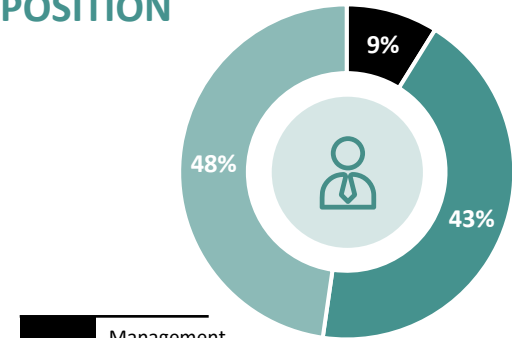


■ <1 yr ■ 1-4 yrs ■ 4-6 yrs ■ >6 yrs

## DEPARTMENT

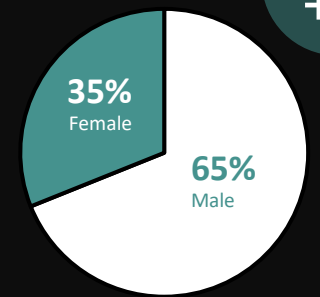


## POSITION



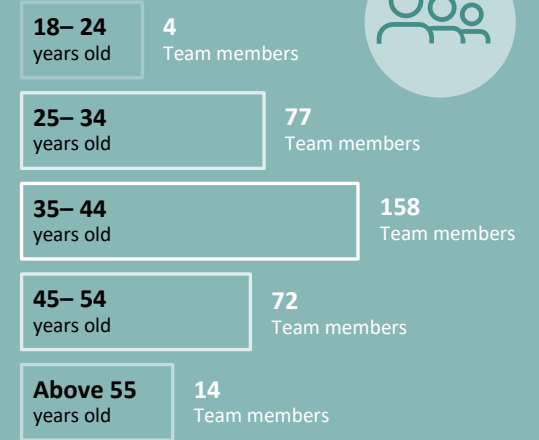
- 31** Management Department Head Director
- 152** Senior Manager Manager SPV
- 167** Assistant Manager Executive/Officer

## GENDER



**101** Female Team members  
**224** Male Team members

## AGE



\* excludes Motul India



# Our People

In 2023, our human capital strategy centred on nurturing and developing our employees to drive sustainable growth and innovation.



## ACCELERATE PROGRAMME

This key initiative aims to identify high-potential employees and provide them with the necessary resources, training, and mentorship to advance their careers within MOTUL. This programme not only enhances individual capabilities, but it also ensures we have a robust pipeline of leaders ready to take on future challenges. Lifelong learning is a central pillar of our HR strategy.



## DIGITAL LEARNING OPPORTUNITIES with LinkedIn Learning

In March 2023, we launched LinkedIn Learning as a strategic tool to ensure our employees are well-equipped to meet the evolving demands of our industry. We curated a wide range of learning content on management, processes, technical training, and soft skills enhancement. Curating learning enabled us to effectively address the diverse knowledge requirements within our organisation.



## MOTUL 2.0: THE FUTURE OF WORK

We curated Motul 2.0, our rewards strategy and benefits programme, so our diverse workforce can benefit from their unique requirements. We conduct regular benchmarking, focus group discussions, and industry research, speaking with our partners to continually refresh the rewards and benefits we provide our employees.



## SPOTLIGHT ON MOTUL'S MOST PROMISING (MMP)

In May 2023, we partnered with Halogen Foundation, a Singapore-based youth-centric non-profit organisation, to curate an eight-day programme for university students called MOTUL's Most Promising (MMP). In alignment to Motul Corazon's mission in providing young adults with tools for life, the programme aims to give the brightest young talents a taste of the world of automotives.

The programme provided a deep dive into the company, with extensive training and mentorship opportunities with our managers. By the end of the programme, the university students emerged as informed and enthusiastic advocates for MOTUL, ready to make their mark in the corporate world.

“

We are delighted to be a partner of MOTUL's Most Promising, a programme designed with a business case challenge for students to sharpen their analytical, critical thinking, and problem-solving skills. This was achieved through a mix of technical and contextual understanding, as well as personal development modules, co-created by both MOTUL and Halogen.

We extend our heartfelt gratitude to MOTUL for partnering with us to deliver a meaningful programme that significantly impacts youth development and prepares our young people for their future careers. This achievement wouldn't be possible without the dedication and hospitality of the MOTUL team, whose staff and mentors generously invested their time in our young people.

”

**J.D. Lee**

Chief Development Officer,  
Halogen Foundation



In 2023, we also launched several initiatives to nurture a seamless and engaging employee experience.

### EMPLOYEE EXPERIENCE

Our employees are at the heart of our HR service offerings, motivating us to maintain high levels of service excellence.

To enhance employee experience and improve organisational alignment, we started digitalising our HR processes through SuccessFactors, our new HR Information System (HRIS). In 2023, we streamlined critical areas such as recruitment and onboarding modules. We will launch the system's performance and goal-setting modules in 2024.

### EMPLOYEE RECOGNITION

The MOTUL Exceptionals Award is our esteemed recognition programme that was initiated with the aim of recognising our exceptional employees for going the extra mile.

All employees can be nominated for their outstanding contributions in three categories: "People Who Inspire", "Pioneering, Innovative, Explorative", and "Being at the Forefront of Customer Centricity". Winners are rewarded with the opportunity to attend exclusive VIP motorsports events around the world. In 2023, our winners experienced the exhilarating MotoGP event in Japan.

## EMPLOYEE ENGAGEMENT

At MOTUL, we are dedicated to cultivating a culture where everyone feels a genuine sense of belonging. Through initiatives such as town halls, regional gatherings, and community-focused events, we actively foster purpose, connection, and a positive, fulfilling work environment among our colleagues.

Employees in Singapore and China stay active during Wellness Week, a week dedicated to physical and mental wellness activities



All smiles as the Thailand team head to Krabi for their engagement trip



Singapore team vies for culinary supremacy in their Kitchen Showdown last October 2023



Together as One Motul in Vietnam



Collaboration with Petani Muda Keren on an innovative farming and community empowerment project





LOOKING FORWARD:



**SPOTLIGHT ON MENTAL WELLNESS**

In 2023, our regional HR team developed a comprehensive mental wellness strategy in partnership with Intellect, a leading employee assistance programme and mental wellness provider. This strategy, which we will roll out in 2024, includes engaging activities, workshops, and learning campaigns to foster a culture prioritising mental well-being. This is part of our broader commitment to social responsibility, aimed at creating supportive environments where everyone can thrive.



