

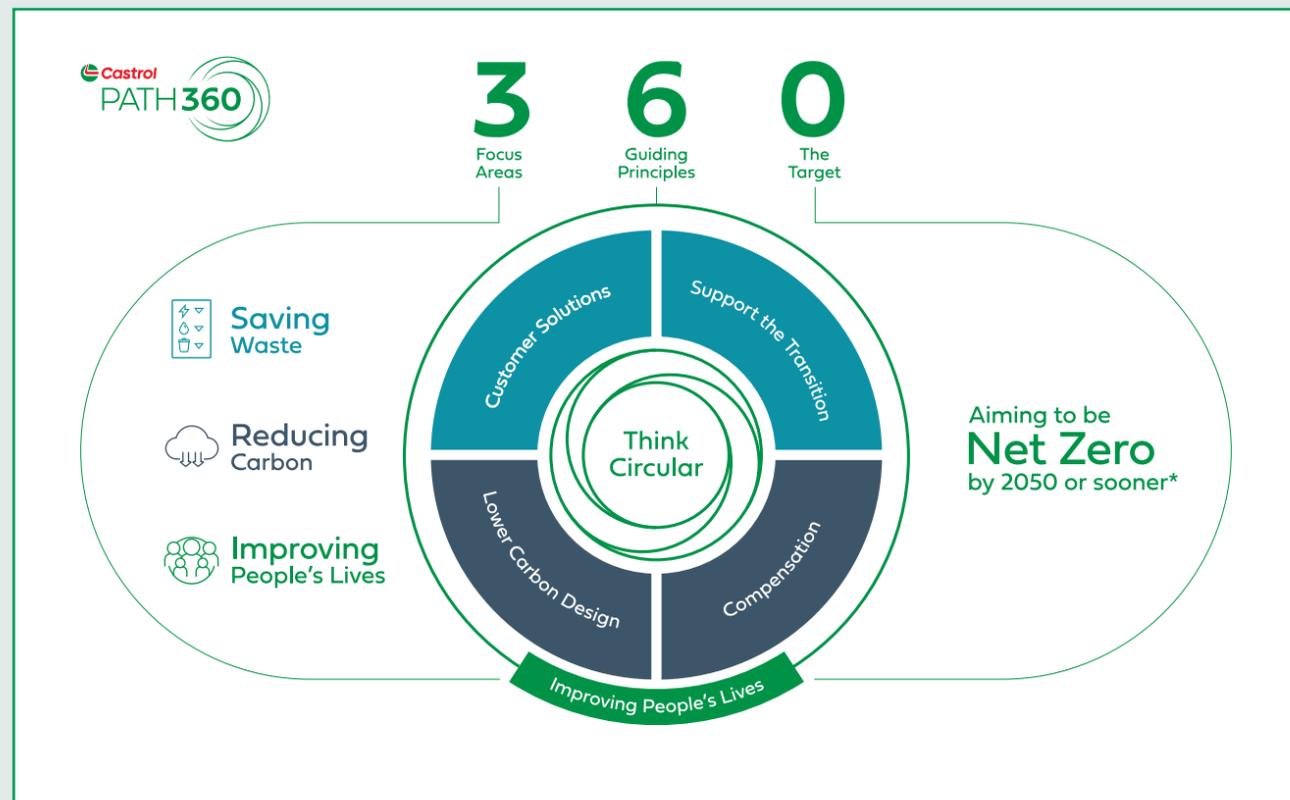
People and our planet

# RESPONSIBLE growth. Lasting IMPACT.

Responsibility at Castrol India Limited is not defined by programmes or policies. It shows up in choices, sometimes small, sometimes complex, but always deliberate.

For decades, our business has been built on precision, reliability, and consistency. Those same principles shape how we think about sustainability.

**PATH360** is Castrol's global sustainability framework, guiding our actions toward a more sustainable future through our products and services.



\* As part of bp's ambition to be net zero by 2050 or sooner, and to help the world get to net zero.

