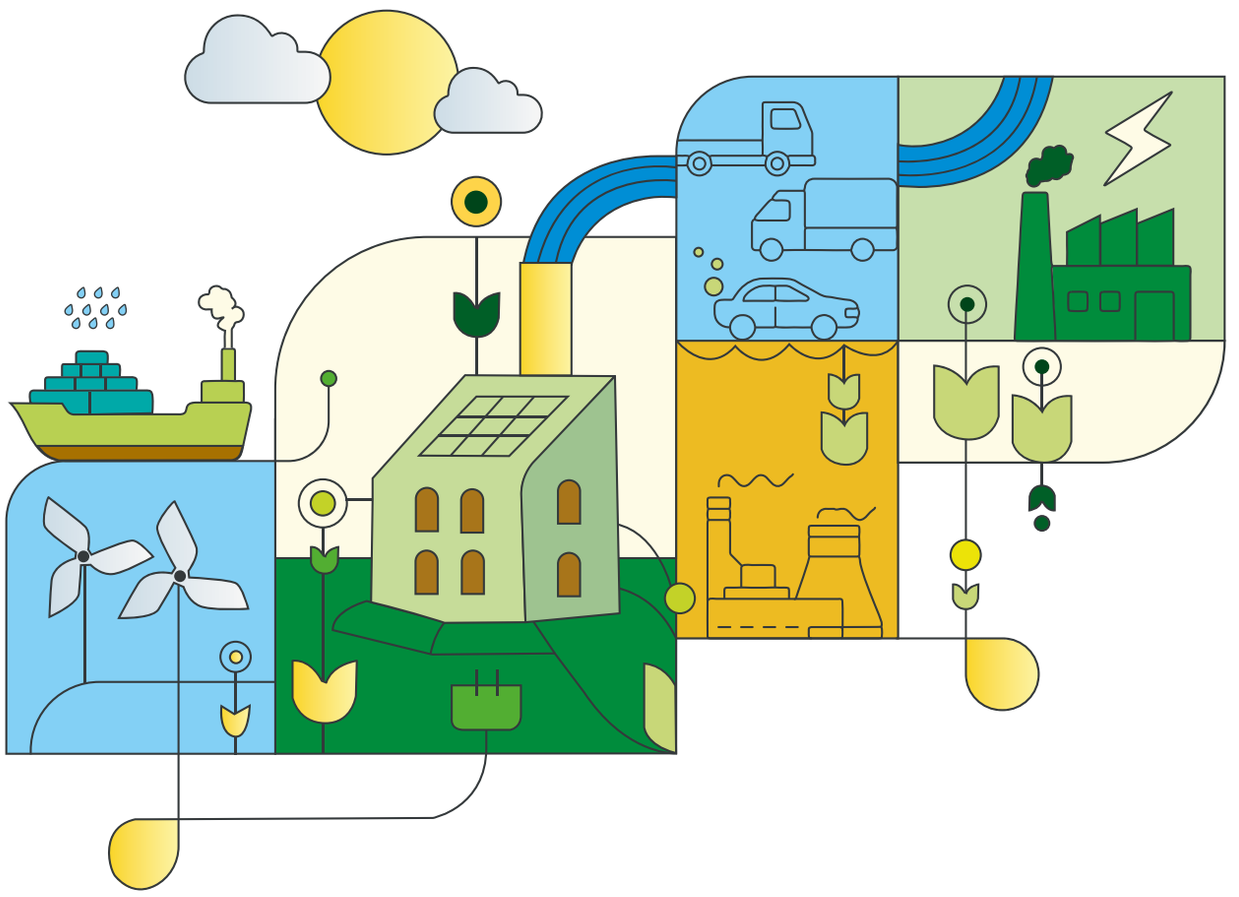
SUSTAINABILITY REPORT 2024

REDUCING GHG EMISSION AND ENHANCING EFFICIENCY



MJL Bangladesh PLC.

Sustainability Report 2024

Aligned with the UN's 17 SDGs, MJL Bangladesh PLC. champions sustainable development through clean downstream energy solutions, reducing GHG emissions, enhancing efficiency and climate-conscious operations. The green initiatives, workforce empowerment programs, and collaborative partnerships demonstrate the commitment to ESG excellence. As a responsible corporate leader, MJLBPLC is powering Bangladesh's progress while protecting the planet and people.



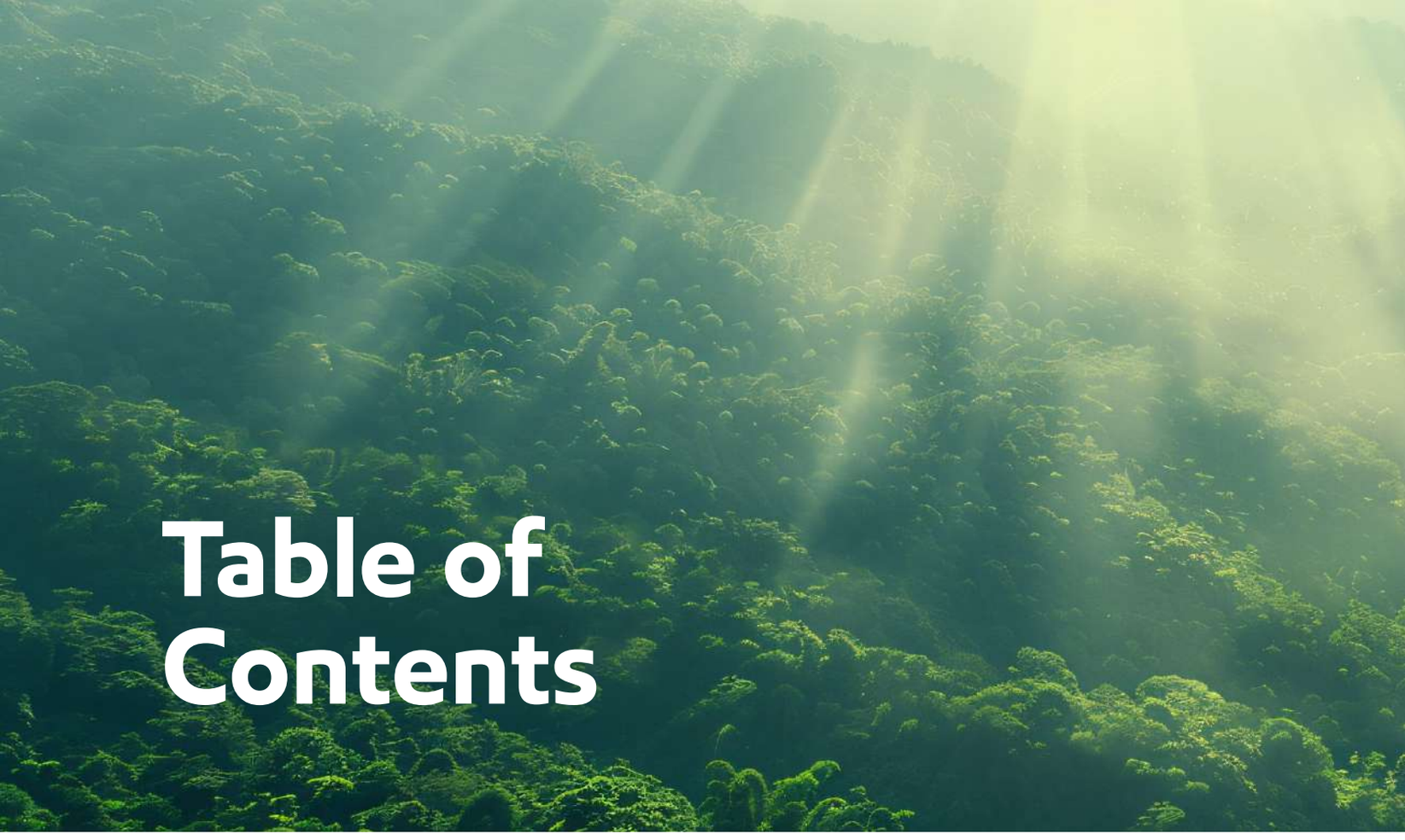
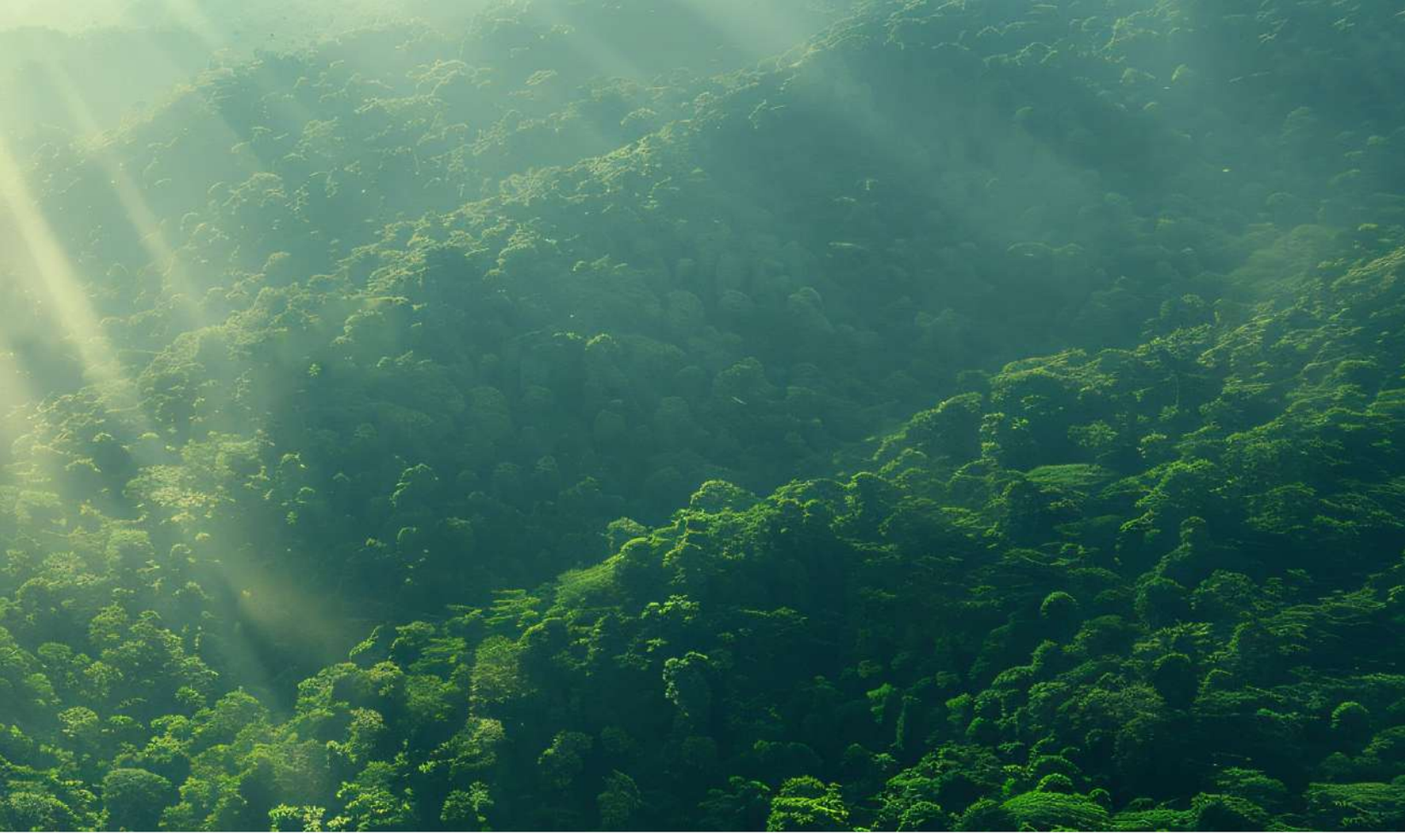


Table of Contents

Message from Managing Director	**5**
Message from CEO	**7**
Sustainability Lead's Note:	**9**
1. About this report	**11**
2. Report Development Process	**12**
3. Governance & Assurance	**13**
4. Sustainability Framework	**15**
5. ESG Material Assessment Framework	**16**
6. Assessment Topics	**17**
7. About MJL Bangladesh PLC.	**19**
8. Membership Association and Awards	**24**
9. Occupational Health & Safety	**27**
10. Diversity & Inclusion	**28**
11. Business Overview	**31**
12. Subsidiary Companies & Operations	**35**
13. Policies & Guidelines	**37**
14. Mobil House – LEED Platinum Certified Green Building, Dhaka	**41**



15. Lube Oil Blending Plant, Chattogram	**47**
16. Lubricant Packaging & Distribution	**49**
17. Stakeholder Engagement & Sustainability Impact	**51**
18. MJLBPLC'S Commitment to UN SDG	**53**
19. MJLBPLC Commitment to Sustainability & SDGs:	**55**
20. Commitment to sustainability	**58**
21. Net-Zero Emissions to 2050	**61**
22. Volatile Organic Compound (VOC) Emissions	**65**
23. Greenhouse Gas (GHG) Emissions	**67**
24. GHG Reduction Initiatives	**69**
25. Net-Zero Emissions Roadmap (2024–2050)	**71**
26. Net-Zero 2050 Roadmap	**73**
27. Support to The Communities	**75**
28. Marketing and CSR activities Photography:	**79**
References	**83**
GRI Content Index	**86**



Message from Managing Director

We are committed to fostering a safe, inclusive, and empowering workplace where everyone can thrive. By offering continuous learning and career growth opportunities, we ensure the employees can develop their skills and achieve their professional goals.

At MJL Bangladesh PLC., we believe that true business success goes beyond financial performance—it is about creating lasting value for the stakeholders while protecting the planet and empowering the people. As we present the 2024 Sustainability Report, I am proud to share how we are integrating sustainability into every aspect of our operations.

The Mission: Excellence with Responsibility

The mission is to be Bangladesh's leading lubricant manufacturer by delivering world-class products while upholding the highest standards of environmental stewardship, social responsibility, and ethical governance. Sustainability is not just a commitment—it is embedded in the corporate DNA. Through innovation, efficiency, and responsible practices, we strive to minimize the ecological footprint while maximizing positive impact.

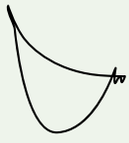
This report highlights the progress in key areas:

- Environmental Leadership: Enhancing efficiency, reducing emissions, conserving resources, and advancing circular economy initiatives.
- Social Impact: Fostering an inclusive workplace, investing in employee development, and supporting communities.
- Governance & Ethics: Ensuring transparency, accountability, and compliance across all operations.

We are committed to fostering a safe, inclusive, and empowering workplace where everyone can thrive. By offering continuous learning and career growth opportunities, we ensure the employees can develop their skills and achieve their professional goals. Additionally, we prioritize fair wages, diversity, and overall well-being to create a supportive and equitable environment for all.

I extend my gratitude to the employees, partners, and customers for their unwavering support in the sustainability journey. Together, we will continue to drive progress for a greener, more equitable future.

Warm regards,



Azam J Chowdhury
Managing Director
MJL Bangladesh PLC.



Message from CEO

Every drop of lubricant we produce, every safety protocol we implement, and every customer we serve carries the promise: to keep Bangladesh's industries running smoothly while protecting the safety of the people and planet.

At MJL Bangladesh PLC., we power progress with responsibility. As a leader in the energy sector, we recognize the dual role: ensuring energy security for the nation while keeping the country's machinery safe, healthy, and running efficiently. The journey reflects this commitment – from maintaining a perfect zero-casualty record to reducing workplace injuries to a minimum, we've built a culture for safety and sustainability, fueling operational excellence.

Beyond the walls, we're extending this commitment through advanced technical services for the lubricant industry and its customers. By sharing the expertise in lubrication solutions and equipment care, we help businesses across Bangladesh maximize productivity while minimizing environmental impact. The 3,600+ annual training hours now include specialized programs to elevate industry operational standards nationwide.

The energy landscape is evolving, and so are we. Through strategic partnerships, innovative technologies like software-driven monitoring, and the growing portfolio of sustainable solutions, we're not just adapting to change – we're leading it. Every drop of lubricant we produce, every safety protocol we implement, and every customer we serve carries the promise: to keep Bangladesh's industries running smoothly while protecting the safety of the people and planet.

Together with the dedicated team and valued partners, we're building a downstream energy future that is secure, sustainable, and resilient. I invite you to join us on this mission because when the industries drive responsibly, the nation prospers.



Md. Mukul Hossain
Chief Executive Officer
MJL Bangladesh PLC.



Sustainability Lead's Note

Aligned with the United Nations Sustainable Development Goals (SDGs) and Global Reporting Initiative (GRI) standards, this report not only highlights the achievements but also sets a clear pathway for continued improvement.

In an era where corporate responsibility is intertwined with long-term sustainability, MJL Bangladesh PLC. has consistently demonstrated leadership in aligning its business strategies with environmental, social, and governance (ESG) principles. This year's report marks a significant milestone in the continuous journey toward transparent and accountable sustainability practices.

The report reflects the company's comprehensive approach to ESG, covering a wide range of material topics that are of critical importance to both the organization and its stakeholders. It is the product of a rigorous review and validation process, driven by the commitment to ensure data accuracy, alignment with international sustainability frameworks, and the highest standards of corporate governance.

The review panel, consisting of key stakeholders from various departments within MJL Bangladesh PLC., has thoroughly evaluated the data and narrative presented in this report. MJLBPLC is proud to report that the findings are a true reflection of the progress made across the business in the journey toward sustainability.

Aligned with the United Nations Sustainable Development Goals (SDGs) and Global Reporting Initiative (GRI) standards, this report not only highlights the achievements but also sets a clear pathway for continued improvement. The comprehensive insights provided here serve as a testament to the unwavering commitment to creating value for all stakeholders—employees, customers, investors, and the communities in which MJLBPLC operates.

Through continuous feedback and stakeholder engagement, MJL Bangladesh PLC. remains focused on its mission to drive meaningful change in the industries MJLBPLC serves while contributing to a sustainable future for all.

MJLBPLC invites all stakeholders to engage with this report, as it embodies the collective responsibility to create lasting value while ensuring the well-being of the planet and the people.

This is not just a report—it's a **blueprint for scalable, measurable progress**.



Engr. Md Shahin Alom
Senior General Manager
MJL Bangladesh PLC.

Welcome to MJL Bangladesh PLC's (MJLBPLC) Sustainability Report 2024

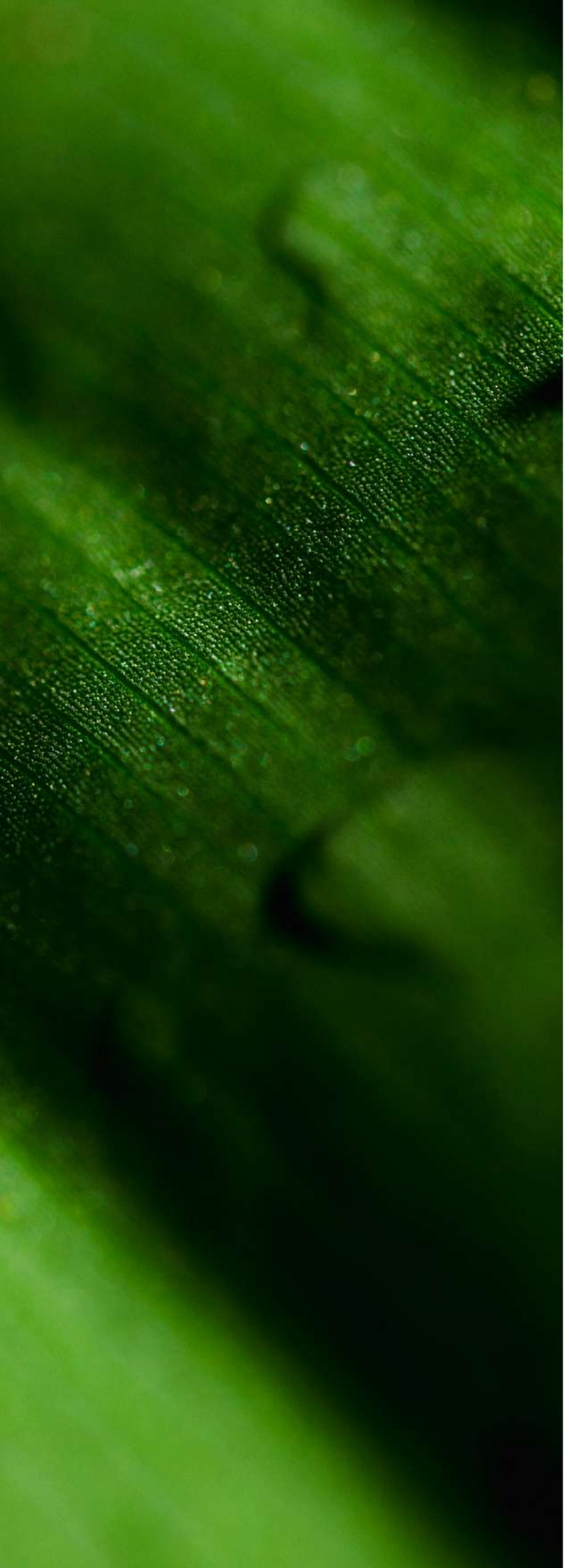
This report reflects the unwavering commitment to environmental responsibility, social equity, and sustainable economic growth. As a leading entity in Bangladesh's downstream energy sector, MJLBPLC is embedding Environmental, Social, and Governance (ESG) principles into the core of MJLBPLC's operations, driving innovation, efficiency, and measurable impact.

In alignment with MJLBPLC's Net-Zero 2050 commitment, MJLBPLC is advancing initiatives to reduce Scope 1 and 2 emissions, transition toward renewable energy, and strengthen tracking of Scope 3 emissions to ensure comprehensive climate accountability across the value chain.

MJLBPLC's sustainability journey is built on responsible manufacturing practices, inclusive community development, and strategic investments in a safer and cleaner future. MJLBPLC continues to prioritize workforce well-being, regulatory compliance, and long-term stakeholder value.

This report outlines progress, addresses the challenges ahead, and reaffirms the vision of a resilient, low-carbon future.

Together, we power progress responsibly.