**STEWARDS OF TALENT LEADERSHIP TRAINING**

This year, we also started planning Stewards of Talent, our regional training series designed specifically for managers. The programme focuses on equipping leaders with essential soft skills to work effectively with diverse teams and maximise each of their team member’s strengths. This training series will culminate in late 2024 with the “Reaching the Summit” session, where managers from across APAC will convene at the Singapore headquarters for an immersive and in-depth project management training course. Post the training, participants will be selected to design solutions to roll out some of our key diversified products and services.

# Our Partners

At MOTUL, we uphold our commitment to social responsibility, ethical sourcing, and sustainability, seeking to minimise negative environmental and social impact while promoting transparency and accountability in our supply chain. To do so, we aim to work with partners and suppliers who share our values and objectives, ensuring our business practices contribute positively to society and the environment.



## Responsible procurement

This strategy aims to integrate responsible procurement practices with our supply chain. We organised internal training and communication initiatives before rolling out the strategy to our top partners and suppliers for endorsement and future collaboration. Through this strategy, we aim to strengthen mutual understanding of environmental standards and social responsibility and foster partnerships for research and innovation.



## Supplier Code of Conduct

This code embodies our commitment to ethical business practices and legal compliance. While our suppliers already adhere to all applicable laws and regulations in the countries where they operate and conduct their business activities with integrity, we encourage our partners to also follow our standards on environmental sustainability, human rights, and health and safety.

### OUR SUPPLIER CODE OF CONDUCT BROADLY COVERS THE FOLLOWING AREAS:



Human Rights



Health and safety



Legal compliance



Environmental and sustainable practices



Ethical business practices, with strict measures against bribery and corruption





THE BETTER WORLD WE'RE  
BUILDING



# An Update from Keith Schulz, Chief Sustainability Officer



Working with various teams across Asia Pacific, we kickstarted different initiatives to meet our sustainability goals. Coming into 2024, we gained traction in the following areas:

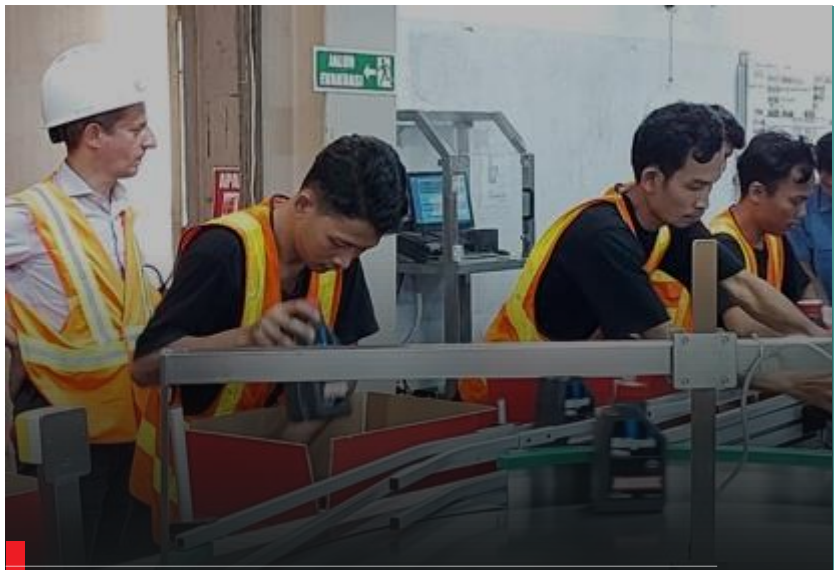
- Developed packaging (plastic bottles) for selected product ranges that have at least 50% PCR (post-consumer recycled) content, reducing the use of virgin plastic raw material
- Built visibility into our GHG emissions footprint across our value chain
- Commissioned integrated solar panels and an industrial battery at our Vilube factory, which can now provide 80% of of the required power
- Driving green mobility by diversifying into biodegradable bicycle products, which use recycled or bio-based plastics in their packaging

**Keith D. Schulz, Jr.**  
Chief Sustainability Officer,  
MOTUL Asia Pacific



As we navigate a world fraught with pressing environmental challenges, such as climate change, we implement effective environmental management systems to mitigate our risks and ensure our environmental responsibility. We assess GHG emissions across our operations and enforce measures to manage our carbon footprint.

# Environmental Management in Action



At Vilube, our factory in Vietnam, we established an Environmental Management System (EMS) tailored to the specific needs and objectives of its operations. In July 2022, the EMS secured an ISO14001 certification, addressing areas such as energy, water, and waste management.

## IN 2022, WE ESTABLISHED THE FOLLOWING GOALS FOR VILUBE:



Reduce GHG emissions from 817 to 604 tonnes of CO<sub>2</sub>



Reduce electricity consumption from 15.7 to 14.1 kWh/tones of product



Reduce diesel oil consumption from 3.3 to 3.0 litres of tonnes of product



Conduct trials and commercialise 0.9 litre and 1 litre bottles from Post Consumer Recycled resin.



Eliminate major incidents of oil and chemical spills at the factory, where spills exceed 1,000 litres

We will strive to meet these goals and move forward with these ambitions for **2023 and beyond.**

Moving forward, Vilube will conduct annual assessments to ensure its compliance with international regulations and certification standards. We will also perform thorough gap analyses and identify areas for improvement in our existing processes. Leveraging valuable insights from these internal reviews, we will implement actions to correct non-conformities and ensure full compliance with audit requirements, strengthening our commitment to international standards and best practices.



# Managing our GHG footprint

Assessing our GHG emissions allows us to better manage our carbon footprint and environmental impact. As early as 2021, we have laid the foundation for accounting and reporting our GHG footprint.

## THE JOURNEY TO TRACKING OUR GHG FOOTPRINT



We conducted our first GHG footprint exercise to equip our staff with foundational knowledge of GHG accounting and analysis. This exercise helped our staff understand Scope 1, 2, and 3 emissions associated with our manufacturing sites, offices, and distribution centres.



We developed a roadmap to introduce measures and processes that support our goal of reducing our GHG emissions and shifting towards carbon neutrality.

This built a solid foundation for understanding the full impact of our operations on the environment.

To support our reporting goals, we also started evaluating GHG reporting tools that meet our requirements and which can be easily integrated into our existing systems.



We launched our inaugural Greenhouse Gas (GHG) Technical Guidance. This establishes a standardised methodology for measuring our GHG emissions and defines the roles and responsibilities of personnel involved in GHG accounting and management practices.



