



# Driving Sustainability

**Report covering  
FY24 & FY25**

# Introduction

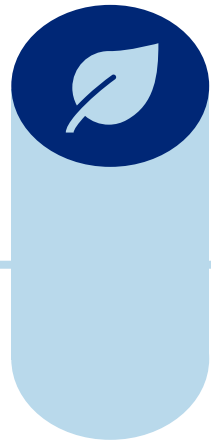
Welcome to Gulf's latest Sustainability Report for the period covering FY24-FY25. We're excited to share the progress we've made across the business since our baseline year FY20.

In our baseline year, we outlined our goal of **reducing global greenhouse gas (GHG) emissions** across our global operations, and contributing to the UN Sustainability Development Goals. Since then, we've made significant progress, and we highlight key accomplishments in this report.

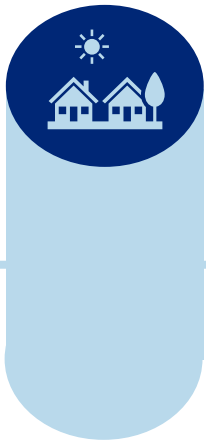
**Key initiatives across the business** include installation of solar energy at major manufacturing facilities as well as a move to lower carbon mobility for both our automotive and marine businesses.

This report shows the trend in our carbon emissions intensity, and demonstrates important supporting initiatives such as **developments in DE&I and Community Projects**.

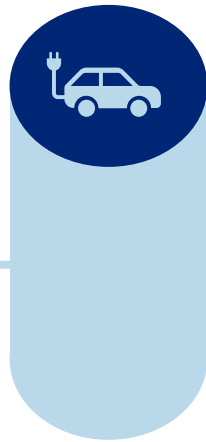
# Five Pillars of Sustainability



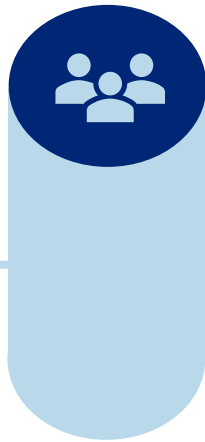
Reduce our  
GHG Emissions



Improve  
Communities'  
Lives



Embrace  
Low-Carbon  
Mobility



Strong  
Corporate  
Governance



Safe, Equal  
and Diverse  
workforce

ENVIRONMENTAL, SOCIAL AND GOVERNANCE STRATEGY

Our sustainability efforts are focused on a framework that includes **five key pillars**, aligned with the United Nations Social Development Goals (SDGs)\* :

1. **Reducing greenhouse gas (GHG) emissions** through energy-efficient practices
2. **Improving communities** with initiatives spanning education, healthcare, and social equity
3. **Low-carbon mobility** through ongoing partnerships and business development
4. **Strong corporate governance** through transparency, ethical decision-making, and compliance to guide our internal practices
5. **Safe, equal, and diverse workforce** recognizing that diversity fuels innovation

\* <https://sdgs.un.org/goals>



# Our sustainability efforts are aligned with the **UN's Sustainable Development Goals**

Sustainability Pillar	Strategic Priorities	SDG Alignment			
<b>Reduce our GHG Emissions</b>	<ul style="list-style-type: none"> <li>Target driven GHG emissions reduction, for scope 1, 2 and 3 emissions</li> <li>Focus on product packaging</li> <li>Carbon Neutrality</li> <li>Net-zero roadmap</li> <li>Annual reporting and compliance</li> </ul>	<b>7</b> AFFORDABLE AND CLEAN ENERGY 	<b>13</b> CLIMATE ACTION 	<b>15</b> LIFE ON LAND 	
<b>Embrace Low-Carbon Mobility</b>	<ul style="list-style-type: none"> <li>Lubricant products for electric vehicles</li> <li>Low-carbon product and service offer for consumers</li> <li>Partnerships in low-carbon mobility innovation space</li> </ul>	<b>9</b> INDUSTRY, INNOVATION AND INFRASTRUCTURE 	<b>11</b> SUSTAINABLE CITIES AND COMMUNITIES 	<b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION 	
<b>Safe, Equal and Diverse workforce</b>	<ul style="list-style-type: none"> <li>Health and safety</li> <li>Diversity and inclusion within global workforce and senior management</li> <li>Talent acceleration</li> <li>Equality</li> </ul>	<b>3</b> GOOD HEALTH AND WELL-BEING 	<b>4</b> QUALITY EDUCATION 	<b>5</b> GENDER EQUALITY 	<b>8</b> DECENT WORK AND ECONOMIC GROWTH 
<b>Improve Communities Lives</b>	<ul style="list-style-type: none"> <li>Employee volunteering</li> <li>Group contribution to meaningful organisations</li> <li>Sustainable energy solutions in developing market</li> </ul>	<b>10</b> REDUCED INEQUALITIES 	<b>17</b> PARTNERSHIPS FOR THE GOALS 		
<b>Strong Corporate Governance</b>	<ul style="list-style-type: none"> <li>Risk management</li> <li>Cybersecurity</li> <li>Fair, diverse and equal governance structure</li> <li>Increased transparency</li> </ul>	<b>16</b> PEACE, JUSTICE AND STRONG INSTITUTIONS 			