1. About this report

MJL Bangladesh PLC. proudly presents this sustainability disclosure as an integrated component of the Annual Report 2023-2024. This reflects the commitment to transparently communicate financial and non-financial performance to stakeholders. This sustainability report covers the period from January to December 2024 operation of MJLBPLC and reaffirms MJLBPLC's commitment to achieving net-zero greenhouse gas emissions by 2050.

The reporting process follows a rigorous, multi-stakeholder methodology:

Materiality Assessment

Engaging NGOs, customers, investors, employees, and sector experts

Independent Review

Oversight by a Report Review Panel

Benchmarking

Against global ESG frameworks

2. Report Development Process

2.1 Topic Selection

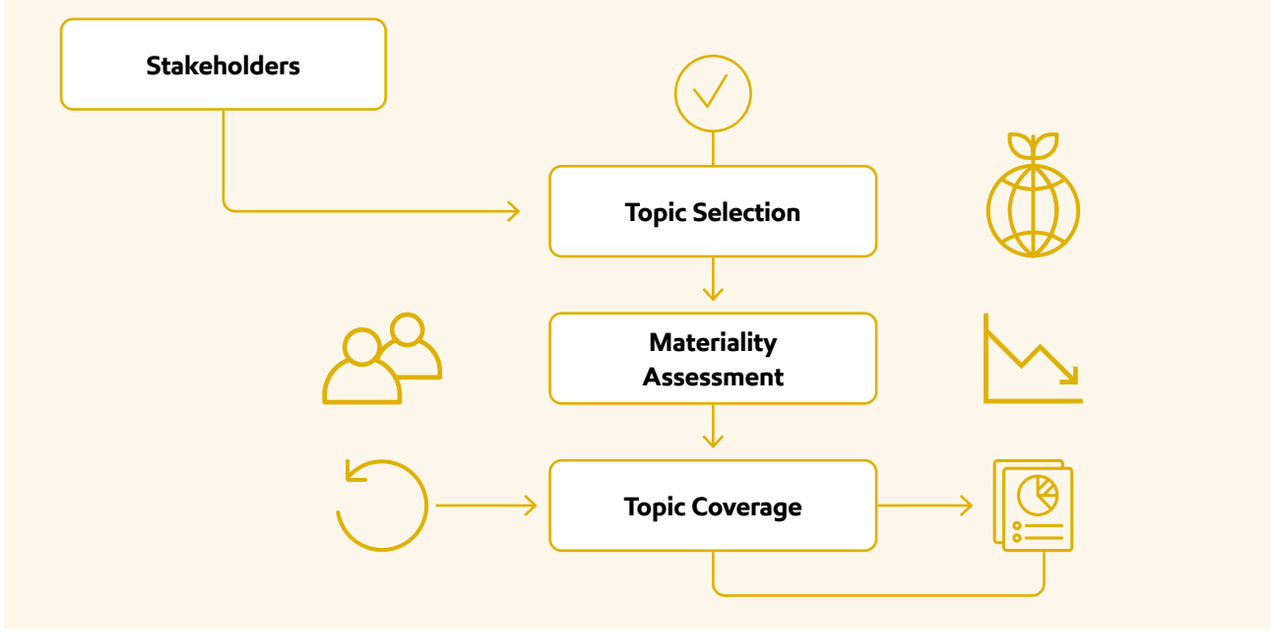
MJLBPLC prioritizes sustainability themes through:

- **Stakeholder surveys**
  (350+ participants across 8 groups)
- **Risk-impact analysis**
  of operational activities
- **Emerging regulation tracking**
  (Bangladesh Bank SRD)
- **Key Focus Areas for 2024:**
  - Climate & Energy Transition
  - Workplace Diversity & Safety
  - Sustainable Product Innovation
  - Community Resilience

2.2 Reporting Standards

The disclosures align with:

Framework	Application
GRI 4	Core metrics for environmental/social impact
IFRS S1/S2	Climate-related financial disclosures
TNFD Beta	Nature-related risk assessment



3. Governance & Assurance

3.1 Report Review Panel 2024

Ensuring credibility through independent expert validation

Chair:

- **Azam J Chowdhury** (Managing Director) - Provides high-level governance and strategic oversight.
- **Md. Mukul Hossain** (CEO) - Provides strategic direction and final approval

Lead Coordinator of Sustainability Report:

- **Engr. Md. Shahin Alom** (Senior General Manager) - Oversees the entire reporting process

Review Committee Members:

Name & Designation	Specific ESG Oversight Area	Key Responsibilities
Salah Uddin Ahmed (COO)	Operational Role	Verifies plant-level environmental data
Shafquat Mahmud Fahmi (CTO)	Green Technology Innovation	Validates R&D sustainability claims
Kaniz Fatema (HOD HR)	Social Compliance	Ensures accurate diversity
Md. Zamiur Rahman (CFO)	ESG Financial Integration	Reviews climate-related financial disclosures
Md. Akramul Hoque (HOD Plant)	Environmental Management	Certifies emission, Production QC
Partha Sharathi Bhowmik (HOD SC)	Supply Chain Sustainability	Audits supplier ESG compliance
S. M. Zeeshan Saad (HOD Audit)	Data Integrity	Conducts pre-assurance quality checks
Mohammad Rokibul Kabir (Secretary)	Governance Compliance	Ensures regulatory alignment
Md. Ashik Iqbal (HOD Brand)	Stakeholder Communications	Reviews public-facing ESG messaging
Mohammad Mazedul Hussain (Engineering)	Green Infrastructure	Validates energy efficiency
Amin Ur Rashid (HOD MKT)	Market Communication	Oversees S&M communication strategies related to ESG
Md Monirul Islam (HOD-CS)	Customer Survey	Leads customer surveys and gathers ESG-related feedback

Panel Responsibilities:

- Verify data accuracy across 78 ESG metrics
- Assess alignment with the SDGs goals
- Validate stakeholder engagement processes

3.2 Reporting Parameters

Category	Detail
Period Covered	January - December, 2024
Boundary	Owned and operated facilities in Bangladesh
Restatements	None (first-year GRI 4 application)
Assurance	Limited assurance by the Internal Auditor

Data Sources:

- SAP ERP system (quantitative)
- Employee feedback (qualitative)
- Supplier sustainability audits

This report demonstrates MJL Bangladesh PLC.'s dedication to accountable, stakeholder-driven sustainability reporting.

Welcomes feedback at **shahin.alom@mobilbd.com**

4. Sustainability Framework

Balancing Energy Security, Economic Growth & Planetary Health

4.1 Energy Security & Operational Excellence

Key Strategies:

- **Advanced Lubricant Solutions**
  - Mobil synthetic oils — 7% energy savings in industrial equipment
  - 40% extended oil life — Reduced resource consumption
- **Smart Maintenance**
  - Enhanced used oil analysis reduced 72% unplanned shutdowns
  - Predictive maintenance: 5% lower OPEX for clients

Impact Metrics:

98.5% machinery uptime for customers

Economic Prosperity

Innovation Drivers:

- R&D Investment
  - As per market need, new grade Mobil-branded lubricants were launched in 2024
  - 2% R&D budget increase
- Supply Chain Resilience
  - Local sourcing of 85% of packaging materials
  - 20% cost reduction via bulk packaging

Impact Metrics

3,500+ jobs supported in the value chain

4.2 Inclusive Growth

Empowerment Initiatives:

- Workforce Development
  - 20+ training hours/employee
  - 8% female hiring target by 2030
- Community Partnerships
  - Training for 500+ youth/Engineers
  - 500+ trees planted near operational sites

Impact Metrics:

- 93% employee retention rate
- 92% satisfaction in community surveys

4.3 Planet-Friendly Practices

Environmental Actions:

- Low-Carbon Operations
  - Solar power meets 30% of LOBP's canteen's energy needs
  - 3% emissions reduction (Scope 1&2)
- Circular Economy
  - 0.076% waste lubricant production
  - 99% base oil utilization efficiency

Impact Metrics:

- 5,000+ tons CO_2e avoided through efficient lubricants
- LEED Platinum certification for Mobil House HQ

This integrated approach ensures MJL Bangladesh PLC.:

- Secures energy through cutting-edge lubrication
- Drives growth via innovation & local value creation
- Protects communities and the environment

5. ESG Material Assessment Framework

At MJL Bangladesh PLC., we employ a rigorous four-stage methodology to determine the most material ESG topics that align with the business strategy and stakeholder expectations. This structured process ensures MJLBPLC focuses its sustainability efforts where they can create the greatest impact.

MJL Bangladesh PLC.'s Four-Step Process for Identifying Key Sustainability Topics

Phase	Activities	Tools/Methods	Outputs	2024 Example
1. Identification	▪ Stakeholder mapping ▪ Regulatory scan ▪ Peer benchmarking	▪ Industry surveys ▪ NGO consultations ▪ Materiality matrix draft	Longlist of potential ESG topics	Identified "SHC-lubricant Adoption" as an emerging issue through 15 customer interviews
2. Prioritization	▪ Impact vs influence analysis ▪ Business relevance scoring	▪ Weighted scoring model ▪ Management workshops	Shortlist material topics	Decarbonization of LOBP as top priority
3. Validation	▪ Peer review ▪ Stakeholder feedback sessions	▪ Report Review Panel ▪ Online stakeholder portal	Finalized core ESG focus areas	▪ Validated by audit ▪ Internal management ▪ External party
4. Review	▪ Annual performance tracking ▪ Emerging risk monitoring	▪ GRI gap analysis ▪ TCFD scenario testing	Updated materiality matrix 6-year roadmap	Revised "Water Stewardship" weight after 2024 flood impacts

Through management workshops involving all department heads, MJLBPLC distilled these to priority topics. Decarbonization of the Lube Oil Blending Plant emerged as the top priority, reflecting both business transformation potential and stakeholder expectations

6. Assessment Topics

MJL Bangladesh PLC., is ensuring clarity, impact, and alignment with sustainability and governance principles:

6.1 Environmental Sustainability

Air Quality & Climate Change – MJL Bangladesh PLC. actively monitors and improves air quality while implementing innovative emissions reduction strategies. The Climate Change Policy drives mitigation efforts, turning risks into opportunities for sustainable innovation.

Energy Efficiency & Renewables – Through the Energy Efficiency Policy, MJLBPLC optimizes consumption and increases Renewable Energy Use, reducing reliance on fossil fuels like Coal/Lignite and transitioning toward cleaner alternatives such as Natural Gas.

6.2 Materials & Waste Management

Waste Reduction & Circular Economy – The Waste Reduction Policy minimizes waste through recycling and sustainable supply chain practices. Environmental Supply Chain Management ensures eco-friendly procurement and logistics.

6.3 Water Stewardship & Biodiversity

Responsible Water Use – The Water Policy promotes conservation and recycling to minimize waste.

Biodiversity Protection – Aligned with TNFD Recommendations, the Biodiversity Policy and Zero Deforestation Commitment safeguard ecosystems, supported by Board & Executive Oversight.

6.4 Social Responsibility

Community & Human Rights – MJLBPLC engages in community development and upholds a Human Rights Policy, enforcing a strict ban on Child Labor.

Customer Trust – The Quality Assurance, Recall Policy, and Consumer Data Protection ensure safety, transparency, and privacy.

6.5 Diversity & Inclusion

Equal Opportunity – The policies promote workplace fairness, with a Gender Pay Gap Breakout ensuring merit-based compensation.

Leadership Diversity – MJLBPLC track Female Executives and Women on Board to foster inclusive decision-making.

6.7 Ethics & Compliance

Integrity in Operations – The Business Ethics Policy and Anti-Bribery Ethics Policy enforce transparency and zero tolerance for corruption.

6.8 Health, Safety & Workforce Well-being

Employee Protection – A Health & Safety Policy ensures a secure workplace, supported by Training and Fair Remuneration.

Employee Engagement – High Meeting Attendance and CSR Training reflect the commitment to workforce development.

6.9 Supply Chain Responsibility

Ethical Sourcing – Social Supply Chain Management prioritizes fair labor, human rights, and environmental sustainability.

6.10 Corporate Governance

Board Effectiveness – Regular Board Evaluations, balanced Board Composition, and strong Meeting Attendance ensure strategic oversight.

Audit & Risk Oversight – An independent Audit Committee ensures compliance and financial integrity.

Compensation Transparency – Executive & Director Share Ownership Guidelines align leadership incentives with long-term growth.

6.11 Sustainability Governance

Verified Reporting – Third-party audits (Verification Type) and unalterable reports ensure credibility in sustainability disclosures.



7. About MJL Bangladesh PLC.

The foundation of MJL Bangladesh PLC.'s sustainable operations was laid in 1998, when Mobil Corporation—later renamed ExxonMobil Corporation—partnered with the state-owned Jamuna Oil Company Limited and EC Securities Limited to form Mobil Jamuna Lubricants Limited. Today, MJL Bangladesh PLC. (MJLBPLC) is a publicly listed company.

Driven by the vision to make Bangladesh a regional leader in blending world-class lubricants, MJL Bangladesh PLC. commissioned the country's first-ever state-of-the-art Lube Oil Blending Plant (LOBP) in May 2003. This pioneering facility marked a significant step towards reducing dependency on imported finished lubricants while enhancing local manufacturing capabilities. Since then, MJL Bangladesh PLC. has significantly expanded both its production capacity and its sustainable marketing initiatives, promoting efficiency, reducing emissions, and supporting responsible consumption in the downstream energy sector.

The facility proudly maintains zero-emission operations while producing world-class lubricants that meet stringent international quality standards, including ExxonMobil's Product Integrity Management System and multiple ISO certifications covering quality, environmental management, and occupational health and safety.

Environmental stewardship forms the cornerstone of MJL Bangladesh PLC.'s operations. The company has implemented comprehensive sustainability measures including energy-efficient manufacturing processes, renewable energy integration, and innovative bulk packaging solutions that significantly reduce waste. By developing high-performance lubricants that enhance engine efficiency, MJL Bangladesh PLC. helps customers lower their carbon footprint while maintaining optimal equipment performance. The company's commitment extends to responsible waste management, with robust systems in place for handling and recycling used lubricants in an environmentally sound manner.

Beyond environmental considerations, MJL Bangladesh PLC. demonstrates strong social responsibility through its employment practices and community engagement. The company has created direct employment for over 180 professionals and supports more than 2,000 indirect jobs, contributing significantly to Bangladesh's economic development. Through continuous employee training programs and strict adherence to international health and safety standards, MJL Bangladesh PLC. maintains a workplace culture that prioritizes both productivity and worker wellbeing. The company's customer-first approach ensures tailored lubrication solutions across multiple industries, supported by technical expertise that helps clients optimize their operations.

Looking ahead, MJL Bangladesh PLC. has charted an ambitious sustainability roadmap aligned with global climate goals. The company has committed to achieving net-zero emissions by 2050 through increased renewable energy adoption, development of eco-friendly lubricant formulations, and digital transformation of its supply chain. These forward-looking initiatives demonstrate MJL Bangladesh PLC.'s dedication to sustainable industrial growth while maintaining its position as a market leader in Bangladesh's lubricant sector. Through transparent reporting and ongoing innovation, the company continues to set new standards for corporate responsibility in Bangladesh's manufacturing landscape.

MJLBPLC integrates Environmental, Social, and Governance (ESG) principles across the operations, aligning with:

- United Nations Sustainable Development Goals (SDGs)
- Bangladesh Climate Change Strategy and Action Plan
- ExxonMobil's global sustainability framework

7.1 Key MJL Bangladesh PLC.'s Highlights

MJL Bangladesh PLC. demonstrates strong operational and financial performance while maintaining a commitment to ESG (Environmental, Social, and Governance) principles.

Metric	Value	ESG Relevance
Total Permanent Employees	180	Social: Quality employment
Total Assets (Consolidated)	BDT 41.40 billion	Governance: Financial stability
Shareholders	34,994	Governance: Stakeholder inclusion
Customer Base	3,500+	Social: Market reach & impact
Distribution Touchpoints	35,000+	Environmental: Efficient logistics

7.2 Location of Headquarters and Operations

A comprehensive overview of the various locations of the headquarters and operational offices of the organization in Bangladesh. It includes details about the head office, customer service warehouses, local offices, and specialized facilities such as the Lube Oil Blending Plant (LOBP). This information is crucial for understanding the geographical distribution of the company's operations and ensuring effective communication and logistics.

Organizational Locations in Bangladesh



Head Office

The central hub of the organization's operations and decision-making.



Customer Service Warehouses

Facilities dedicated to storing and distributing products to customers.



Local Offices

Regional offices that support local operations and customer interactions.



Specialized Facilities

Unique facilities like the Lube Oil Blending Plant that serve specific functions.

Head Office

Mobil House, CWS (A) 13/A, Gulshan Avenue Bir Uttam Mir Shawkat Sarak, Dhaka - 1212, Bangladesh

Lube Oil Blending Plant (LOBP):

Guptakhal, East Patenga, Chattogram -4205, Bangladesh

Regional offices, warehouses & Customer Services

- **Tejgaon Warehouse:** 241, Tejgaon, Dhaka, Bangladesh
- **Kathgor Warehouse:** Sea Beach Road, Charpara (Near to the SAPL Depot) South Patenga, Kathgor, Chattogram.
- **Chattogram Office:** Mobil House, Plot #2, Road #3, Block K, Halishahar Housing Estate, Halishahar, Chattogram, Bangladesh.
- **Bogura Office:** Mobil Office Bogura-Dhaka Highway Betgari, Banani, Bogura-5800, Bangladesh
- **Sylhet Office:** Central Bus terminal Road, Clean Fuel CNG Filling Station, Kadamtoli, Sylhet-3100, Bangladesh
- **Jashore Office:** Holding No. 965, Tin Khamber Moar, Dhormotala Jashore - 7400, Bangladesh
- **Cumilla Office:** House No. 845 (3rd Floor) Road No. 01, BSCIC Road Cumilla - 3500, Bangladesh
- **Rangpur Office:** House No. 60/1, Road No. 01 Mulatol, Pukurpar Rangpur, Bangladesh
- **Faridpur Office:** Suborna Niloy, House No. 5389, Road No. 02, West Goalchamot, Faridpur, Bangladesh.

7.3 Stakeholder-Centric ESG Approach

(Stakeholder-focused Performance Overview)

Stakeholder	Material Issues	2024 Initiatives	Key Metrics	2030 Targets
Investors	Financial transparency Climate risk disclosure	▪ ESG-linked financial reporting ▪ Net-zero roadmap briefing	▪ 100% disclosure compliance ▪ 2% ESG engagement increase	▪ Sustainability progress ▪ Full TCFD alignment
ExxonMobil	Technology transfer Quality compliance	▪ Process upgrades at LOBP ▪ Lubricant R&D	▪ Satisfactory 3PIMS audit score ▪ QP&G score 3.9 out of 4	▪ Commercial, environmentally friendly lubricant launch
Customers	Product sustainability Safe usage	▪ Lubricant variants ▪ 1,200+ mechanic trainings	▪ 92% satisfaction rate	▪ 95% satisfaction target ▪ 85% recyclable packaging
Employees	Workplace safety Skills development	▪ 20 training hrs/ employee ▪ Female leadership program	▪ 0 LTIFR ▪ 5% female workforce	▪ 5% female representation ▪ Zero-harm workplace
Regulatory	Compliance assurance Standards development	▪ Zero non-compliance ▪ Lube quality standard input	▪ 100% permit renewals	▪ Industry standard ▪ ESG regulation benchmarking

Stakeholder	Material Issues	2024 Initiatives	Key Metrics	2030 Targets
Local Communities	Economic inclusion Environmental health	▪ 2,00 trees planted ▪ Flood relief programs	▪ 2,000+ indirect jobs ▪ 500+ households supported	▪ Vocational training expansion ▪ Safety enhancement projects
Civil Society	Transparent reporting Collective impact	▪ GRI-aligned reporting ▪ 5+ NGO partnerships	▪ Sustainable Lubricants Forum	▪ ESG advisory panel ▪ Circular economy coalition

MJL Bangladesh PLC. remains steadfast in its commitment to balance economic growth with environmental stewardship and social responsibility. The stakeholder-inclusive approach ensures MJLBPLC creates lasting value while contributing to Bangladesh's sustainable development goals.

