

2022
FINANCIAL
YEAR

MOTUL non-financial performance declaration

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PREAMBLE

In order to meet its non-financial performance reporting obligations, MOTUL presents employee, social and environmental actions undertaken since 1 January 2022, as well as the information required to comply with changes in non-financial reporting.

The MOTUL Group's reporting scope has been extended to include Business Units with more than 25 employees. It therefore now includes: MOTUL (France) with production, marketing, support and general management functions, as well as the following Business Units: Germany, Russia, Spain, Italy, Brazil and the USA, which have been added to the previous scope for this financial year. This scope covers 86% of MOTUL Group employees.

However, these Business Units are legally "subsidiaries" subject to local labour and social legislation. As a result, the data collected does not always allow for relevant consolidation.

The data presented therefore compares the 2022 financial year with the 2021 financial year wherever possible.

The data in this report has been collected from the various departments concerned. All indicators are used to regularly monitor the achievement of MOTUL's objectives.

MOTUL is particularly keen to demonstrate its commitment to Corporate Social Responsibility (CSR), with the company's commitment being developed around the ISO 9001, IATF 16949 and ISO 14001 certified QSE system. MOTUL has also decided to integrate sustainable development into its RE-GENERATION 2030 strategy, and has launched the calculation of its carbon footprint.

This information has been subject to an opinion from an independent third-party body, expressing a conclusion of moderate assurance on compliance of the DPEF [non-financial reporting declaration] and the fairness of the information contained therein in relation to MOTUL's reporting framework.

BUSINESS MODEL

MODELE D'AFFAIRES DE L'INDUSTRIE DU LUBRIFIANT

CARACTÉRISTIQUES DU MARCHÉ MONDIAL (AUTOMOTIVE/HEAVY DUTY)	RÉGLEMENTATION	CLIENTS	ENJEUX MAJEURS IMPACTANT LA STRATÉGIE
<ul style="list-style-type: none"> - 40 millions de tonnes/an en 2022. En légère croissance. N°1 mondial Shell avec 4600KT. - En déclin dans les pays développés : moteurs plus petits, intervalles de vidange plus long, parc automobile stagne. Montée en puissance des moteurs électriques. - En hausse dans les pays en développement 	<ul style="list-style-type: none"> - Pôle Automotive : application des normes constructeurs - Pôle Industrie : élaborée par le fabricant pour répondre aux spécifications clients - A l'Exportation hors UE, réglementations spécifiques à l'importation 	<ul style="list-style-type: none"> - Garages, Distributeurs, Importateurs. - Le type de clientèle, directe ou indirecte, est fonction de l'ancienneté de la présence sur le marché et, à l'international, de l'histoire de la marque dans le pays. 	<ul style="list-style-type: none"> - Empreinte carbone et sa réduction dans le cadre d'un plan global de Développement Durable (Plan RSE) - Développement du Marché du véhicule électrique et nouvelles technologies automobiles (HEV, PHEV, BEV) - Evolution des comportements sociétaux face à la mobilité : ubérisation des déplacements - E-commerce et incidence sur la distribution et l'après-vente des produits

NOS RESSOURCES

EXCELLENCE OPÉRATIONNELLE / STRATÉGIE DE CROISSANCE

CRÉATION DE VALEUR

❖ Capital humain

750 collaborateurs Monde dont :
410 salariés hors France // 340 salariés France
MOTUL SCHOOL : forme les collaborateurs à la connaissance des produits et de l'environnement Motul : 3 niveaux d'expertise

❖ Capital industriel et commercial

6 sites production dans le monde, dont 2 en propre
Relations directes avec les fabricants de matières premières
3,3 millions € d'investissement/an
165 pays couverts par le réseau de distribution
MOTULTECH : 2 experts et une équipe qui se renforce
Référence dans l'art de la lubrification
Des installations de R&D de très haute technologie

❖ Capital Financier et organisationnel

100% familial
Un Conseil de Surveillance présidé par la famille
Un Directoire, structure opérationnelle, dirigé par le Président de l'entreprise et appuyé par un Comité Exécutif
Un Comité Stratégique composé de conseillers extérieurs

❖ Capital sociétal

Fondation MOTUL CORAZON : doter les jeunes d'outils pour leur avenir professionnel
CGA "éthiques" et respectueuses des droits de l'homme.
Un Code de bonne conduite déclinant les valeurs éthiques de l'entreprise associé à une procédure d'alerte

❖ Capital environnemental

Usine de Vaires s/M. certifiée ISO 14001
Filiale Motul Allemagne certifiée ISO 14001 et ISO 50001

Excellence opérationnelle
- réputation internationale inégalée dans des domaines très variés

Nous ne faisons aucun compromis dans la création de nos produits en allant au-delà des standards de l'industrie.

Stratégie de croissance
- Renforcement dans des régions à fort potentiel, ex : l'Asie
- Automotive / Heavy Duty

Nous croyons en l'ingéniosité, au-delà du savoir-faire technique, nous cherchons à contourner l'impossible.

Nous animons une communauté de passionnés : un clan inclusif où chacun fait valoir son droit à l'ingéniosité.



Nous favorisons l'ingéniosité en partageant chaque jour notre savoir-faire.

Parce que ceux qui sont engagés dans la réalisation de l'inatteignable suscitent la passion.

Fidèles à nos valeurs depuis 1853.

❖ Humaines

- 43 créations de postes 2022 (Périmètre Groupe)
- 10 789 heures de formation Groupe dont 2 687 heures France
- 57 formations différentes (Périmètre France)
- Dans toutes les filiales du groupe, des salariés passionnés et impliqués

❖ Industrielles (Produits)

- Portefeuille de 1 500 produits
- Référence mondiale du sport automobile
- Fort développement de la gamme CAR CARE, produits d'entretien
- Forte progression des volumes de vente dans l'ensemble
- Des pays distributeurs avec des « points forts » : Maroc, Pérou, Egypte.

❖ Financières

- Le Chiffre d'affaires a progressé de 28% en 2022 vs 2021
- Création d'une filiale en Egypte en oct 2022

❖ Sociétales

Des projets toujours en cours à travers le Monde et actions en soutien d'associations caritatives par le service Marketing France

❖ Environnementales

87 % de déchets valorisés en 2022, soit 1079 tonnes
100% des contrats digitalisés (600 environ)
Généralisation du processus de signature électronique
Comptabilité totalement dématérialisée

Notre éthique = la qualité au service des clients

BUSINESS MODEL

LUBRICANT INDUSTRY BUSINESS MODEL

GLOBAL MARKET CHARACTERISTICS	REGULATIONS	CUSTOMERS	MAJOR ISSUES IMPACTING STRATEGY
(AUTOMOTIVE/HEAVY DUTY) -40 million tonnes/year by 2022, with slight growth. World N° 1 Shell with 4600KT. -In decline in developed countries: smaller engines, Longer oil change intervals, stagnating vehicle fleet.	-Automotive division: application of manufacturer standards -Industry Division: developed by the manufacturer to meet customer specifications - For exports outside the EU, regulations	- Garages, Distributors, Importers. -The type of customer, direct or indirect, depends on how long on the market and, internationally, on the history of the brand in the country.	- Carbon footprint and its reduction as part of a global action plan for Sustainable Development (CSR Plan) - Development of the electric vehicle market and new vehicle technologies (HEV, PHEV, BEV) - Changes in societal attitudes to mobility: the uberisation of travel

OUR RESOURCES

OPERATIONAL EXCELLENCE / GROWTH STRATEGY

VALUE CREATION

Freedom of action - International - Specialist - Top of the range



*** Financial and organisational capital**

100% family-owned

A Supervisory Board chaired by the family

A Management Board, the operational structure, headed by the Chairman of the company and supported by an Executive Committee.