# Reducing our GHG emissions

Minimise the footprint of our current  
and future operations



# Our Targets included a 20% reduction in Emission Intensity by FY25

By FY  
2025

## Carbon neutral and >20%\* emissions intensity reduction

- Target to deliver >20% Scope 1 and 2 reduction targets
- Become carbon neutral, offsetting remaining carbon within the portfolio
- Set Scope 3 reduction targets, including virgin plastic-reduction in packaging
- Business transformation: Low-carbon product and services offered to consumers

By FY  
2030

## >50%\* emissions intensity reduction

- Target to deliver >50% reduction in Scope 1 and 2 intensity
- Procure >50% renewable electricity globally
- Target to deliver Scope 3 targets
- Set science-based targets to achieve net GHG emissions by 2050

By FY  
2050

## Net-Zero

- 95% reduction Scope 1 and 2 in line with science-based targets of 1.5°C warming
- Transform to zero-carbon business model



# Measuring our Emissions to track Progress against our Targets consists of a global company-wide effort of Assessment and Reporting

We assess our Scope 1 and Scope 2 carbon emissions by conducting a global inventory of energy consumption across our global operations.



Our assessment enables us to **consolidate our emission assessments** and define our overall **carbon emissions intensity (gCO<sub>2</sub>/L)**.



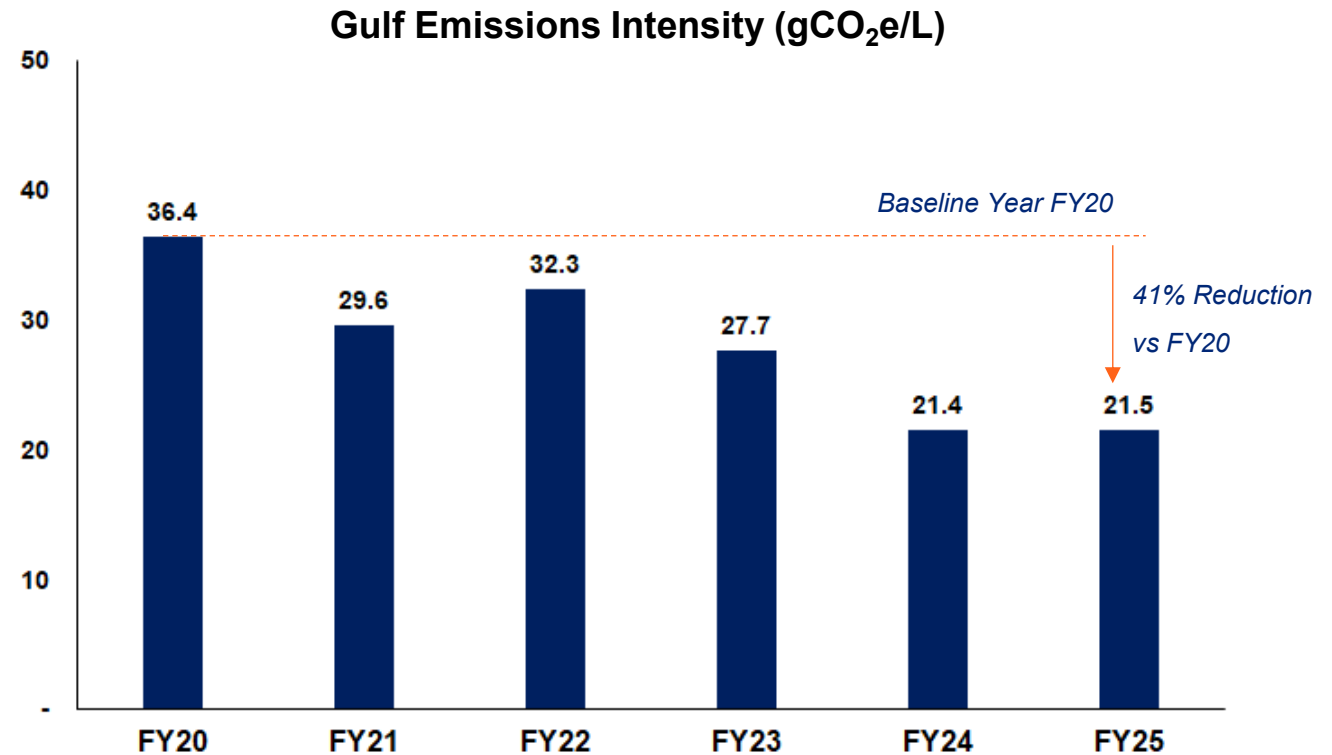
This global effort of **assessment and reporting** further enables us to closely engage with our global businesses, to discuss important emissions trends, and to plan key initiatives for the future.