# Planning for a sustainable future

As we plan for a carbon-neutral future, our team evaluated various solutions that could meet our requirements for breadth and depth of reporting over the coming years. After a thorough search, we selected Zuno Carbon's Veridis platform as it had a reporting platform that matched our stringent criteria for a GHG reporting solution:

**01** Comprehensive coverage across all reporting categories for Scope 1, 2, and 3 emissions

**02** Ownership traceability and data integrity

**03** Ease of data consolidation and synthesis

**04** Clear dashboard presentation and insights

**05** Available ESG reporting standards and robust reporting capabilities

**06** Extensive and granular emissions factor library

We are currently in the planning stages of its implementation and aim to roll out the use of the solution by Q4 2024. To support our reporting ambitions, we will also enforce governance frameworks and end-to-end processes to enable us to use this GHG reporting solution more effectively.

## OUR CHOICE PARTNER: MORE ABOUT ZUNO CARBON AND ITS VERIDIS PLATFORM

Zuno Carbon aims to empower organisations with a platform that supports accurate and auditable data collection, carbon accounting, and ESG reporting. Its Veridis platform promises to be a single source of truth for ESG data, with an easy-to-use interface backed by expert knowledge.

### Veridis platform highlights

- ISO27001-, SOC2-, and GDPR-certified
- Automated data collection and workflows
- Intuitive user experience, with features like dashboarding, target setting, and audit logs
- Centralised carbon emissions and ESG data
- Streamlined reporting processes
- Clear visualisation of sustainability metrics
- Licensed as a GRI Software and Tools Partner

# Charting our GHG Emissions



**1,355 MWh**

**Energy Consumption**

(MAP Operational Boundary)



**113,474 MTCO<sub>2</sub>e**

**GHG Emissions**

(MAP Operational Boundary)



**0.048 kWh / L**

**Energy Intensity**

Total energy consumption divided by total volume produced

(energy efficiency)



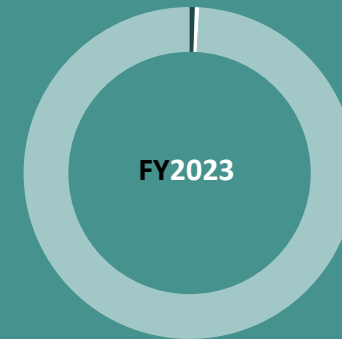
**3.99 kgCO<sub>2</sub>e / L**

**GHG Emissions Intensity**

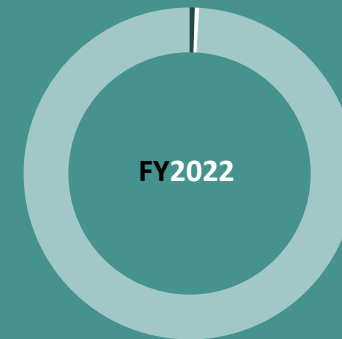
Total emissions divided by total volume produced

(resource efficiency)