A Strategic Committee made up of external advisers

● Social capital

MOTUL CORAZON Foundation: equipping young people for their professional future

"Ethical" CGAs that respect human rights

A Code of Conduct setting out the company's ethical values, together with a whistleblowing procedure

● Environmental capital

Vaires s/M. plant certified ISO 14001

Motul Germany subsidiary certified ISO 14001 and ISO 50001

● Financial

- Turnover up 28% in 2022 vs 2021

- Creation of a subsidiary in Egypt in October 2022

*** Social**

Ongoing projects around the world and initiatives in support of charities by the Marketing France department

● Environmental

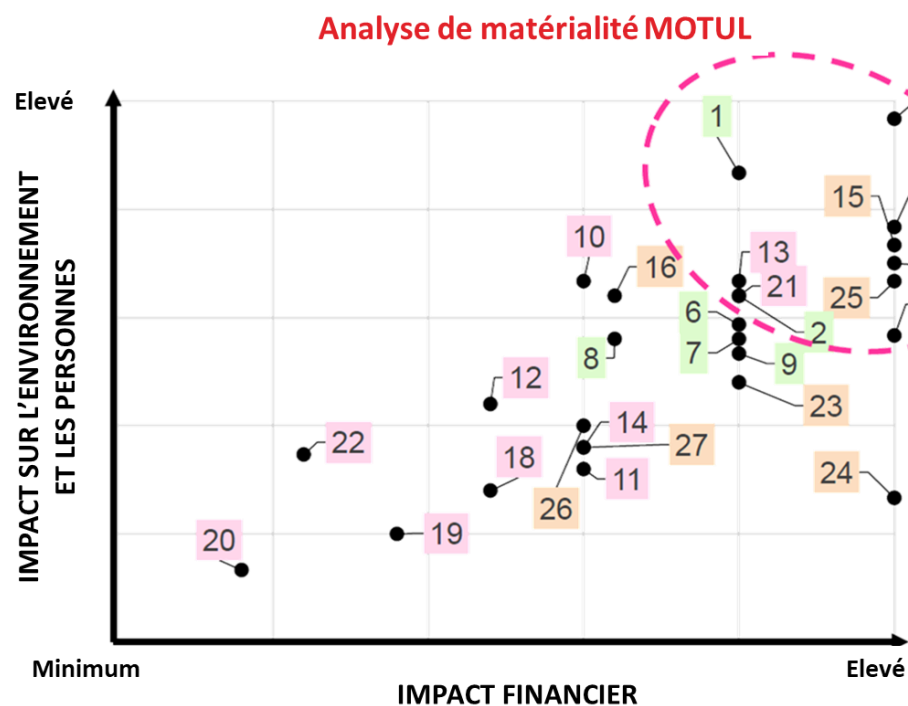
87% of waste recovered by 2022, i.e. 1079 tonnes

100% of contracts digitised (around 600)

Our ethos = quality at the service of our customers

DEFINITION OF MAIN CSR ISSUES

A materiality analysis of MOTUL was carried out by KPMG. Several internal stakeholders were interviewed in order to rate the CSR issues in terms of financial impact and impact on the environment and people. Below are the results of their survey.



N°	Notation globale	Enjeu RSE
3	5	Impact carbone
5	4	Pollution et management environnemental
15	4	Qualité et sécurité produit
4	4	Gestion des substances préoccupantes
25	4	Conformité réglementaire
1	4	Ecosystèmes et biodiversité
17	4	Innovation et mobilités futures
13	4	Santé, sécurité et bien être au travail
21	4	Santé publique
6	4	Adaptation au changement climatique
2	4	Economie circulaire
7	3	Gestion des déchets et fin de vie des produits
9	3	Attraction et rétention des employés
16	3	Achats responsables
23	3	Ethique et corruption
10	3	Développement des compétences des employés
24	3	ESG Management
8	3	Gestion de l'eau
26	3	Protection des données
27	2	Communication transparente et éthique
14	2	Dialogue social
12	2	Diversité et inclusion
11	2	Salaire décent pour les employés
18	2	Engagement des parties intéressées
22	1	Droit des collectivités
19	1	Partenariats locaux et investissements sociaux
20	1	Impact économique et inclusion

IMPACT ON THE ENVIRONMENT AND
PEOPLE

IMPACT FINANCIER – FINANCIAL IMPACT

Elevé - High



N°	Overall rating	CSR issues
3	5	Carbon impact
5	4	Pollution and environmental management
15	4	Product quality and safety
4	4	Managing substances of concern
25	4	Regulatory compliance
1	4	Ecosystem and biodiversity
17	4	Innovation and future mobility
13	4	Health, safety and well-being at work
21	4	Public health
6	4	Adapting to climate change
2	4	Circular economy
7	3	Waste management and end-of-life products
9	3	Attracting and retaining employees
16	3	Responsible purchasing
23	3	Ethics and corruption
10	3	Developing employee skills
24	3	ESG Management
8	3	Water management
26	3	Data protection
27	2	Transparent and ethical communication
14	2	Social dialogue
12	2	Diversity and inclusion
11	2	Decent pay for employees
18	2	Stakeholder engagement
22	1	Local authority law
19	1	Local partnerships and social investment
20	1	Economic impact and inclusion

POLICIES AND RESULTS

PART 1 - SOCIAL ASPECTS

I - Respect for human rights

MOTUL is committed to respecting human rights and non-discrimination and ensuring that all its partners respect them, by ensuring that fundamental international principles are taken into account, including the following conventions:

- The Universal Declaration of Human Rights;
- The International Labour Organisation ("ILO") Declaration on Fundamental Rights at Work;
- The relevant ILO conventions;
- The guiding principles of the Organisation for Economic Co-operation and Development ("OECD");
- The principles of the United Nations Global Compact.

The Supplier CSR Charter, created in 2022, asks our main suppliers to commit to CSR issues such as respect for human rights, the elimination of all forms of forced labour and the prohibition of child labour.

II - Code of conduct

MOTUL's code of conduct¹ has been in force since the end of 2019 for all employees in France and will soon be extended to the Group. This code comprises three parts:

- The code of ethics, which guides MOTUL employees towards compliance with good company practice and the Group's values: non-discrimination, respect for people, the environment, society and partners.
- The anti-corruption policy, which promotes standards of integrity, prevents corruption, fraud and unfair practices.
- The whistleblowing system, introduced under the SAPIN II law. It enables any employee to report behaviour constituting a crime, an offence, a breach of this code, the law or regulations, a threat or serious harm to the public interest of which they have personal knowledge.

In order to make the whistleblowing system effective, a dedicated email address is available to employees, who can use it anonymously, and a contact person has been appointed to monitor reports. There were no reports during 2022.

III - Economic and social impact of the company's activity on the local area

In France, MOTUL is a major employer in the Seine-et-Marne region, particularly via its production site at Vaires-Sur-Marne, with 161 people on permanent contracts and 25.14 temporary staff (FTE). MOTUL also favours commercial relations with local economic players. Since 2019, MOTUL has been working with ELISE² to collect and process its office paper. ELISE has a dual function: to play an active role in protecting the environment while creating local, sustainable jobs for people who have difficulty finding work or who are disabled. The company strives to have a beneficial local economic and social impact. Furthermore, MOTUL has a long-standing presence in Aubervilliers, having been in the town for over 60 years. It is a major economic player, providing jobs for the wider Seine-Saint-Denis region.

¹ MOTUL code of conduct 2019

² ELISE brochure and 2022 certificate

MOTUL also creates jobs in regions where its Business Units are located, for example in Cologne (Germany), Turin (Italy), Barcelona (Spain), Moscow (Russia), Sao Paulo (Brazil), and Los Angeles (USA).

Several Business Units have initiated and are pursuing partnerships with local organisations such as universities, the Motorworld group in Germany, specialist schools and young racing drivers. The Spanish BU offers study programmes to help talented young people study mechanics with the MONLAU MOTOR SCHOOL.

In 2022, MOTUL encouraged local initiatives to help and support victims of the war in Ukraine, including the collection of donations (and volunteering to sort collections), and support for the evacuation of employees and their families. The German BU has been particularly involved in supporting Ukraine: by organising, with the support of a local association, the collection and transport of essential goods to affected areas and by appealing for donations to set up a fund which will be entirely donated to the Red Cross³.

IV - Voluntary and cultural sector

1) MOTUL CORAZON Foundation

MOTUL CORAZON takes the form of an endowment fund created under the aegis of the Fondation de France on 2 December 2011. The Fund is administered by an Executive Committee composed of 9 Directors, including 6 representatives of the Founder (college A) and 3 qualified individuals (college B), and meets 4 times a year. The Foundation has no structural responsibilities and is run solely by volunteers.

The MOTUL CORAZON Foundation aims to support the social and occupational integration of people in difficult situations, including teenagers and young adults. The fund may also support other projects in all areas of general interest.

Associations submit their project on a dedicated form, then a select committee carries out a pre-selection to ensure that the project complies with the Foundation's fundamental principles.

Selected projects are submitted to the Executive Committees. Only projects approved by a majority of parties present or represented are selected.

The annual budget allocated by the founder has increased since the foundation was created: 100 000 euros per year from 2012 to 2017, and 200 000 euros since 2018.