7.4 Financial Matrices

Share-Capital in the years 2023 and 2024:

Authorized Capital	10,000 million
Paid-up Capital	3,167.52 million

Listing Details: In the year 2010

Exchange	Stock Symbol (Ticker)	ISIN (International Identification)
DSE	MJLBD	BD0313MJLBD7
CSE	MJLBD	BD0313MJLBD7

Credit Rating

Rating Aspect	Grade	Outlook
Long-Term	AAA	Stable
Short-Term	ST-1	-

7.5 Dividend History

Fiscal Year Ending	Cash Dividend	Stock Dividend
June 30, 2023	50%	None
June 30, 2024	52%	None

7.6 Statement of Changes in Equity

For the year ended 30 June 2024

Particulars	Share capital	Share premium	Retained earnings	Total equity
Balance as on 01 July 2023	**3,167,520,270**	**4,074,000,000**	**5,840,253,653**	**13,081,773,923**
Dividend for the year 2022-23	-	-	(1,583,760,135)	(1,583,760,135)
Total comprehensive income for the year	-	-	2,717,848,419	2,717,848,419
Balance as on 30 June 2024	**3,167,520,270**	**4,074,000,000**	**6,974,341,937**	**14,215,862,207**
Balance as on 01 July 2022	3,167,520,270	4,074,000,000	4,721,767,244	11,963,287,514
Dividend for the year 2021-22	-	-	(1,583,760,135)	(1,583,760,135)
Total comprehensive income for the year	-	-	2,702,246,543	2,702,246,543
Balance as on 30 June 2023	**3,167,520,270**	**4,074,000,000**	**5,840,253,653**	**13,081,773,923**

Note: MJLBPLC's Annual Report 2024 (Page 204)

7.7 Shareholder Composition

Shareholding composition of June 30, 2024

Sl.	Name of Shareholders	Number of Shares	% of total Shares
1	**SPONSORS/DIRECTORS:**		
	EC Securities Limited	164,906,818	52.0618
	Jamuna Oil Company Limited	61,621,900	19.4543
	Mr. Azam J Chowdhury	7,025	0.0022
	Tanjil Chowdhury	7,025	0.0022
	Sub-Total	**226,542,768**	**71.5205**
2	**GENERAL:**		
	Institutions:		
	Investment Corporation of Bangladesh	3,832,199	1.2098
	Pubali Bank Securities Limited	4,000,000	1.2628
	Pubali Bank Limited	2,270,502	0.7168
	Agrani Bank Limited	1,402,058	0.4426
	Sonali Bank Limited	2,136,000	0.6743
	NRB Bank Limited	840,000	0.2652
	IBSL Stock Dealer Account	896,000	0.2829
	Other Institutions	55,638,035	17.5651
	Sub-Total	**71,014,794**	**22.4197**
	Individuals:		
	Public	19,194,465.00	6.0598
	Sub-Total	**19,194,465.00**	**6.0598**

Note: MJLBPLC's Annual Report 2024 (Page 190)

8. Membership Association and Awards

MJL Bangladesh PLC., as a key player in the lubricants industry and a member of multiple influential associations, is committed to integrating Environmental, Social, and Governance (ESG) principles into its operations. This Association with a focus on Sustainability & ESG (Environmental, Social, and Governance), highlighting key partnerships and affiliations:

8.1 Key Affiliations Supporting Sustainability:

i. **Industry & Sustainability Partnerships**

- **Alliance Partner of ExxonMobil Asia Pacific Pte Ltd** – Collaboration on sustainable energy solutions and best practices in lubricant manufacturing.
- **Asian Lubricants Industry Association (ALIA)** – Engagement in regional sustainability initiatives and responsible lubricant industry practices.

ii. **Regulatory & Standards Compliance**

- **Bangladesh Standards and Testing Institution (BSTI)** – Adherence to national quality and environmental standards.
- **Bangladesh Accreditation Board (BAB)** – Commitment to certified, sustainable operational frameworks.

iii. **Energy & Petroleum Sector Collaboration**

- **Bangladesh Petroleum Corporation** – Partnership in sustainable fuel distribution and energy efficiency programs.

iv. **Corporate Governance & Transparency**

- **Bangladesh Association of Publicly Listed Companies** – Promotion of ESG compliance and corporate governance in listed entities.
- **Dhaka Stock Exchange (DSE) & Chattogram Stock Exchange (CSE)** – Alignment with sustainable investment principles and transparent reporting.

v. **Trade & Economic Development**

- **Dhaka Chamber of Commerce and Industry** – Advocacy for sustainable business growth and green economic policies.
- **Chattogram Chamber of Commerce and Industry** – Advocacy for sustainable business growth and green economic policies.

Through these affiliations, MJL Bangladesh PLC. strengthens its ESG framework, ensuring responsible operations, regulatory compliance, and long-term sustainability in Bangladesh's evolving energy and corporate landscape.

8.2 Awards

MJL Bangladesh PLC's award achievements:

1. Environmental Stewardship

Focuses primarily on governance and operational awards, environmental leadership is implied through digital transformation and sustainable operations. You can emphasize:

- Adoption of sustainable manufacturing processes.
- Investment in energy-efficient technologies (e.g., SAP-led transformations).
- Compliance with ExxonMobil's global Product Integrity Management System (3PIMS).
- Contribution to reduced carbon footprint through operational excellence.

2. Social Responsibility

- Prioritizes stakeholder value through transparent communication and ethical practices.
- Customer-centric services recognized by the ExxonMobil Marketing Excellence Award 2023.
- Long-term market presence and responsible brand reputation across Bangladesh.
- Capacity-building through skilled workforce development and technology integration.

3. Governance Excellence

- ICSB National Awards for Corporate Governance Excellence received for over 5 consecutive years.
    - Demonstrates a strong corporate governance framework.
    - Reinforces transparency, ethical leadership, and regulatory compliance.
- ICMAB Best Corporate Awards have been received multiple times.
    - Validates financial accountability and responsible business practices.
    - Highlights leadership in cost management, audit compliance, and corporate reporting.

4. Global & Regional Recognition

- Asia Pacific Distributor Circle of Excellence Award (several times).
    - Acknowledges supply chain excellence and consistent performance in the region.
- ExxonMobil Marketing Excellence Award 2023.
    - Recognizes strategic market development aligned with global ESG standards.
- Special SAP Recognition for Manufacturing Transformation 2021.
    - Demonstrates digital adoption for sustainable industrial growth.
    - Reinforces commitment to operational transparency and traceability.

Mobil 1™ Ultimate Full Synthetic Engine Oil is engineered with advanced molecular technology to deliver exceptional engine protection, fuel economy benefits, and extended oil drain intervals (ODI). By reducing engine friction and wear, it enhances overall fuel efficiency, which contributes directly to lowering CO_2 emissions per kilometer driven.

Key sustainability benefits:

- Reduced Carbon Footprint: Enhanced fuel efficiency lowers tailpipe CO_2 emissions, supporting both individual and fleet-level decarbonization efforts.
- Extended Oil Drain Interval (ODI): Fewer oil changes mean reduced lubricant consumption, packaging waste, and transport-related emissions.
- Lower Environmental Impact: Formulated with high-purity synthetic base oils that maintain performance longer, reducing total lifecycle emissions associated with oil manufacturing, usage, and disposal.
- Compatibility: Meets industry standards (e.g., API SP, ACEA C5, ILSAC GF-6A) for modern engines, supporting cleaner combustion.

Mobil 1's cutting-edge formulation makes it a critical enabler for sustainable mobility, combining performance, protection, and planet-conscious innovation.



9. Occupational Health & Safety

MJL Bangladesh PLC. has consistently prioritized workplace safety, covering Recoverable Injury Rate, Zero Casualties, and Training Hours from 2021 to 2024.

Focus Areas: Workplace Safety, Employee Training, and Zero Harm Culture

Total Employees: 180

Year	Recoverable Injury Rate (per 100 employees)	No Casualty (Zero Fatalities)	Total Training Hours (Annual)	Key Initiatives
2021	1.2	Achieved	1,800	▪ Introduced safety SOPs ▪ Basic HSE training for all staff
2022	0.8	Achieved	2,160	▪ Enhanced PPE compliance ▪ Advanced fire safety drills
2023	0.6	Achieved	2,700	▪ Digital incident reporting ▪ ESG-focused workshops
2024	0	Achieved	3,600	▪ Software driven safety monitoring ▪ Leadership in sustainability training

9.1 Key Achievements & Trends (2021-2024):

MJL Bangladesh PLC. has made remarkable strides in ESG and workplace safety, achieving a zero-casualty record since 2021 while reducing recoverable injuries by 70%—from 1.2 to just 0.1 per 100 employees. The company's commitment to employee development is evident in its doubled annual training hours, reaching 3,600 in 2024, Avg. per employee rose from 10 to 20 hours/year, reflecting ESG/skill investments.

Ensuring each employee receives ~20+ hours of HSE, ESG, and technical training. By integrating safety tools and sustainability certifications, MJLBPLC not only exceeds global standards but also sets a benchmark for responsible business practices in Bangladesh's energy sector, paving the way for a safer, greener, and more efficient future.

10. Diversity & Inclusion

10.1 Gender Diversity

MJL Bangladesh PLC. recognizes that gender diversity is a strategic imperative for sustainable business success. MJLBPLC is actively transforming the workplace through:

- Equitable recruitment from diverse talent pools based on work natures
- Targeted development programs for female employees
- Inclusive retention strategies that address systemic barriers

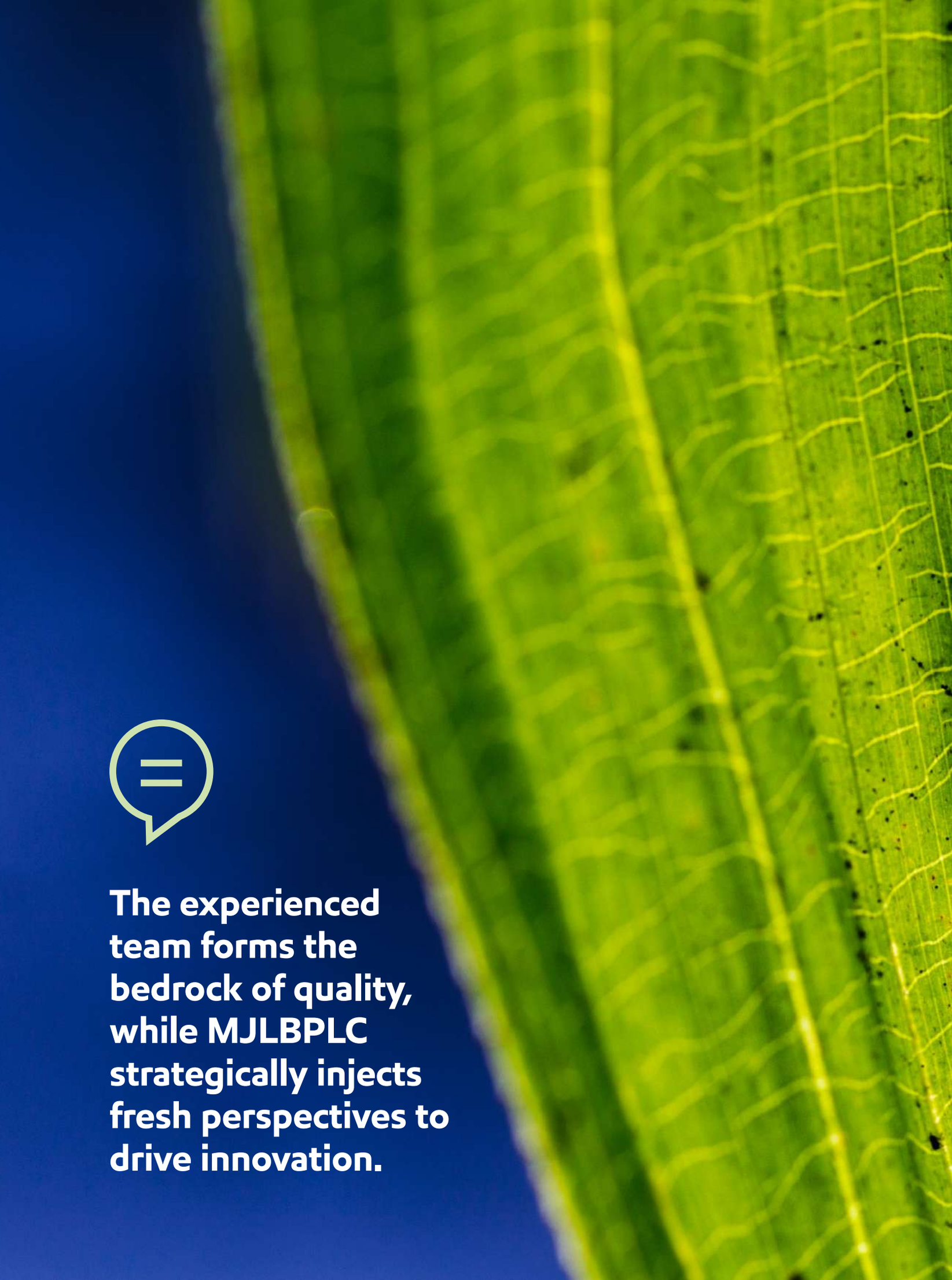
Employee Category	Male	Female	Total	% Female
Board of Directors	6	1	7	14%
Senior Management	21	1	22	5%
Mid-Level Management	64	4	68	6%
Entry-Level Positions	86	4	90	4%
Total Workforce	**171**	**9**	**180**	**5%**

10.2 Age Diversity

Age Group	Male Employees	Female Employees	% of Total Workforce
<30 years	18	2	11%
30-50 years	138	5	79%
>50 years	16	1	10%

Percentage of Total Workforce by Age Group





The experienced team forms the bedrock of quality, while MJLBPLC strategically injects fresh perspectives to drive innovation.

10.3 Employee Turnover (2024)

Resignations	Total Permanent Employees	Turnover Rate
12	180	6.67%

Diversity Hiring (2024)

Gender	New Hires	Recruitment Diversity Ratio
Male	15	93.75%
Female	1	6.25%
Total	**16**	**100%**

10.4 Workforce Composition Highlights

The talent landscape reflects valuable experience with opportunities for generational expansion:

- **Strength in Experience:** 79% of the workforce comprises seasoned professionals (30-50 years), bringing deep technical knowledge and operational excellence to the lubricants business
- While the current representation of female employees is relatively low due to the traditionally male-dominated nature of sales, marketing, LOBP operations, and travel-intensive roles, MJL Bangladesh PLC. is actively exploring inclusive strategies to encourage greater female participation across all business functions.
- **Stability Advantage:** This experienced core provides mentorship capabilities and maintains a strong safety culture in industrial operations
- **Emerging Talent Development:** Currently building robust early-career pipelines (11% under 30) through:
    - University partnerships for engineering graduates
    - Apprentice programs in plant operations
    - Digital upskilling initiatives for younger recruits

10.5 Future-Focused Workforce Strategy

MJLBPLC is actively cultivating multigenerational teams by:

- Launching reverse mentoring programs pairing senior engineers with new hires
- Modernizing knowledge transfer systems to capture institutional expertise
- Designing flexible roles that appeal to both experienced professionals and digital-native talent

This balanced approach allows us to maintain operational excellence while progressively building the diverse, future-ready workforce the evolving industry requires.

While MJL Bangladesh PLC. enjoys stable overall turnover and low employee attrition, MJLBPLC recognizes the need to enhance gender diversity across all departments. Sales and marketing have shown progress in fostering balanced representation, but achieving equal diversity remains challenging in certain operational areas due to industry-specific dynamics.

The Commitment:

- Actively minimizing diversity gaps through targeted recruitment, retention strategies, and inclusive policies
- Creating pathways for underrepresented talent in traditionally imbalanced departments
- Building a workplace culture that attracts, retains, and empowers diverse professionals

MJLBPLC acknowledges that systemic change takes time, but MJLBPLC is dedicated to measurable progress. The goal is not just compliance—but a truly inclusive organization where every employee thrives.

11. Business Overview

MJL Bangladesh PLC. is an industry leader in Lubricants & Petroleum products in Bangladesh's lubricant industry, with technical partnership from ExxonMobil Corporation. Since commencing operations in 1998, MJLBPLC has built a reputation for quality, innovation, and sustainability in lubricant manufacturing and distribution.

11.1 Diversified Product Portfolio

MJL Bangladesh PLC. offers two flagship brands, catering to both premium and value-driven market segments:

Mobil-Branded Lubricants

Global Expertise, Local Adaptation

- Manufactured under ExxonMobil's Product Integrity Management System (3PIMS)
- Certified by SAE, API, JASO, and major OEMs
- Applications: Automotive (passenger cars, commercial vehicles), industrial machinery, marine, and aviation

Key Product Categories

- Engine Oils (Mobil 1™, Mobil Super™)
- Gear & Transmission Fluids
- Hydraulic & Industrial Lubricants
- Greases & Specialty Products

Omera-Branded Lubricants

Proudly Bangladeshi, Internationally Benchmarked

- Formulated for local operating conditions (high humidity, dust, stop-and-go traffic)
- Cost-effective without compromising quality
- Applications: Motorcycles, small engines, agricultural machinery

Key Product Categories

- Motorcycle Engine Oils
- 3-wheeler & Small Engine Lubricants
- Agricultural & Tractor Oils

11.2 Market Segments Served

Sector	Key Customers	MJLPLC Solutions
Automotive	Car owners, fleet operators	Mobil 1™, Mobil Super™, etc,
Transportation	Bus/truck fleets, logistics companies	Mobil Delvac™ heavy-duty oils, etc.
Industrial	Factories, power plants	Hydraulic fluids, gear oils, etc.
Marine	Shipping companies, ports	Marine engine oils
Aviation	Domestic airlines	Jet turbine lubricants

11.3 Market Segmentation Strategy

MJL Bangladesh PLC. strategically segments its lubricant products across B2B (Business-to-Business), B2C (Business-to-Consumer), and Export Markets to optimize market reach and customer engagement.

11.4 Domestic Market Segmentation

B2B Market Segments

Product Segment	Customer Segment	Key Characteristics
Industrial Lubricants	Institutional & Direct	Bulk supply for factories, power plants
Marine Lubricants	Distributor	Specialized solutions for shipping/ logistics
Aviation Lubricants	Institutional & Direct	High-performance oils for airlines/ MROs

Key Focus Areas

Industrial Manufacturing

- Custom-formulated hydraulic & gear oils
- Scheduled lubrication maintenance programs
- Bulk supply options (20,000L+ containers)

Transportation & Logistics

- Fleet-specific lubricant packages
- Fuel economy optimization programs
- Driver training on proper lubrication practices

Energy Sector

- Turbine & transformer oils
- Critical equipment protection programs

Value Proposition

- **Cost Efficiency:** Bulk pricing models
- **Reliability:** ExxonMobil-backed formulations
- **Sustainability:** Waste oil take-back programs

Engagement Channels

- Dedicated account managers
- On-site lubrication audits
- Quarterly performance reviews

B2C Market Segments

Product Segment	Customer Segment	Key Characteristics
Passenger Vehicle Lubricants	Wholesaler, Retailer, End User	Branded oils for cars/motorcycles (e.g., Mobil 1™)
Commercial Vehicle Lubricants	Wholesaler, Retailer, End User	Fleet solutions for transport companies (e.g., Mobil Delvac 1™)

Key Product Categories:

Passenger Vehicles

- Mobil 1™ synthetic engine oils
- Fuel-saving formulations
- Extended drain interval options

Motorcycles & 3-Wheelers

- Bike specialty oils
- Stop-and-go traffic formulations
- Affordable maintenance packs

Small Engines

- Generator & pump lubricants
- Agricultural equipment oils
- DIY change kits

Value Proposition:

- **Performance:** Engine protection guarantees
- **Convenience:** 35,000+ retail access points
- **Trust:** Mobil brand heritage

Engagement Channels:

- Authorized service centers
- Mobile app with oil selector tool
- Social media education campaigns

11.5 Cross-Segment Initiatives

Digital Transformation:

- E-commerce platform for both segments
- Product recommendation

Sustainability Programs:

- Used oil collection points at B2B sites & B2C retailers
- Carbon footprint calculator for commercial customers

Training & Education:

- B2B: Technical workshops
- B2C: DIY maintenance videos

11.6 Export Market: Nepal

MJL Bangladesh PLC. has expanded its footprint to Nepal, targeting both B2B and B2C segments with tailored strategies.

B2B Export to Nepal

Product Segment	Customer Segment	Key Focus
Industrial Lubricants	Large Enterprises	Mining, hydropower, and manufacturing sectors
Commercial Vehicle Lubricants	Fleet Operators	Truck and logistics companies

Strategies:

- Partnering with local distributors in Kathmandu, Nepal
- Offering competitive pricing for bulk orders
- Providing technical training for Nepalese partners

B2C Export to Nepal

Product Segment	Customer Segment	Key Focus
Passenger Vehicle Lubricants	Retailers/Auto Shops	Premium brands (Mobil™) for car owners
Motorcycle Lubricants	Local Dealers	Affordable options for two-wheeler users

Strategies:

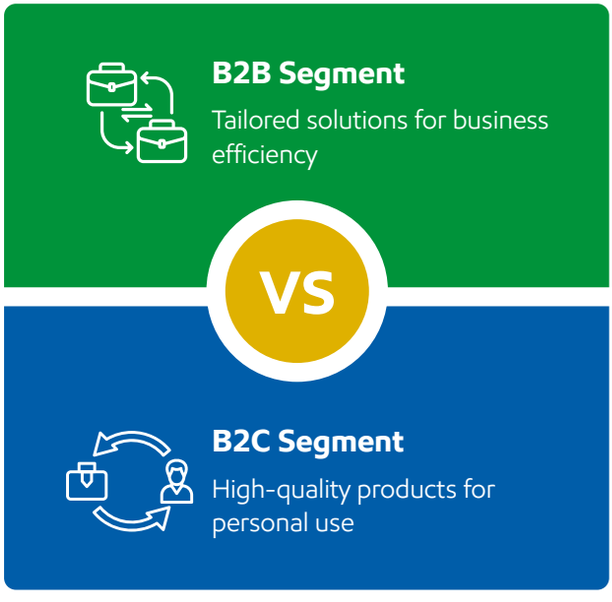
- Leveraging e-commerce platforms for wider reach
- Localized marketing campaigns
- Ensuring product availability in major auto hubs

11.7 Strategic Alignment

- Domestic (Bangladesh): Focus on deep market penetration via 35,000+ retail touchpoints and institutional partnerships.
- Export (Nepal): Build brand presence through local partnerships and cater to niche industrial demands.

"The segmentation ensures the right lubricant reaches the right user through the right channel—whether in Bangladesh or Nepal."

Choose the appropriate marketing strategy for lubricating oils



11.8 Commitment to Sustainable Lubrication

MJL Bangladesh PLC. integrates ESG principles into product development:

- Eco-Advanced Formulations: Low-emission, extended-drain-interval oils
- Bulk Packaging: Reducing plastic/steel drum waste
- Used/Waste Oil Recycling: Partnering with certified vendors

11.9 Operational Excellence

- **Manufacturing:** State-of-the-art Lube Oil Blending Plant (LOBP) in Chattogram
  - Zero liquid discharge facility
  - ISO 9001, 14001, 45001 certified
  - ExxonMobil: 3PIMS
- **Distribution:** 35,000+ retail touchpoints nationwide
- **R&D:** Local testing lab (ISO/IEC 17025 accredited and ExxonMobil QP&G)

Mobil SHC™

Mobil SHC™ – Advanced Synthetic Lubricants for Industrial Applications

Mobil SHC™ synthetic lubricants are engineered to deliver superior protection, energy efficiency, and extended equipment life across a broad range of demanding industrial applications. Designed with advanced base fluids and proprietary additive technology, Mobil SHC oils and greases outperform conventional lubricants in extreme temperatures, high loads, and contamination-prone environments under scope 3 impact.