## Total Map GHG Emissions by Scope

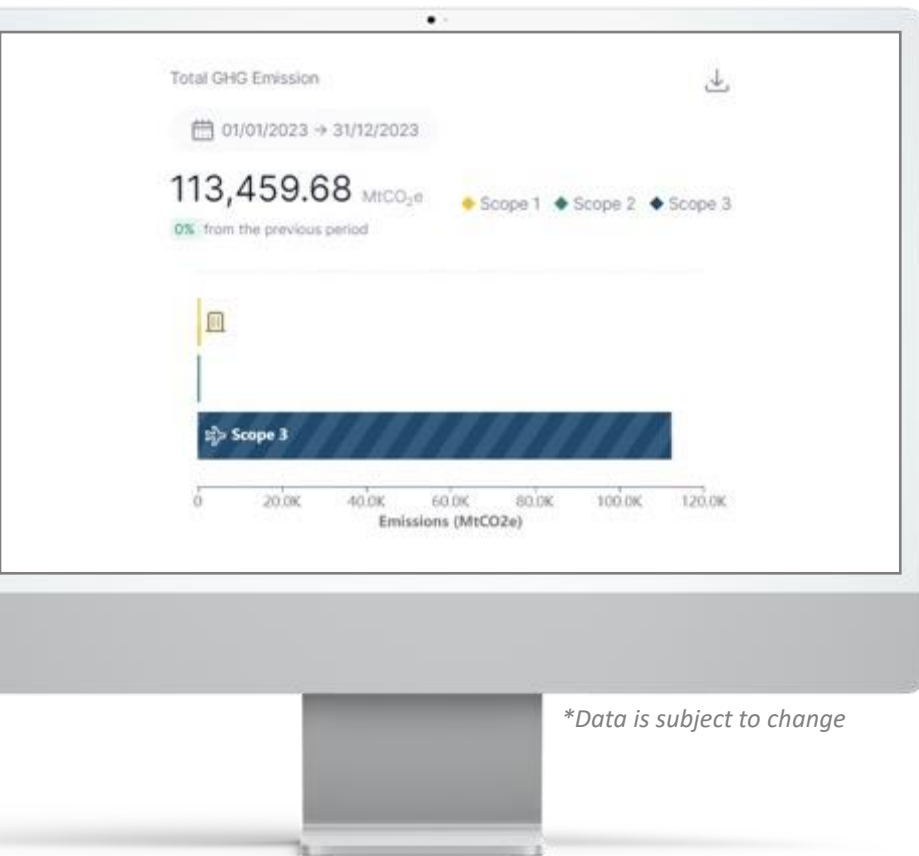


■ Scope 1 ■ Scope 2 ■ Scope 3



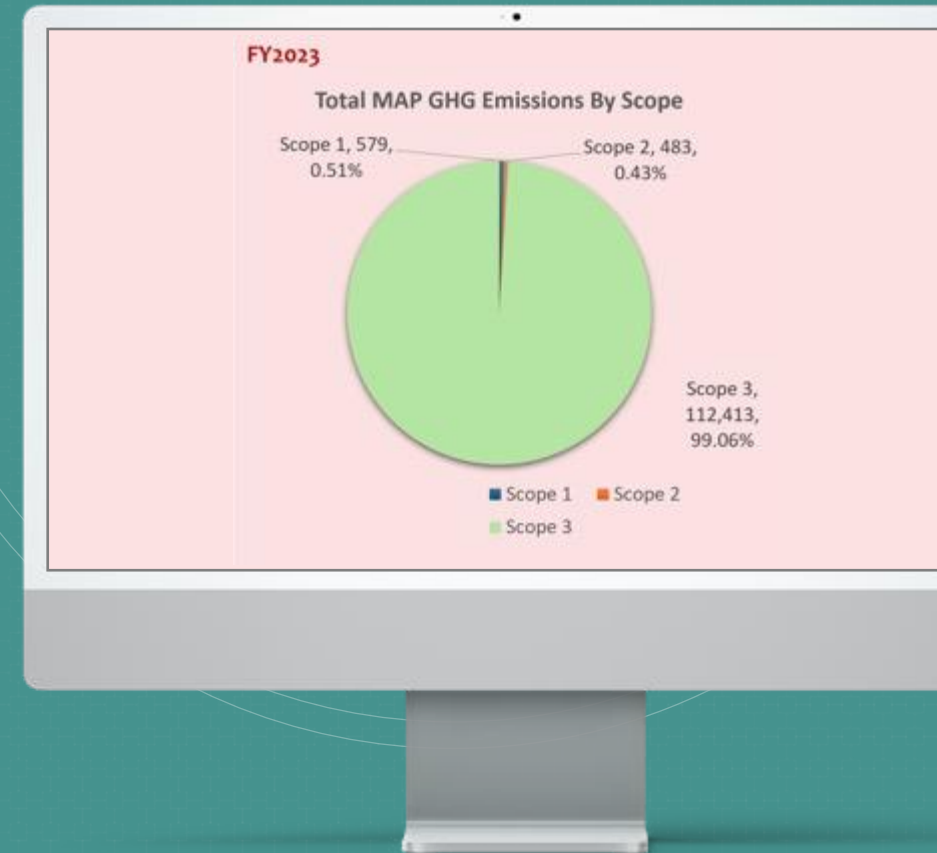
■ Scope 1 ■ Scope 2 ■ Scope 3

# Enhancing Data Clarity with Veridis



## 2023 Greenhouse Gas (GHG) Inventory

Our GHG inventory comprises mainly emissions throughout our value chain. This is largely due to our Purchased Goods and Services and primarily attributed to our product components. Building this visibility gives us an understanding of the levers we can pull to address the current status of our emissions.



## Building Towards Greater Sustainability

Measuring our GHG emissions across our value chain enables us to identify where we can improve to deliver greater impact. With this visibility, we have started on our supplier outreach, to collaborate closely with our suppliers to identify improvements in our value chain processes. We are also initiating product development to target improvements in our GHG footprint.



# Greenhouse Gas (GHG) Technical Guidance

We developed this guidance with reference to the GHG Protocol Corporate Accounting and Reporting Standard, along with other GHG protocol standards and guidance from the World Business Council for Sustainable Development (WBCSD) and the World Resources Institute (WRI).



## WHAT'S IN OUR GHG INVENTORY

Following this technical guidance, we consolidated the emissions from our operations in our GHG inventory.

This also includes emissions that are a consequence of our activities but may also arise from facilities owned by other entities.

This includes:

- Office operations
- Factory operations
- Warehouse operations
- Contract manufacturing organisations (CMO)
- Third-party warehouses

This also covers activities in our value chain in the following locations:

- China
- India
- Indonesia
- Japan
- South Korea
- Malaysia
- Oceania
- Philippines
- Singapore
- Taiwan
- Thailand
- Vietnam



# Transition to renewable energy

Since 2019, Vilube, our factory in Vietnam, has been using a rooftop solar system within its finished goods warehouse. In 2022 alone, this system generated approximately 17,000 kWh per month, which reduced approximately 141 metric tonnes of carbon emissions.

To transition more of Vilube’s power consumption to solar energy, we signed a 20-year power purchase agreement with Asia Clean Capital Vietnam (ACCV). With this agreement, which encompasses both engineering and commercial implementation, ACCV will supply us with green electricity at competitive prices compared to those from the grid.

This partnership also allowed us to incorporate both a solar and battery energy storage system (BESS) in our facility. The BESS stores surplus energy, released during peak usage periods. This reduces our reliance on power from non-renewable sources, thus improving energy costs and delivery predictability for the business. In adopting these energy-efficient solutions and forging partnerships with clean energy providers, we aim to pave the way for a cleaner, more environmentally conscious manufacturing landscape.

## KNOW MORE ABOUT OUR INNOVATIVE ROOFTOP SOLAR SYSTEM AT VILUBE

Vilube, our factory in Vietnam, has been using a rooftop solar system since 2019. We will continue to introduce green initiatives to forward energy transition and reduce carbon emissions in our factories.

### Features:

- 284 kWp capacity
- 215 kWh state-of-the-art battery energy storage system (BESS)



### GOALS:

**85%**  
of Scope 2 factory emissions to be eliminated

**25%**  
of Scope 2 emissions to be reduced annually

**20%**  
targeted boost in our renewable energy production

Approximately more than **13,000+** tonnes of the plant’s carbon emissions will be saved from operations of our solar and battery system





POWERING OUR  
NEXT ADVENTURE



# Powering our Next Adventure

At MOTUL, we take a proactive approach to innovation to power our next adventure. Aside from innovating our signature engine oils and lubricants, we also develop eco-friendly products from renewable raw materials, without sacrificing the high performance our products are known for. These sustainable products increase productivity and reduce chemical consumption, thereby reducing energy costs related to the use of our products.

## OUR RANGE OF ECO-FRIENDLY PRODUCTS

### MOTULTECH™

Bio-based Metalworking Fluids:

- Special combination of bio-based "esters" to eliminate all mineral oil in the new offer across the MotulTech Range



### NGEN

NGEN formulations combine premium virgin and re-generated base oils, along with high-performing additives and esters, to provide sustainable alternatives to traditional engine oils.

Also, NGEN oils are packaged in

50% recycled and recyclable plastic containers.



### SUSTAINABLE BICYCLE CARE RANGE

The product range introduces safe, water-based cleaners free from volatile organic compounds, aerosols, solvents, and silicones.

These products are compatible with electric bikes and come in eco-designed packaging made from 50% recycled or bio-based plastic.



# Breakthroughs in PCR packaging

We partnered with Envicco, an integrated plastic recycling plant, to introduce a new line of post-consumer recycled (PCR) bottles that incorporate 50% recycled plastic. Envicco's innovative Waste Community Hub in Thailand plays a crucial role in this process. Here, schools and households collect waste materials to be recycled into plastic pellets, which are subsequently processed and transformed into our lightweight lubricant bottles. This initiative reduces our reliance on virgin raw materials, carbon emissions, landfill waste, and energy consumption during production and transportation.

Starting in March 2024, our 0.8L screw cap pack and 1L flex spout bottle pack, launched in Vietnam, India, and China, will be crafted from 50% PCR resin. This will be followed by the launch of 2L screw cap bottles in Q2 2025. Our goal is to transition from virgin plastic to 50% PCR plastic at net-zero added costs. This is made possible by offsetting the cost increment from PCR resin through savings from lightweighting the bottles by approximately 10% to 13%.

