



Wellness and Well-Being

Principles Statement

Motherson

Wellness and Well-Being Statement

At Motherson, the well-being of our team members is a key driver of our success. We are dedicated to fostering an environment where physical, mental, and emotional wellness thrives, enabling each individual to reach their full potential with different programs in our locations around the world.

Our Commitment:

Physical Vitality: We encourage our team members to care about their physical health. We recommend focus on wellness programs, fitness activities, and ergonomic solutions that promote an active lifestyle.

Mental Wellness: We recognize the importance of mental well-being. Through open dialogue, we aim to create a workplace where every mind can flourish and provide support in line with local norms.

Work-Life Harmony: We value work-life harmony as essential for sustained well-being. Clear communication and opportunities for governmental leave and personal time off (PTO) enable our team members to thrive at work and beyond.

Social Connection: Building solid connections enhances our sense of community. We encourage collaboration, teamwork, and inclusive practices that foster meaningful relationships at in the workplace. Specific emphasis is placed on global citizenship and consideration of multiple stakeholders.

Growth and Development: Our learning opportunities, skill development programs, and career advancement paths empower individuals to achieve both their own and the company's objectives.

Supportive Leadership: Our leadership team is dedicated to motivating well-being, providing guidance, and fostering an environment of trust, respect, and empathy.

To further support our approach, we measure employees' sentiment through a regular employee engagement survey and we continually work to improve related activities and programs. We understand that prioritizing well-being creates a ripple effect that extends to multiple stakeholders. Motherson adheres to local, country, federal, and company practices, processes and regulations.

Together, we can build a brighter and more sustainable future.

Together, we can do extraordinary things!

Examples of Programs and activities that may be deployed in our units around our global footprint include:

- Mental health first aiders,
- Annual wellbeing calendar
- Volunteering initiatives
- CSR committees
- Parental support programs (observing local legislation)
- SOS International travel support
- Employee assistance programs
- Family days
- Health awareness
- Medical checks
- Company events