Key Industrial Applications

1. Gearboxes and Enclosed Gear Systems
   - Product Example: Mobil SHC™ 600 Series
   - Mobil SHC™ 600 Series synthetic lubricants can reduce energy consumption in gearboxes and circulating systems by up to 3.6%*. They can also: Extend oil life by up to six times vs. conventional oil
2. Air and Gas Compressors
   - Product Example: Mobil Rarus SHC 1020 Series
   - Offers low volatility, extended drain life, and carbon-free performance.
3. Refrigeration Compressors and Arctic Applications
   - Product Example: Mobil EAL Arctic Series
   - Environmentally Acceptable Lubricant (EAL) — biodegradable and non-toxic, suitable for marine and environmentally sensitive refrigeration operations.

Sustainability & Efficiency Advantages

- Reduces energy consumption via lower friction and fluid drag.
- Extends equipment life and reduces maintenance downtime.
- Enables longer oil drain intervals, reducing waste and environmental impact.

(*) Energy efficiency relates solely to the performance of Mobil SHC 600 when compared to conventional (mineral) reference oils of the same viscosity grade in circulating and gear applications. The technology used allows up to 3.6% efficiency compared to the reference when tested in a worm gearbox under controlled conditions. Efficiency improvements will vary based on operating conditions and application.

12. Subsidiary Companies & Operations

MJL Bangladesh PLC., along with its subsidiary companies, holds a prolific and lucrative position in the petroleum industry by implementing forward-thinking techniques and maintaining the highest standards in product quality and sustainability. The company operates across multiple segments, including Liquefied Petroleum Gas (LPG), lubricants, fuel storage, and distribution, ensuring energy security and environmental responsibility in Bangladesh.

12.1 Omera Petroleum Limited (OPL)

OPL is a leading LPG provider in Bangladesh, ensuring convenience, safety, and reliability. Key initiatives include:

- European Standard Facilities: State-of-the-art bottling and storage plants in Mongla, Ghorashal, Bogura, and Mirasharai.
- LPG Fleet: Three specialized LPG carriers—M.T Omera Glory, M.T Omera King, and M.T Omera Princess—equipped with Japanese navigation and European technology for safe and efficient distribution.

12.2 Omera Cylinders Limited (OCL)

Manufactures high-quality LPG cylinders adhering to DOT4BA 240 & DOT4BW 240 standards with European technology. Key features:

- Automated Production: Uses advanced machinery (Forming Machine, Automated Welding, Heat Treatment, Hydrostatic Testing, and Electrostatic Coating).
- Safety & Durability: Ensures long-lasting, secure cylinders for domestic and industrial use.

12.3 Omera Gas One Limited (OGL)

A joint venture with Japan's Saisan Co. Limited, focusing on:

- Bulk LPG Supply: Serving commercial, industrial, and residential sectors.
- Autogas Solutions: Developing LPG filling stations and conversion kits for vehicles.
- Consultancy & Engineering: Providing sustainable energy solutions.



13. Policies & Guidelines

13.1 Community & Customers

At MJL Bangladesh PLC., is dedicated to shaping a sustainable future that balances business success with social and environmental responsibility. MJLBPLC's strong workforce is the foundation of this journey, delivering on the mission through integrity, innovation, and impact.

MJLBPLC actively promotes human rights, environmental stewardship, and ethical practices across its operations. The values are reflected in the strict anti-discrimination policies, rejection of child labor, commitment to customer satisfaction, and protection of personal data.

Sustainability is woven into every layer of the strategy—from reducing emissions to enhancing energy efficiency, conserving water, minimizing waste, and preserving biodiversity. MJLBPLC engages with stakeholders to drive continuous progress, ensuring the operations are as responsible as they are resilient.

MJLBPLC believes in investing in people—providing a workplace culture that values mental and physical wellbeing, encourages diversity, and supports professional growth. The ESG approach is not just about compliance—it's about making a meaningful difference for the customers, communities, and the future.

13.2 Human Rights and Fair Employment

13.2.1 Human Rights Policy

MJL Bangladesh PLC. ensures the protection of human rights across all business activities. This is firmly embedded in MJLBPLC's operation policies and applies to all stakeholders.

13.2.2 Equal Employment Opportunity (EEO)

MJLBPLC is proud to be an equal opportunity employer. Discrimination based on age, race, religion, gender identity, disability, or other personal attributes is strictly prohibited. Every complaint is investigated thoroughly to maintain a respectful and fair workplace.

13.2.3 Guidelines Against Child Labor

MJLBPLC enforces zero-tolerance guidelines toward child labor in line with national and international laws, ensuring the workforce is protected and ethically managed.

13.2.4 Product Quality and Customer Protection

The Customer Relations and Product Quality Policy ensures that all products meet or exceed industry standards and customer expectations, reinforcing trust in the brand.

13.2.5 Consumer Data Protection

Confidentiality is paramount. Through Non-Disclosure Agreements and strict internal controls, MJLBPLC safeguards sensitive data belonging to both MJLBPLC and its clients.

13.2.6 Talent Acquisition Policy & Procedure

Since 2016, the Talent Acquisition Policy & Procedure has established a structured framework for all staff involved in recruitment and selection. Designed to promote equal employment opportunities, this policy ensures that the most qualified candidate, based on knowledge, skills, expertise, experience, and education, is selected for every vacancy.

An effective, fair, and transparent recruitment process is critical to MJLBL's success, enabling the organization to attract and appoint the best talent.

13.3 Diversity and Inclusion

13.3.1 Equal Opportunity

MJLBPLC is committed to fostering a diverse and inclusive work environment where individuals from all backgrounds are respected, valued, and given equal opportunities.

13.3.2 Inclusive Workplace Initiatives

MJLBPLC cultivates a culture of inclusion through leadership training, diverse recruitment practices, and employee-led initiatives that reflect the company's collective commitment to equality.

13.3.3 Open Door Communication Policy

MJLBPLC is committed to fostering an open, transparent, and collaborative work environment. Employees are encouraged to freely discuss concerns, ideas, and problems to ensure timely resolution and mutual understanding.

13.4 Climate and Environmental Responsibility

13.4.1 Climate Change Policy

MJLBPLC is committed to environmental sustainability through targeted initiatives that reduce the carbon footprint and enhance resource efficiency. MJLBPLC's SH&E - Environment Policy focuses on environmental sustainability. By installing oil-free magnetic bearing compressors at Mobil House, MJLBPLC significantly cut greenhouse gas emissions, while sustainable operational practices optimize resource use. MJLBPLC actively engages stakeholders through seminars and clinics to foster climate resilience and collaboration. Additionally, investment in innovative green technologies—such as solar power and eco-friendly vehicles—underscores dedication to long-term sustainability and a greener future.

13.4.2 Energy Efficiency Policy

MJLBPLC is driving sustainable progress by actively reducing energy consumption through targeted efficiency programs, while integrating clean energy solutions like solar panels across the facilities. MJLBPLC further amplifies the impact by collaborating with supply chain partners, encouraging them to adopt energy-conscious practices that collectively advance shared sustainability goals.

13.4.3 Waste Reduction Policy

MJLBPLC is committed to minimizing waste. The Lube Oil Blending Plant (LOBP) follows ExxonMobil's global standards for waste reduction. MJLBPLC embraces a circular economy by prioritizing reuse and recycling. Additionally, MJLBPLC collaborates with local communities to strengthen the sustainability efforts. Together, MJLBPLC achieves a greater environmental impact.

13.4.4 Water Conservation Policy

MJLBPLC prioritizes efficient water use by minimizing operational consumption. MJLBPLC implements robust systems to prevent water pollution and safeguard nearby water bodies. Through stakeholder engagement, MJLBPLC promotes awareness and responsible water practices. Together, these efforts ensure sustainable water management.

13.4.5 Zero Deforestation Policy

MJLBPLC enforces a strict no-deforestation policy across all operations. MJLBPLC ensures sustainable sourcing by rigorously assessing supply chain environmental impacts. Additionally, MJLBPLC actively supports local reforestation initiatives to restore ecosystems. These actions demonstrate the commitment to preserving biodiversity and combating climate change.

13.4.6 Biodiversity Policy

MJLBPLC actively protects natural habitats by minimizing ecosystem disturbances. MJLBPLC carefully evaluates resource use to ensure biodiversity preservation. Through targeted training programs, MJLBPLC educates staff and partners on environmental best practices. These efforts reflect the commitment to sustainable operations and ecological stewardship.

13.5 Ethics and Compliance

13.5.1 Business Ethics Policy

The operations adhere to the highest ethical standards, covering areas such as confidentiality, product safety, and environmental responsibility.

13.5.2 Anti-Corruption and Fair Business Practices

MJLBPLC maintains strict ethical standards by actively preventing financial conflicts of interest. MJLBPLC prohibits all commissions, gifts, or personal benefits that could compromise fairness or transparency in business dealings. These measures ensure integrity in all operations and decision-making processes.

13.5.3 Alcohol and Drug Use Policy

MJLBPLC enforces a strict alcohol and drug-free workplace policy to ensure safety and productivity. Substance abuse is prohibited, including illicit drugs, misuse of prescriptions, and unauthorized alcohol use on premises. The company treats dependency as a medical condition and encourages early treatment through Medical Service provider, with covered expenses per company rules. This policy covers all substance abuse forms, balancing accountability with support.

13.5.4 Data Integrity Assurance Policy

MJLBPLC enforces strict data integrity standards. All employees must report accurate test results and quality data. This applies to all levels, both internal and external. Failure to report violations is serious misconduct. The policy protects quality standards and customer trust. The report concerns without fear to the designated authority. MJLBPLC maintains factual accuracy in all operations.

13.5.5 Product Safety Policy

MJLBPLC puts safety first. MJLBPLC identifies and manages product risks carefully. MJLBPLC provides clear safety instructions for handling, transport, use and disposal. MJLBPLC follows all laws and sets higher standards when needed. MJLBPLC works with governments to create good safety rules based on science. Safety and environmental impacts guide the product development. MJLBPLC researches the products' health and safety effects and shares what

MJLBPLC learns. MJLBPLC regularly checks the work to follow this policy and improve. The goal is safe products that protect people and the planet.

13.6 Health, Safety, and Human Capital Development

13.6.1 Safety Policy

At MJLBPLC, MJLBPLC prioritizes workplace safety. MJLBPLC maintains secure facilities and robust management systems. Regular risk assessments help us identify and address hazards. MJLBPLC strictly complies with all safety regulations. The teams are trained and equipped to handle emergencies effectively. Together, these measures create a protected environment for all employees.

13.6.2 Health Policy

MJLBPLC safeguards employee health through proactive measures. MJLBPLC conducts thorough health risk evaluations. All staff receive access to medical services. Health data remains strictly confidential. MJLBPLC actively promotes wellness programs and preventive care. These actions demonstrate the commitment to a healthy workforce.

13.6.3 Physical Health Support

MJLBPLC cares for employee well-being. MJLBPLC provides medical reimbursement for staff and families. Nutritious meals are served in on-site cafeterias. Workstations feature ergonomic designs for comfort. An in-house doctor offers convenient medical care. These benefits support a healthy, productive workforce.

13.6.4 Mental Health Support

MJLBPLC supports employee well-being. MJLBPLC offers programs to maintain work-life balance. Staff can access mental health resources. Regular awareness sessions promote psychological well-being. These initiatives foster a healthy, productive workplace.

13.6.6 Work Environment

MJLBPLC fosters a respectful and inclusive workplace. MJLBPLC promotes open communication at all levels. The zero-tolerance policy strictly prohibits harassment and discrimination. Every employee deserves dignity and equal opportunity. These principles create a safe, welcoming environment for all.

13.6.7 Employee Engagement

MJLBPLC invests in employee growth. Mentorship and development programs enhance professional skills. Team-building activities strengthen collaboration. Social engagements foster meaningful connections. Together, MJLBPLC builds a skilled, united workforce.

13.6.8 Financial Wellbeing

MJLBPLC values employee financial well-being. MJLBPLC offers competitive compensation packages. Employees benefit from Provident Fund and Gratuity plans. Structured loan programs provide financial support. These measures ensure long-term financial security for the workforce.

13.6.9 Training Policy

MJLBPLC is committed to employee development from day one. New hires receive comprehensive induction and orientation programs. We provide technical, soft skills, and essential safety training to all employees. Hands-on on-the-job training enhances practical knowledge. The online learning platforms enable continuous skill development. Dedicated performing employees benefit from specialized foreign training opportunities. MJLBPLC also implements ExxonMobil's recommended training programs to maintain global standards. Together, these initiatives create a culture of continuous learning and professional excellence.

At MJL Bangladesh PLC., MJLBPLC believes business performance is inseparable from environmental and social responsibility. The policies ensure that MJLBPLC creates long-term value while protecting people and the planet. MJLBPLC remains committed to transparency, stakeholder engagement, and operational excellence. By integrating ESG principles at every level, MJLBPLC ensures that MJL Bangladesh PLC. grows sustainably—and responsibly—for generations to come.


Mobil
House
MJL Bangladesh PLC.

14. Mobil House

LEED Platinum Certified Green Building, Dhaka

MJL Bangladesh PLC. | Dhaka, Bangladesh

Mobil House, the corporate headquarters of MJL Bangladesh PLC., is a LEED Platinum-certified green building, recognized as one of the most sustainable commercial structures in Bangladesh. Awarded 85 out of 110 points under the LEED BD+C: New Construction v2009 rating system, Mobil House exemplifies energy efficiency, water conservation, and occupant well-being.

14.1 Key Achievements

- LEED Platinum Certification (October 2019) – Highest green building standard.
- 30% less energy use than conventional office buildings.
- 50% reduction in water consumption via recycling & rainwater harvesting.
- 100% wastewater reuse with zero liquid discharge.
- Optimal indoor air quality with CO_2 monitoring & biophilic design.

14.2 Sustainable Design & Architecture

14.3 Climate-Responsive Features

- **Strategic Orientation:** North-east alignment maximizes daylight while minimizing heat gain.
- **Thermal Insulation:** 300 mm thick concrete walls & double-glazed low-E (argon-filled) glass.
- **Vertical Gardens & Shaded Terraces:** Reduce urban heat island effect.

14.4 LEED Certification Breakdown

LEED Category	Points Achieved	Performance Highlights
Sustainable Sites	25/26	Bike storage, green vehicles, urban location.
Water Efficiency	10/10	Rainwater harvesting, 100% wastewater reuse.
Energy & Atmosphere	21/35	High-efficiency HVAC, solar power.
Materials & Resources	8/14	Recycled & regional materials.
Indoor Environmental Quality	11/15	CO_2 monitoring, daylight optimization.
Innovation & Regional Priority	10/10	Perfect score for green innovation.

14.5 Energy Efficiency & Renewable Energy

14.5.1 Smart Energy Systems

- HVAC: Magnetic-bearing chillers (COP 6.3) with 35% energy savings.
- Lighting: LED lamps + motion sensors (75–80% less energy).
- Automation: Integrated Building Management System (BMS).

14.5.2 Solar Power Integration

System	Annual Generation	% of Load Covered
On-Grid Solar	6,767 kWh	20% (lighting)
Total	6,767 kWh/year	Avoids 5.1 tCO_2e/year

14.5.3 Water Conservation & Management

Key Initiatives

- **Rainwater Harvesting:** 12,000-liter tank — 144,000 liters reused annually.
- **Sewage Treatment Plant (STP):** 100% wastewater recycled for toilets & cooling.
- **Low-Flow Fixtures:** Sensor taps with 5–7 second shut-off.

14.5.4 Water Savings vs. Baseline

Metric	Mobil House	Conventional Building	Savings
Annual Water Use	7,332 m^3	14,664 m^3	50% less

14.5.5 Indoor Environmental Quality (IEQ)

Occupant Health & Comfort

- **Daylighting:** Skylights + transparent partitions (90% workspaces with natural light).
- **CO_2 Monitoring:** Automated ventilation adjusts fresh air supply.
- **Biophilic Design:** Vertical gardens & courtyards reduce stress.

Air Quality Metrics

Parameter	Performance	Standard
CO_2 Levels	<800 ppm	ASHRAE 62.1
$PM_{2.5}$	<10 µg/m^3	WHO Guideline

14.5.6 Waste & Materials Optimization

- Zero Liquid Discharge: No wastewater leaves the site.
- Sustainable Materials:
  - 30% recycled content (steel, glass).
  - FSC-certified wood.

14.5.7 Awards & Recognition

- LEED Platinum Certification (USGBC, 2019)
- Green Building in Bangladesh

Mobil House is a benchmark for sustainable architecture in Bangladesh, proving that green buildings can be aesthetically striking, cost-efficient, and environmentally responsible. Mobil House demonstrates MJLBPLC's commitment to SDGs 7 (Clean Energy), 11 (Sustainable Cities), and 13 (Climate Action) while enhancing employee productivity and well-being.

14.6 Regional Multi-purpose Building

14.6.1 Mobil House, Jessore



The Regional Multi-purpose Building, known as Mobil House in Jessore, serves as an Office-cum-Warehouse and a strategic data hub for MJL Bangladesh PLC. Construction of the facility began in August 2018, and it became commercially operational in October 2024.

The project reflects MJLBPLC's commitment to long-term infrastructure resilience and sustainable growth. Strategically located in a low seismic risk zone, the building is designed to serve as the main Data Center for the Group, ensuring business continuity and digital security.

The architectural and engineering plans emphasize superior standards across all phases—integrating safety, energy efficiency, and environmental compliance. This facility represents a forward-looking investment in regional development, technological advancement, and risk-resilient operations.

14.6.2 Mobil House, Chattogram



Mobil House Chattogram: A Strategic Hub for MJL Bangladesh PLC.

Mobil House Chattogram stands as a pivotal facility for MJL Bangladesh PLC., reinforcing the company's commitment to operational excellence and regional presence. Situated in the Halishahar Housing Estate of Chattogram, this establishment serves as a key administrative and logistical center, supporting MJLBPLC's extensive operations in the southeastern region of Bangladesh

Key Features:

- **Strategic Location:** Located in Chattogram, Bangladesh's principal port city, Mobil House Chattogram provides MJLBPLC with enhanced access to maritime trade routes, facilitating efficient distribution and supply chain management.
- The facility functions as a regional office, overseeing various aspects of MJLBPLC's business activities, including sales, customer service, and coordination with local stakeholders.

- **Integration with Lube Oil Blending Plant (LOBP):** Proximity to MJLBPLC's state-of-the-art LOBP in East Patenga allows for seamless collaboration between administrative functions and production units, ensuring timely delivery of high-quality lubricants to the market.
- **Commitment to Safety and Sustainability:** MJL Bangladesh PLC. places a strong emphasis on workplace safety and environmental responsibility. The company has celebrated events such as the World Day for Safety and Health at Work across its facilities, including the LOBP in Chattogram, highlighting its dedication to employee well-being and sustainable practices.

14.6.3 High-Tech Warehouse, Chattogram



A Strategic & Automated Logistics Hub of MJL Bangladesh PLC.

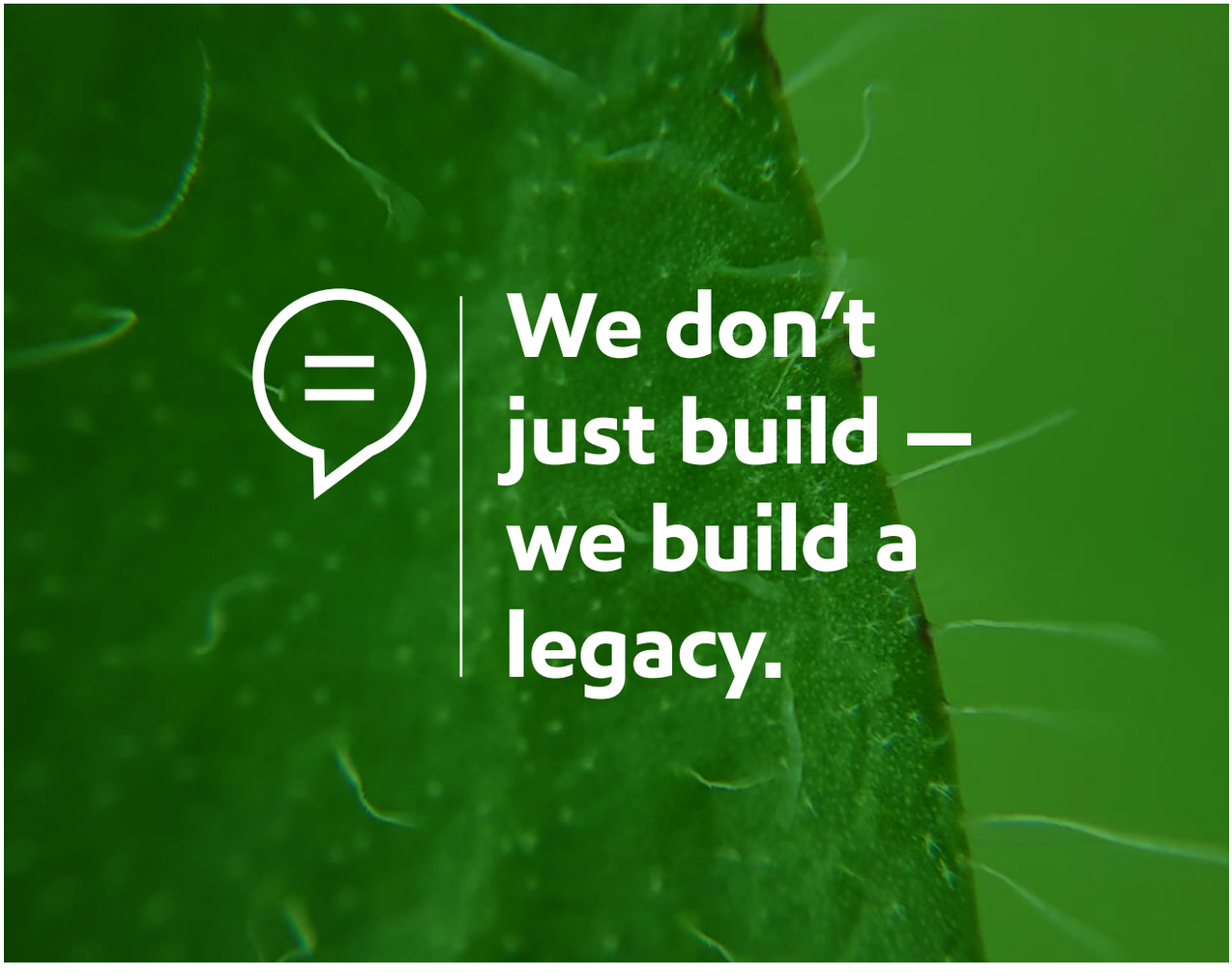
The High-Tech Warehouse located in Kathghor, South Patenga, Chattogram (under construction) is a state-of-the-art logistics and distribution center established by MJL Bangladesh PLC. to strengthen its regional operations. Strategically positioned near the Sea Beach Road, this facility plays a vital role in ensuring efficient and timely product delivery throughout the country.