Projects supported in 2022⁴:

Beneficiary association	Brief description of project
Les Garages Ecole (Training Garages)	In 2021, MOTUL FRANCE joined forces with NORAUTO and the Fédération des Ecoles de Production to create an association called "Les Garages Ecoles", which is to provide support for the creation of new training garages in the field of mechanics and vehicle services. The MOTUL CORAZON Foundation has undertaken to contribute to the association's projects on a recurring basis. In 2022, three Garages Ecoles opened: in Le Mans, Orchies in the north of France, and in Argentan.
Les ateliers de l'audace (Daring Workshops)	This workshop and integration project (ACI) trains people who have been excluded from the labour market in bicycle mechanics, with the aim of securing their long-term occupational integration. The Foundation's annual financial support enables the purchase of tools and equipment to run the workshop.
SAIGON CHILDREN, Vietnam	Association for inclusion and access to training for young people and adults. MOTUL CORAZON is involved in a car mechanics training programme.
VITAMIN T, Benin	Groupe d'entreprises inclusives (inclusive business group) aims to facilitate the social and occupational integration of people in vulnerable situations by providing support to local

³ BU response file (Germany) + Fondation de France 2022 job resources

⁴ MOTUL CORAZON CR projects and budget

	associations. In Benin, the So Edja association provides employment opportunities and training in vehicle maintenance and repair.
PESCAR, Argentina http://www.pescar.org.ar/wp/	The Pescar Argentina Foundation was set up in 2003 by civil society stakeholders with the aim of "training people in vulnerable situations so that they can enter the labour market". Motul Corazón 's initiative has enabled the setting-up of a new classroom to train professional mechanics, providing them with technical skills and general knowledge and meeting a growing demand for training.
IECD	Third participation in the vehicle mechanics training project in Ho Chi Minh City, Vietnam. This contribution enabled the purchase of new equipment for the workshop and the funding of a training course for trainers.
Bambini nel Deserto (Children in the Desert) bambinineldeserto.org	This "Garage italia" project concerns the first garage school financed with the help of MOTUL CORAZON: a garage in Ouagadougou in Burkina Faso. The contribution enabled the garage to operate for one school year.
Pour un Sourire d'Enfant (For a Child's Smile)	Fifth participation The PSEI Mechanics School in Phnom Penh provides two-year training courses for disadvantaged young Cambodians in car and motorbike maintenance and repair. The Foundation's contribution enabled the purchase of a second-hand vehicle for student training and a hydraulic ramp to extend the workshop. In June, around fifty MOTUL employees took part in the Course des Héros (Run for Heroes) ⁵ , in aid of the PSE association, with the funds raised helping to lift Cambodian children out of poverty by training them in a trade.

Additionally in 2022, the MOTUL CORAZON Foundation was particularly involved in supporting Ukraine, particularly by releasing funds for the Red Cross⁶.

The Foundation gives priority to supporting charities over the long term, which explains why funds are paid to the same charities several years running.

It also seeks to involve MOTUL's local teams in monitoring the project and supporting the associations wherever possible:

- In 2022, the Moroccan subsidiary launched the MOHARIKI project, aimed at training and integrating young teenagers into the labour market. The first class of 10 students was started in October. The project is in partnership with FAST PRO, a vehicle maintenance expert, and aims to train 65 students over 2 years in "Quick Services"⁷.
- Also in Morocco, MOTUL CORAZON joined forces with the Heure Joyeuse association in 2022, working together to combat the social and occupational exclusion of disadvantaged people in the Casablanca region.

2) Preserving our vehicle heritage

Fondation du Patrimoine⁸

<https://www.fondation-patrimoine.org/fondation-du-patrimoine/partenaires-et-mecenes/motul>

As part of its commitment to preserving France's heritage, MOTUL has been supporting projects to preserve and promote the country's vehicle heritage since 2008, by financing vehicle renovation. This initiative helps to maintain many of the excellent trades in which France has recognised expertise. Through this support, MOTUL also wishes to highlight the work of groups and associations of enthusiasts who, through their daily commitment, make the preservation of our heritage a wonderful human adventure. To express its values of community and commitment, MOTUL supports projects that are close to people's daily lives, and which are accessible to them.

MOTUL contributes to the preservation and promotion of vehicle heritage:

⁵ Heroes' Run event

⁶ Fondation de France 2022 job resources

⁷ MOTUL CORAZON Morocco MOHARIKI project

⁸ Fondation du patrimoine CoPil 2022 10 26

- MOTUL is the national sponsor of the Fondation du Patrimoine. 6 new vehicles have been selected in 2022 to benefit from financial support.
- In 2022, MOTUL continued the partnership initiated in 2006 with the FFVE⁹ to promote know-how and strengthen its "Transmission des savoirs" (knowledge transfer) programme. In this way, MOTUL intends to contribute to the long-term future of the occupations involved in classic car maintenance.
- As part of the annual RETROMOBILE show, the winners of the 2022 MOTUL-Fondation du Patrimoine Grand Prix were a **1926 Bugatti type 37** for the Grand Prix Auto and a **1926 Peugeot 500 cc m2** for the Grand Prix Moto.¹⁰
- MOTUL was one of the sponsors of [the VITESSE exhibition](#) at the Château de Compiègne, which was held in the 1st quarter of 2022.

Endowment fund for the National Gendarmerie Museum¹¹

<https://fdmgn.fr/membres-fondateurs/>

In 2022, MOTUL contributed, as a founding member, to the creation of the Endowment Fund for the National Gendarmerie Museum, which aims in particular to contribute to the conservation, restoration and enrichment of the collections of the National Gendarmerie Museum, including its mechanical and technical heritage, to showcase the collections and make them accessible to the general public.

3) Other charitable and solidarity initiatives¹²

- Through their partners, MOTUL's MARKETING France department offers product donations for events in support of sick or disadvantaged children, students, or initiatives in the field of health or medical research.

Initiatives in 2022:

- Participation in the Sport Auto & Handicap 2022 event organised by the Ordre de Malte: volunteer drivers drove residents from the Maisons de Malte and Saint Jean in their vintage and classic cars.
- Support for various student projects: Via Cesi Nanterre and Metz Racing Team. Provision of products for Formula Students.
- Support for schools to train young people: Bielles de Giel and IEMS. Provision of products for their apprenticeships. <https://iems.fr/partenaires/>
- Support for the FFM in identifying and training young riders at various levels: Génération Vitesse.
- Financial support and provision of products for the various Objectif Grand Prix, Mini Objectif Grand Prix France, Objectif Grand Prix Régions championships. https://fb.watch/jJa9JVD_Cq/

- Employees of the Vaires-sur-Marne plant took part in the "Berges Saines" (Healthy Riverbanks) operation. On 24 September 2022, MOTUL organised the first waste collection event in association with Vaires-sur-Marne town council and the association "La Seine en Partage"¹³.

V - Liability of subcontractors and suppliers

In addition to its own production activities, MOTUL purchases packaging components, semi-finished products, raw materials, finished products and outsources some of its activities. All MOTUL's partners are selected according to objective criteria, including environmental criteria.

Contractual relations with suppliers are subject to compliance with various regulations and standards concerning the quality, composition, presentation and labelling of products, the environment, personal

⁹ MOTUL FFVE agreement

¹⁰ DP_Grand Prix Auto and Moto winners

¹¹ FD GN Museum statutes 2022 02 01

¹² Charity marketing initiatives France + marketing initiatives operation sport and disability Malta

¹³ Healthy riverbank operations 2022 09

safety, labour and employment law, the provisions of the United Nations International Convention on the Rights of the Child of 20 November 1989, which prohibits the employment of children under the age of 15, and environmental law. Suppliers undertake to comply with the SA 8000 social responsibility standard.

A MOTUL Supplier CSR Charter has been launched and will be distributed in 2022 for signing to MOTUL's main suppliers¹⁴.

This charter asks suppliers to commit to a list of CSR requirements, such as:

- Promoting and respecting human rights
- Eliminating all forms of forced and compulsory labour
- Banning child labour
- Eliminating discrimination in employment and occupation
- Ensuring the health and safety of workers
- Preserving the environment
- Managing prohibited substances and materials
- Combatting the use of materials from conflict areas
- Adopting ethical behaviour
- Respecting the law and the principle of regulatory compliance
- Preserving and storing personal and intellectual data

By 31 December 2022, 68 suppliers had signed the MOTUL CSR Supplier Charter, 18 had shared their own CSR code of conduct, 2 had refused to sign the charter and 27 had not replied.