## ENVICCO'S RECYCLING PROCESS

01



### BALE

- Bale specification
- Quality check

02



### BOTTLE SORTING

Using Near InfraRed Technology, plastic waste, such as bottles and caps, are sorted and decontaminated to remove non-plastics.

- Metal and aluminium remover
- Polymer and colour sorting
- Manual sorting

03



### GRINDING AND WASHING

Sorted and decontaminated plastic waste is grounded into flakes. Then, plastic flakes are washed.

- Wet grinding
- Cold and hot washing
- Flotation polymer sorting

04



### FLAKE SORTING

Plastic flakes undergo another round of sorting and decontamination.

- Metal and aluminium remover
- Polymer and colour sorting
- Manual sorting

05



### EXTRUSION

The refined plastic flakes are processed into pellets. Then, the plastic pellets are moulded into PCR resin bottles.

- Extrusion with:
- Vacuum system (rPET)
  - Degassing (rHDPE)

06



### IMPROVE QUALITY

The PRC resin bottles are treated further to improve quality and remove odour.

- rPET: Crystallisation, SSP
- rHDPE: Odour treating

# Introducing FLEX+

## Our Pioneering Sustainable Label Solution

If you're keen on driving sustainability, you will find many ways to green products all around us.

One of those items is the ever-present product labels, typically stuck on bottles, jars, containers, and other forms of packaging. At MOTUL, we need heavy-duty labels for bottles containing our signature motor oils and lubricants, and this is an area where we can also innovate to produce sustainable outcomes.

The centerpiece of this pioneering solution is our FLEX+ label material, made from the game-changing combination of 55-micron white and clear printable polyolefin. This combination marries the best features of rigid and conformable films and gives FLEX+ its thin, semi-squeeze construction. This high-clarity film gives a "no-label look," popular among consumers who want a minimalist and clean aesthetic.

Despite its clarity, FLEX+ still delivers exceptional print registration and die-cutting performance, so you can print 32% more labels per roll than traditional PE85.



This translates to more savings, efficiency gains, and less downtime, making it a cost-effective and eco-friendly labelling option. With S692N and CleanFlake™ adhesive options, FLEX+'s backing materials are responsibly sourced from FSC-certified glassine and recycled PET (rPET23) liners. So, not only is this label material functional and performs exceptionally well, but it also significantly reduces environmental impact.

By integrating FLEX+ into our packaging, we are setting a new standard for the industry, demonstrating how environmental responsibility can go hand in hand with economic efficiency and product appeal.



When you use FLEX+ for 500,000 m<sup>2</sup> of front labels, it can lead to...

## THE LOWDOWN ON FLEX+

Equivalent to



59% reduced carbon emissions



46,078.5 miles driven by an average passenger vehicle



9% savings in water usage



16,238.47 minutes of showering with an average flow rate





Our commitment to establishing and following ethical business practices is the foundation of our responsible business conduct, transparency, trust, and integrity across all aspects of our operations. Emphasising strict ethical standards and implementing comprehensive anti-corruption measures not only safeguards our reputation but also fosters a sustainable business environment.

# SECURING A SMOOTH JOURNEY

# Our code of ethics and its sub-policies

We formally launched and implemented our Code of Ethics on April 2021, setting the foundation for how we conduct our business to create a safe, inclusive, and diverse workplace. We review the code annually to account for any legislative or regulatory changes. We also implemented detailed sub-policies to guide our different stakeholders, covering key topics such as:

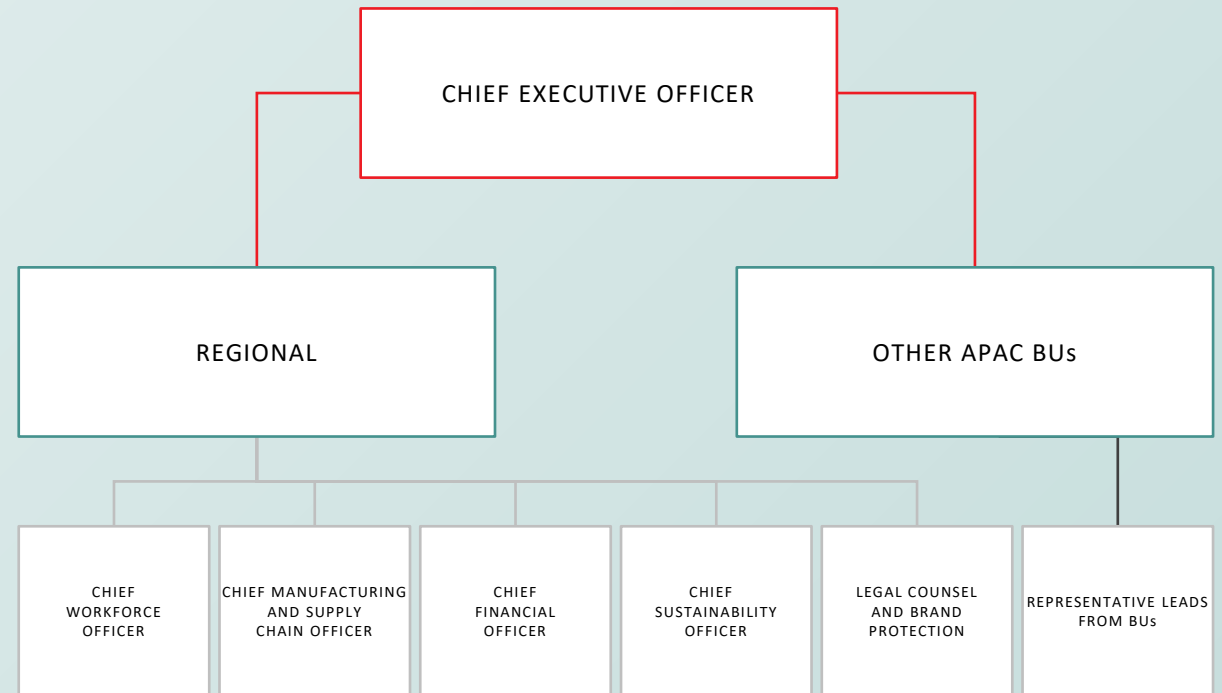
- Bribery and corruption
- Cross-border transactions
- Data privacy
- Conflicts of interest
- Anti-competition
- Equal opportunity, non-discrimination, and non-harassment

Given our diverse markets, the code and its sub-policies are available regionally in English, Bahasa, Chinese, Japanese, and Vietnamese.