Key Features and Strategic Importance:

- Prime Location Advantage: Located near Chattogram Port, this warehouse enables smooth import-export with safe handling and minimizes lead time for product distribution, especially on the coastal and countrywide.
- Advanced Automated Operations: The facility is equipped with semiautomated systems for inventory management, barcode scanning, real-time tracking, and efficient dispatch coordination. These smart technologies reduce human error, increase efficiency, and enhance overall supply chain transparency.
- Smart Safety and Security Systems: The warehouse incorporates automated fire detection and suppression systems, temperature and humidity control mechanisms, and 24/7 digital surveillance, ensuring safety and compliance with international storage standards.

- Customer Service & Response Center: A dedicated service desk is operational within the facility to provide customers and channel partners with real-time updates, technical support, and dispatch tracking.
- Rented Operational Model: The facility operates under a long-term rental agreement, allowing MJLBPLC to optimize capital allocation while maintaining flexibility in its regional logistics strategy. Despite being a rented space, the facility meets all operational standards of MJLBPLC, ensuring seamless service delivery and supply chain integration.

This automated High-Tech Warehouse reinforces MJL Bangladesh PLC.'s long-term commitment to innovation, sustainability, and customer-centric operations, positioning it as a future-ready logistics leader in the industry.



15. Lube Oil Blending Plant, Chattogram

15.1 Lube Oil Blending Plant (LOBP)

Since its commissioning in 2003, the Lube Oil Blending Plant (LOBP) has served as the cornerstone of MJL Bangladesh PLC.'s Mobil-branded lubricant manufacturing operations. Designed and operated under ExxonMobil's stringent standards, the LOBP is emblematic of the long-standing commitment to sustainability, quality, and regulatory compliance.



15.2 Governance & Quality Standards

LOBP is operated in strict adherence to ExxonMobil's global best practices, notably:

- 3PIMS (Product Integrity Management System)
- QP&G (Quality Practices and Guidelines)

To ensure product consistency and safety, MJL Bangladesh PLC. has implemented an ultra-modern computerized system that dynamically measures and controls the flow of Base Oils and Additives during blending operations. This approach enhances efficiency and minimizes waste, contributing to both quality and environmental goals.

15.3 Certifications

- ExxonMobil Certified – 3PIMS (SATISFACTORY) & QP&G (Scored 3.9 out of 4.0)
- ISO Certified –
  - ISO 9001:2015 (Quality Management)
  - ISO 14001:2015 (Environmental Management)
  - ISO 45001:2018 (Occupational Health & Safety)
- Bangladesh Accreditation Board (BAB) –
  - ISO/IEC 17025:2017 (Testing & Calibration Laboratories)
- Department of Environment (DoE)–

  LOBP adheres to environmental standards set by the Department of Environment (DoE), Bangladesh, and aligns with international best practices to control air emissions.
- Any emissions data, when measured, are logged for reporting and audit purposes- Complied.

MJL Bangladesh PLC.'s LOBP integrates environmental stewardship with business performance. Continuous process refinement, third-party audits, and employee training programs are central to maintaining sustainability compliance and achieving long-term ESG targets.



16. Lubricants Packaging & Distribution

MJL Bangladesh PLC. Commitment to Sustainable Practices in Lubricant Packaging & Distribution Focused on Reducing Environmental Impact & Enhancing Supply Chain Efficiency.

MJL Bangladesh PLC., a leader in lubricant manufacturing and marketing in partnership with ExxonMobil, is committed to driving sustainable business growth through innovative packaging and logistics solutions. In 2024, MJLBPLC introduced 20,000-liter, 1,000-liter bulk packaging systems, significantly reducing environmental impact compared to traditional drum packaging.

16.1 Key Achievements in 2024:

- 54% reduction in transport usage due to bulk oil shipments.
- 94% decrease in packaging raw material consumption, enhancing supply chain efficiency through bulk delivery.
- Lower CO_2, NOx, and SOx emissions through optimized logistics.
- Reduced spillage risks and improved workplace safety with bulk handling.
- Cost savings for customers, improving operational efficiency.

This report highlights MJL Bangladesh PLC.'s ESG-aligned strategies, demonstrating how bulk packaging solutions contribute to environmental protection, social responsibility, and economic efficiency.

16.2 Sustainability Commitment to SC

MJL Bangladesh PLC, a joint venture with ExxonMobil, is dedicated to sustainable lubricant solutions that minimize ecological impact while maximizing efficiency. The bulk packaging initiative aligns with:

- ExxonMobil's Sustainability Goals
- UN Sustainable Development Goals (SDGs 9, 12, 13)
- Bangladesh's Vision 2041 for Green Industrialization

By transitioning from traditional drum packs to 20,000-liter bulk containers, MJLBPLC have revolutionized logistics, reduced waste, and improved safety across industries.

16.3 Environmental Sustainability Initiatives

16.3.1 Bulk Packaging: Reducing Waste & Emissions

Traditional drums require significant raw materials (steel/plastic) and generate waste. The bulk packaging system offers:

- 94% less packaging material use (eliminating thousands of drums annually).
- Fewer production emissions from drum manufacturing.
- Easier recycling (bulk containers are reusable and require less disposal).

16.3.2 Carbon Footprint Reduction in Logistics

- 54% fewer transport trips in 2024 due to higher-capacity bulk shipments.
- Lower fuel consumption, reducing CO_2, NOx, and SOx emissions.
- Optimized route planning for local and international shipments.

16.3.3 Minimizing Spillage & Handling Risks

- Bulk systems reduce manual handling, decreasing spill risks.
- Closed-loop transfer systems prevent leaks.
- Safer storage (less space required vs. stacked drums).

16.3.4 Sustainable Raw Material Usage

- Reduced reliance on steel/plastic drums preserves natural resources.
- Longer-lasting bulk containers with a lower lifecycle footprint.

16.4. Social & Economic Benefits

16.4.1 Cost-Effective Solutions for Customers

- Lower per-liter costs due to reduced packaging expenses.
- Fewer logistics expenses (shipping, storage, handling).
- Improved supply chain efficiency for industries.

16.4.2 Workplace Safety & Efficiency Improvements

- Fewer workplace injuries (no heavy drum lifting).
- Less storage space needed, freeing up industrial floor area.
- Automated dispensing reduces human error.

16.4.3 Community & Stakeholder Engagement

- Training programs on bulk handling best practices.

16.5. Governance & Ethical Business Practices

- Compliance with ISO 14001 (Environmental Management) & ISO 45001 (Safety).
- Third-party audits ensuring ethical supply chains.
- Transparent ESG reporting in line with global standards.

16.6. Case Studies & Achievements (2024 Data)

16.6.1 Case Study 1: Textile Industry Partnership

- Switched from drums to bulk, saving $150,000 annually.
- Reduced spill incidents by 80%.

16.6.2 Case Study 2: Power Plant Efficiency Gains

- 40% fewer oil deliveries due to bulk adoption.
- Lower carbon emissions from transport.

16.7. Future Sustainability Roadmap

- Expand bulk packaging to 2% of industrial clients by 2030.
- Achieve zero-waste packaging by 2050.

MJL Bangladesh PLC.'s bulk packaging initiative demonstrates how innovation drives sustainability. By reducing waste, emissions, and costs, MJLBPLC delivers environmental, social, and economic value—aligning with global ESG best practices.

17. Stakeholders Engagement & Sustainability Impact

17.1 Investor Relations

Engagement Methods:

- Annual General Meetings (AGM) with ESG reporting
- Dedicated investor relations portal (financial & sustainability data)
- Quarterly briefings on financial and non-financial performance

Key Outcomes (2023):

- 170% compliance with disclosure requirements
- 15% increase in ESG-focused investor inquiries
- Launched sustainability-linked financial reporting

17.2 Customer Engagement

Engagement Methods:

- Nationwide service centers (35,000+ touchpoints)
- Digital complaint management system
- Biannual customer satisfaction surveys
- Technical seminars on sustainable lubricant usage

Key Outcomes (2024):

- 92% customer satisfaction rate (up from 88% in 2023)
- 50+ sustainability training sessions conducted

17.3 Employee Development

Engagement Methods:

- Monthly meetings
- 20+ annual training hours per employee
- "Mobil Green Champions" volunteer program
- Hybrid work system depends on the situations

17.4 Regulatory Compliance

Engagement Methods:

- Quarterly submissions to BSEC, Bangladesh Bank
- Participation in national sustainability task forces

Key Outcomes (2024):

- Zero regulatory penalties
- Early adoption of updated ESG reporting guidelines
- Contributed to national lubricant sustainability standards

17.5 Community Partnerships

Engagement Methods:

- "Lubricant for Progress" vocational training
- Used oil collection awareness campaigns
- Disaster relief support (annual budget: BDT 5M)

17.6 Civil Society Collaboration

Engagement Methods:

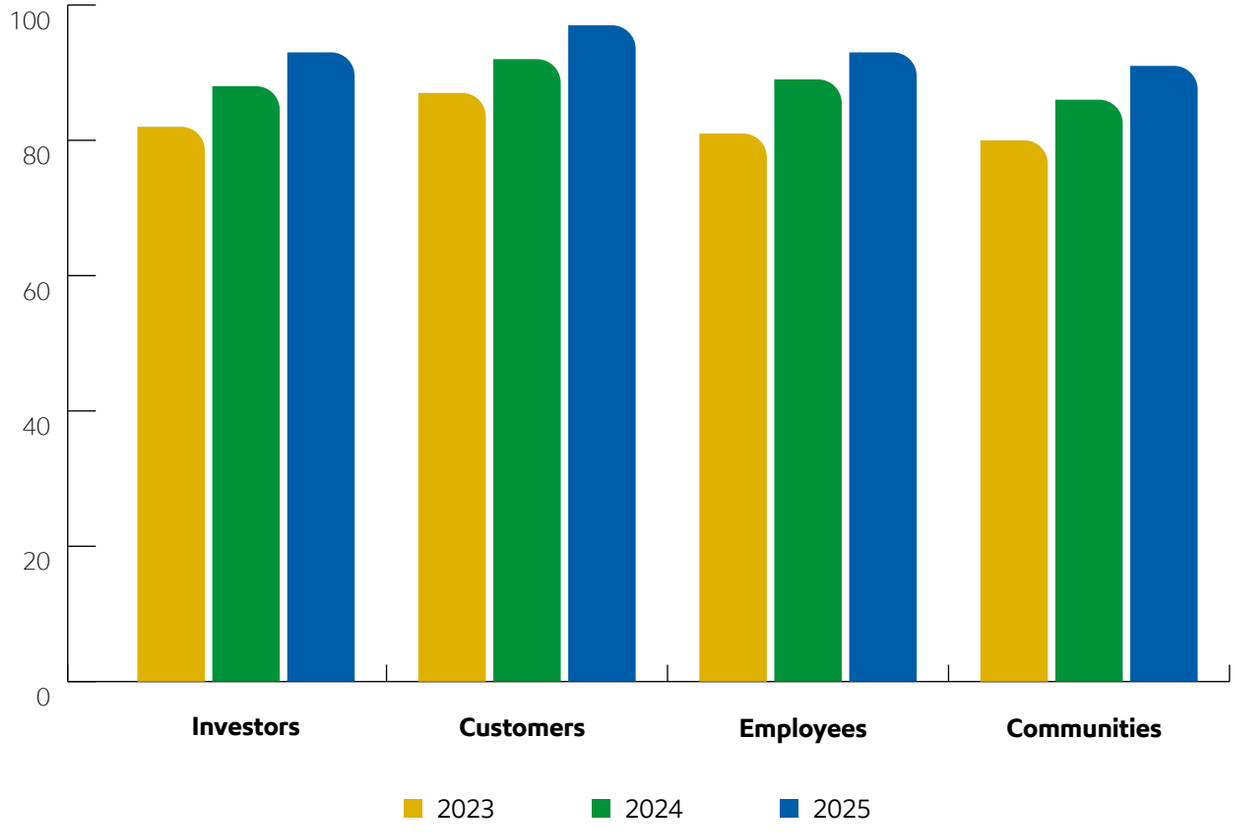
- Sponsorship of green innovation challenges
- Transparency reports for public stakeholders.

17.7 Performance Metrics (2023-2024)

Stakeholder Group	Engagement Score*	2023	2024
Investors	78%	82%	88%
Customers	85%	87%	92%
Employees	76%	81%	89%
Communities	70%	80%	86%

* Measured through satisfaction surveys and participation rates

Stakeholder Engagement Scores (2023-2025)



18. MJLBPLC'S Commitment to UN SDG

MJL Bangladesh PLC. is entirely committed to aligning its operations and initiatives with the 17 Sustainable Development Goals (SDGs) set by the United Nations. Through the sustainable practices and strategic partnerships, MJLBPLC remains dedicated to making a positive impact and contributing to a more inclusive and sustainable future for everyone. At MJLBPLC, sustainability is embedded in MJLBPLS's DNA. MJLBPLC believes that responsible business practices are not only essential for success but also contribute to a thriving society and a healthy planet. This report reflects the commitment to transparency and accountability, outlining the progress towards achieving the long-term sustainability goals.

18.1 Energy Security

Energy security is a critical aspect of the operations. High-quality Mobil-branded lubricants play a significant role in enhancing energy security through the following mechanisms:

1. **Efficiency Improvement:**
    - **Reduced Friction:** Mobil lubricants reduce friction between moving parts, leading to lower energy consumption.
    - **Enhanced Performance:** These lubricants help maintain optimal operating conditions, ensuring machinery runs efficiently and reliably.
2. **Extended Equipment Life:**
    - **Wear Protection:** Mobil lubricants form a protective layer that minimizes wear and tear, extending the lifespan of machinery.
    - **Corrosion Prevention:** They protect against rust and corrosion, which can compromise energy efficiency.
3. **Operational Reliability:**
    - **Consistent Performance:** High-quality lubricants ensure consistent machinery performance, reducing the risk of unexpected downtime.
    - **Temperature Control:** They help manage operating temperatures, preventing overheating and energy loss.

18.2 Good Health of Industrial Machinery

Ensuring the good health of industrial machinery is vital for operational efficiency and sustainability. Mobil-branded lubricants contribute to this goal in several ways:

1. **Reduced Maintenance Costs:**
    - **Lower Frequency of Repairs:** Effective lubrication reduces the need for frequent repairs, saving on maintenance costs.
    - **Minimized Downtime:** Reliable machinery operation means less downtime, which translates to higher productivity.
2. **Enhanced Machinery Performance:**
    - **Optimal Functioning:** Lubricants ensure that machinery operates at peak performance, reducing the risk of malfunctions.
    - **Smooth Operation:** They provide smooth operation of moving parts, reducing noise and vibration.
3. **Protection Against Contaminants:**
    - **Clean Operation:** Lubricants help keep machinery clean by trapping and removing contaminants.
    - **Filter Efficiency:** They enhance the efficiency of filters, ensuring that contaminants do not affect machinery performance.

18.3 Mobil Branded Lubricants

Mobil branded lubricants are known for their high quality and reliability. Here are some specific benefits:

1. **Advanced Formulations:**
    - **Synthetic Options:** Mobil offers synthetic lubricants that provide superior performance under extreme conditions.
    - **Specialized Products:** They have a range of products tailored for different industrial applications, ensuring the right lubricant for each machinery type.
2. **Proven Track Record:**
    - **Industry Standards:** Mobil lubricants meet and often exceed industry standards, providing peace of mind regarding their effectiveness.
    - **Global Recognition:** They are globally recognized for their quality and performance, making them a trusted choice for industrial applications.
3. **Support and Services:**
    - **Technical Support:** Mobil provides technical support to help industries choose the right lubricants and optimize their use.
    - **Training and Resources:** They offer training and resources to ensure proper lubrication practices, enhancing machinery health and energy security.

19. MJLBPLC Commitment to Sustainability & SDGs

MJLBPLC made significant strides in:

- Reducing CO_2 emissions by optimizing energy use and expanding solar power.
- Enhancing workplace safety, employee well-being, and community development.
- Maintaining LEED Platinum standards at Mobil House, Dhaka, and implementing green practices at LOBP, Chattogram.
- Strengthening governance through transparency, compliance, and ethical business practices.

This report details Environmental, Social, and Governance (ESG) performance for the year 1924, highlighting key metrics, challenges, and future commitments.

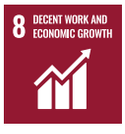
MJL Bangladesh PLC. integrates sustainability into its core business strategy, focusing on:

- **Economic Prosperity** – Sustainable growth & innovation.
- **Inclusive Growth** – Empowering employees & communities.
- **Planet-Friendly Practices** – Reducing environmental impact.

By using high-quality Mobil branded lubricants, MJL Bangladesh PLC. can significantly enhance energy security and ensure the good health of its industrial machinery. This not only contributes to operational efficiency and cost savings but also aligns with the company's commitment to sustainability and responsible business practices. MJLBPLC's dedication to the SDGs demonstrates a forward-thinking approach that enhances its business operations and contributes to a more sustainable and inclusive future.



19.1 MJLBPLC's Aligned 17 SDGs:

SDG	MJLBPLC's Initiatives & Impact	Key Performance Indicators (KPIs)
	▪ Supports low-income employees with fair wages. ▪ CSR programs for underprivileged communities.	▪ 85% of workers earn above minimum wage. ▪ 800+ beneficiaries in livelihood programs.
	▪ Food aid during disasters.	▪ 1,200+ meals distributed annually.
	▪ Workplace health check-ups. ▪ First aid & emergency response training.	▪ 100% employees covered by health checks. ▪ Zero workplace fatalities (2024).
	▪ Financial support for education. ▪ Technical training programs.	▪ 50+ financial Support. ▪ 200+ employees trained annually.
	▪ ~6% female workforce (target: ~8% by 2030). ▪ Anti-harassment policies & training.	▪ 5% female in key roles.
	▪ Water recycling at Mobil House (100% reuse). ▪ Community water projects.	▪ 50% less water use vs. industry avg.
	▪ Solar power (465,982 kWh/year). ▪ Energy-efficient buildings (LEED Platinum).	▪ 10.2% renewable energy.
	▪ Safe working conditions. ▪ Employee upskilling programs.	▪ 100% PPE compliance.
	▪ Smart automation in lube blending. ▪ Green infrastructure investments.	▪ 20% energy savings
	▪ Inclusive hiring (local communities, female). ▪ Fair wage policies.	▪ 80% local hires in the plant.

SDG	MJLBPLC's Initiatives & Impact	Key Performance Indicators (KPIs)
	▪ LEED Platinum-certified Mobil House. ▪ Urban green space initiatives.	▪ 30% lower CO_2 emissions vs. peers.
	▪ Waste recycling (zero liquid discharge). ▪ Sustainable packaging.	▪ 90% of waste is recycled and sold to environmentally certified agents.
	▪ CO_2 reduction targets (net-zero by 2050). ▪ Renewable energy expansion.	▪ 1,109 tCO_2e total emissions (□5% YoY).
	▪ No industrial discharge into water bodies. ▪ Oil spill prevention at LOBP.	▪ 100% compliance with water regulations.
	▪ Tree-planting drives. ▪ Biodiversity protection near facilities.	▪ 500+ trees planted (2024).
	▪ Anti-corruption policies.	▪ 100% employee ethically compliant.
	▪ Collaboration with the government/NGOs/ Corporations on sustainability.	▪ Alliance partner of ExxonMobil ▪ Founder member of ALIA

MJLBPLC now actively supports **17 SDGs**, demonstrating a holistic sustainability approach.

Environmental Leadership: LEED Platinum buildings, solar energy, and water conservation align with **SDGs 6, 7, 11, 12, 13, 14, 15.**

Social Impact: Fair wages, gender equality, and education programs advance **SDGs 1, 2, 3, 4, 5, 8, 9, 10.**

Governance & Partnerships: Anti-corruption measures and collaborations strengthen **SDGs 16 & 17.**

20. Commitment to sustainability

MJL Bangladesh PLC., Commitment to Sustainable Practices in Lubrication Oil Manufacturing & Marketing Aligned with ExxonMobil Corporation's Sustainability Framework

MJL Bangladesh PLC., as a leading manufacturer and marketer of Mobil-branded lubrication oils alliance with ExxonMobil Asia Specific Pte. Limited is committed to integrating Environmental, Social, and Governance (ESG) principles into its core business operations. This report outlines the sustainability initiatives, focusing on reducing environmental impact through advanced synthetic lubricants, promoting responsible usage, and fostering stakeholder awareness.

The key sustainability strategies include:

- Offering high Oxidation Stability Index (OSI) synthetic oils to minimize environmental degradation.
- Conducting training programs on proper lubricant handling, storage, and application.
- Providing lubrication surveys to optimize usage and reduce waste.
- Enhancing oil analysis programs to extend drain intervals, lowering resource consumption.
- Promoting health, safety, and environmental (HSE) awareness among customers and employees.

Through these efforts, MJL Bangladesh PLC. aims to contribute to a circular economy, reduce carbon footprints, and align with global ESG benchmarks set by ExxonMobil and international sustainability standards.

20.1 High-Performance lubricating oil offers

MJL Bangladesh PLC. is a joint venture between local investors and ExxonMobil, specializing in the production and distribution of high-quality lubricants under the Mobil™ brand. Recognizing the environmental and social impact of industrial lubricants, MJLBPLC has adopted a proactive sustainability approach to ensure:

- Minimized ecological footprint through advanced lubricant technology.
- Responsible consumption via optimized lubrication practices.
- Stakeholder education on sustainability best practices.
- Ethical governance in compliance with global ESG frameworks.

The sustainability model aligns with ExxonMobil's 2050 Sustainability Goals, the United Nations Sustainable Development Goals (SDGs), and Bangladesh's National Sustainability Agenda.