With this PATH our priorities remain clear:



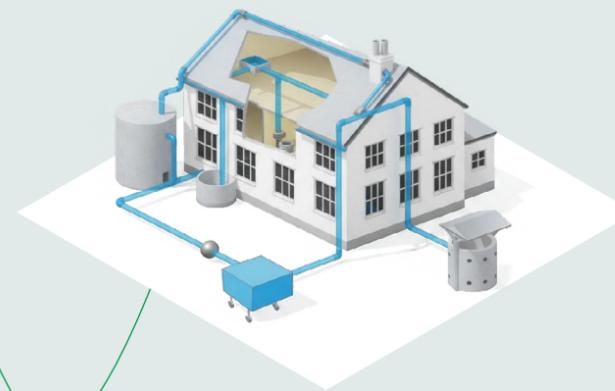
## 1. Saving waste

**Saving waste** and reducing our plastic footprint<sup>1</sup> to continue helping our customers and the users of our products towards their sustainability goals related to energy, waste, water and carbon.

At Silvassa, teams focused on onsite water conservation, rainwater harvesting, and offsite groundwater recharge by installing three check dams and four recharge shafts. These efforts replenished 35.5 million litres of groundwater, fully offsetting the site's water use.

Continued efforts to reduce our plastic footprint led us to a successful collaboration with authorised waste plastic recyclers. Together, we collected and recycled 9,424 metric tonnes of equivalent plastic packaging waste, thereby achieving our Extended Producer Responsibility (EPR) target for 2025.

Post-Consumer Resins (PCR)<sup>2</sup> are now incorporated into our packaging design which reduced virgin plastic use by 3,200 metric tonne in 2025.



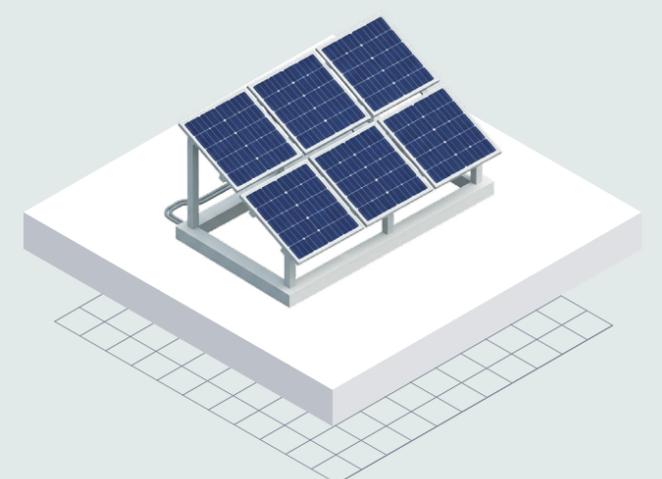
## 2. Reducing carbon

**Reducing carbon** intensity of our products and offer customers lower carbon and more circular products<sup>3</sup>.

Across our manufacturing locations, renewable energy adoption continued to gather momentum. Electricity at all three plants is enabled through solar power systems and procurement of International Renewable Energy Certificates (IREC).

Operation improvements further strengthened this trajectory. As of 2025, we achieved 79% reduction in scope 1 and 2 emissions (manufacturing) against the 2019 baseline by transitioning to lower-emission heating fuels and renewable electricity in our plants.

Continuing our efforts on circularity we collaborated with an OEM which led to the development of a more sustainable engine oil formulated using Re-Refined Base Oil (RRBO), designed specifically for BS IV vehicles.



<sup>1</sup> Castrol defines its plastic footprint as the amount of virgin plastic included in our packaging that isn't recycled

<sup>2</sup> PCR refers to post-consumer recycled plastic

<sup>3</sup> Most of Castrol's scope 3 emissions are from category 1 "Purchased Goods and Services", progress is largely dependent on the practicality and availability of lower-carbon alternatives.