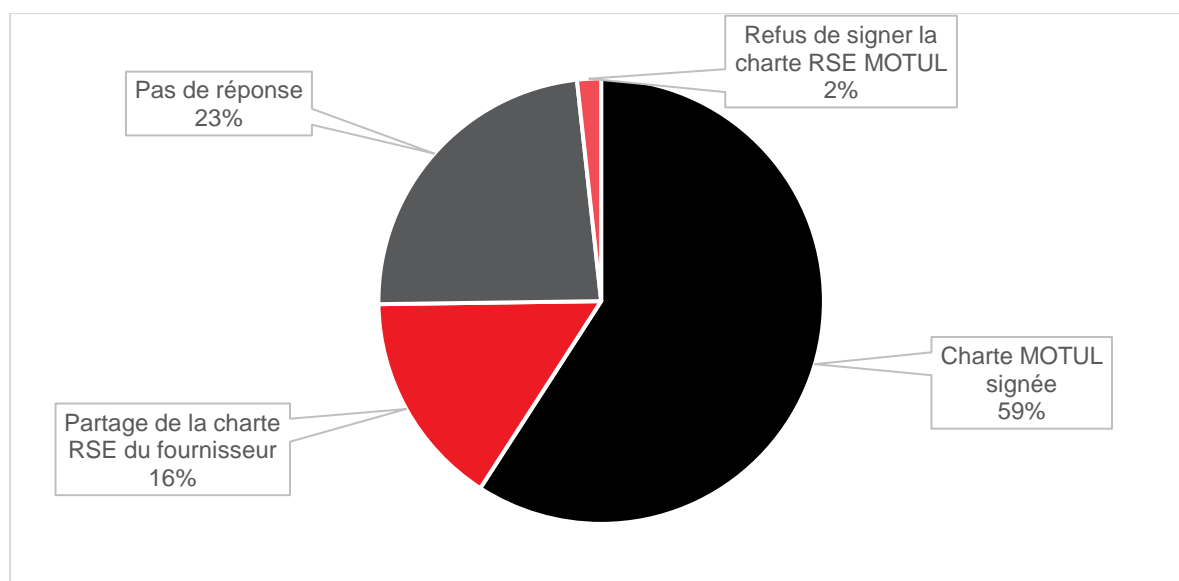


Figure 1 MOTUL CSR Charter responses

No response: 23%

Sharing the supplier's CSR charter: 16%.

Refusal to sign the MOTUL CSR Charter: 2%

MOTUL Charter signed: 59%

¹⁴ MOTUL Supplier CSR Charter

In addition, **51% of** MOTUL's suppliers of raw materials, finished products and subcontractors are ISO 14001 certified¹⁵.

Each year, a supplier audit programme is drawn up based on various criteria (number of complaints, number of orders, date of last audit).

VI - Quality

MOTUL has made the quality of its products and the satisfaction of its customers its priority. MOTUL is committed to a policy of continuous improvement of its organisation in order to guarantee product quality to its customers. MOTUL's quality management system is also certified in accordance with international quality standards ISO 9001¹⁶ and IATF 16949¹⁷, which are renowned for their high standards.

In order to guarantee the quality of its management system, products and services, MOTUL carries out numerous internal audits and is also audited by an external body every year.

¹⁵ Environmental indicators

¹⁶ ISO 9001 certificate

¹⁷ IATF 16949 certificate

PART 2 – EMPLOYEE ASPECTS

I - Skills management

1) Recruitments and departures

France:

In 2022, 14 permanent positions were created, out of a total workforce of 340 permanent employees at 31 December.



Figure 2 Recruitment and departures MOTUL France¹⁸

CDI – Permanent contract

CDD – Fixed term contract

Entrées – Recruitments

Sorties – Departures

Apprenti - Apprentice

Group scope:

In 2022, two business units were added, in the USA and Brazil. The graph below comparing the change between 2021 and 2022 is therefore not very relevant.

In the six Business Units selected, 50 permanent positions were filled, compared with 44 departures, with a total of 615 permanent employees at 31 December.

¹⁸ Social data France + BU

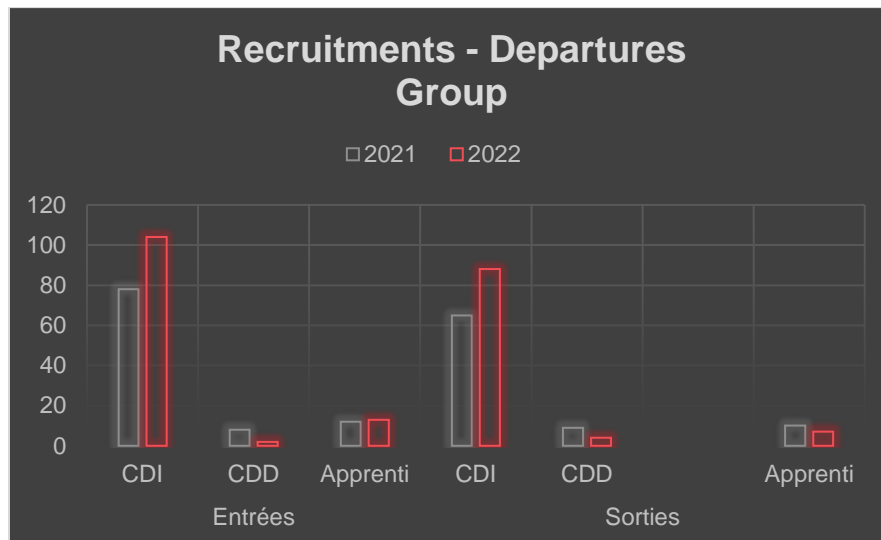


Figure 3 Recruitments and departures MOTUL Group scope¹⁹

CDI – Permanent contract

CDD – Fixed term contract

Entrées – Recruitments

Sorties – Departures

Apprenti - Apprentice

2) Remuneration and career development

France:

Table 1 Total payroll²⁰

Constant workforce over 2021-2022		Cumulative over the 2021 period		Cumulative over the 2022 period		Change	
		Amount (€)	% of total	Amount (€)	% of total	Amount (€)	% change Y-1 / Y
PERMANENT CONTRACT	Gross basic salary	11 472 193 €	81.52%	11 827 908 €	79.64%	355 715 €	3.10%
	Total gross payroll PC	14 072 830 €	65.57%	14 852 266 €	65.88%	779 436 €	5.54%
	Total payroll PC incl. employer contrib.	21 460 751 €		22 544 356 €		1 083 605 €	5.05%

NB: Please note that the payroll for year Y-1 changes since the population concerned by the calculation changes. For a more relevant rate of change, we take into account the number of employees in service during the calculation period. This makes it possible to isolate the impact of recruitments and departures on the total.

¹⁹ Social data France + BU

²⁰ Payroll indicator France

3) Training

France

In 2022, the training budget amounted to 250 000 euros, representing 1.20% of the payroll, virtually identical to 2021: 1.30%.

Hours delivered

The training hours were broken down as follows:

Table 2 Hours of training²¹

	2022	2021
In-house training hours	232	423.5
External training hours	2455	4264.5
Total	2687	4688
Number of training hours / employee trained	14.29	
Number of training hours / permanent employee	7.9	14.4
Number of courses	326	364

Training was back up to speed in 2022: 326 training sessions were held for 188 employees - one employee can take up to 6 courses - compared with 364 in 2021, an intense year because of the post-covid situation.

This year (2022), priority has been given to safety training, in particular first response team member training (fire) with 107 participants, but of very short duration (1.5 hours), which is reflected in the total duration of training in 2022. In addition, Power BI training courses were started (i.e. more focused on IT/software), with 27 people trained.

Training delivered

➔ Product training

The MOTUL SCHOOL comprises three levels: Basic, Essential and Evolution. It was created to train employees and provide them with technical knowledge (composition, standards) of MOTUL products and the MOTUL environment. Depending on the level of expertise required of employees, some follow the "Essential" and "Evolution" levels. The Basic level lasts between 2 and 3 hours, the Essential level takes place over two days and the Evolution level over a week.

Table 3 Number of hours Motul School training courses²²

MOTUL School level	2022	2021
Basic (lasting 2 hrs)	50	87.5
Essential (lasting 14 hrs)	182	259
Evolution (lasting 35 hrs)	0	0
TOTAL	232	346.5

²¹ Training indicator France

²² Training indicator France

➔ Training by IFP (Institut Français du Pétrole) [French Petroleum Institute]

Product managers and laboratory technicians are trained by IFP training at the start of their careers at MOTUL to learn about the specific aspects of the petroleum industry. There was no training in 2022 due to a lack of participants.

➔ Other training courses

New managers are routinely given management training.

The annual training plan provides for training specific to the needs of employees and according to the specific nature of the business. The training plan is drawn up in consultation with MOTUL managers and employees.

Launch of the one-year VOLTAIRE project²³:

- The Voltaire Project is the No. 1 spelling refresher course and is part of an initiative to develop skills and mastery of the French language and to support non-discrimination. Although the aim is primarily occupational, MOTUL has also decided to give the children of its employees access to the programme, from age 7 to final high school year.
- There are several routes available to employees:
Spelling / Expression / Email / FFL for teams from non-French-speaking backgrounds to give them a better command of French to help them integrate. From B1 level in French to C1 and C2 levels.

At the end of 2022, there were 71 active users, with an average log-on time per user of 1 hour 15 minutes.