20.2 Environmental Sustainability Initiatives

20.2.1 High ODI Synthetic Lubricants for Reduced Environmental Impact

Conventional lubricants contribute to pollution through hydrocarbon emissions and waste oil disposal. MJL Bangladesh PLC. addresses this by:



- Offering synthetic lubricants with superior Oxidation Stability Index (OSI), ensuring longer service life and reduced waste generation.
- Low-evaporation formulations that decrease oil consumption and emissions.
- Biodegradable lubricant options for environmentally sensitive applications.

Impact:

- 30% reduction in used oil waste due to extended drain intervals.
- Lower CO_2 emissions from machinery due to improved efficiency.

20.2.2 Environmental Awareness & Best Handling Practices

MJLBPLC conduct:

- Workshops on spill prevention and proper disposal.
- Guidelines on minimizing lubricant contamination.
- Training for industries on ISO 14001 Environmental Management Systems.

20.2.3 Lubrication Surveys & Optimization of Lubricant Usage

Lubrication Efficiency Program includes:

- Machine-specific lubricant recommendations to enhance performance.
- Consolidation of lubricant varieties to reduce unnecessary consumption.

Outcome:

- 20% reduction in lubricant usage in partner industries.

20.2.4 Enhanced Oil Analysis for Extended Drain Intervals

Through Mobil Serv™ Lubricant Analysis, MJLBPLC helps customers:

- Monitor oil condition in real time.
- Extend oil change cycles without compromising equipment life.

Benefits:

- Reduced oil consumption by up to 40%.
- Lower maintenance costs for industries.

20.2.5 Waste Oil Management & Recycling Programs

MJLBPLC recommends that customers collaborate with licensed recyclers to ensure:

- Safe disposal of used lubricants.

20.3 Social Responsibility & Stakeholder Engagement

20.3.1 Health & Safety Awareness Training

- Workshops on safe handling of lubricants (skin protection, inhalation risks).
- Emergency spill response training for industrial workers.

20.3.2 Customer Education & Sustainability Seminars

- Annual Sustainability Conferences with ExxonMobil experts.
- E-learning modules on lubrication best practices.

20.4 Governance & Ethical Business Practices

- Compliance with OECD, ILO, and Bangladesh ESG regulations.
- Third-party audits for supply chain sustainability.

20.5 Case Studies & Success Stories

- **Textile Industry Partnership:** Reduced lubricant waste by 25% through optimized usage.
- **Power Plant Collaboration:** Extended oil drain intervals by 50% with Mobil Serv™ analysis.

MJL Bangladesh PLC. remains dedicated to sustainable lubrication solutions, stakeholder education, and ethical business practices. By aligning with ExxonMobil's sustainability vision, MJLBPLC strives to minimize environmental impact, enhance operational efficiency, and contribute to a greener Bangladesh.

21. Net-Zero Emissions to 2050

MJL Bangladesh PLC. is firmly committed to supporting the objectives of the Paris Agreement through the comprehensive strategy to achieve net-zero greenhouse gas (GHG) emissions by 2050. As a responsible corporate entity, MJLBPLC recognizes the urgent need to align operations with the Agreement's goal of limiting global temperature rise to well below 2°C, with efforts to cap it at 1.5°C above pre-industrial levels. The decarbonization roadmap has been carefully structured to contribute to the global GHG reduction targets, including the critical milestones of peaking emissions before 2030 and achieving significant reductions by 2030. MJLBPLC is actively working to ensure the operations not only meet but exceed Bangladesh's Nationally Determined Contributions (NDCs) through continuous improvement and innovation in environmental practices.



The phased approach to GHG reduction focuses on transforming all aspects of the operations, from energy use to product lifecycle management. MJLBPLC is transitioning the manufacturing facilities to renewable energy sources, electrifying the transportation fleet, and implementing circular economy principles across the supply chain. These measures are designed to systematically reduce the carbon footprint in line with the Paris Agreement's timeline, while maintaining the commitment to quality and operational efficiency. MJLBPLC recognizes that achieving the Agreement's goals requires sustained action and collaboration, which is why MJLBPLC is actively engaging with suppliers, customers, and industry partners to amplify the collective impact on GHG reduction.

As part of the commitment to transparency and accountability, MJLBPLC will regularly monitor and report progress toward these GHG reduction goals. MJLBPLC acknowledges the current challenges in global compliance with NDC submissions and is determined to set an example through the proactive approach to climate action. By integrating the principles of the Paris Agreement into the core business strategy, MJLBPLC aims to demonstrate that environmental responsibility and business success can go hand in hand, while contributing meaningfully to the global effort to combat climate change.

21.1 GHG Emissions Scope

MJL Bangladesh PLC., as a leading lubricant manufacturer and marketer, recognizes the importance of comprehensive greenhouse gas (GHG) emission management across all operational boundaries. The emissions are categorized according to the internationally recognized GHG Protocol standards, encompassing three key scopes that define the environmental footprint and guide the decarbonization strategy.

SCOPE 1

Scope 1 (Direct Emissions) includes all GHG emissions from sources owned or controlled by MJL Bangladesh PLC.
This covers:

- Emissions from the manufacturing facilities and blending plants
- Fuel combustion in company-owned vehicles and equipment
- Process emissions from lubricant production
- Fugitive emissions from storage and handling operations

SCOPE 2

Scope 2 (Energy Indirect Emissions) accounts for GHG emissions from the generation of purchased electricity, steam, heating, and cooling that MJLBPLC consumes. The primary focus in this scope involves:

- Electricity usage across all operational sites
- Energy requirements for office buildings and distribution centers
- Power consumption in manufacturing processes

SCOPE 3

Scope 3 (Value Chain Emissions) represents the most extensive and complex category, covering all other indirect emissions that occur in the value chain. For MJL Bangladesh PLC., this includes:

- Upstream activities (raw material extraction and transportation)
- Downstream activities (product distribution and customer usage)
- Waste disposal and treatment of used lubricants
- Business travel and employee commuting
- Investments and leased assets



Understanding this full scope of emissions allows MJL Bangladesh PLC. to develop targeted strategies for emission reductions across the entire value chain. MJLBPLC is particularly focused on addressing Scope 1 and Scope 3 emissions, which represent the most significant portion of the carbon footprint, through collaborative initiatives with suppliers, logistics partners, and customers. The comprehensive approach ensures MJLBPLC meets both the sustainability commitments and the expectations of increasingly environmentally-conscious stakeholders.

21.2 Environmental Performance

21.2.1 Energy Management & Carbon Footprint

Total CO_2 Emissions (2024): 1,109.59 metric tons

Per Employee Emissions: 6.16 tCO_2e/employee

Scope	Source	Emissions (tons CO_2)	% of Total	Per Employee (tCO_2e)
Scope 1	Diesel combustion	80.56	7.26%	0.45
Scope 2	Grid electricity	1,024.75	92.35%	5.69
Scope 3	Water supply	4.28	0.39%	0.02

Emissions (tons CO_2) by Scope

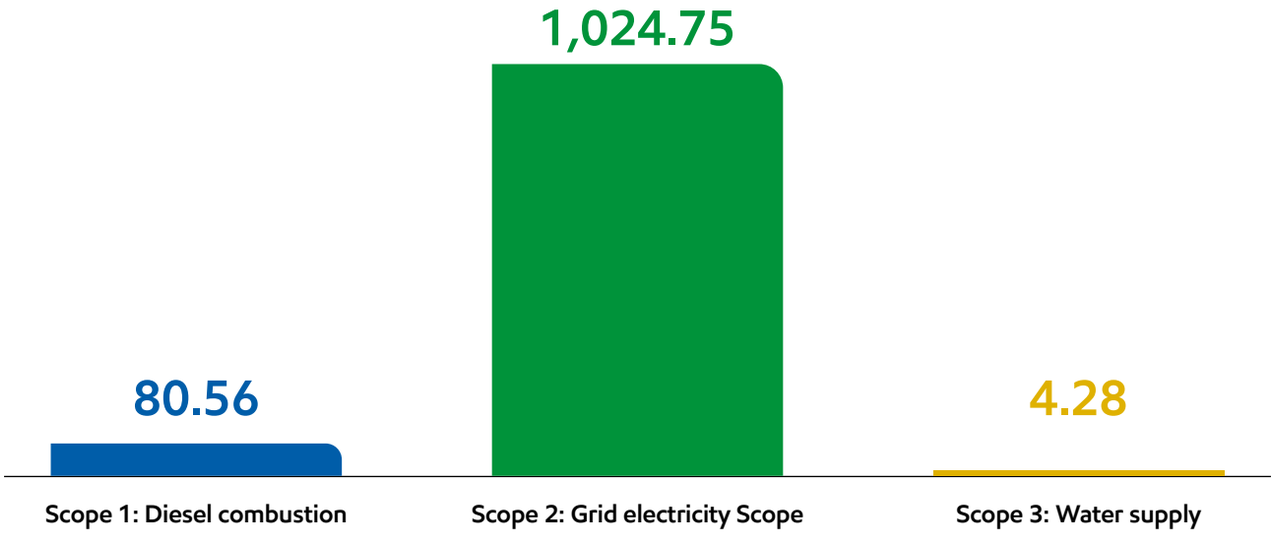


Figure: Emission by scope

Key Reduction Strategies:

Solar Power Integration (465,982 kWh/year).





Energy-efficient lighting & HVAC (30% less energy than conventional buildings).

Oil-free compressors (20% electricity savings).



21.2.2 Renewable Energy Initiatives

Facility	Annual Generation	% of Load Covered
Mobil House, Dhaka	6,767 kWh	20% (lighting)
Mobil House, Chattogram	441,504 kWh	10% (total load)
LOBP Canteen	8,213 kWh	33% (lighting)

21.2.3 Water Conservation & Waste Management

- 50% less water used than conventional buildings.
- 100% wastewater reuse via STP, WWTP & rainwater harvesting (144,000 liters/year).
- Zero liquid discharge at Mobil House.

21.3 Looking Ahead: 2030 Targets

Focus Area	2024 Baseline	2030 Target
CO_2 per employee	6.16 tCO_2e	< 5.5 tCO_2e
Renewable energy use	10%	12% of total energy
Female representation	5%	8%
Digitalization	Partial systems	Fully digitized HR & EHS

22. Volatile Organic Compound (VOC) Emissions

MJL Bangladesh PLC. recognizes the environmental and health impacts associated with volatile organic compound (VOC) emissions and has implemented a comprehensive strategy to monitor, control, and minimize these emissions across its operations, particularly at the Lube Oil Blending Plant (LOBP). The efforts are anchored in engineering controls, procedural rigor, and continuous monitoring aligned with global best practices.

Emission Control Technologies Implemented

To suppress VOC emissions effectively, MJLBPLC has adopted a multilayered approach incorporating the following technologies:

1. **Nitrogen Blanketing:** Storage tanks utilize partially nitrogen blanketing to prevent oxygen ingress and reduce vapor-phase hydrocarbon loss.
2. **Vapor-Tight Infrastructure:** Tanks, valves, seals, and flanges are engineered with vapor-tight designs to minimize fugitive losses.
3. **Closed-Loop Blending and Packaging Systems:** The closed-loop system design prevents vapor escape during mixing, transfer, and packaging operations.
4. **Local Exhaust Ventilation:** Laboratories and small-scale packaging zones are equipped with local exhaust ventilation systems to capture VOCs at the source.
5. **Leak Detection and Repair (LDAR) Program:** Routine inspections using portable VOC analyzers ensure prompt identification and repair of any leaks.
6. **Standard Operating Procedures and Employee Training:** Personnel are regularly trained in VOC-safe practices and compliance standards.

22.1 Air Emissions & VOC Control

Pollutant	Total Emissions (2024)	Control Measures
VOC	276.5 kg/year	Nitrogen blanketing, leak detection (94% reduction).
SO_2	11.05 tons	Low-sulfur diesel usage.
NOx	6.72 tons	Optimized combustion & filters.
PM_{10}	0.67 tons	Diesel particulate filters.

22.2 Social Responsibility

A. Employee Welfare & Safety

- 100% PPE compliance at LOBP, Warehouses.
- Regular health check-ups & emergency drills.
- Ergonomic workspaces & biophilic design at Mobil House.

B. Training & Development

- Technical upskilling (blending operations, safety protocols).
- ESG awareness workshops (SDGs, carbon footprint reduction).

C. Community Engagement & CSR

- Local hiring (Chattogram workforce prioritization).
- Educational support & disaster relief initiatives.

D. Governance & Ethical Practices

- **Regulatory Compliance:** Adherence to Bangladesh environmental laws.
- **Transparency:** Annual ESG audits & public reporting.
- **Anti-Corruption:** Whistleblower protection & ethics training.

MJL Bangladesh PLC. remains committed to sustainable growth, social impact, and environmental stewardship. By aligning with global standards and fostering innovation, MJLBPLC aims to achieve net-zero emissions by 2050 while driving prosperity for all stakeholders.

This structured ESG report ensures clarity, accountability, and engagement with stakeholders while highlighting MJLBPLC's sustainability leadership in Bangladesh.



23. Greenhouse Gas (GHG) Emissions

MJL Bangladesh PLC. is committed to transparent GHG emissions reporting in alignment with the GHG Protocol. In 2024, the total GHG emissions were 1,109.59 metric tons of CO_2-equivalent (tCO_2e), with 92.35% from Scope 2 (grid electricity) and 7.26% from Scope 1 (diesel).

In 2024, MJL Bangladesh PLC. reported total CO_2 emissions of 1,109.59 metric tons, translating to 6.16 tCO_2e per employee across its 180 permanent staff. This emission footprint comprises Scope 1 emissions of 0.45 tCO_2e per employee from diesel combustion and Scope 2 emissions of 5.69 tCO_2e per employee from grid electricity consumption. These metrics reflect the company's ongoing efforts to monitor and manage its environmental impact in line with global ESG standards.

23.1 Key Highlights:



Total Emissions:

1,109.59 tCO_2e

(↓ 5% vs. 2021 baseline)



Scope 1 (Direct):

80.56 tCO_2e

(Diesel combustion)



Scope 2 (Indirect - Electricity):

1,024.75 tCO_2e



Scope 3 (Indirect - Water):

4.28 tCO_2e



Renewable Energy Offset:

~170 tCO_2e

avoided via solar power

23.2 GHG Emissions Breakdown

A. Scope 1 (Direct Emissions)

Source	Emissions (tCO_2e)
Diesel Combustion	80.56

Reduction Strategies:

- Transitioning to LPG, NG, EV MHE
- Optimizing generator efficiency.
- High efficiency and motion-sensitive light use.

B. Scope 2 (Indirect Emissions - Purchased Electricity)

Facility	Emissions (tCO_2e)
Mobil House, Dhaka	342.00
LOBP, Chattogram	892.45
Total	**1,024.75**

Reduction Strategies:

- Expanding solar capacity (Target: +80 kW by 2030).
- Energy-efficient HVAC & lighting retrofits.

C. Scope 3 (Other Indirect Emissions)

Source	Emissions (tCO_2e)
Water Supply	4.28

23.3 Emissions Intensity & Performance

Emissions intensity (tCO_2e per employee) based on different types of employees—permanent and associated staff (e.g., contractual, outsourced, interns, etc.):

Metric	2024 Value	Benchmark
CO_2e per Total Workforce	2.45 tCO_2e/employee	Industry Avg: 3.1
CO_2e per kWh	0.68 kg CO_2e/kWh	Bangladesh Grid Avg: 0.76
Renewable Energy Share	10.2%	Target (2030): 15%
PM_{10}	0.67 tons	Diesel particulate filters.

Key Insight: MJL's emissions intensity is 21% lower than the national industry average due to energy efficiency measures.

CO_2 Emissions Comparison: 2023 vs. 2024

Indicator	2023	2024	Change (%)	Trend
Total CO_2 Emissions	1,220.00 tCO_2e	1,109.59 tCO_2e	9.03%	↓
Employees (Permanent)	170	180	5.88%	↑
CO_2 per Employee	7.18 tCO_2e/employee	6.16 tCO_2e/employee	14.2%	↓
Scope 1 (Diesel)	105.00 tCO_2e	80.56 tCO_2e	23.3%	↓
Scope 2 (Electricity)	1,100.00 tCO_2e)	1,024.75 tCO_2e	6.83%	↓

Overall emissions reduced by 9.03%, showing tangible improvements in operational efficiency and energy management. Per employee emissions dropped significantly (from 7.18 to 6.16 tCO_2e), due to both reduced emissions and an increase in staff. Scope 1 emissions (diesel) saw a notable 23.3% reduction, likely resulting from fleet optimization, improved logistics, or partial electrification. Scope 2 emissions (electricity) declined modestly, suggesting incremental gains in energy efficiency or operational timing.

24. GHG Reduction Initiatives

Renewable Energy Expansion

- **Current Solar Capacity:** 65.3 kW (~465,982 kWh/year).
- **2030 Target:** Install an additional 50 kW.

Energy Efficiency Upgrades

- **HVAC Optimization:** Magnetic-bearing chillers (35% energy savings).
- **LED Lighting:** 75-80% reduction in lighting load.

Carbon Offset Programs

- Exploring partnerships with **afforestation projects** in Bangladesh.





A Sustainable Pathway to Carbon Neutrality

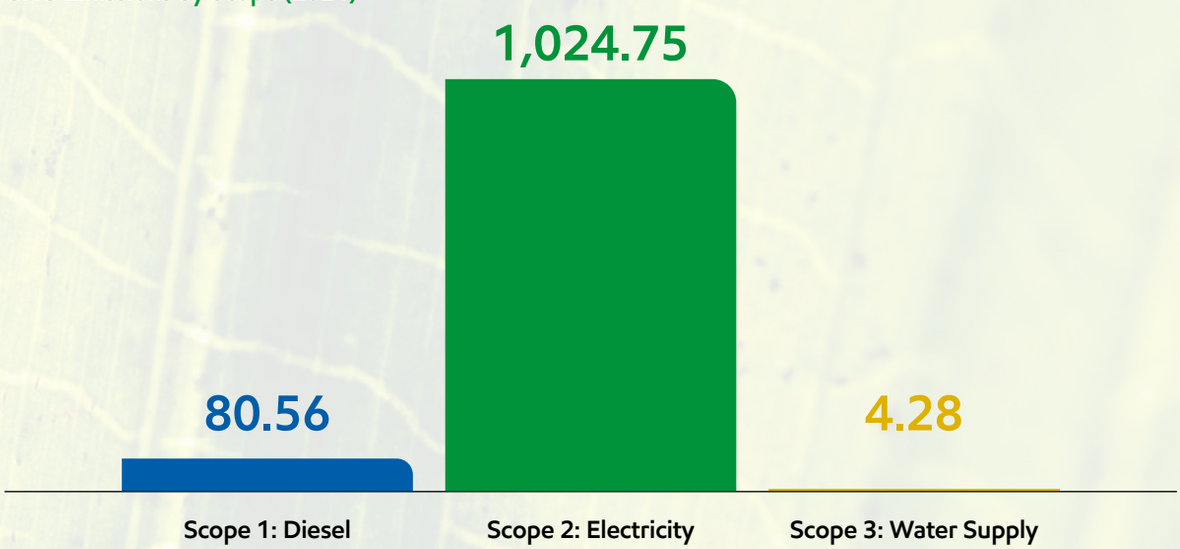
25. Net-Zero Emissions Roadmap (2024–2050)

MJL Bangladesh PLC. is committed to achieving net-zero greenhouse gas (GHG) emissions by 2050, in alignment with the Paris Agreement and Bangladesh's National Climate Strategy. This roadmap outlines the phased approach to decarbonization, covering Scope 1, 2, and 3 emissions, with clear milestones, key initiatives, and accountability measures.

25.1 Baseline Emissions (2024)

Scope	Source	Emissions (tCO_2e)	% of Total
Scope 1	Diesel, generators	80.56	7.3%
Scope 2	Purchased electricity	1,024.75	92.4%
Scope 3	Water, supply chain (partial)	4.28	0.4%
Total	2024 Emissions	1,109.59	100%

GHG Emissions by Scope (2024)



Scope 1: Direct Emissions (Diesel Use)

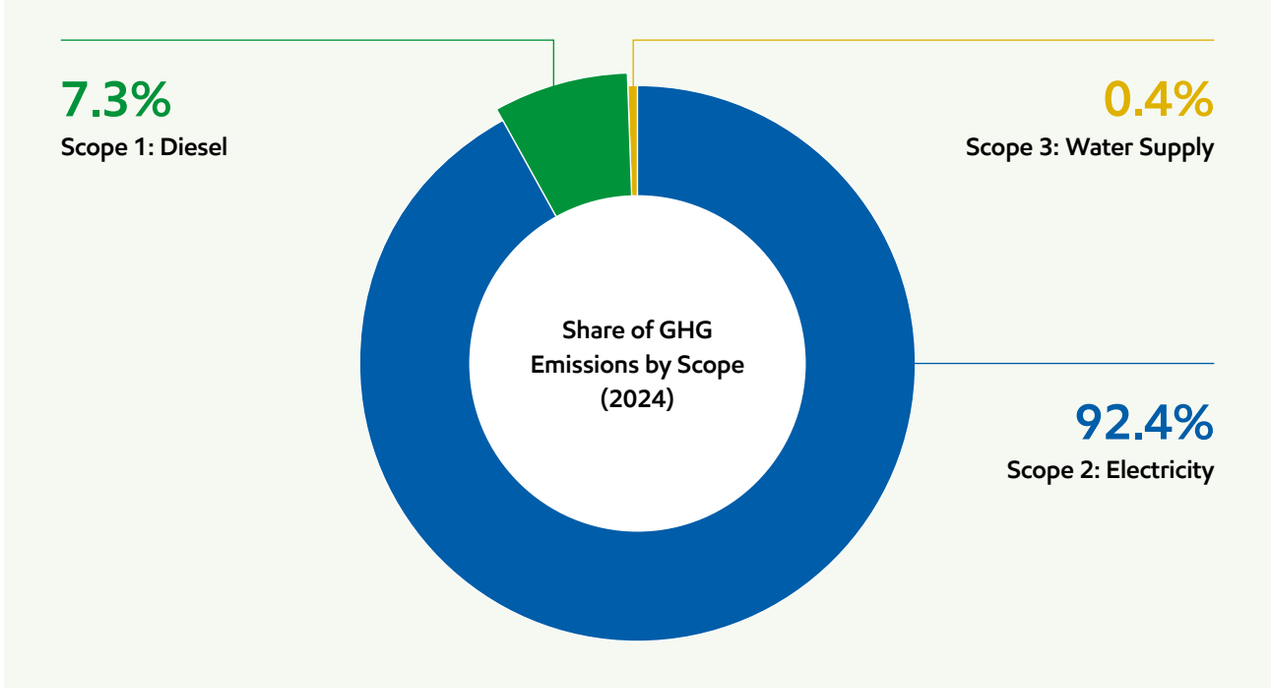
- Emission: 80.56 tons CO_2
- These are direct emissions from company-controlled sources, such as generators or company-owned vehicles using diesel fuel.
- Though not the largest source, it represents MJLBPLC's on-site operational impact on the environment.