### 3. Improving people's lives

Improving people's lives by supporting our employees and local communities through the energy transition<sup>4</sup>.



#### 3a. For our employees

Performance at Castrol India is built on individual accountability and collective ownership.

Across our business, results are driven by the capability, judgement and commitment of our teams. This is reflected in everything we do and every decision we take. When our people grow, the organisation moves forward with confidence and discipline.

#### Learning & development

Our approach to learning is focused: Build skills that matter.

During 2025, capability building continued across the organisation through structured programmes and hands-on development. Learning pathways on Grow@bp, along with initiatives such as the Drona Line Manager Programme and Insights Discovery, supported leaders in sharpening both technical and people-management skills.

Learning also remained closely linked to day-to-day work. Monthly engagement clinics enabled open dialogue across leaders, while Early Careers initiatives and campus engagements brought fresh perspectives into the organisation.

At our plants, development stayed deeply experiential. Programme Kaushal and other technical learning initiatives emphasised real-world skill building, supported by disciplined talent reviews and Pulse Action Planning.

Equally important, we continued to celebrate individual career journeys, recognising the stories that reflect how opportunity and trust help our people progress.

**95%**  
Participation rate in Drona Line Manager Programme

**4,500+**  
Hours of employee training and capability development

#### Diversity and inclusion

Our aspiration to build an inclusive workplace drives our consistent and deliberate actions.

In 2025, targeted hiring and development initiatives contributed to improved representation of women across roles and levels. Networks such as **Women in Sales** continued to provide mentoring and peer support.

**49%**  
Female apprentices across our three plants

**18%**  
Female employees in executive roles



#### Employee wellbeing and safety

People have always been at the heart of Castrol's performance. We believe people perform best when they feel genuinely safe, supported and cared for.

This year, we prioritised employee wellbeing by offering access to medical assistance, mental health resources, preventive check-ups, wellness camps and insurance coverage for employees and their families.

Meanwhile, safety continued to be our first priority and a core part of our identity through the year.

Our HSSE goals of no accidents, no harm to people, and no damage to the environment remain fundamental to our operational discipline. The 'Stop Work' principle empowers all employees and contractors to intervene and halt any hazardous work immediately upon identification.

During the year under review, we strengthened quality and process safety through engineering interventions, including QR-code vision systems and automated packaging lines.

**ZERO** LTIFR per one million-person hours worked  
**ZERO** Recordable work-related injuries  
**ZERO** Fatalities



<sup>4</sup> These aims are contingent on supportive policy action by our suppliers and market development.

### 3b. For communities

Our endeavour is to bring enduring positive value to communities we work with. Therefore, across locations, our initiatives continue to focus on safety, skills, and livelihoods.



**Two Wheels, One Life** is based on our belief that every life matters, and every journey should be safe. Therefore, we continued our efforts in road safety by expanding the two-wheeler riding safety awareness and training programme to Pune, building on our Mumbai chapter.

**95,000+**  
Youth participation since 2015



**Castrol Sarathi Mitra** continued to support truck drivers through road safety, financial literacy, and health interventions. Expanded delivery models, including camps, mobile units, and digital platforms, enabled wider and more inclusive reach.



**300,000+**  
Truck drivers trained since 2017

Presence across

**38**  
districts in  
**9**  
states



**Castrol Eklavya** sustained its focus on upskilling mechanics, evolving content to reflect changing automotive technologies.

**288,000+**  
Mechanics trained since 2009

Trainings conducted in

**240+**  
districts across  
**17**  
states



**Castrol Ujwal Kal** strengthened community development initiatives across Silvassa, Patalganga, and Paharpur, where our blending plants operate. The programmes focused on education, upskilling, employment, health and wellbeing for youth and women.

**10,000+**  
community members

#### Environmental sustainability & institutional partnerships

Aimed at partnering with top IITs, science colleges, and industry bodies to support research and development in sustainable and circular economy initiatives.

**5**  
MOUs signed in FY2025