# Since our Baseline Year FY20, our assessments show a **41% Reduction in Emissions Intensity**, exceeding our target of a 20% reduction by FY25

By FY25, we achieved a 41% reduction in our emissions intensity when compared to our baseline year. Emissions intensity decreased from **36.4gCO<sub>2</sub>e/L** in FY20 to **21.5gCO<sub>2</sub>e/L** in FY25.

This achievement is the result of focussed efforts towards sustainable practices across our global operations. This includes implementing renewable energy at our major manufacturing facilities in India, Singapore and the UAE.





**Gulf Oil Middle East  
Jebel Ali Plant**



**Renewable energy** at our major manufacturing facilities has been an important enabler toward sustainable practices.

## Gulf Oil India Silvassa Plant



**Gulf Oil India** renewable energy implementation was accredited with IREC Certification in FY25.



THE INTERNATIONAL  
REC STANDARD





**Gulf Asia-Pacific  
Singapore Plant**

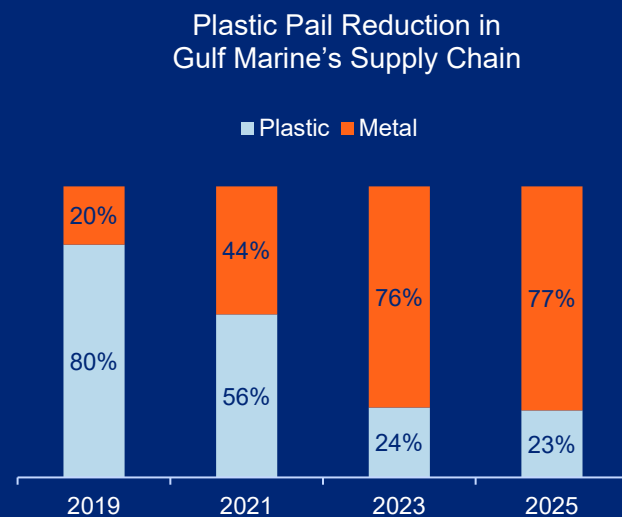


**Gulf Asia-Pacific** continues to grow solar capacity, currently operating at up to 50% of total power consumption.

# Gulf Marine is Pioneering a focus on Plastic Reduction and Waste Management

By actively reviewing purchased materials and waste disposal, Gulf Marine is pioneering a focus beyond Scope 1 and Scope 2 emissions, looking ahead to future Scope 3 emissions.

The initiative aims to phase out small plastic product packaging and move towards metal alternatives. The quantity of plastic packaging used for Pails has already reduced by almost 60% since 2019.



Recognising waste management challenges faced by customers, Gulf Marine provides empty drum management services in Amsterdam, Rotterdam and Singapore. This ensures proper handling of drums, aids recycling, and reduces clutter at customer storage areas.