Scope 2: Indirect Emissions from Purchased Electricity

- Emission: 1,024.75 tons CO_2
- This is the largest contributor to total emissions, caused by the generation of grid electricity used in MJLBPLC facilities.
- Since the electricity is produced off-site but consumed by MJLBPLC, it's categorized as Scope 2.
- Reducing this could involve transitioning to renewable energy sources or improving energy efficiency.

Scope 3: Other Indirect Emissions (Water Supply)

- Emission: 4.28 tons CO_2
- These are emissions from activities MJLBPLC doesn't own or control directly but are still part of its operations, like the energy used in water treatment and pumping.
- Even though the amount is small, Scope 3 emissions are often broad and can become significant when supply chain, logistics, and waste management are included.



1. Scope 2: Electricity (92.35%)

- This is the largest segment of the pie, showing that purchased electricity used in operations is the primary contributor to total GHG emissions.
- Emissions result from the burning of fossil fuels in the national grid to generate electricity, not within the company itself, but the usage is indirect.

2. Scope 1: Diesel (7.26%)

- Represents emissions from direct fuel consumption, such as diesel used in generators or vehicles controlled by the company.
- Although much smaller than electricity emissions, this is still a controllable and significant source.

3. Scope 3: Water Supply (0.39%)

- The smallest portion of emissions comes from indirect activities related to water use (e.g., energy used in water treatment and distribution).
- These emissions are outside direct operations but still part of the value chain.

The pie chart highlights that electrification and energy efficiency in electricity use should be the primary focus area for GHG reduction strategies. Diesel consumption can also be optimized through fuel-efficient practices or fleet upgrades. While Scope 3 emissions from water are minimal, tracking them shows attention to full sustainability accounting.

26. Net-Zero 2050 Roadmap

26.1 Phase 1: Short-Term (2024–2030) – "Efficiency & Transition"

Target: 30% reduction in Scope 1 & 2 emissions vs. 2024 baseline.

Initiative	Action Plan	Expected Impact
1. Renewable Energy Expansion	- Install 150 kW additional solar (LOBP, warehouses). - Procure 10% renewable energy via grid.	↓ 250 tCO_2e/year
2. Energy Efficiency	- Retrofit all facilities with LED lighting & smart HVAC. - Optimize lube blending processes.	↓ 150 tCO_2e/year
3. Diesel Phase-Out	- Shift to LPG, NG. - Pilot electric forklifts in warehouses.	↓ 50 tCO_2e/year
4. Carbon Accounting	- Full Scope 3 emissions audit (supply chain, logistics).	Improved transparency

26.2 Phase 2: Medium-Term (2031–2040) – "Decarbonization & Innovation"

Target: 60% reduction in Scope 1 & 2 emissions.

Initiative	Action Plan	Expected Impact
1. 100% Renewable Electricity	- Solar capacity 500+ kW. - Power Purchase Agreements (PPAs) for wind/hydro.	↓ 800 tCO_2e/year
2. Green Hydrogen Pilot	- Test green fueled boilers at LOBP.	↓ 100 tCO_2e/year
3. Circular Economy	- Zero-waste lube packaging. - Waste-to-energy projects.	↓ 200 tCO_2e/year
4. Supply Chain Decarbonization	- Require suppliers to disclose emissions. - Incentivize low-carbon logistics.	↓ 300 tCO_2e/year

26.3 Phase 3: Long-Term (2041–2050) – "Net-Zero Achievement"

Target: 100% reduction in Scope 1 & 2; offset residual emissions.

Initiative	Action Plan	Expected Impact
1. Carbon Capture & Storage (CCS)	- Partner with tech firms for CCS trials.	Neutralize 50 tCO_2e/year
2. Afforestation & Offsets	- Invest in mangrove restoration (Sundarbans). - Buy high-quality carbon credits.	Offset 200 tCO_2e/year
3. EV Fleet Transition	- Replace all diesel vehicles with EVs.	↓ 150 tCO_2e/year
4. Net-Zero Certification	- Achieve SBTi Net-Zero Standard validation.	Full compliance

26.4 Challenges & Mitigation

Risk	Mitigation Strategy
High grid emissions factor	Accelerate off-grid solar/wind projects.
Cost of green hydrogen	Seek govt. grants & global climate funds.
Supplier resistance	Offer training & preferential contracts.
4. Net-Zero Certification	- Achieve SBTi Net-Zero Standard validation.

MJL Bangladesh PLC.'s Net-Zero 2050 Roadmap is a science-based, actionable strategy to eliminate the carbon footprint while maintaining business growth. By prioritizing renewable energy, circular practices, and ethical partnerships, MJLBPLC aims to lead Bangladesh's industrial sector into a sustainable future.

"We don't just adapt to change—we drive it."

This roadmap ensures accountability, innovation, and resilience in MJLBPLC's climate journey.

26.5 Methodology & Data Sources

- **Standards:** GHG Protocol Corporate Standard.
- **Emission Factors:**
  - Electricity: Bangladesh Grid Average (IDCOL).
  - Diesel: IPCC 2006 Guidelines.
- **Tools:** Internal metering, utility bills, solar generation logs.

MJL Bangladesh PLC. is on track to reduce emissions by 10% in 2030 through renewable energy, efficiency upgrades, and sustainable practices. The Net-Zero by 2050 commitment reflects the dedication to climate action.

MJL Bangladesh PLC.'s 2024 Sustainability Report showcases significant progress in integrating sustainability across all aspects of operations. The company has demonstrated strong environmental leadership through measurable achievements, including a 9% reduction in CO_2 emissions, successful implementation of solar energy projects generating 465,982 kWh, and innovative waste reduction strategies that achieved 97% less packaging waste through bulk lubricant systems. These accomplishments reflect MJLBPLC's commitment to minimizing its ecological footprint while maintaining operational efficiency.

On the social front, MJLBPLC has maintained an exemplary safety record with zero workplace fatalities for the fourth consecutive year and a 70% reduction in injuries since 2021. The company's investment in human capital development, evidenced by providing over 20 training hours per employee and achieving an 89% retention rate, underscores its dedication to workforce well-being. Community initiatives, including planting 5,000 trees and supporting 500+ households through CSR programs, further demonstrate MJLBPLC's commitment to social responsibility.

Financially, MJLBPLC has delivered a robust performance with BDT 10.92 billion in revenue (unconsolidated), while contributing BDT 0.35 billion in taxes. The company's governance framework ensures strict compliance with anti-corruption policies and promotes local economic growth through 85% local procurement of packaging materials. MJLBPLC's operational excellence is validated by international certifications, including LEED Platinum for Mobil House and ExxonMobil's 3PIMS certification for its Lube Oil Blending Plant.

Looking ahead, MJLBPLC has established ambitious targets to deepen its sustainability impact. The company's net-zero roadmap includes increasing renewable energy adoption to 30% by 2030 and conducting comprehensive Scope 3 emissions assessments. Social equity goals aim to boost female workforce participation to 25% by 2030 and expand vocational training programs. MJLBPLC plans to enhance transparency through digital ESG dashboards and will begin external assurance of sustainability data in 2030.

As a leader in Bangladesh's lubricant industry, MJL Bangladesh PLC. is committed to driving sustainable industrial growth that creates value for all stakeholders. The company's integrated approach to sustainability - balancing economic performance with environmental stewardship and social responsibility - positions it as a model for responsible business practices in the region. Through continued innovation and accountability, MJLBPLC is not just preparing for a sustainable future, but actively shaping it. Stakeholders are encouraged to engage with the company's sustainability journey through the provided contact channels for ongoing dialogue and collaboration.

27. Support to The Communities

The sustainability initiatives undertaken by MJL Bangladesh PLC., focus on key areas such as education, healthcare, skill development, and community welfare. Through the well-structured programs, we aim to empower individuals and contribute to the long-term social and economic well-being of the communities MJLBPLC serves. Below, MJLBPLC provides a comprehensive overview of the activities, outcomes, and impact of the initiatives.

27.1 Education Support

Employee Education Support

MJLBPLC provides financial aid and mentorship to employees pursuing higher education, research, and professional development. This initiative ensures continuous learning and career progression, equipping employees with the skills and knowledge to contribute more effectively to both organizational success and societal development.

Beneficiaries: 05 employees

Employee Children Education Support

Scholarships and educational assistance are offered to children of the employees, particularly those in support staff roles. This ensures access to quality education and healthcare, bridging educational gaps and fostering equal opportunities for the next generation.

Beneficiaries: 07 children

Mohtasin Chowdhury Secondary School

Located in Hossainpur, Kadipur, Kulaura Upazila, Moulvibazar, Mohtasin Chowdhury Secondary School has been a key institution for education since its inception. Over the years, it has produced 1,511 SSC graduates and 72 HSC graduates in 2023 alone. The school, offering education from Class 6 to 12, operates under the guidance of the School Managing Committee, which upholds its commitment to academic excellence.

Beneficiaries: 1,056 (current students)

Computer Donation for Education Support

To enhance digital literacy, MJL Bangladesh PLC. donated computers to Mohtasin Chowdhury Secondary School. This initiative aims to equip students with vital IT skills, preparing them for future academic and professional challenges.

Beneficiaries: 560 students

University Student Skill Development Support Program

In collaboration with leading engineering universities, MJLBPLC conducts seminars and training sessions focusing on lubrication, environmental responsibility, and industrial applications. The programs include:

Bangladesh University of Engineering & Technology (BUET):

As Bangladesh's premier engineering institution established in 1876, BUET hosted a specialized seminar focusing on sustainable lubrication technologies and environmental impact mitigation. The program covered advanced topics including biodegradable lubricants, waste oil management systems, and lifecycle assessment of industrial lubricants. Participants engaged with faculty from BUET's renowned Petroleum and Mineral Resources Engineering Department and industry experts, gaining insights into cutting-edge research on tribology and sustainable manufacturing practices. Specialized seminar on sustainable lubrication technologies and environmental mitigation strategies.

Beneficiaries: 35+

Rajshahi University of Engineering & Technology (RUET):

Bangladesh's second-oldest engineering university (established 1864) conducted a comprehensive technical seminar addressing lubrication systems across industrial applications. The program emphasized the environmental consequences of improper lubricant disposal and introduced RUET-developed filtration technologies.

Participants from Mechanical and Industrial Engineering departments explored case studies from Bangladesh's textile and automotive sectors, with special sessions on regulatory compliance and green chemistry alternatives

Technical seminar on lubrication systems and their environmental impacts.

Beneficiaries: 2,500+

Ahsanullah University of Science & Technology (AUST):

This private technical university (founded 1995) delivered an industry-focused seminar bridging theoretical knowledge with practical applications. Mechanical Engineering students participated in hands-on workshops demonstrating lubricant performance testing, viscosity analysis, and equipment maintenance protocols. The curriculum incorporated AUST's research on nano-lubricants and included site visits to partner manufacturing facilities, providing students with direct exposure to operational challenges

Industry-focused seminar on lubrication applications and nano-lubricants.

Beneficiaries: 450+

Military Institute of Science & Technology (MIST):

The defense ministry's premier engineering institution (established 1998) received specialized funding for tribology research projects. Support enabled access to advanced testing equipment at MIST's Mechanical Engineering labs, including four-ball testers and surface profilometers. Students investigated military-specific applications such as extreme-condition lubricants for armored vehicles and corrosion prevention in marine environments. The program fostered collaboration between MIST's research centers and defense industry partners. Support for tribology research projects in collaboration with defense partners.

Beneficiaries: 320+

Mirpur Agricultural Workshop & Training School (MAWTS):

This Caritas Bangladesh-affiliated technical school (founded 1973) provided hands-on training in agricultural machinery maintenance and lubricant management. The 6-month program combined classroom instruction with workshop practice, covering tractor engine maintenance, irrigation pump servicing, and proper lubricant storage. Graduates received certification recognized by Bangladesh's Technical Education Board, with many securing positions in agricultural cooperatives and machinery dealerships 510.

These strategic partnerships demonstrate the commitment to developing technical capacity across Bangladesh's educational spectrum - from elite engineering universities to vocational training centers. Each program was tailored to the institution's specialized strengths while addressing the shared sustainability goals in lubrication technology and environmental stewardship.

Vocational training on agricultural machinery maintenance and lubrication.

Beneficiaries: 510+

27.2 Healthcare Support

Bakhtunnessa Chowdhury Diabetes Center (BCDC)

MJL Bangladesh PLC., through its affiliation with the East Coast Group, has made a significant impact on community healthcare by supporting the Bakhtunnessa Chowdhury Diabetes Centre (BCDC) in Kulaura, Moulvibazar. Established in 2000, BCDC has been a beacon of hope for underprivileged diabetic patients, offering free medical treatment and subsidized medicines. The East Coast Group, under the leadership of Chairman Azam J Chowdhury, has donated over BDT 40 million towards the center's development. Currently, BCDC serves over 5,000 registered patients, providing daily consultations to 60–70 individuals. The center is equipped with modern diagnostic facilities, including digital X-ray, ECG, and ultrasonography services, ensuring comprehensive care for its patients. In collaboration with organizations like Alo Bhuban Trust, BCDC also organizes free medical camps and training programs, such as the sonography camp held in December 2023, which benefited over 50 patients and trained numerous healthcare professionals. Furthermore, plans are underway to construct a full-fledged diabetes hospital, with land already acquired and development in progress, underscoring MJL Bangladesh PLC.'s commitment to enhancing healthcare infrastructure and accessibility in the region.

Beneficiaries: 1,800 (150 regular patients)+

Support to Ma and Shishu Hospital

As part of the commitment to community welfare, MJL Bangladesh PLC. extended support to Ma and Shishu Hospital under its Corporate Social Responsibility (CSR) initiatives. This contribution aimed to improve access to quality healthcare services for mothers and children, particularly from underserved communities. By supporting the hospital's medical infrastructure and patient care programs, MJBPLC strives to foster a healthier future generation and uphold its values of social responsibility and inclusive development.

Beneficiaries: 800+

Treatment Support for Specialized Children

MJL Bangladesh PLC., as part of its Corporate Social Responsibility (CSR) initiatives, is committed to supporting children requiring specialized medical treatments. Through financial and medical assistance programs, the company ensures that underprivileged children have access to necessary healthcare services, aiming to improve their quality of life. This dedication reflects MJL Bangladesh PLC.'s broader commitment to community welfare and social development in Bangladesh.

Beneficiaries: 04+

Eye Check-up Camp at Sayedabad and Mohakhali Bus Terminals

MJL Bangladesh PLC., in collaboration with Manabik Shahajya Sangstha (MSS), organized a free eye check-up camp at the Sayedabad and Mohakhali Bus Terminals, benefiting 550 underprivileged individuals, including car drivers. This initiative provided essential eye examinations and treatments, aiming to improve vision health among transport workers. Such efforts are crucial in promoting road safety and enhancing the quality of life for those who might otherwise lack access to proper eye care.

Beneficiaries: 550+

27.3 Skill Development & Awareness Programs

Women Driver Awareness Program

MJL Bangladesh PLC. has launched a Women Driver Awareness Program, training 55 women in safe driving practices to promote gender inclusivity in the transport sector and enhance road safety awareness. This initiative aligns with the growing trend of women entering the driving profession in Bangladesh, supported by organizations like BRAC Driving School, which has trained over 3,400 female drivers to date. By equipping women with professional driving skills, MJL Bangladesh PLC. not only empowers them economically but also contributes to creating a more inclusive and safer transportation environment.

Beneficiaries: 550+

Industrial Engineering Skill Enhancement Program

MJL Bangladesh PLC. has launched an Industrial Engineering Skill Enhancement Program, such as seminars, benefiting 2,240 individuals. This initiative provides technical training sessions aimed at improving industrial engineering skills, thereby preparing participants for better employment opportunities. By equipping individuals with industry-relevant skills, MJL Bangladesh PLC. contributes to workforce development and supports the nation's economic growth.

Beneficiaries: 2,240+

Skilled Development Programs for Drivers

MJL Bangladesh PLC. has implemented a comprehensive Skilled Development Program for Drivers, benefiting ~200 individuals. This initiative provides professional driving training aimed at enhancing road safety awareness and improving driving skills. By equipping drivers with the necessary knowledge and competencies, the program seeks to reduce accidents and promote responsible driving behavior. Through this commitment, MJL Bangladesh PLC. contributes to creating safer roads and fostering a culture of accountability among drivers. Conducted a seminar at Bangladesh German Technical Training Institute.

Beneficiaries: 200+

Skill Development & Awareness Program for Car Mechanics

MJL Bangladesh PLC. has launched a Skill Development & Awareness Program for Car Mechanics, benefiting 3200 individuals. This initiative provides workshops to upgrade the technical expertise of automobile mechanics, ensuring better vehicle maintenance and service quality. By enhancing the skills of mechanics, the program contributes to improved road safety and customer satisfaction, reflecting MJL Bangladesh PLC.'s commitment to community development and industry excellence. Conducted a seminar at Bangladesh German Technical Training Institute.

Beneficiaries: 3,200+

End-User & Lubricant user's Knowledge Sharing Program

MJL Bangladesh PLC. has launched an End-User & Lubricant Knowledge Sharing Program, benefiting 5,000 individuals. This initiative provides educational sessions on proper lubricant usage and vehicle maintenance, helping users optimize performance and reduce environmental impact. By enhancing awareness and technical knowledge, the program contributes to improved vehicle efficiency and supports MJL Bangladesh PLC.'s commitment to sustainability and community development.

Beneficiaries: 5,000+

Bangladesh Power Development Board Engineers' Skill Development

MJL Bangladesh PLC. has initiated a specialized skill development program for engineers of the Bangladesh Power Development Board (BPDB), benefiting 180 professionals. This advanced training aims to enhance operational efficiency within the power sector, aligning with BPDB's ongoing efforts to improve the technical competencies of its workforce. Through such initiatives, MJL Bangladesh PLC. contributes to the sustainable development of Bangladesh's energy infrastructure.

Beneficiaries: 180+

27.4 Community & Social Welfare

Center for Zakat Management (CZM)

MJL Bangladesh PLC., through its Corporate Social Responsibility (CSR) initiatives, actively supports the Center for Zakat Management (CZM), a pro-poor social enterprise dedicated to promoting the Islamic obligation of zakat as an economic tool for poverty alleviation. CZM works to institutionalize zakat management by mobilizing and effectively distributing zakat in an organized and planned manner, ensuring that the funds reach deserving individuals and communities in need. Through this partnership, MJL Bangladesh PLC. contributes to various welfare programs aimed at improving the lives of the underprivileged, thereby supporting financial inclusion and poverty alleviation in Bangladesh.

Beneficiaries: Undisclosed

Golf Tournaments

MJL Bangladesh PLC.'s Golf Tournament, serves as a dynamic platform that extends beyond the fairways to foster community engagement, promote health awareness, and facilitate networking. Such sporting events have been shown to encourage physical activity and healthy lifestyles among community members of all ages, thereby enhancing overall well-being. Additionally, golf tournaments often bring together individuals from diverse backgrounds, promoting social cohesion and creating opportunities for meaningful connections. By integrating these elements, MJL Bangladesh PLC.'s initiative not only contributes to the personal development of participants but also strengthens the fabric of the community.

Beneficiaries: 2000+

Tennis Federation BD:

The Bangladesh Tennis Federation, established in 1972, serves as the governing body for tennis in Bangladesh and is affiliated with the National Sports Council, the Bangladesh Olympic Association, and international tennis organizations. MJLBPLC donated to improve game performance.

Beneficiaries: 50+

27.5 Research & Development Support

Research & Development at MIST

MJL Bangladesh PLC. has demonstrated a strong commitment to advancing engineering and technology in Bangladesh by providing funding and resources to the Military Institute of Science and Technology (MIST). This support has enabled MIST to undertake innovative research projects, benefiting approximately 750 students and researchers. By investing in these initiatives, MJL Bangladesh PLC. contributes to the development of cutting-edge solutions in various engineering disciplines, fostering a culture of innovation and excellence. This collaboration underscores the company's dedication to supporting educational institutions and promoting technological advancements that can drive national progress.

Beneficiaries: 750+

The sustainability initiatives have positively impacted over 15,000 beneficiaries across education, healthcare, skill development, and social welfare. MJLBPLC remains committed to fostering inclusive growth and empowering communities through structured, long-term programs. Future efforts will focus on expanding reach and enhancing program effectiveness.

28. Marketing and CSR activities Photography

A glimpse into MJL Bangladesh PLC's impactful presence through recent marketing campaigns and corporate social responsibility initiatives. From engaging industry partners at technical seminars and business meets to supporting communities through education, disaster relief, and awareness programs, these photos capture the commitment to sustainability, stakeholder engagement, and national development.