Group:

Training hours were broken down as follows:

Table 4 Number of training hours per subsidiary²⁴

2022	Internal TH	External TH	Total TH	TH/employees trained	TH/total employees
France	232	2455	2687	14.29	7.90
Germany	316	3233	3549	52.19	40.79
Spain	332	549	881	31.46	21.49
Italy	0	748	748	24.13	24.13
Brazil	0	126	126	21.00	4.34
USA	92	0	92	6.57	2.56
Russia	0	2706	2706	338.19	53.05

²³ Voltaire Project

²⁴ BU and France training indicators + consolidation



Figure 4 Number of training hours per employee trained, by BU

France - Germany - Spain - Italy - Brazil - USA - Russia

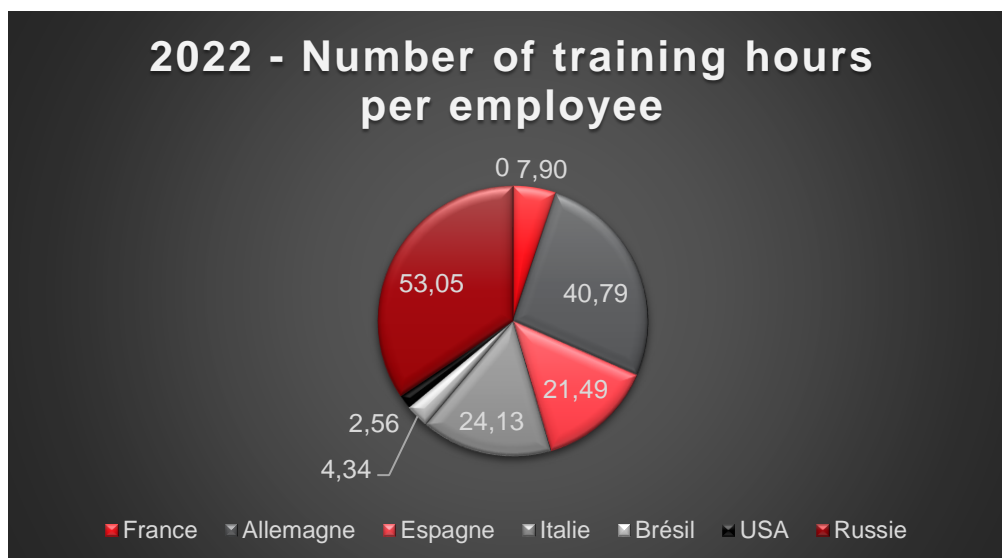


Figure 5 Number of training hours per employee, by BU

France - Germany - Spain - Italy - Brazil - USA - Russia

Setting up of Learning & Development system at Group level

- Signing in December 2022 of a contract with LinkedIn Learning (+18 000 courses available to all employees on permanent contracts).
- Signing of an agreement with CoachHub, in particular with a view to offering support to our managers when they take up their new positions.
- Standardisation of the annual interview format to enhance interaction. 2 important sections:
 - Work-life balance: section extended to all Group employees, as opposed to employees in France until now.
 - Career review at 6 years: section extended to all Group employees, as opposed to employees in France until now.

II - Combatting inequality and non-discrimination

4) Equal treatment for men and women

Equality between men and women is a key issue at MOTUL, and an agreement on workplace equality between men and women was signed on 1st July 2019. This subject is addressed every year during mandatory annual negotiations in order to be able to compare the salary situations for each category.

The Group is making every effort to reduce gaps from year to year and to make progress, including with regard to the gender equality index:

In 2022, MOTUL achieved a score of 75%, compared with 86% in 2021, i.e. a drop of 11%. Despite MOTUL's stated intention to promote equality and non-discrimination between men and women, the company's core business is "male" oriented and the plant's workforce is predominantly male because workstations are very physical. The 5 indicators in this index are calculated in accordance with current legislation.²⁵

We are also attentive to awarding individual increases and bonus results to all women in the company.

In 2022, two business units were added, in the USA and Brazil. The graph below comparing the change between 2021 and 2022 is therefore not very relevant.

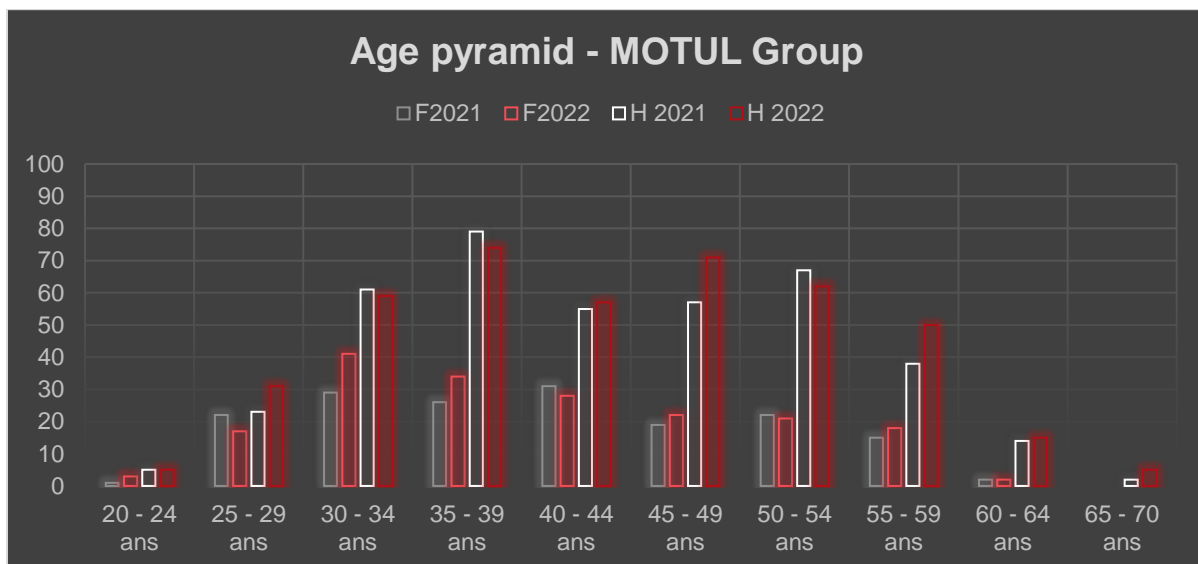


Figure 6 Total workforce and breakdown by age and gender in 2021 & 2022 - Permanent contracts²⁶

Years

Within the Group in 2022, MOTUL employed 30.2% women, compared with 30% in 2021. In 2022, two business units were added, in the USA and Brazil, so this comparison is not relevant.

In France in 2022, MOTUL employed 29.7% women on permanent contracts, a stable figure compared with 29% in 2021.

There are no managerial/non-managerial classifications in BUs outside France, as each country has its own employee classification system. It is therefore not possible to provide consolidated data in this regard.

The average age in 2022 for women on permanent contracts is 39.3, compared with 39.9 in 2021, while the average age for men is 43.7, a stable figure compared with 42.7 in 2021.

²⁵ FH 2022 equality index

²⁶ Social data France + BU

5) Integration of disabled workers

In order to meet its obligation to employ disabled workers, MOTUL uses the services of adapted companies to order supplies or to carry out various printing jobs.

A collective agreement on the occupational integration and employment of people with disabilities in the petroleum industries was signed on 12 September 2011 and came into force on 12 April 2012.

The company benefits from 12 beneficiary units on the 2021 declaration paid in 2022. This figure remains very stable from one year to the next (11 units in 2021, 10 units in 2020).

Group scope:

In the scope selected, there is no ad hoc legislation or the thresholds are not met, with the exception of Italy: 1 disabled worker out of a total workforce of 31 employees in compliance with local legislation.

III - Quality of life at work

France

1) Organisation of social dialogue

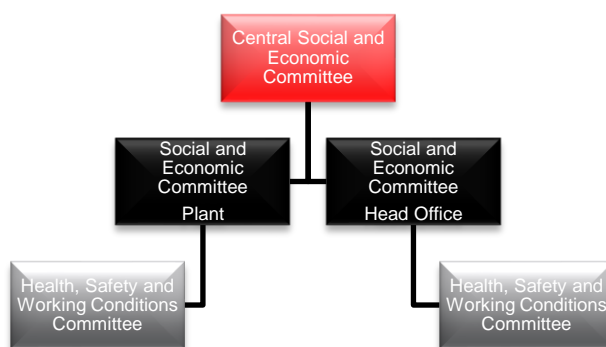


Figure 7 Organisation of bodies

2) Policies and initiatives implemented

France: Overview of agreements

In 2022, the mandatory annual negotiations were signed on 23 February²⁷. It covers salary increases and annual bonuses.

Group scope:

In terms of social dialogue, there is no legislation comparable to that which exists for French companies.

Since the health crisis, a teleworking policy has been put in place at MOTUL, both in France and in its various Business Units. Employees are offered two days' teleworking per week, at the manager's discretion.

The policies and initiatives implemented are decided by each Business Unit according to local legislation and context. For example, the German, Italian, Spanish and American Business Units offer their employees free coffee, tea and fruit.

²⁷ NAO 2022 agreement

The German Business Unit also offers its employees ergonomic desks and chairs.

3) Organisation of working time

Table 5 Organisation of working time²⁸

	2021	2022
France		
Permanent staff	326	340
Full time	319	334
Part-time	7	6
Group		
Permanent staff	566	615
Full time	552	601
Part-time	14	14

For the sake of consistency, the Group scope in this report includes the France BU as well as the Germany, Italy, Spain and Russia Bus and both USA and Brazil additions. The comparison of 2021 data is therefore not very relevant.

