



PETRONAS

PETRONAS LUBRICANTS INTERNATIONAL

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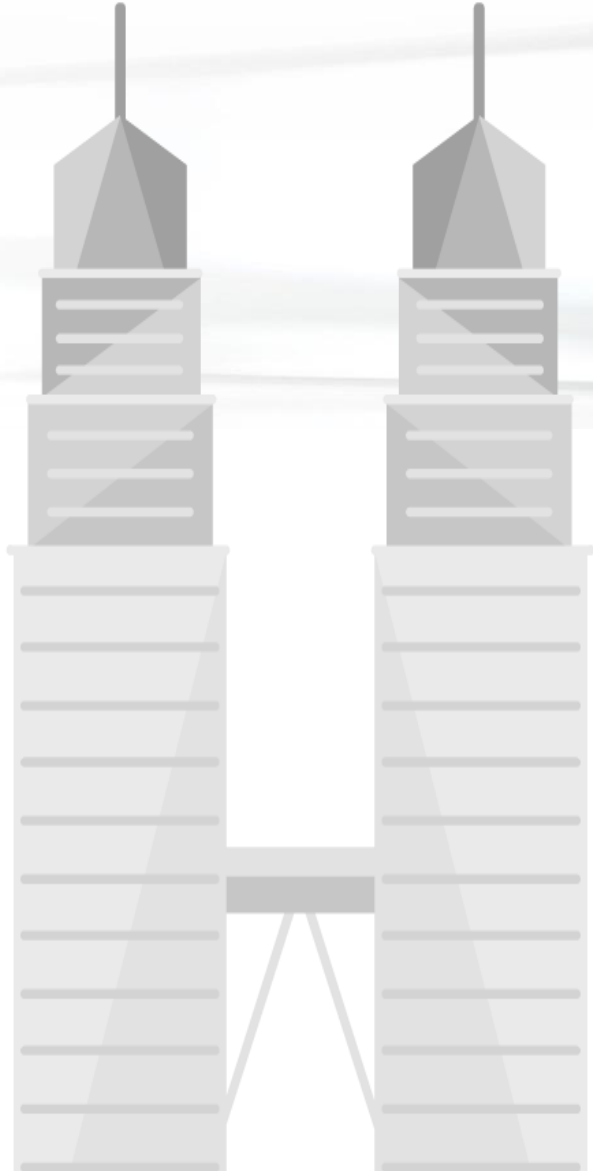
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We are more than a simple oil. We are PLI



PETRONAS at a Glance



83

USD2 Bil Revenues in 2023



9

USD Bil allocated in Capital Investments and R&T



5th

Global Largest Oil & Gas Company for BOEPD in 2023



100

PETRONAS Brand Is traded in over 100 Markets



1st

Global Refinery and Petrochemical Integrated Development Site for EURO 5 – 6 Fuel

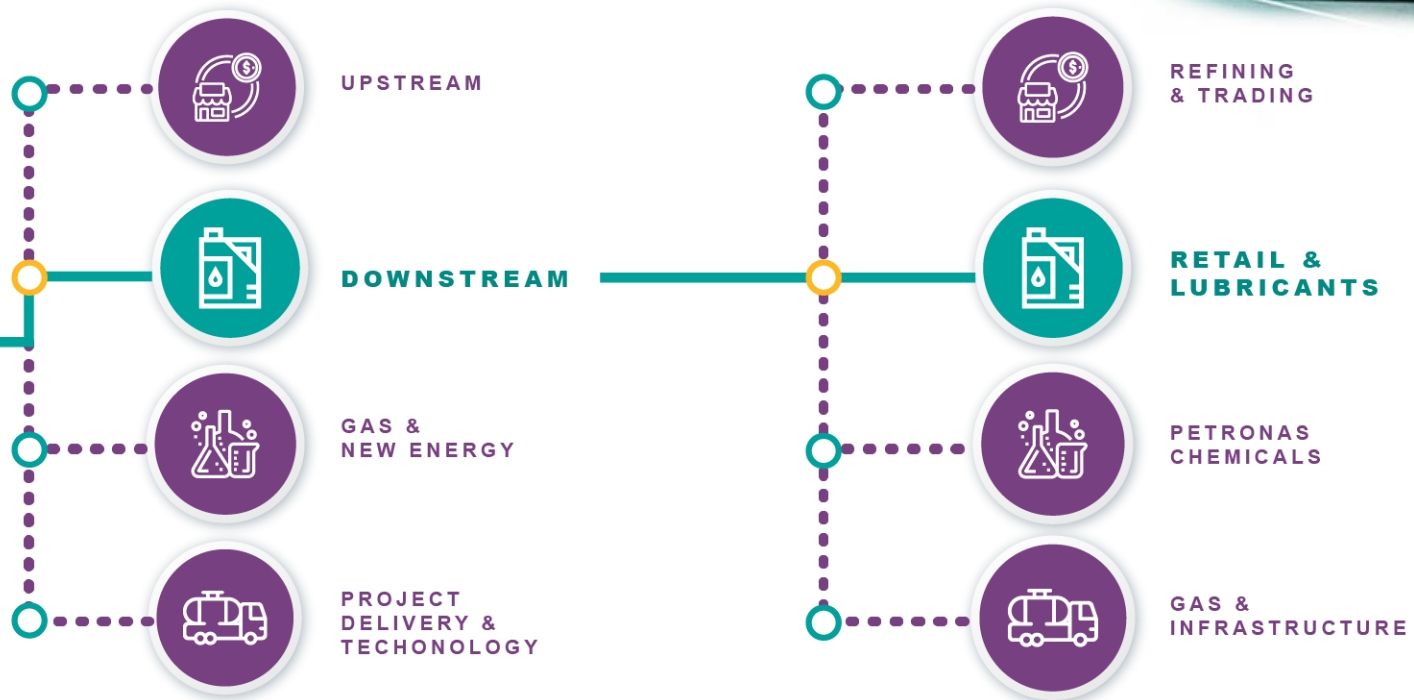


46 k

Total Employees across 5 Continents

PETRONAS

Business Segments



PETRONAS Lubricants International over 100 Years of Heritage



PETRONAS Lubricants International (PLI) is the global lubricants manufacturing arm of PETRONAS