We communicated these documents to all our relevant stakeholders via email and through our internal social media platform. We also organise regular region-wide panel discussions and other engagement activities to ensure continued conversation on these topics.

## REGIONAL ETHICS COMMITTEE

Under the leadership of our CEO, our Regional Ethics Committee supervises the implementation and enforcement of the code and its sub-policies. It also investigates and reports any and all instances of suspected or confirmed non-compliance with the code and its sub-policies. To ensure the representation of diverse business functions, the Committee has appointed representatives from various business units across the Asia Pacific.





## TRAINING AND COMPLIANCE

To help our employees access and comprehend the code and its sub-policies, we deployed an interactive gamified training platform in five languages across Asia Pacific. In 2023, as part of our commitment to ongoing compliance, we introduced a refresher training course on our code and its existing sub-policies.

Training on our code and its sub-policies is crucial to promote compliance. In 2023 and in previous years, there were no reported incidents of corruption. We also have not received any significant fines or censures from government authorities. To ensure our smooth journey, we will continue to comply with pertinent laws and regulations and present ourselves with the highest ethical standards.

## OUR CODE OF ETHICS TRAINING BY THE NUMBERS



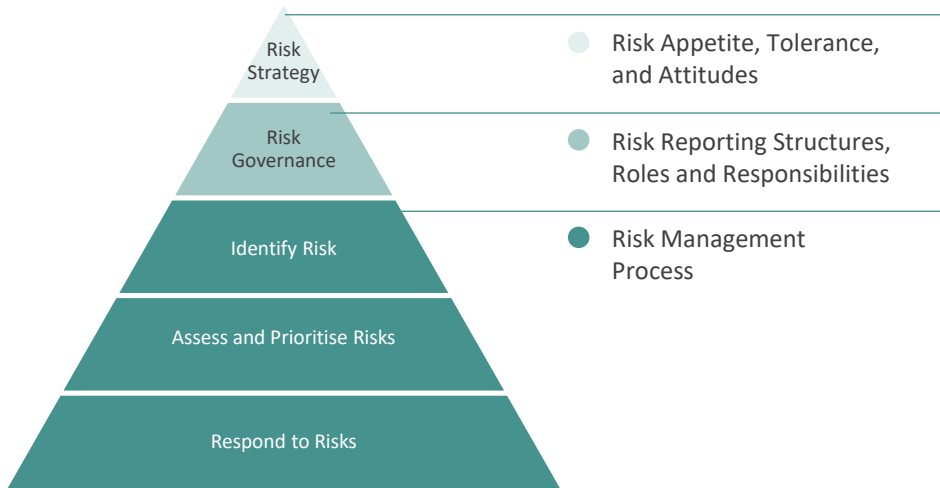


# Keeping Cyber Threats at Bay

At MOTUL, we acknowledge the growing complexity of cybersecurity threats. Hence, we take cybersecurity very seriously. We actively invest in safeguarding our networks, systems, and data against potential risks. Also, we maintain a programme to identify, assess, and manage emerging cyber threats.

This programme, in turn, is integrated into our approach to risk management. In an ever-evolving business landscape characterised by uncertainty, effective risk management is a vital foundation to ensure business continuity. We summarise our approach to risk management in the figure below.

## OVERVIEW OF OUR RISK MANAGEMENT APPROACH



We mitigate cyber risks through a comprehensive strategy that includes:

- Conducting third-party assessments
- Requiring sub-contractors to report cybersecurity measures for impact evaluation
- Supervising internal IT security compliance reviews
- Organising training for our employees to be stewards of data protection

## HOW WE STRIVE TO ENSURE DATA PRIVACY FOR ALL



### Transparency

We provide users with clear information on how we collect, use, process, and disclose personal data. Our Privacy Notice is publicly available on our websites, as is the contact information for reaching our Privacy Office.



### Notification and obtaining consent

We notify and obtain consent from customers and partners when we collect their personal data. We only collect necessary data in line with our privacy policy. Personal data will not be sold or shared with third parties, except as outlined in our privacy policy or for legal requirements.



### Protection and safe custody of personal data

We implement strong security measures to protect data from unauthorized access and provide individuals the right to access, correct, or object to processing their personal information.



### Disposal of personal data

Once there is no longer a legal or business requirement to keep information, we stop retaining personal data, either by anonymisation, disposal, or use of other appropriate methods.

# Upholding Safety and Well-Being

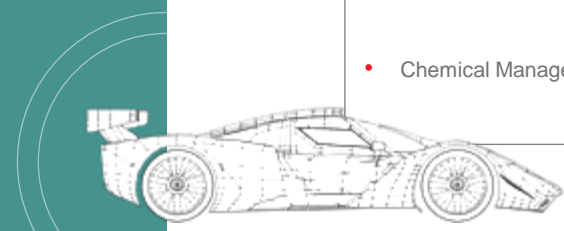
Our employees are our most valuable assets. Ensuring their health, safety, and well-being is the cornerstone of our success. We foster a safe working environment by investing in comprehensive health and safety programmes and promoting employee well-being.

At Vilube, our factory in Vietnam, our Health, Safety, and Environment (HSE) Policy serves as our guide in ensuring the safety and well-being of our employees, contractors, and working environment. At our factories, we have a “zero accident” goal for our employees, contractors, and visitors, coupled with a “zero pollution” goal within our operations. Our HSE Policy ensures health and safety remain at the forefront of our every decision and action.

## HSE COMMITTEE

To uphold our HSE Policy, we established a Health, Safety, and Environment (HSE) Committee. They work closely with our HSE Department, playing a crucial role in assisting the Department Head or Factory Director in meeting factory- and department-level health, safety, and environmental requirements.

As a team, the HSE Committee plays an instrumental role in guiding the implementation of regulatory requirements, which will be conveyed to various departments for compliance. The committee holds regular monthly meetings to review areas that are either underperforming or harbouring potential risks so they can be diligently identified, assessed, and mitigated.



COMMITTEE CHAIR



COMMITTEE MEMBERS

Across Different Functions

- Contractor Safety
- Work at Height
- Heat and Fire Safety

- Emergency Response Plan
- Material Handling

- Restricted Space Entry
- Warehouse Safety

- Waste Water Treatment
- Solid Waste Control
- Accident/incident investigation
- Legal Compliance
- HSE training

- Electrical Safety
- Energy Isolation
- Machinery Safety

- Personal Protective Equipment (PPE)
- Occupational Health Management

- Chemical Management

- Contractor Safety
- Safe Behaviour

## WORKPLACE RISK ASSESSMENT

In our workplaces, we observe the principles of Gemba, a Japanese term that means “actual place”. It emphasises on-site direct engagement with our front-line employees. We routinely conduct a “Gemba walk,” weekly observations of the health, safety, and environmental conditions at our factories to better understand the practices and challenges of our employees.