4) Absenteeism

Table 6 Absenteeism rates²⁹

France:

	2020 average	2021 average	2022 average
Authorised absence rate	12.71%	11.78%	12.10%
Sustained absence rate	6.10%	5.48%	5.31%
Overall absence rate	18.81%	17.26%	17.41%

Authorised absence rate: refers to authorised absences (leave, RTT [working time reduction], CET [working time account], short-time working, training, etc.).

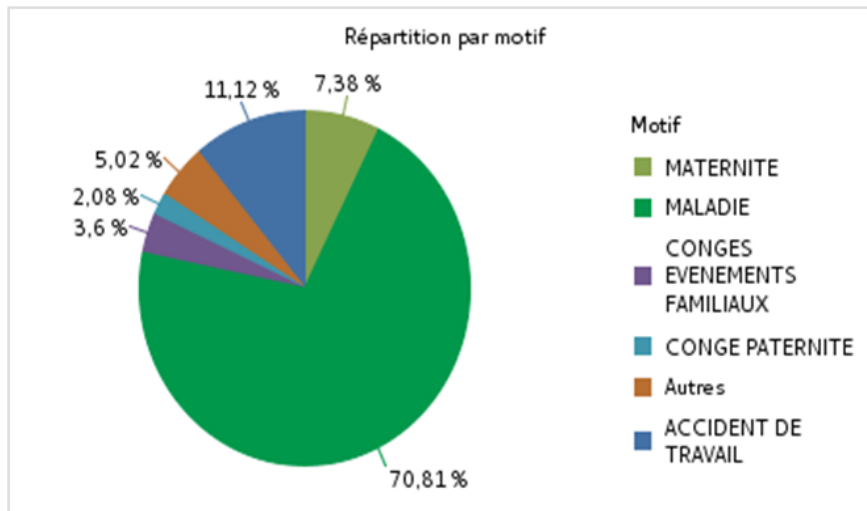
Sustained absence rate: refers to absences resulting from work stoppages (illness or accident), as well as unjustified or unpaid absences.

²⁸ Social data indicator France + BU

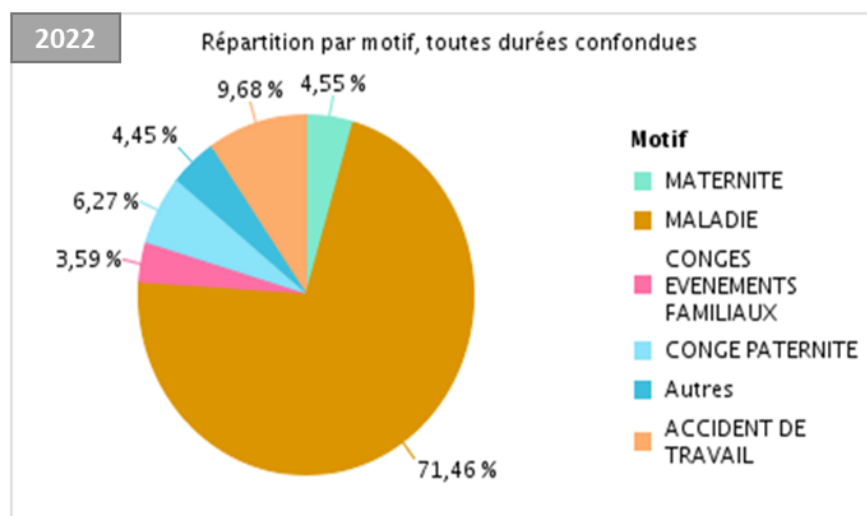
²⁹ Payroll - temporary work - absence indicator

France: The graphs below show the breakdown of absences by reason³⁰ :

2021



2022



2021 - Breakdown by reason

2022 – Breakdown by reason, all durations combined

Reason: MATERNITY – ILLNESS - FAMILY-RELATED LEAVE - PATERNITY LEAVE – Other - ACCIDENT AT WORK

Group scope: As these refer to offices (administrative tasks), the tasks performed are not subject to high levels of absenteeism due to occupational illness. Consequently, this subject does not merit a development that has an impact on our present work.

6) Physical and sporting activities

In order to promote physical activity and sport among its employees, MOTUL offers them a contribution towards sports subscriptions in France. Various sporting events are also organised, such as the Heroes' Run (see part I, IV) in France and the Wings for Life Run and participation in Health Day (an inter-company sports competition) in Germany.

The German Business Unit also offers its employees a contribution towards the hire of bicycles for the journey to work and the provision of showers in offices³¹.

³⁰ Payroll - temporary work - absence indicator

³¹ BU responses - GERMANY

IV - Health and safety at work

1) Accidentology

Indicators relating to accidents at work and commuting accidents are monitored for the production site at Vaires-sur-Marne and for the head office at Aubervilliers.

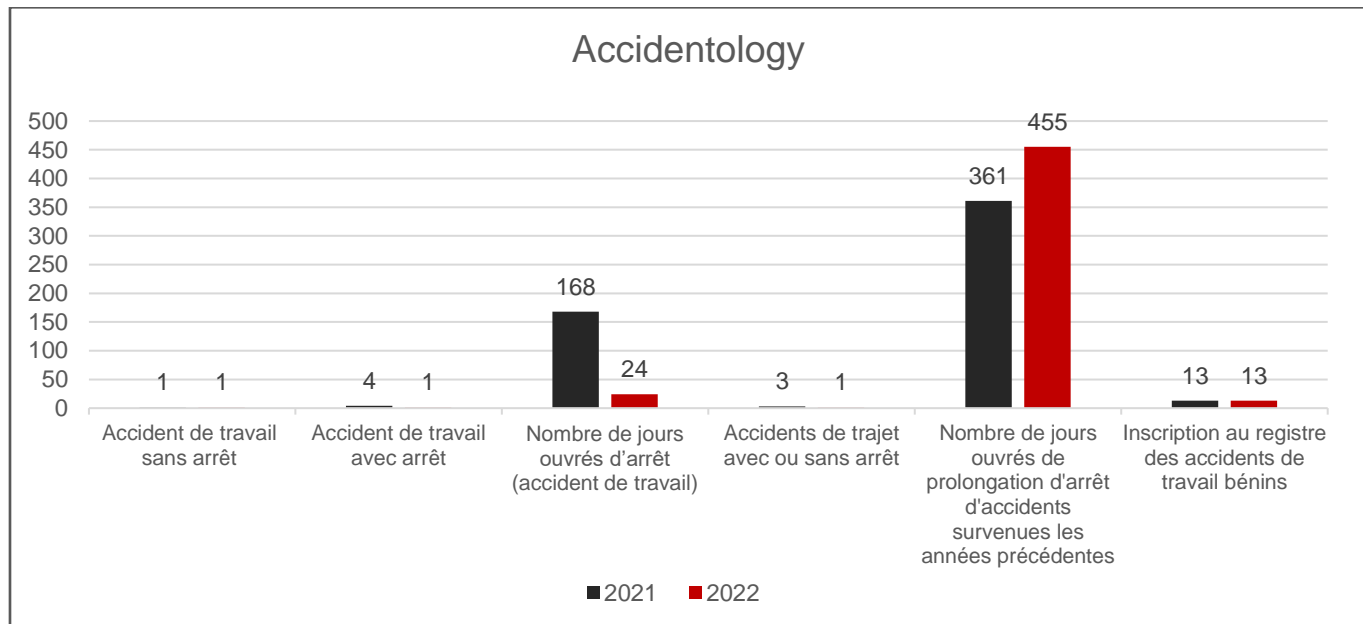


Figure 8 Accidents at work in number of working days ³²

Accident at work without work stoppage

Accident at work with work stoppage

Number of working days off work (accident at work)

Commuting accidents with or without work stoppage

Number of working days of extended sick leave for accidents in previous years

Entry in the register of minor accidents at work

In terms of accidents at work, this gives a total of 0.10 days of absence per employee in 2022 (number of calendar days of absence for accidents at work: 34 / permanent staff: 340) compared with 0.72 days of absence per employee in 2021.

A "minor" accident can only be entered in the register if it is not serious, physical or psychological, and does not result in lost time or medical treatment that is covered by the Social Security system.

2) Production site safety policy

Since 2018, the production site based in Vaires-sur-Marne has had a safety policy³³. This was updated in January 2020, setting new objectives.

Awareness-raising campaigns are carried out every year in the form of "1/4h QSE" sessions. These awareness-raising sessions are an opportunity for employees to discuss a particular topic with the safety coordinator. The 1/4h QSE sessions are led by the safety coordinator and cover a different topic every two

³² Payroll - temporary work - absence indicator

³³ Safety policy

months. In 2022, 6 topics were covered³⁴, and the participation rate in 1/4h QSE in 2022 was **82%** compared with **88%** in 2021³⁵. These figures represent good participation rates, given the higher number absences in the particular health context of the last three years.