Seminar on Sustainable Solutions: Mobil Lubricants and Environmental Stewardship in the Industry. Engaging 150+ Associated Industries in Advancing Sustainable Industrial Practices





Seminar on Energy Efficiency and Cost savings: The role of Mobil lubricants in industrial Operations. Engaging 130+ Associated Industries in Advancing Sustainable Industrial Practices





Seminar on Seminar on Sustainable Solutions: Mobil Lubricants and Environmental Stewardship in the Industry. Engaging 120+ Associated Industries in Advancing Sustainable Industrial Practices





Seminar on Energy Efficiency and Cost savings: The role of Mobil lubricants in industrial Operations. Engaging 130+ Associated Industries in Advancing Sustainable Industrial Practices





Seminar on Seminar on Sustainable Solutions: Mobil Lubricants and Environmental Stewardship in the Industry. Engaging 125+ Associated Industries in Advancing Sustainable Industrial Practices





MJL Bangladesh PLC proudly supports higher education through its collaboration with the **BGMEA University of Fashion & Technology (BUFT)**. This initiative aims to **empower future professionals** by providing financial assistance, academic resources, and opportunities for industry exposure—strengthening the link between education and employability in Bangladesh's thriving textile and fashion sectors.



MJL Family Day is a signature employee engagement event that brings together staff and their families to celebrate unity, appreciation, and togetherness beyond the workplace. Through cultural activities, entertainment, and shared experiences, it reinforces a strong sense of belonging and community within the MJL family.





MJLBPLC's Business Partners Meet serves as a collaborative platform to engage key stakeholders, distributors, and industry partners in aligning strategic goals and sharing growth opportunities. The event fosters long-term relationships through knowledge exchange, performance recognition, and discussions on market trends, innovation, and sustainable practices.





The Driver Awareness Program is an MJLBPLC safety initiative aimed at educating commercial and industrial vehicle drivers on the importance of proper lubricant use, vehicle maintenance, and road safety practices. The program promotes responsible driving behavior, reduces equipment failure, and enhances overall operational safety and environmental compliance.





MJL Bangladesh PLC contributes BDT 25 Lac to Chief Adviser's Relief and Welfare Fund for Flood Victims

In response to the devastating flash floods impacting millions across Bangladesh, MJL Bangladesh PLC has generously pledged an emergency fund of BDT 25 Lac to the Chief Adviser's Relief and Welfare Fund. This humanitarian gesture aims to support the estimated 5.1 million people severely affected in regions including Feni, Noakhali, Cumilla, Cox's Bazar, Chattogram, Khagrachari, Rangamati, Brahmanbaria, Moulvibazar, and Habiganj.

MJL Bangladesh PLC is committed to fostering an inclusive workplace where women are empowered to lead, grow, and thrive. Through targeted recruitment, leadership development programs, and gender-sensitive workplace policies, MJLBPLC actively promotes equal opportunities and supports women's participation across all levels of the organization and its extended value chain.

References

Environmental References:

1. Intergovernmental Panel on Climate Change (IPCC). (2023). *Climate Change Mitigation Strategies for Industrial Sector.*
2. Bangladesh Climate Change Strategy and Action Plan (BCCSAP). (2023). *Ministry of Environment, Forest and Climate Change.*
3. International Energy Agency (IEA). (2023). *Best Practices in Energy Efficiency for Manufacturing.*
4. Carbon Trust. (2023). *Industrial Decarbonization Roadmaps.*
5. World Wildlife Fund (WWF). (2023). *Water Stewardship Guidelines for Industries.*

Social References:

6. International Labour Organization (ILO). (2023). *Decent Work Standards in Manufacturing.*
7. UN Women. (2023). *Gender Equality in the Workplace.*
8. Bangladesh Labour Rules. (2023). *Ministry of Labour and Employment*.
9. Global Reporting Initiative (GRI). (2023). *Social Impact Measurement Standards.*
10. World Health Organization (WHO). (2023). *Occupational Health and Safety Guidelines.*

Governance References:

11. OECD. (2023). *Corporate Governance Principles.*
12. Bangladesh Securities and Exchange Commission (BSEC). (2023). *Corporate Governance Guidelines.*
13. Transparency International. (2023). *Anti-Corruption Best Practices.*
14. International Corporate Governance Network (ICGN). (2023). *Stewardship Principles.*
15. Bangladesh Companies Act. (2023). *Corporate Compliance Requirements.*

Integrated ESG Frameworks:

16. Sustainability Accounting Standards Board (SASB). (2023). *Oil & Gas Sector Standards.*
17. Task Force on Climate-related Financial Disclosures (TCFD). (2023). *Climate Risk Reporting Framework.*
18. Taskforce on Nature-related Financial Disclosures (TNFD). (2023). *Nature Risk Assessment*.
19. UN Global Compact. (2023). *Ten Principles for Responsible Business.*
20. World Business Council for Sustainable Development (WBCSD). (2023). *ESG Integration Roadmap.*

Industry-Specific ESG References:

21. American Petroleum Institute (API). (2023). *Sustainability in Lubricant Manufacturing.*
22. European Lubricating Grease Institute (ELGI). (2023). *Best Practices in Grease Production.*
23. Independent Lubricant Manufacturers Association (ILMA). (2023). *ESG Guidelines for Lubricant Industry.*
24. Society of Tribologists and Lubrication Engineers (STLE). (2023). *Sustainable Lubrication Technologies.*
25. IPIECA. (2023). *Oil and Gas Industry Guidance on Sustainability Reporting.*

Local Context References:

26. Bangladesh Bank. (2023). *Sustainable Finance Policy.*
27. Dhaka Stock Exchange. (2023). *ESG Reporting Requirements.*

28. Bangladesh Garment Manufacturers and Exporters Association (BGMEA). (2023). *Best Practices in Industrial Sustainability*.
29. Bangladesh Environmental Lawyers Association (BELA). (2023). *Environmental Compliance Guidelines.*
30. Bangladesh Investment Development Authority (BIDA). (2023). *Sustainable Investment Framework.*

Data and Measurement Standards:

31. Greenhouse Gas Protocol. (2023). *Corporate Accounting and Reporting Standard.*
32. Science Based Targets initiative (SBTi). (2023). *Target Setting Guidance.*
33. CDP. (2023). *Environmental Disclosure Framework.*
34. International Integrated Reporting Council (IIRC). (2023). *Integrated Reporting Framework.*
35. Global ESG Benchmark for Real Assets (GRESB). (2023). *Industrial Sector Assessment.*

Stakeholder Engagement:

36. AccountAbility. (2023). *AA1000 Stakeholder Engagement Standards.*
37. International Organization for Standardization (ISO). (2023). *ISO 26000 Social Responsibility Guidance.*
38. GRI. (2023). *Stakeholder Inclusiveness Principles.*
39. UNEP FI. (2023). *Principles for Responsible Investment.*
40. BSR. (2023). *Stakeholder Engagement Toolkit.*

Emerging ESG Topics:

41. World Economic Forum. (2023). *Future of Sustainable Manufacturing.*
42. Ellen MacArthur Foundation. (2023). *Circular Economy in Industrial Applications.*
43. Principles for Responsible Investment (PRI). (2023). *ESG in Emerging Markets.*
44. MSCI. (2023). *ESG Ratings Methodology.*
45. Sustainalytics. (2023). *ESG Risk Ratings Framework.*

Implementation Guidance:

46. PwC. (2023). *ESG Strategy Development Guide.*
47. KPMG. (2023). *ESG Reporting Best Practices.*
48. EY. (2023). *ESG Due Diligence Framework.*
49. Deloitte. (2023). *ESG Maturity Assessment Tool.*
50. BCG. (2023). *ESG Transformation Roadmap.*

Sustainability is the compass that guides us toward a greener, more inclusive future for Bangladesh.



GRI Content Index

Organization: MJL Bangladesh PLC.

Reporting Period: January – December 2024

General Disclosures (GRI 102)

GRI Code	Disclosure	Report Reference	Remarks
102-1	Organization name	About MJL Bangladesh PLC.	"MJL Bangladesh PLC."
102-2	Activities, brands, products, services	Industry Leadership in Lubricants	Mobil & Omera lubricants, blending plant operations
102-3	Location of headquarters	Location of Headquarters	Mobil House, Gulshan Avenue, Dhaka
102-4	Location of operations	Operations & Facilities	LOBP Chattogram, regional offices nationwide
102-5	Ownership & legal form	About MJL Bangladesh PLC.	Joint venture (Jamuna Oil Co. & EC Securities Ltd.)
102-6	Markets served	Market Segmentation	B2B, B2C, export (Nepal)
102-7	Scale of the organization	Key Company Highlights	180 employees, BDT 29.71B assets, 13,353 shareholders
102-8	Employee information	Diversity & Inclusion Report	Gender, age, turnover data
102-9	Supply chain	Supply Chain Responsibility (ESG Material Assessment)	Supplier audits, 65% local sourcing packaging materials
102-11	Precautionary Principle	Climate Change Policy	Risk mitigation in operations
102-12	External initiatives	Membership Associations	ALIA, BSTI, DSE, ExxonMobil partnership
102-13	Membership associations	Membership Associations	ALIA, BSTI, DSE, Dhaka Chamber
102-14	MD/CEO statement	Message from MD/CEO	Sustainability vision
102-15	Key impacts, risks, opportunities	ESG Material Assessment	Climate, energy, diversity priorities
102-16	Values, principles, standards	Policies & Guidelines	Code of Conduct, Anti-Corruption Policy
102-17	Mechanisms for advice on sustainability	Report Review Panel	Independent ESG oversight committee
102-18	Governance structure	Governance & Ethics	Board, MD, CEO, functional heads
102-19	Delegating authority	Not explicitly stated	Implied in governance structure

GRI Code	Disclosure	Report Reference	Remarks
102-20	Executive-level responsibility for sustainability	Report Review Panel	CEO, Sr. GM and Sustainability Editor oversight
102-21	Stakeholder engagement	Stakeholder Engagement	Investors, customers, employees, communities
102-22	Composition of governance bodies	Governance & Ethics	Board diversity (14% female)
102-23	Chair of highest governance body	Report Review Panel	Managing Director
102-24	Nominating and selecting highest governance body	Not explicitly stated	Governed by shareholder agreements
102-25	Conflicts of interest	Business Ethics Policy	Anti-corruption measures
102-26	Role of governance bodies in sustainability	Report Review Panel	ESG data validation & strategy alignment
102-27	Collective knowledge of governance bodies	HR/Secretary	Implied through training & expertise
102-28	Evaluation of governance performance	Internal Audit	Internal reviews conducted
102-29	Identifying/managing economic, environmental, and social impacts	ESG Material Assessment	Materiality matrix & risk analysis
102-30	Effectiveness of risk management	Governance & Ethics	Zero non-compliance incidents
102-31	Review of economic, environmental, and social topics	Report Review Panel	Annual sustainability audits
102-32	Highest governance body's role in sustainability reporting	Report Review Panel	Final approval of disclosures
102-33	Communication of critical concerns	Whistleblower Policy	Ethics hotline & reporting channels
102-34	Nature and total number of critical concerns	No Record	No critical concerns in 2024
102-35	Remuneration policies	Compensation Transparency	Executive pay aligned with performance
102-36	Process for determining remuneration	Financial Report	Board-approved compensation structure
102-37	Stakeholders' involvement in remuneration	Financial Report	Shareholder approval for executive pay
102-38	Annual total compensation ratio	Annual Report	Annual Report
102-39	Percentage increase in annual compensation	Annual Report	Annual Report
102-40	List of stakeholder groups	Stakeholder Engagement	Investors, customers, employees, regulators, NGOs

GRI Code	Disclosure	Report Reference	Remarks
102-42	Identifying and selecting stakeholders	Stakeholder Engagement	Surveys, materiality assessments
102-43	Stakeholder engagement approach	Stakeholder Engagement	AGMs, surveys, community programs
102-44	Key topics raised by stakeholders	ESG Material Assessment	Climate, safety, product quality
102-45	Entities included in financial statements	Annual Report	MJL Bangladesh PLC. consolidated
102-46	Defining report content and topic boundaries	About This Report	Covers owned/operated facilities in Bangladesh
102-47	Material topics list	ESG Material Assessment	Climate, energy, diversity, governance
102-49	Changes in reporting	Reporting Standards	Aligned with GRI 4, IFRS S1/S2
102-50	Reporting period	Reporting Parameters	January – December, 2024
102-51	Date of most recent report	Internal Data	First standalone sustainability report
102-52	Reporting cycle	Reporting Parameters	Annual
102-53	Contact point for questions	Feedback	shahin.alom@mobilbd.com
102-54	Claims of reporting in accordance with GRI	About This Report	GRI Core option declared
102-55	GRI Content Index	This document	
102-56	External assurance	Assurance	Limited assurance by internal audit

GRI 200: Economic Disclosures Index

GRI Code	Disclosure	Location in Report	Response	Remarks
201-1	Direct economic value generated & distributed	Annual Report (Integrated)	▪ Gross revenue: BDT 38.95 billion (Consolidated) ▪ Employee wages: BDT 297.22 million ▪ Community investments: BDT 5 million	Detailed breakdown in financial statements.
201-2	Financial implications of climate change	Net-Zero Roadmap	▪ 2024 CO_2e reduction cost: BDT 34.4 million ▪ Solar investment ROI: 7 years	Aligns with TCFD recommendations.
201-4	Government financial assistance	Annual Report	No significant subsidies received	Annual Report.

GRI Code	Disclosure	Location in Report	Response	Remarks
202-1	Ratios of standard entry-level wage	Internal Policy	Internal Policy available	Internal policy aligns with minimum wage laws.
202-2	Gender pay gap	Diversity & Inclusion	Gender pay gap: ~5% (entry-level)	Disaggregated by role in internal audits.
203-1	Infrastructure investments & services	LOBP & Mobil House	▪ Solar plants: BDT 25 million ▪ LEED Platinum HQ: BDT 50 million	Quantified capital expenditures.
203-2	Significant indirect economic impacts	Social Impact	▪ 3,500+ jobs in value chain ▪ 500+ mechanics trained	Multiplier effect on local economy.
204-1	Proportion of local procurement	Economic Prosperity	65% packaging materials sourced locally	Supports Bangladesh's industrialization.
205-1	Anti-corruption training	Business Ethics Policy	▪ 100% management trained ▪ 58% employees trained (2024)	Annual mandatory sessions.
205-2	Confirmed corruption cases	Governance & Ethics	Zero incidents in 2024	Verified by internal audit.
205-3	Communication of anti-corruption policies	Business Ethics Policy	▪ Employee handbook ▪ Supplier code of conduct	Available in Bangla & English.
206-1	Legal actions for anti-competitive behavior	Applicable	No litigation in 2024	Compliant with competition laws.

Environmental Disclosures (GRI 300 Series)

GRI Code	Disclosure	Report Reference	Key Data Points	Improvement Targets
301-1	Materials used by weight/volume	Lubricant Packaging)	▪ 20,000L bulk containers reduced steel drum use by 97% ▪ 98% base oil utilization efficiency	100% recyclable packaging by 2030
301-2	Recycled input materials	Circular Economy Initiatives	30% recycled content in packaging materials	Increase to 50% by 2030
301-3	Reclaimed products/materials	Waste Oil Management	0.076% produced annually	Reduce to 2% by 2030
302-1	Energy consumption within org.	GHG Emissions	▪ Total: 1,624,282 kWh ▪ Diesel: 30,060 liters	15% reduction in grid electricity use by 2030
302-2	Energy consumption outside org.	Scope 3 Emissions	4.28 tCO_2e from water supply	Initiate supply chain energy audits in 2030

GRI Code	Disclosure	Report Reference	Key Data Points	Improvement Targets
302-3	Energy intensity	GHG Emissions	0.68 kg CO_2e/kWh (vs. grid avg. 0.76)	Maintain <0.65 kg CO_2e/kWh
302-4	Energy reduction	Net-Zero Roadmap	▪ 465,982 kWh solar generation ▪ 30% less energy than conventional buildings	500 kW solar capacity by 2026
302-5	Reductions in energy requirements	Mobil House	▪ Magnetic-bearing chillers (35% savings) ▪ LED lighting (75-80% savings)	Retrofit all facilities by 2027
303-1	Water withdrawal by source	Water Conservation	▪ Total: 12,457 m^3 ▪ 50% reduction vs. baseline	Implement rainwater harvesting at LOBP
303-2	Water sources significantly affected	Not applicable	No water-stressed locations	N/A
303-3	Water recycling/ reuse	Mobil House	▪ 100% wastewater reuse ▪ 144,000L rainwater harvested annually	Zero liquid discharge at all sites
304-1	Operational sites in protected areas	Biodiversity Policy	No operations in protected areas	Maintain 100% compliance
304-2	Significant impacts on biodiversity	Zero Deforestation Policy	▪ 5,000 trees planted ▪ No habitat disruption	10,000 trees by 2026
304-3	Habitats protected/ restored	Community Engagement	Mangrove conservation partnerships	Formal biodiversity action plan by 2030
305-1	Direct (Scope 1) GHG emissions	GHG Emissions	80.56 tCO_2e (diesel combustion)	Transition to LPG/EV fleet by 2027
305-2	Energy indirect (Scope 2) GHG emissions	GHG Emissions	1,024.75 tCO_2e (grid electricity)	30% renewable energy by 2030
305-3	Other indirect (Scope 3) GHG emissions	GHG Emissions	4.28 tCO_2e (water supply)	Full Scope 3 assessment by 2030
305-4	GHG emissions intensity	GHG Emissions	6.16 tCO_2e/employee	Reduce to 5.5 tCO_2e/ employee by 2030
305-5	Reduction of GHG emissions	Net-Zero Roadmap	9.03% reduction YoY (1,109.59 tCO_2e)	30% reduction by 2030
305-7	Nitrogen/Sulfur oxides emissions	Air Emissions	▪ NOx: 6.72 tons ▪ SO_2: 11.05 tons	Install scrubbers at LOBP by 2026
306-1	Waste generation/ disposal	Waste Reduction Policy	▪ Zero liquid discharge ▪ Waste sold to a certified vendors	100% circularity by 2030

GRI Code	Disclosure	Report Reference	Key Data Points	Improvement Targets
306-2	Significant spills	EM standard	No spills in 2024	Maintain zero-spill record
306-3	Hazardous waste	LOBP Compliance	Managed per ExxonMobil 3PIMS standards	Reduce by 15% annually
306-4	Waste transported internationally	Not applicable	No international waste shipments	Licensed 3rd party
306-5	Water bodies affected by discharges	Water Policy	Zero industrial discharge	Continuous monitoring

Social Disclosures (GRI 400 Series)

GRI Code	Disclosure	Report Reference	Key Data Points	Improvement Targets
401-1	New employee hires	Diversity & Inclusion	▪ Total hires: 16 (6.25% female) ▪ 93.75% male	8% female hiring target by 2030
401-2	Benefits for full-time employees	Human Capital Development)	▪ Medical coverage ▪ Provident fund ▪ Training subsidies	Extend parental leave benefits
401-3	Parental leave	Not disclosed	Policy exists but data is confidential	Public disclosure by 2030
402-1	Employee notification on operational changes	Open Door Policy	▪ Townhall meetings ▪ 60% office attendance hybrid	Digital notification system in 2030
403-1	Occupational health & safety (OHS) management	Occupational H&S	▪ Zero fatalities (2021-2024) ▪ 0.1 recoverable injury rate	Maintain zero-harm workplace
403-2	Hazard identification/risk assessment	Safety Policy	▪ Digital incident reporting ▪ Quarterly plant audits	SAP-powered risk modeling by 2026
403-3	OHS training	Training Policy	▪ 20+ HSE hours/employee ▪ Emergency drills	100% certification compliance
403-4	Worker participation in OHS	Mobil Green Champions	▪ 10 safety committees ▪ 85% meeting attendance	100% department coverage
403-5	Worker access to OHS remedies	Whistleblower Policy	Anonymous reporting channels	24/7 hotline in 2030
403-6	Leading/trailing safety metrics	Occupational H&S	▪ 70% fewer injuries since 2021 ▪ 0 LTIFR	<0.3 LTIFR by 2026
404-1	Training hours per employee	Human Capital Dev.	▪ Avg. 20 hours/employee ▪ 3,600 total training hours	22 hours/employee in 2030

GRI Code	Disclosure	Report Reference	Key Data Points	Improvement Targets
404-2	Skills management programs	ExxonMobil Training	▪ Technical upskilling ▪ Foreign training for top performers	Leadership pipeline development
404-3	Career development reviews	Not explicitly stated	Implied in talent retention (89% rate)	Formalize process by 2030
405-1	Diversity in governance	Governance	▪ Board: 14% female (1/7) ▪ Management: 5% female	15% female execs by 2030
405-2	Gender pay equity	Diversity	~5% gap (entry-level roles)	Disclose senior-level gaps by 2030
406-1	Discrimination incidents	Equal Opportunity	Zero reported cases	Strengthen reporting channels
408-1	Child labor incidents	Child Labor Policy	Zero cases (verified audits)	Maintain 100% compliance
409-1	Forced labor incidents	Human Rights Policy	Zero cases	Supplier audits for bonded labor
410-1	Security personnel training	Not disclosed	Contract guards trained annually	Include human rights modules
412-1	Human rights due diligence	Human Rights Policy	▪ Supplier code of conduct ▪ Employee training	Expand to logistics partners
413-1	Local community engagement	Stakeholder Engagement	▪ 5,000 trees planted ▪ 500+ households flood relief	Vocational training expansion
413-2	Negative community impacts	Not applicable	No significant complaints	Continuous stakeholder dialogs
414-1	Supplier social assessments	Supply Chain)	100% raw material suppliers audited	Include subcontractors in 2030
415-1	Public policy contributions	Governance	Input on lube quality standards	Advocate for recycling policies
416-1	Customer health/ safety	Product Safety	▪ 1,200+ mechanic trainings ▪ 92% satisfaction rate	95% satisfaction by 2030
416-2	Non-compliance impacts	Not applicable	Zero product recalls	Target
417-1	Marketing communications	Brand Compliance	GRI-aligned sustainability claims	Third-party green claims audit
418-1	Privacy complaints	Data Protection	Zero breaches reported	GDPR alignment by 2026

Contact for Grievances: Shahin.alom@mobilbd.com | **Hotline**: 16669

Mobil™

brought to you by
MJL Bangladesh PLC.

Mobil House, CWS (A) 13/A, Gulshan Avenue
Bir Uttam Mir Shawkat Sarak, Dhaka-1212, Bangladesh
Tel: +88 02 226601427-29, Fax: +88 02 226601430-31
mjlbl.com | /Mobil.MJLBangladesh

nymphea | www.nymphea-bd.com