We promptly identify and report any potential or actual issues observed during this visit to the HSE Committee, allowing for their effective and timely intervention.



## DIFFERENT TYPES OF ON-SITE RISK ASSESSMENTS

We perform comprehensive risk assessments for on-site activities to ensure the proper implementation of workplace safety measures.



### Personal protective equipment (PPE) risk assessments

Ensure our employees have high-quality protective gear to safely perform their duties.



### Ergonomic observations

Verify if our employees have been adequately trained and Adhere to proper machinery and equipment handling practices to prevent injuries



## WORKPLACE SAFETY PROGRAMMES

We launched a series of programmes designed to improve the overall health and wellness of our employees. This includes regular activities such as annual safety training, comprehensive medical check-ups, as well as workshops on occupational health hazards.

At Vilube, we also partnered with the Vietnam Environmental Incident Response Center to establish an Oil Spill Response Station at our evacuation points. This partnership ensures that, in the rare event of environmental incidents, our factory employees are equipped with the necessary tools and support to respond swiftly and effectively to any situation.



### SITE GREEN DAY

We dedicate this day to planting trees, painting sidewalks, and cleaning areas in our factories.

This programme creates a greener and cleaner workplace while actively engaging our employees.



### FIREFIGHTING AND OIL SPILL DRILLS

Our annual emergency response drills prepare our employees for unforeseen circumstances. We partner with local firefighting authorities to offer comprehensive training to our workforce. By participating in firefighting and oil spill response drills, our employees gain knowledge and skills to respond promptly and effectively to emergencies.

As we evolve and expand as a company, we will continue to actively address potential health and environmental concerns and demonstrate our commitment to providing a safe and healthy workplace for our employees.





# EN ROUTE TO A BETTER TOMORROW

At MOTUL, our philosophy is deeply rooted in our commitment to making a positive impact on the communities where we live and work. We believe that, as a company, we have a responsibility to contribute to the well-being of society, not just through our products and services, but also by actively supporting initiatives that drive social progress. This philosophy guides our community partnerships, where we collaborate with local organisations and stakeholders to address pressing social and environmental challenges.

Our initiatives are more than just charitable contributions; they are strategic partnerships that align with our core values and long-term sustainability goals. By focusing on areas such as education, environmental conservation, and social welfare, we aim to empower communities, foster inclusivity, and create lasting positive change. Through these efforts, we not only enhance our corporate social responsibility but also strengthen the bonds between MOTUL and the communities integral to our success.



# MOTUL Corazón Foundation: Our flagship global charitable organisation

Our global charitable initiative, the MOTUL Corazón Foundation, focuses on empowering less privileged youths through education and vocational training. With our emphasis on learning and knowledge transfer, particularly in mechanics and technology, we rely on our company values, employee commitment, and international network of partners to provide the young with the necessary “tools for life”. Since its inception in 2011, MOTUL Corazón has supported more than 40 projects that help youths find a professional path.





# Empowerment through Education



## RISING ABOVE HARDSHIPS IN VIETNAM

Phuong\* is just one of the thousands of youths from less privileged communities in Vietnam whose lives we've touched through our partnership with Saigon Children. Together, we provide scholarships and support to children from low-income families, ensuring they have the resources to complete their education. With its focus on education and vocational training, Saigon Children has been instrumental in equipping young adults with the skills to secure stable employment and break the cycle of poverty.

Saigon Children has achieved so much over the past 30 years. 41,860 young adults have been sent to college through scholarships, and 15,760 individuals have been enrolled in skills and vocational training courses. 221 schools in various less privileged communities in Vietnam have also been constructed. Our continued partnership with Saigon Children demonstrates the power of collaborative effort in driving meaningful change, supporting our unwavering commitment to positively impact society.



## THE LASTING IMPACT OF OUR MEANINGFUL PARTNERSHIPS

Meet Phuong\*, a second-year student in our Automotive Engineering course. He's a shining example of a youth that has risen above hardships and persevered to finish school. Growing up, he had a less-than-ideal childhood. His parents divorced when he was very young, and he faced the complexities of being a stepchild in an extended family early on. But he was determined to finish school, so he found ways to balance his school and household responsibilities.

So, after school, he took on late-night part-time jobs to pay for his tuition fees. But the long hours and constant fatigue took a toll on his health, leaving him visibly thinner and paler than his classmates. In time, Phuong\* was able to secure a scholarship courtesy of the partnership between Saigon Children and MOTUL. Thanks to this scholarship, he can continue his studies without taking on late-night part-time jobs. He is also guaranteed an internship, with the possibility of permanent employment with MOTUL after graduation.

# Going green

There are different ways to go green, as our upcycling and tree-planting initiatives demonstrate.

## GOING BEYOND THE BARREL

In September 2023, as MOTUL celebrated 170 years of excellence and innovation, we also unveiled our first-ever exhibition at the Sustainable Singapore Gallery. Aptly titled “Going Beyond the Barrel”, the month-long exhibition showcases how we can reimagine and breathe new life into our used oil drums. The ‘forever homes’ of the drums now reside in community gardens and showcases upcycling and circularity.



Featuring upcycled creations from homegrown artists and non-profit organisations, each interactive installation from our repurposed oil drums tells our journey to sustainability.

This one-of-a-kind exhibition marries all aspects of our ESG priorities, embodying our holistic approach to sustainability in a creative and thought-provoking manner.

### BEYOND THE BARREL SPOTLIGHT: 3PUMPKINS

3Pumpkins is a longstanding partner and one of the featured collaborators for the “Going Beyond the Barrel” exhibit, where we encouraged children to unleash their creativity to repurpose our used oil drums.

Our continued partnership with 3Pumpkins underscores our commitment to fostering community engagement and support. Since 2019, 3Pumpkins has used art as a means to facilitate strong human connections within and across communities. Their values align perfectly with MOTUL’s values of inclusivity and social responsibility.

Through this partnership, we support various programmes and activities that enrich the lives of less privileged children through creative expression, personal growth, and community involvement.



# ONE MILLION TREES IN SINGAPORE

Last March 2023, our Singapore team spent a morning planting a row of trees in a neighbourhood in Jurong. This is in line with the city-state's OneMillionTrees movement, which aims to plant one million trees by 2030. Launched by the National Parks Board (NParks), the movement aims to integrate nature into the urban environment.