Since our formation in 2008, merger between FL Selenia & PETRONAS Lubricants PLI has become the fastest-growing lubricants company in the world, with 100 years of heritage and expertise in the lubricants industry.

As a top contributor to PETRONAS' brand equity, we are a progressive energy and solutions partner, leveraging technology to drive sustainable business growth.

1912 - 2000



2000 - 2008



2008 - Today



Where Our Progress Has Brought Us



**Global Top 10
Lubricants Player**

Fastest growing lubricants company globally
Sales Volumes 0.9 Bil in 2023
Sales Revenues \$2 Bil in 2023



**Over 90
Countries**

Presence in OEMs and Independent Market Channels in Automotive, Heavy Duty, Agriculture, and Earth Moving Machinery Sectors



**Ca 1 Billion Liters
Sold Per Annum**

Lubricants, Base Oil & Car Care products



**Thought Leader
In EV Fluids**

Championing green mobility for a sustainable future

Operation footprint and Production Capability



PLI owns and operates 8 blending & filling facilities worldwide, with a combined production capacity of more than 800,000 tons per year



- High flexibility of PLI blending production footprint
 - Multi supplier risk mitigation strategy
- All regions rely on more than one supplier for base oils

We co-create state-of-the-art fluids with our Partners



AUTOMOTIVE

VEHICLES



ENGINES



TRANSMISSIONS



COOLINGS SYSTEMS



INDUSTRIAL

INDUSTRIAL



PLI has been in an official partnership with some of the world's most notable brands for the past 5 years



Winning Technical Partnerships

We co-engineer winning lubricants and functional fluids for our customers and partners in major motorsports competitions.



PETRONAS



Official Title Partner

AMG
PETRONAS
MOTORSPORT

PETRONAS
SYNTIUM



Oil Developed For

AMG
PETRONAS
MOTORSPORT



Formula One

Our decade-long partnership with Mercedes-AMG and proven track record for technical excellence and innovation have led the Mercedes-AMG PETRONAS Formula One Team to 8 consecutive FIA Formula One World Constructors' Championships.



MotoGP

Our partnership with Sepang International Circuit allows us to develop MotoGP riders and showcase our expertise in fluids development and engineering. This collaboration uses our Winning Formula alongside our Talent Development Programme (TDP) to take on the highly competitive world of motorcycle racing.



Dakar Rally

As title sponsor of Team PETRONAS De Rooy IVECO in both the Dakar and Africa Eco Race, our products are the only recommended lubricant and functional fluids by IVECO's full range of light and heavy-duty commercial vehicles.





PETRONAS GLOBAL RESEARCH & TECHNOLOGY CENTRE

**Creating and maintaining our
technological edge**

- The **heart of our research and development initiatives around the world**, anchored on a rich heritage in lubricants, Fuel and Additives Technology
- **Strategic base to be closer to our key OEM partners**, ensuring they have firsthand access to our technical competence and technology. An Investment of 60 Mio € the Global R&T Centre has been inaugurated in 2018 as the largest European Technology Hub in Europe for Lubes & Functional Fluids
- **Partnership with Politecnico di Torino and Imperial College** to develop greater understanding in automotive engineering and lubricants development



People Management Strategy



TRAINING & DEVELOPMENT
(tailored programs for talent, development plan)

WELLBEING
(psychological service assistance, wellness webinars, Company partnership with special discount, internal events)

WELFARE & BENEFITS
(flexible benefit, health insurance, pension fund, company canteen, lump sum/extended SW for new parents)

PEOPLE ENGAGEMENT & FEEDBACK
(climate survey & suggestion box, speak up sessions)

FLEXIBILITY
(remote working, flexible hours)

INTERNAL MOBILITY
(internal job posting)

DIVERSITY & INCLUSION
(parental coaching, cross cultural awareness)

INTEGRITY & COMPANY VALUES
(integrity awareness programs, whistleblowing policy)

Our focus on Diversity and inclusion at global level



PETRONAS Long Term D&I Aspiration

Baseline & Targets (By End 2024)

Gender

Women in Senior Leadership

26% 30%

Multinationals

Multinationals in Senior leadership

8.5% 13.5%

Age

Young talent involvement in project leadership roles

20% 30%

Culture

Differences in perspectives are respected & valued

3rd Quartile 4th Quartile

Senior Leadership – GM & above
Young talent – 35 years old & below

People centricity



63 people hired in EMEA in 2023

BYE
BYE
BYE

OFFICE

77% employees hired on Permanent Employment Contracts

35 internal mobilities in 2023

40 hours of training per person in 2023

250K € spent in training in 2023 just for Italian staff

Never stop

Thank you!



PETRONAS