The necessary PPE (Personal Protective Equipment) is made available to employees, and the requirement to wear this equipment is recorded on delivery notes and production orders (packaging and manufacturing)³⁶. Application audits are carried out regularly to check that PPE is being worn correctly, and 45 safety application audits were carried out in 2022 (65 in 2021, the number being higher than in previous years to make up for audits that could not be carried out in 2020 due to the health crisis).

3) Safety training (France)

Table 7 List of safety training courses in 2021 (France)

Sub-domain	Number of people trained in 2021	Total duration (hours) in 2021
AQI	1	7
CACES (Safe driving certificate)	4	63
DUER (Unique risk assessment document)	1	7
Movements and posture	15	105
Electrical accreditations	4	28
Wearing and using a harness	13	45.5
Chemical risk prevention	4	24
Harassment prevention	1	7
Psychosocial risks	43	331
Road safety	27	94.5
SST (First aid at work)	20	175
Transport of hazardous goods	21	112
Total SAFETY & PREVENTION / ACCREDITATION	154	999

Table 8 List of safety training courses in 2022 (France)³⁷

Sub-domain	Number of people trained in 2022	Total duration (hours) in 2022
AQI	2	14
CACES (Safe driving certificate)	6	112
Electrical accreditations	21	231
Fire	107	160.5
Radiation protection for workers	17	59.5
Transport of hazardous goods	6	77
Total SAFETY & PREVENTION / ACCREDITATION	159	654

To ensure the safety of its employees, MOTUL provides various safety training courses every year. In 2022, the number of safety training hours will represent 22% of the total number of hours (21% in 2021).

➔ On the production site

³⁴ Communication ¼ QSE

³⁵ Participation ¼ QSE

³⁶ PPE instructions

³⁷ Training indicator France

Safety training is provided for all new employees. A simplified procedure is in place for temporary workers.³⁸

4) Security

The production site at Vaires-sur-Marne is manned 24 hours a day, with a security guard on duty at night and at weekends. Access is controlled by a computer system, and a video surveillance system is installed around the site.

At the Aubervilliers site, a security guard is present in the mornings (from 07:15 to 08:15) and evenings (from 19:00 to 21:00) to ensure the safety of employees.

5) Product regulations

When new chemicals are to be brought on to the Vaires-sur-Marne production site, a multi-disciplinary team of experts issues an opinion on precautions to be taken and whether or not the product should actually be brought on to the site.³⁹

³⁸ Induction procedure for new recruits and safety induction form

³⁹ SSE notice form

PART 3 - ENVIRONMENTAL ASPECTS

I - Environmental policy

MOTUL has been committed to environmental issues for many years, in particular through its very early use of raw materials with a lower environmental impact, such as ester base oils and recyclable packaging.

In addition to limiting the direct impact of its activities on the environment, the Group has also taken steps to offer its customers products and services that enable them to better manage their own environmental impact.

Since June 2014, an environmental policy⁴⁰ has been deployed at the production site as part of its ISO 14001 certification⁴¹. The following objectives are common to the group:

- Preserving resources,
- Controlling waste emissions
- Preserving water and soil
- Ensuring that the site and its products comply with current regulatory requirements

The German BU has its own ISO 14001⁴² and ISO 50001⁴³ certifications. The policy in place covers the environment and energy⁴⁴.

The Spanish BU has also introduced a policy to reduce energy consumption. It has given its employees instructions on ventilation, maximum air-conditioning and heating temperatures, and switching off unused electronic equipment.

II - Preserving resources

1) Water

➔ Production site

Table 9 Water consumption at the production site⁴⁵

	2021	2022
Total water consumption in m3	4544	5539
Total water consumption in m3 / tonne produced	0.05	0.06

During 2018, the production site invested in the installation of an EVAPCO to replace the well, thereby taking more water from the natural environment. This investment has reduced water consumption by 69%.

⁴⁰ Environmental strategy 2022

⁴¹ ISO 14001 FR certificate

⁴² ISO 14001 certificate Germany

⁴³ ISO 50001 certificate Germany

⁴⁴ Energie-und_Umweltpolitik_Motul_Deutschland_GmbH

⁴⁵ Environmental indicators 2022

➔ Head office

Table 10 Water consumption at head office⁴⁶

	2021	2022
Total water consumption in m3	570	928
Total water consumption in m3 / employee	3.0	4.9

Data on water consumption are only available for France.

2) Raw materials - circular economy

The consumption of raw materials is at the very heart of MOTUL's business.

However, MOTUL is doing everything possible to reduce its production of "oil" waste which may contain raw materials and thus reuse them in its products. These actions have enabled MOTUL to reuse 95% of its process losses in 2022⁴⁷ (94% in 2021).

Since 2018, MOTUL has implemented an indicator to track process losses that cannot be reused in our products, i.e.:

- Oil + water mixture (waste 10)
- Non-chlorinated whole oil (waste 3)

The aim of this indicator is to identify the main sources of this type of waste and, consequently, any actions that can be taken to reduce it.

This indicator has since been monitored.

Since December 2022, this oil and oil + water waste has been collected by one of our raw material suppliers in order to produce regenerated oil, which enables us to have a closed circuit for this regenerated oil. ⁴⁸

7) Fuel

MOTUL uses a fleet of vehicles, in France and in its various BUs, to help its sales staff get around. Fuel consumption for this fleet of vehicles in 2022 is as follows:

Table 11 Quantity of fuel consumed by BU⁴⁹

Quantity of fuel consumed by vehicles (l)	2022
Russia	12 279
Italy	26 000
Spain	39 462
Germany	119 330
United States	15 906
France	168 122

⁴⁶ Environmental indicators 2022

⁴⁷ Environmental indicators 2022

⁴⁸ CAP Osilub oils

⁴⁹ 2022 environmental indicators and fuel consumption monitoring

4) Energy

MOTUL wants to reduce its energy consumption. Following an initial energy audit carried out in 2015, a number of measures have been put in place to reduce the production site's energy consumption. In particular, as part of a 4-year plan, all the site's lighting was replaced with LED lighting. A second energy audit was carried out in 2019, and based on the results of this audit, an action plan was implemented in 2020 to further reduce the production site's energy consumption, and has been continued in 2021 and 2022.

→ Production site

Table 12 Energy consumption at the production site⁵⁰

	2021	2022
Electricity kWh	1 858 715	1 686 749
Electricity in kWh / tonne produced	20.69	18.34
Gas M3	385 521	380 798
Gas in M3 / tonne produced	4.29	4.14
Fuel (litres)	14 177	16 252
Fuel in litres / tonne produced	0.16	0.18

→ Head office

Table 13 Energy consumption at head office⁵¹

	2021	2022
Electricity kWh	107 384	107 447
Electricity in kWh / employee	568	566
Fuel (litres)	39 999	24 999
Fuel in litres / employee	212	132

Electricity consumption at head office remained stable between 2021 and 2022. However, there was a decrease in fuel oil consumption in 2022, due to a peak in fuel oil consumption in 2021. Consumption in 2022 was stable compared with 2020.

→ Business Units

⁵⁰ Environmental indicators 2022

⁵¹ Environmental indicators 2022

Table 14 Energy consumption by BU⁵²

Energy consumption kWh	2021	2022
BU Italy (kWh)	15 000	15 000
BU Italy (kWh/employee)	455	484
BU Spain (kWh)	22 174	16 883
BU Spain (kWh/employee)	584	412
BU Germany (kWh)	43 104	44 670
BU Germany (kWh/employee)	-	513
BU United States (kWh)	-	53 628
BU United States (kWh/employee)	-	1 490

Electricity consumption in Business Unit offices has fallen sharply since 2020 owing to the health crisis, the introduction of teleworking and local energy-saving policies.

The data for the Russian and Brazilian Business Units could not be retrieved for publication of the DPEF [non-financial performance declaration].

5) Construction of a sustainable administrative building

As part of the renovation of its administrative building in Vaires-sur-Marne, MOTUL decided to build a sustainable building with the aim of obtaining LEED certification for its administrative building. The work was completed in 2019, and the building was awarded standard "EnerPhit" PassivHaus certification as well as LEED GOLD certification⁵³.

6) Combatting food waste

In view of its activities, the MOTUL Group has no impact on food insecurity or the promotion of responsible, fair and sustainable food. Furthermore, MOTUL's activities have no direct impact on animal welfare. However, a number of local initiatives have been put in place to limit food waste in connection with staff catering.

➔ On the production site

The MOTUL production site has its own canteen, to which packaged meals are delivered. Once a week, any uneaten, still-packaged meals are delivered to a local home-based food aid association, "Aux 4 vents", in Clichy-sous-Bois (93390), which redistributes them to people facing difficulties.

➔ At head office

At head office, in 2022, two suppliers (Class'croute and FoodChéri) for employee meals were brought in. Orders are placed the same day, thus avoiding food waste. Meals are brought in recyclable or reused containers, and cutlery is optional at an additional cost and is recyclable.

III - Controlling waste emissions

The waste generated by the MOTUL production site is monitored in order to control and reduce waste production:

⁵² Environmental indicators 2022

⁵³ Passive house and LEED certification

Table 15 Production of hazardous and non-hazardous waste⁵⁴

	HW (t)	NHW (t)	Total waste (t)	Total waste in kg / tonne produced
2021	439	714	1153	12.82
2022	435	799	1234	13.41

The total quantity of waste generated per tonne produced remained stable between 2021 and 2022.

Table 16 Breakdown of waste treatment⁵⁵

	2021	2022
Recovery (t)	1006	1079
Disposal (t)	147	155

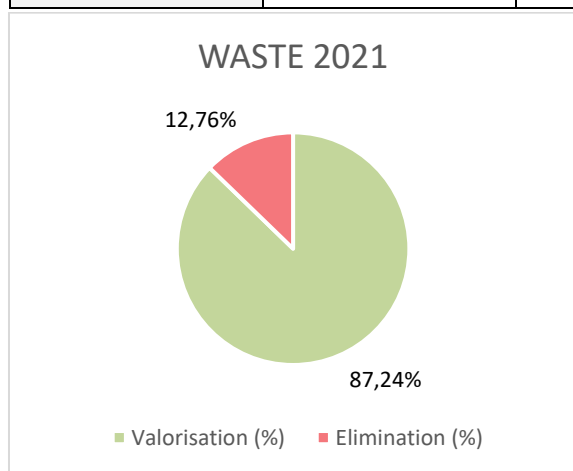


Figure 8: Percentage of waste recovered and disposed of in 2021

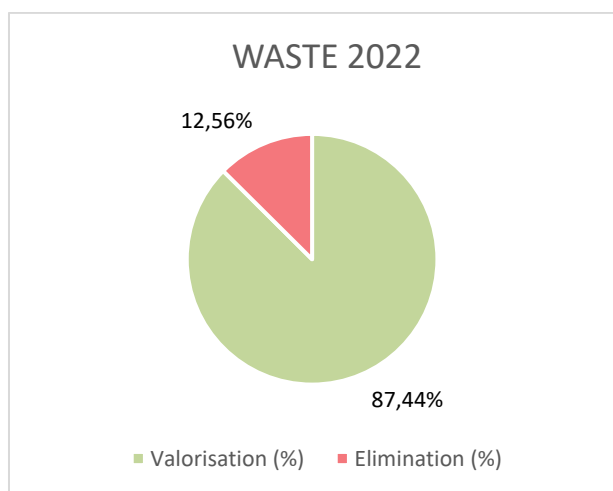


Figure 9 Percentage of waste recovered and disposed of in 2022

Valorisation – Recovery

Elimination - Disposal

⁵⁴ Environmental indicators 2022

⁵⁵ Environmental indicators 2022

In 2022, 87.44% of waste generated by the production site is recovered, either through recycling or energy recovery. The breakdown between recovery and disposal remained stable between 2021 and 2022.

➔ At head office

Implementation of selective waste sorting in partnership with PAPREC from July 2022 at head office offices. Bins are made available to employees for wastepaper, drinks packaging (cans, bottles), electrical and electronic waste, batteries and ink cartridges. Between July and the end of December, 429 kg of waste was collected, 69% of which was recycled, 23% recovered as energy and 8% as energy and materials⁵⁶.

➔ Business Units

Several Business Units have introduced selective waste sorting in their offices, including for paper, plastic, ink cartridges and sometimes food (Italy, Spain). The German Business Unit sorts paper, recyclable waste, electronic equipment, ink cartridges and light bulbs.

IV - Protecting the air, soil and water

MOTUL pays particular attention to the impact of its activities on the environment. As part of its compliance with regulations, emissions into the air and water are monitored, including for industrial activities subject to ICPE (Facilities Classified for Environmental Protection) declarations. Emissions from the boiler at the Vaires-sur-Marne production site are monitored every three years in accordance with current regulations.

Environmental exercises are carried out on the production site to train operators to react in the event of an environmental incident. In 2022, nine environmental exercises were carried out on the production site. This number is higher than in 2021 (seven environmental exercises carried out).

V - Combatting climate change

1) Carbon footprint

In 2022, MOTUL calculated its carbon footprint based on activity in 2021. The scope of this carbon footprint includes the production site in France as well as the various offices worldwide, excluding Asia. The calculation was based on scope 1 (direct GHG emissions mainly due to hydrocarbon consumption), scope 2 (indirect energy-related GHG emissions) and scope 3 (other indirect emissions such as raw materials, transport and waste processing). MOTUL has excluded the use and end-of-life of its products, as well as investments, from its 2021 carbon footprint.

We would like to point out that information relating to CO₂ equivalent emissions may be subject to uncertainty inherent in the state of scientific or economic knowledge and in the quality of the external data used. Certain information is sensitive to methodological choices, assumptions and/or estimates used to establish it and presented in the Declaration.

Results:

⁵⁶ Waste reporting 2022 MOTUL head office

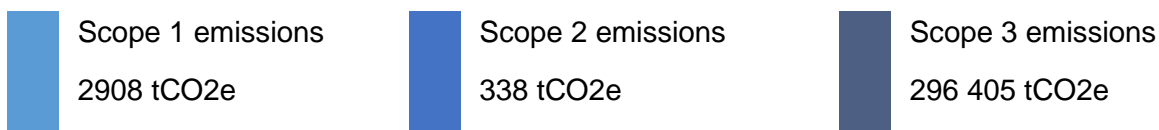
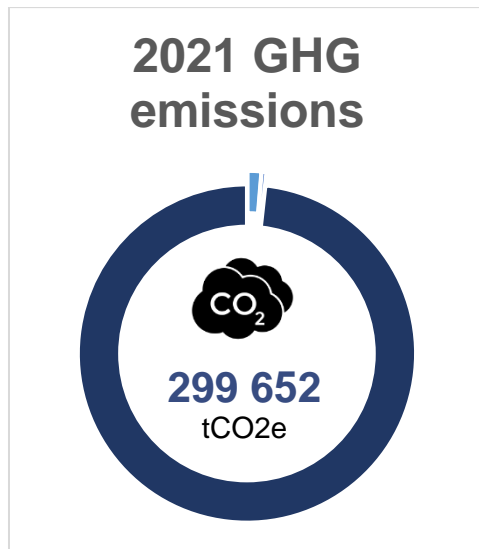


Figure 10 Carbon footprint results

In Scope 3, the areas with the highest GHG emissions are raw materials (240 963 tCO2e, or 81.3% of Scope 3), followed by transport (40 046 tCO2e, or 13.5% of Scope 3)⁵⁷.

Strategy:

After analysing these results, MOTUL has set itself the target of reducing emissions from scopes 1 and 2 by 40% in 2030 compared with 2020, and achieving a carbon-neutral balance for scopes 1 and 2 by 2050. With regard to scope 3, MOTUL's objectives are to increase the use of packaging made from recycled materials, and to use regenerated or bio-sourced base oils.

2) Transport

Since 2018, MOTUL has taken action in the choice of its suppliers by giving preference to suppliers who are geographically close to reduce travel times and distances (a criterion included in a supplier's approval sheet).

In addition, MOTUL's haulage contractor, which transports finished products to logistics platforms and then to customers, is voluntarily committed to reducing CO2 emissions, in particular by increasing the proportion of its fleet running on gas.

The loading targets for these shuttles are monitored to optimise loading and reduce the number of return trips between the production site and the logistics warehouses. The shuttles can be loaded to a maximum of 25.5 tonnes.

Table 17 Monitoring indicator for average shuttle weight⁵⁸

	2021	2022
Average weight T/shuttle	18.3	18.7
Shuttle use ratio	89%	97%

⁵⁷ MOTUL GHG footprint tool 2021

⁵⁸ Environmental indicators 2022

Finally, MOTUL optimises its transport by ensuring that loading lorries do not return empty from the quay.

CO2 emissions for the vehicle fleet in France are also monitored. CO2 emissions are a decisive criterion in the choice of the car fleet, which is mainly used by sales staff. MOTUL has a total fleet of 69 vehicles, with an average CO2 emission rate of 129 in 2022 (119 in 2021)⁵⁹. This increase is due to a reduction in the number of vehicles in the MOTUL France fleet.

To reduce emissions relating to staff transport, MOTUL is introducing a KLAXIT programme in 2022, enabling employees to carpool⁶⁰.

3) Other initiatives

The German Business Unit has invested in the purchase of trees to reduce its carbon impact⁶¹.

⁵⁹ Head office vehicle fleet 2022

⁶⁰ Launch of Klaxit

⁶¹ CO 2 freie Veranstaltung

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