# Safe, Equal and Diverse workforce

Empowering employees and providing equal opportunities

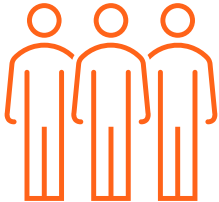
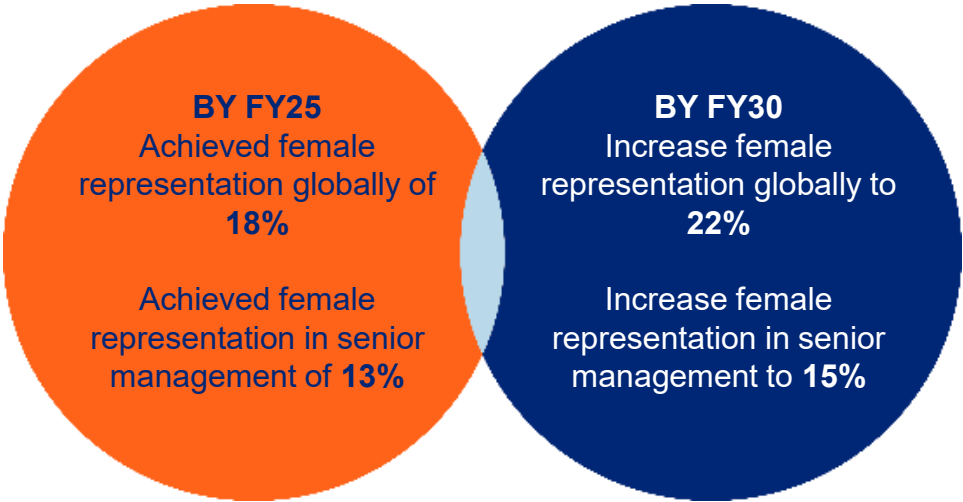


# Improve Communities' Lives

Contributing to social and ecological initiatives



# Our Commitment to ESG continues through our progress in DE&I, Learning & Development, Safety Practices and Community Outreach



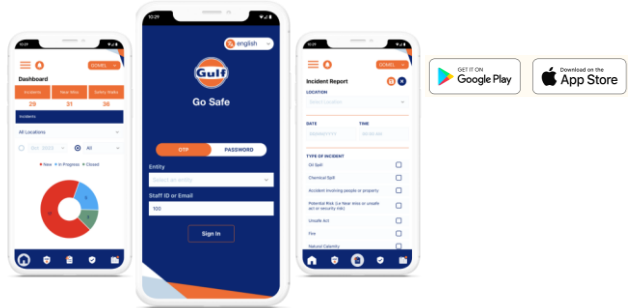
## DE&I

With the goal of a diverse and inclusive workforce, we proudly **achieved our FY25 female representation targets.**



## Safety

In FY25, we initiated our company-wide roll-out of the **Gulf GoSafe App**, to enable employees to efficiently monitor and report on safety practices.



## Championing Employees

Our company-wide **Employee Engagement Survey** enabled us to identify areas of strength and to action areas of improvement using detailed improvement plans.

**Global Leadership Programmes** upskilled over 100 employees in FY25.



## Community

Our commitment to supporting local communities continues as we delivered our **Volunteering Target of 200 days** in FY25.



# Our Community Outreach Projects provided a meaningful way for us to practice Corporate Social Responsibility

Tree Planting at local schools in Dubai, UAE



Water scarcity stewardship in Maharashtra, India



Painting renovations at local hospitals in Buenos Aires, Argentina



Seafarers care packages for the Maritime community, Singapore



# Embracing Low Carbon Mobility through Active Participation in Local Initiatives

Local initiatives provide an opportunity to progress our sustainability goals while also contributing to local capability-building and carbon emission objectives.



Our Asia-Pacific operating entities are active participants of the Singapore low carbon program (LowCarbonSG), aimed at capability-building and empowerment of local businesses to take control of their carbon emissions.



Our Marine business received an honorary mention in the Maritime and Port Authority LowCarbon50 Awards, which recognises companies taking significant steps toward reducing emissions.



*THANK YOU*

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**GULF OIL** INTERNATIONAL LTD



This report contains forward-looking statements based upon current expectations and assumptions regarding anticipated developments and other factors. They are not historical facts, nor are they guarantees of future performance since they are subject to numerous assumptions, risks, and uncertainties, which change over time. Various factors could cause actual performance to differ materially from that expressed or implied by these forward-looking statements. Gulf assumes no duty to and does not undertake to updated forward looking statements. © 2025 Gulf Oil International, 12 Charles II Street, 1st Floor, London SW1Y 4QU