The tree-planting activity not only enhanced the greenery, it also fostered a sense of community and environmental stewardship among our employees and Jurong residents. "I love how one afternoon of fun and hard work under the sun can result in greening our streetscapes for years to come," shares Samantha Choo, an HR executive at MOTUL.





# Our people behind the wheel



## Arr-Jay's passion and ingenuity

Arr-Jay Assistin, a Technical Service Engineer from the Philippines, discovered a fascinating way to combine his engineering skills with his passion for creativity. In his spare time, Arr-Jay transforms our used oil barrels into functional pieces of furniture.

“To most people, used oil drums are just a waste. However, I think we can do something creative and fun with them that not only looks good but is also sustainable,” shares Arr-Jay.

Armed with his tools and creative imagination, Arr-Jay meticulously cuts, welds, and paints the oil barrels, turning them into eye-catching chairs, tables, and even decorative items. Each piece of furniture tells a story of innovation and environmental consciousness, reflecting Arr-Jay's commitment to reducing waste and promoting a circular economy.

Arr-Jay's work exemplifies the MOTUL Spirit—where technical expertise meets environmental stewardship. “I've been in MOTUL for five years now, and I love the support my team gives me in my creative pursuits,” he shares.

We put the spotlight on some of our employees who embody the MOTUL Spirit.



## Che Wey's heart for disabled animals

Wong Che Wey, a Technical Training Manager from Malaysia, is also using his technical expertise to give disabled animals a new lease on life through custom-built wheelchairs. Together with his wife, Cheng Yee Leng, Che Wey founded Dog Wheelchair Malaysia in December 2017.

Inspired by their own puppy, Frosty, they craft each of the set of wheels by hand to ensure the perfect fit. “We have no prior experience in building dog wheelchairs, but we love do-it- yourself projects,” Che Wey explains. “I build the wheelchairs, then my wife does all the tailoring for the harnesses and straps.”

All wheelchairs are custom-made to fit individual dogs according to their disability, with prices starting at RM300. Their heartwarming journey aims to spread the message that every dog deserves a chance to run again, no matter their condition.



# Empowerment through education

We aim to change the lives of less privileged youths through training, education, and professional career development.

## NURTURING CREATIVE EXPRESSION AMONG THE YOUTH

Our continued partnership with 3Pumpkins underscores our commitment to fostering community engagement and support. Since 2019, 3Pumpkins has used art as a means to facilitate strong human connections within and across communities. Their values align perfectly with MOTUL's values of inclusivity and social responsibility.

Through this partnership, we support various programmes and activities that enrich the lives of children from less privileged backgrounds through creative expression, personal growth, and community involvement. This includes our partnership for the "Going Beyond the Barrel" exhibit in 2023, where we encouraged the children to unleash their creativity to repurpose our used oil drums.

## SOWING THE SEEDS OF HOPE

Our continued collaboration with the Institut Européen de Coopération et de Développement (IECD), through the Seeds of Hope programme, exemplifies our strategic approach to community engagement. IECD is an international organisation that aims to uplift less privileged youths through competency training and education.

*"Working with MOTUL is so special because of the innovative projects in the automotive sectors we get to work on,"* shares Alix Fontaine Watson, Director of Operations in Southeast Asia at IECD. *"Working with a big brand in the automotive space means lots of exposure and quality training for our beneficiaries."*

Seeds of Hope provides vocational training and employment opportunities to less privileged youths, particularly in technical fields such as mechanics and engineering. *"Watching our youths grow in self-confidence throughout the programme is so inspiring,"* shares Aurélie Glénisson, Finance and Development Manager in Southeast Asia at IECD. *"Some of them even become trainers to educate the next generation."*

In 2023, we developed new training modules and strengthened our partnerships with local businesses to facilitate job placements for our graduates. This ensures the programme not only equips young people with valuable skills, but also connects them with meaningful employment opportunities.

*"What motivates me is how we can see the real impact of Seeds of Hope, end-to-end, across generations,"* adds Thi Thuy Van Hardville, IECD Vietnam Representative. *"We believe in changing lives."*



# OUR GALLERY OF GOOD

At MOTUL, we believe in giving back whenever and wherever we can. Check out some snap shots of our people doing good all around the region!

Hearts flutter as the China team visits Dream Cafe, a social enterprise that gives employment opportunities to people with Down Syndrome



Learning never ends as the Vietnam factory staff tour and train vocational school students, in partnership with Saigon Children



All smiles as the Singapore team goes go-karting with the children from 3Pumpkins



Innovative farming solutions and community empowerment with the Indonesia team with Pentani Muda Keren charity organisation



Jab well done for the Vietnam team after participating in a blood donation drive



All hands on deck as the Japan team organises activities for the benefit of the Public Foundation for Traffic Accident Orphans







# THE FUTURE OF SUSTAINABILITY AT MOTUL

We have successfully made progress on all fronts—environmental, social, and governance—and built a good foundation for our sustainability journey. All across countries where we operate, our teams developed a greater understanding of sustainability and started building capabilities to grow our environmental and social impact.

Moving forward, we aim to further expand our efforts and raise the scale of our ambitions, in line with our business growth and expansion in the APAC region. Our goal is to drive further progress across our material topics, with our future roadmap integrating key components that support the strategic thrusts of the business:



## Our Future Roadmap



### Exploring new use cases for renewable energy sources

- Exploring more uses for renewable energy sources
- Expanding our R&D capabilities to develop more environment-friendly products
- Reducing material wastage by raising production efficiency
- Upskilling our production workforce and rolling out more robust health and safety initiatives
- Including Scope 3 in our collaboration with suppliers as a business criteria



### Strengthening collaborations for greater value creation across our value chain

- Onboarding key suppliers to align with our sustainability commitments
- Developing packaging with our suppliers to increase the use of PCR
- Launching products with business partners that incorporate recycled materials
- Identifying opportunities to reduce GHG emissions
- Partnering with academic institutions and specialists to test innovations



### Growing our commitment to develop the communities we work alongside with

- Continuing support for Saigon Children and PSE in building our communities of tomorrow
- Expanding our Seeds of Hope initiative to support less privileged youths
- Designing social impact parameters to measure the reach and influence of our initiatives
- Engaging with local institutions to educate graduates on career opportunities in the industry



### Strengthening internal capabilities throughout the organisation

- Enhancing our risk management and compliance protocols
- Expanding our employee capability programs to strengthen competence in navigating a complex world
- Expanding our employee training on sustainability topics





**MOTUL**

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Singapore 609933  
Tel: +65 6565 8100

Discover more:

