



Global Citizenship Report 2021-2022

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Mission Statement.

“To set new standards in good corporate citizenship by helping to improve the livelihood of the communities we are a part of and society at large, focusing on their prosperity and well-being to ensure inclusive, long-term development for all.”

The Motherson Citizenship Strategy reflects the group's commitment to the social element in its credo, which was formulated in 1995. This mission is ingrained in the culture of Motherson. Our Citizenship Strategy strives to touch lives and leave a lasting, positive impact on people and communities where Motherson has a presence by leveraging the company's core talents and resources. Projects are structured to ensure both sustainability and scalability so that they have maximum impact.



Chairman's Quote.

Since my mother and I founded Motherson in 1975, we have been committed to creating long-term value for all our stakeholders: our customers, our employees, our investors and the communities that host our plants. In this report, we share an overview of our citizenship initiatives across the world, which are aimed at strengthening the communities in which we work.

Our community outreach is framed by the link between our business activities and the United Nations Sustainable Development Goals (SDGs). By integrating them into our business operations, we try to align the growth of our company with the vitality and betterment of society at large. In addition, we have a strong belief that the long-term success of our company helps us provide lasting opportunities for our employees. We strive to provide an environment in which they can become part of something greater than themselves, which we believe provides

tremendous meaning. This not only benefits our employees but their families and communities as well. We consider this part of the purpose of Motherson as a company.

At all our operating units across the world, employees and teams from each region coordinate citizenship initiatives at the local level. We have adopted this approach because each unit knows best what is needed and what would benefit their community most. Thus, our activities are very diverse, ranging from lifting the underserved to contributing to higher literacy rates and fostering innovations that improve the quality of life.

We realise that strengthening society will always be a work in progress. Therefore, we continue to develop new projects in the areas of employment, community development, education, health and the environment through our global citizenship programmes. We look forward to bolstering these efforts in the coming year, touching more lives and helping more people. We hope you will find this report of interest, and we invite you to join us on this journey!

Vivek Chaand Sehgal
Chairman, Motherson



About Motherson.

Motherson is a diversified global manufacturing specialist and one of the world's largest and fastest-growing automotive suppliers for OEMs. Motherson supports its customers from more than 300 facilities across 41 countries, with a team of over 150,000 dedicated professionals. Thanks to the trust of our customers, the group recorded revenues of USD 10.5 billion during 2021-22 and is ranked among the top 25 automotive suppliers worldwide.

Motherson operates as a full system solutions provider for its customers. The product portfolio

includes electrical distribution systems, fully assembled vehicle interior and exterior modules, automotive rear-vision systems, moulded plastic parts and assemblies, injection moulding tools, moulded and extruded rubber components, lighting systems, electronics, precision metals and modules, industrial IT solutions and services, and new innovative technologies such as wireless power, etc. The group has expanded its presence to support customers in new segments, including health and medical, aerospace and logistics. The diversified range of technologies

and capabilities allows Motherson to support a wide spectrum of sectors, with automotive as the main industry served.

Principal focus areas.



Citizenship programmes and their linkage to United Nations Sustainable Development Goals.

People are at the heart of Motherson; we are one family, and our goal is to create a supportive environment in which all our employees can thrive and grow.

Our citizenship programmes help us in addressing the materiality topic of "Community and Global Citizenship" in the social dimension of our sustainability initiatives. Part of our effort to set new standards in good corporate citizenship is positively engaging with the communities in which we operate. We work hard to contribute effectively to the communities where we do business. Through projects tailored to address local needs, we aim to make a difference in the lives of those who matter to us. Although the projects are diverse in nature, there is a common thread that binds them: they are all connected to our principal focus areas: livelihood and community development, education, health and well-being, and environmental sustainability.

These topics have been linked to the United Nations Sustainable Development Goals (UN SDGs) to help focus our efforts on tackling global issues and creating a more sustainable future for all of us.



Success tastes sweetest when it is shared, and as we continue to grow and flourish, we want to lift up our "extended family" by giving back to the communities that host our plants and offices. Our ambition to be a responsible, conscientious global corporate citizen and a sustainable company that will last for generations, begins with honouring those who make this ambition a reality: our people.

Our Global Citizenship Report includes efforts made by Samvardhana Motherson International Limited (SAMIL) to meet its Corporate Social Responsibility (CSR) obligation under the provisions of the [Indian] Companies Act, 2013. SAMIL CSR Report for the year ended 31 March 2022 is part of the Annual Report for FY 2021-22.

To know more in detail about other materiality topics read our Sustainability section in the SAMIL Annual Report FY 2021-22 at www.motherson.com



01 Livelihood and Community Development.



- Imparting special knowledge and fostering employability by developing vocational skills, especially among youth
- Supporting charitable institutions that focus on different segments of society and promote general community development

- Organising fundraising events for specific beneficiaries in the community
- Developing community infrastructure
- Organising open-door events to educate citizens on specific industries and make them aware of potential work opportunities



Livelihood and Community Development.



Skill development

Motherson is dedicated to helping communities build a secure future by promoting equitable development. Skill development is considered key to the economic growth of a country. Hence, Motherson implements various initiatives globally to help citizens — especially underprivileged populations — obtain relevant skills that can lead to higher income a dignified life.

Motherson's workforce comprises 150,000 people worldwide, with the majority workforce on the shop floor. As a result, we recognise the importance of skill development and have made it one of our key focus areas.

Community development

Motherson cares about the communities where we do business. We integrate community empowerment, holistic development and citizen involvement in all our social projects.

We attempt to help all levels of the population through a wholesome approach to community engagement. The majority of our initiatives use a participatory approach, with community members taking an active role in programme execution to build a sense of belonging, which in turn enhances the success of the programme.



Centre for Excellence

A study by the Automotive Skills Development Council (ASDC) indicates that in order to achieve the anticipated expansion and implement Industry 4.0, the transportation industry would need a significant number of trained people, particularly trailer-truck drivers (HMV).

In response to this projection, Motherson intends to open a training facility for individuals interested in careers in the automotive sector. This facility will train individuals to operate LMV (Light Motor Vehicle), HMV (Heavy Motor Vehicle), and car-carrier trailers. An evaluation of

the project's viability is now being done. Other activities include earmarking a budget, engaging with potential partners and identifying sites to build the infrastructure.

South Asia.

Skill development

In conjunction with its implementation partner, the Sambhav Foundation, Motherson aims to equip employable youth in the National Capital Region (NCR) with the skills required for secure employment.

The project takes a comprehensive strategy, beginning with the identification of suitable candidates followed by skill-centre training and on-the-job training. Candidates are also given counselling sessions to help them determine their emphasis areas and develop their strengths. Guest lectures from knowledgeable individuals in related fields are included in the programme, facilitating the integration of academic knowledge with insight into current industry trends.

Candidates take an examination after completing the course and are given credentials and support for placement possibilities in relevant businesses. Candidates are tracked

for six months after they have been placed.

Key intervention areas

- Auto Service Technician Training
- CNC Operator and Automotive Service Technician
- Fitter-Electrical and Electronic Assembly
- Retail Sales Associate
- Automotive Sales Consultant
- Automotive Assembly Assistant



Community development

KRISH Sustainable Habitat is a Motherson project in the Mathura district in Uttar Pradesh, India, that promotes sustainable practices in food, health, livelihood and the environment. In collaboration with the International Society for Krishna Consciousness (ISKCON), Motherson has devised a multi-level strategy to provide holistic community development through creating livelihood opportunities and supporting citizens through cattle-rearing, dairy enterprises and youth education.

The second phase of this project, focuses on bridging the infrastructure constraints found in cow-breeding facilities. It also aims to establish a value chain of dairy entrepreneurship, starting with KRISH Farm Units and ending with the marketing of branded products. The project also includes the construction of the Rural Entrepreneurship and Incubation Centre, a dedicated 1600-square-foot facility for screening, training, and mentoring farmers for KRISH Farm Units as well as marketing various KRISH products through a Boutique Display Centre and online platforms.

Areas of intervention:

- Establishing new setups such as a sick-cow care unit, fodder-transportation machinery, a calving pen, and an extra dormitory for the cow-keepers
- Setting up new facilities,



- including a natural-breeding training centre and clean milking machine
- Setting up a state-of-the-art dairy-processing facility
- Marketing and retailing 100% organic dairy products and ghee under one premium, global umbrella brand, Krish
- Establishing and managing the Rural Entrepreneurship and Incubation Centre
- Setting up a 25 room residential facility (15,000 sq. ft) for students from remote villages of Mathura district as well as outstation candidates

The project benefits the village communities surrounding the KRISH Sustainable Habitat, consisting of families from economically weaker sections, families involved with farming, livestock maintenance and women, youth and children residing on the boarding school campus.



Americas.

Skill development and livelihood

The facility of Motherson in San Luis Potosi (Mexico) collaborates with Comunidad Terapéutica Vista Hermosa, A.C., a drug and alcohol treatment centre that also houses an elderly shelter. Beneficiaries range in age from 13 to 64. We



helped provide raw materials for the creation of a workshop where residents of the centre could acquire technical skills including carpentry, mechanics, and sewing. The goal was to make the participants self-sufficient.

In Campo Alegre (Brazil), a unique initiative promoting diversity and inclusion has been undertaken where support is extended to people with disabilities to help them get employment.



Motherson also conducted special apprentice programmes for the youth in the São Bento do Sul and Rio Negrinho Communities in Campo Alegre to polish their corporate skills and enhance their work-field knowledge, providing them with a stepping stone into the business world. In conjunction with Michigan Works, a Marysville (USA) based non-profit organisation, we implemented an initiative aimed at providing jobs and better chances for young professionals aged 18 to 24 years from underserved areas of the Marysville region.

Community development

In San Luis Potosí, Motherson works closely with the local communities, providing food, toys, clothing and blankets to citizens who need them. Our facilities in this location also provide basic necessities to charities such as La Aldea de los Abuelos, AC, which provide housing and food to elderly people who have been abandoned by their families.

Our facilities in Puebla (Mexico) are supporting organisations such as

the Nueva Esperanza Foundation, which provides toys, clothing, and non-perishable food to underprivileged children undergoing cancer treatment, and the Santa Rosa de Viterbo House, which helps vulnerable girls and teenagers who have experienced domestic violence, abandonment, or have limited resources. We assist a number of other charities as well, such as Despertar Espiritual and Huamantla Children's Charity Home in Zitlaltepec, Tlaxcala, Mexico.

In Jaguariuna (Brazil), the Motherson Social Programme Action supports both youngsters and adults in need. In Curitiba (Brazil), support is extended to the NGOs Reviva and Natal Solidário; in Guarulhos, the company supports AÇÃO VIDA, which provides children in the surrounding communities with food, clothing, toys and other essentials. Our Atibaia location also supports similar activities.

In Marysville (USA), Motherson supports the Bluewater Recovery and Outreach Centre, which provides one-on-one recovery counselling, coaching services, recovery events and recovery support to persons battling addiction.

We're also reaching out to other vulnerable groups in society, such as the elderly in nursing homes. During holidays like Christmas, Easter, and Children's Day, many Motherson units reach out to the local community and give gifts aimed at enhancing the everyday lives of underserved populations.



We also assist migrants in Mexico in obtaining clothing and other necessities.

In conjunction with other institutions, Motherson aids in infrastructure construction for communities in several locations in Mexico. CASAS ANDRÉ LUIZ, a Guarulhos-based nonprofit that assists people with disabilities, has entered an investment agreement with us, through which we are strengthening the institution and safeguarding its long-term viability through maintenance and extension projects. We are also sponsoring a project that provides acrylic paint for the maintenance of the Monclova Civil Protection buildings.

We have also supported projects such as "Stuff the Bus" in Marysville, in which school supplies were collected for needy children, and a social campaign in Curitiba that assisted children and marginalised people to get the clothing they needed to stay warm throughout the winter.



"In Mexico, Motherson is making a concerted effort to care for the most vulnerable populations. For example, we are supporting OMNIA Casa del Niño, a non-profit association that assists children with meeting their basic needs (shelter, nutrition, access to medicine, etc). Its main objective is to help at-risk children and youth who live in difficult economic and social conditions.

At present, OMNIA has two shelters operating in Piedras Negras and Coahuila, providing valuable spaces where the children receive love and care, which many of them may not receive at home. The shelter also provides after-school programmes where the children are cared for, fed, and helped with their homework.

The care provided by OMNIA Casa del Niño has resulted in many success stories. Francisco, a 13-year-old boy, shared

with us that he had resided at this shelter for 6 years and that the experience has transformed his life for the better. He now volunteers his time by assisting other children in situations that are similar to his.

In 2021, Motherson decided to support OMNIA Casa del Niño with a sizeable donation to help them restore two classrooms and purchase first-aid kits. We are proud to be able to contribute to such a worthy cause, and we are honoured to be able to give back to our community in a way that will help future generations build better lives for themselves."



Europe. Livelihood and community development

Motherson sponsors several organisations dedicated to helping children in Germany, Spain, Portugal, Hungary, the United Kingdom, Serbia, and Poland. Some of these charities include LaLeLu e.V. Bruchköbel, Ammerland



completed their schooling and were about to leave their foster families for new beginnings.

Our facility in Stuttgart (Germany) donates to Schlupfwinkel (Caritasverband für Stuttgart e.V.) a charity that provides basics like toiletries, books and food for children aged 12 to 25.

Our facility in Martorell (Spain) collaborates with non-profit organisations such as Actua and litaca, which provide shelter and material necessities to children who have been abandoned by their families.

Hospiz and the Ronald McDonald House in Germany, which support terminally ill children and adults. We also work with Aldeas Infantiles in Spain, which supports children in vulnerable situations, and Fundação do Gil in Portugal, which helps sick children and their families. In the UK, we have a connection with Alice's Arc, dedicated to assisting children diagnosed with cancer. Motherson also purchases gifts for impoverished and differently-abled children in the communities of Czaplonek and Drawsko Pomorskie in Poland during the Christmas season. Differently-abled youngsters up to 14 years old are supported by our facility in Michelau (Germany). In Kecskemét and Turkeve (Hungary), Motherson offers financial aid to local schools as well as a school for the disabled.

Watches were given to the youngsters in the Foster Care Centre Milosevic in Serbia, who had



Our facility in Salceda (Spain) organised a blood donation drive and extended financial support to people with disabilities to help them secure employment. Our Salceda location also works with the Centro Educación Especial SALADINO CORTIZO participating in food donation drives for families in need and supporting children with disabilities. In Teruel (Spain), Motherson supports the Cruz Roja

foundation, which reaches out to the disadvantaged populations in this region.

Motherson assisted a local hospital in Kostomuksha in planning Health Worker Day celebrations and recognising medical personnel involved in the COVID-19 fight. In Kaluga, we are helping Liza Alert, a charity for volunteers dedicated to searching for lost people. At its Kaluga plant, Motherson is also hiring novice trainees as new operators for production to motivate people to work in the plant.

Motherson facilities in Mosonszolnok and Turkeve (Hungary) and Nitra (Slovakia) support local sports teams, provide employment opportunities to people with disabilities, support people with down syndrome, and contribute to the community during Christmas celebrations.

Our Neustadt site in Germany helped Caritas Kelheim with the development of a youth training centre and provides donations to Straßenambulanz Ingolstadt, which serves the region's homeless. The company location in Teltow also buys office materials from local suppliers to boost the local economic development.

In Portchester (UK), Motherson is dedicated to the welfare of military members and their families, providing support services for wounded, injured, and sick service personnel as well as veterans.



other textiles. The site also supports the only scout organisation in the area, which promotes unity and brotherhood. Financial assistance was also offered to the village councils of Byszkowo and Kamienna Góra (Poland) to organise food and clothing bundles for needy households.

The company helps the local community in Turkeve (Hungary) by facilitating the training of local youth as firefighters, which fosters community engagement. In Czaplonek (Poland), a series of donations were made to local fire departments for the purchase of rescue scooters designed for quick rescues on bodies of water and ice-covered surfaces.



Our facility in Czaplonek is also known for a variety of other activities in the surrounding community. On the occasion of International Health Day, washers and dryers were donated to the Provincial Ambulance Service Stations in Zoceniec and Drawsko Pomorskie (Poland) to assist the medical personnel with laundering their uniforms and



"Kaluga, where Motherson has a facility, has a population of around 360,000 citizens; community support from governmental authorities, businesses, and citizens is critical for providing social service in this area. Since 2015, Motherson has supported an

organisation called Volunteers for Kids. Every year, before the New Year holidays, Motherson makes donations to Volunteers for Kids for the purchase of sweets and gifts for the children of Kaluga; Motherson employees even personally deliver the gifts to the organisation. This programme is a wonderful way to give back to the community."

East Asia and Australia.

Community development

In South Korea, Motherson supports the Ochang Welfare Centre, which provides food, shelter, and clothing to the community's most vulnerable residents. Bupyeong Public Office receives a donation that helps feed local children in need and aims to improve the lives of disabled persons, single moms, and senior citizens in the community.



China.

Community development

In China, Motherson has helped raise funds for the marginalised communities to improve their standard of living.

We donated clothing and food to the disadvantaged families in Langfang and Yancheng. We also support the Red Cross Society in Yangcheng, which reaches out to the economically disadvantaged populations. In Suzhou, Motherson is engaged with a local school in Yunnan province, providing educational materials like school bags, stationery, second-hand clothes and old books. Support is also provided to the Federation of Disabled Persons in Suzhou to buy daily necessities for the disabled.



02 Education.



- Supporting general education: academics, performing arts, sports and values
- Promoting digital literacy
- Facilitating the acquisition of educational material
- Creating and maintaining school infrastructure

- Apprenticeship programmes for vulnerable groups
- Open-door events for teachers, students and children to introduce them to the manufacturing process and to raise awareness about career and personal-development opportunities



Education.



Motherson places a high value on education for all members of the society, regardless of age, gender or socioeconomic status. Education helps people understand the world around them and has been shown to lead to social mobility and economic development.

The organisation's main focus is on developing infrastructure to aid learning and helping poor children in primary, secondary, and higher education. In some areas, there is an emphasis on teaching young girls.

South Asia.

Social Emotional Learning (SEL)

Today's education takes an all-encompassing approach, incorporating mental health,

these programmes, children can become more resilient, have better relationships and mental health, and have a higher motivation to learn. The Happiness Curriculum has been

increases emotional awareness, teaches how to make decisions with that awareness, and provides students with the skills and environment they need to become purpose-driven and explore a more nuanced definition of happiness. The introduction of the curriculum into government schools of Delhi has been called a reformative step in school education in India.



Facilitating education

Motherson has partnered with the Multiple Sclerosis Society of India (MSSI) for their Delhi Chapter of Vidya Education Support to provide learning assistance for children suffering from multiple sclerosis or having members in their families suffering from this ailment. Motherson works towards empowering them to build a better future for themselves and their families. We provide scholarship programmes, assistance with fees, financial aid as well as medical support, including medicines,

socio-emotional development, and critical thinking into the curriculum. These are all important subjects for children to investigate in order to be well-informed and caring individuals in the future.

This year Motherson is also looking at partnering with Labhya Foundation, a non-profit organisation in India that strives to provide children from economically disadvantaged circumstances with the social and emotional skills they need to cope with poverty and become effective learners.

In all of the state's government schools, the school day includes a well-being class. Through

part of the educational programme in elementary grades up to eighth grade in Delhi Government-run schools.



The overall goal of the Happiness Curriculum is to concentrate on a student's holistic development by emphasising social-emotional learning, critical thinking, problem-solving, and relationship-building, among other skills. The curriculum

diapers, wheelchairs, physiotherapists, and trained nurses. Treatment of this ailment is expensive, and low-income families often find it difficult to pay for both their children's schooling and their treatment. This programme also provides families with scholarships to help them with their financial obligations. It gives children the opportunity to learn, grow, and achieve their dreams despite their condition.

Building infrastructure

Infrastructure for education is vital, especially in rural parts of a developing country like India. Motherson launched the Water, Sanitation, Hygiene, and Education (WASHE) project, which supports building and maintaining infrastructure in schools, improving sanitation and hygiene, providing counselling, and assisting students in developing life skills. In Noida, Greater Noida, Pune and Bawal, we completed civil and renovation work at local government schools. Improvements included new flooring, wall repair, Build and Learning Aid (BaLA) painting, waterproofing, and repairs to windows, doors, toilet facilities, hand-washing systems, and taps. We donated furniture to local schools in these locations, allowing students to learn in a

more organised and suitable setting. In schools, smart classrooms are organised so that the children can be taught using audiovisual aids that improve their learning experience. These smart classrooms also promote the development of autodidactic skills, which can enhance a child's ability to pursue his or her own interests.

These efforts not only benefit the students but also encourage parents to participate in their children's educational path, through regular interaction with teachers.

Digital Transformation Van (DTV)

Digital literacy and information technology are the driving forces behind any country's economic growth and development, and no segment of the population should be left behind owing to a lack of resources. Motherson intends to help close the gap via the Digital Transformation Van (DTV), a collaboration with the NIIT Foundation and Hewlett Packard that aims to provide instruction in digital literacy to impoverished communities in the Noida and Greater Noida districts of Uttar Pradesh, India.

The DTV brings the world of information and knowledge to the

city's isolated and underserved rural and underdeveloped areas in the form of a mobile technology lab. The DTV supplements computer e-literacy/IT-enabled education for rural youth, school children, and others.

The van is stationed once per week at one of the six village schools. Among the digital-learning programmes offered through the DTV are the CCIB- Certificate course in Basic IT, the CPDL- Certificate Programme in Digital Literacy, and the Use of Internet programme.

This programme aims at reducing the digital divide between urban and rural communities by offering access to and instruction in current technologies to citizens with limited technological resources and training. This project intends to change the way people think about education in tier 2 and 3 cities, by helping the youth develop skills that increase their chances for employment as the ultimate goal.

Awareness and support campaigns

In India, Motherson has initiated a partnership with the Olympic Gold Quest organisation which aims to support Indian Olympic aspirants through guidance from top coaches and other forms of support. We have

partnered with them to help assist Olympic aspirants from India with their preparation and journey towards winning big at this prestigious international sports event.

Key intervention areas

- Reducing the digital divide for those living in remote areas
- Raising awareness of computers as a pathway to knowledge
- Enhancing interest in learning
- Introducing a multidisciplinary approach to education that incorporates computers as a tool for daily tasks
- Encouraging collaborative learning
- Developing interpersonal skills
- Developing technology awareness among rural communities
- Facilitating employment opportunities for girls

"Monika is a college student currently pursuing her graduate degree from a university in Meerut, India. She recently lost her father, who was the breadwinner in her family. This was a very difficult phase in her life, and it is at this point that she and her sister discovered the Digital Transformation Van (DTV) programme. The staff at the centre counselled Monika on all the options that she could pursue, and she enrolled in CPDL- Certificate Course in Digital Literacy. When the colleges were closed during the pandemic, Monika utilised her newfound computer skills to discover online courses and update her knowledge on being a sewing machine operator, for which she holds a diploma. In a moment of need, the DTV helped her regain control of her life and equipped her with the skills to better herself and take care of her family."



Americas.

Facilitating education

In Mexico, Motherson is assisting a number of institutions in their efforts to improve education in their communities. We're assisting with the purchase of school materials for a remote primary school in Monterrey. In order to cultivate the habit of reading among the elementary school students at the A. Lopez Mateos Elementary School in Villa de Reyes, books and furnishings were donated to create a neighbourhood library in San Luis Potosi. This primary school also received classroom furnishings as a gift. In Piedras Negras, Motherson donated classroom supplies and first-aid kits to an underfunded local elementary school in association with OMNIA Casa del Nino. Casa Eudes, a local refuge for females in Juarez, received a set of lockers.

On Children's Day in Jaguariuna (Brazil), Motherson engaged children from families enrolled in the Jaguariuna City Hall social fund in a drawing competition with the theme, "What do you want for the future?". Motherson collected toys



and school supplies, which were then distributed at the same event. Our Marysville (USA) facilities also contributed cans and plastic bottles to the Boy Scouts of America, one of the country's largest and most well-known values-based youth development organisations; the scouts recycled the cans and bottles to raise money for their organisation.



"Since 2015, the Motherson facilities in Brazil have been running a young-apprentice project, the main objective of which is to integrate young people from the lower and middle classes into the job market. The programme prioritises the academic qualification of the participants and complies with the Brazilian Child and Adolescent Statute, which preserves the integrity of the adolescent."

The 11-month-long programme provides both theoretical and practical curricula tailored to each participant's profile and area of interest. At the end of the programme, our participants are prepared to pursue a career at Motherson or other companies in the region. More than 65 teenagers have successfully graduated from the programme, and many of them still remain in the group and share their success stories, which motivates current participants. We are proud to help these young people build the foundation for a successful future."



Europe.

Facilitating education

Students from the University of Valladolid, UEMC and Trinidad Arroyo (Spain) were given numerous opportunities to intern at Motherson to gain experience and expand their job opportunities. We held workshops in Starachowice (Poland) for university graduates to promote awareness about business expectations and the skills and expertise necessary for succeeding in the job market.

In Boetzingen (Germany), Motherson



donated computers to a local school to help build digital literacy in the community, aiming to open doors to employment for local citizens. High school students in Kostomuksha were offered summer jobs to get first-hand experience in various production houses and plants. In another school in the same region, furniture and technical supplies were donated to enable renovations and the transition to technical learning materials.

An apprenticeship programme was carried out in Epila (Spain) for the students from a local high school.

In collaboration with the regional and local administration of Medina de Rioseco (Spain), a unique polymer-injection training module was developed and conducted for the local youth. Motherson also organised a Quality Circle programme for apprentices in Oldenburg (Germany) to teach them the 12-step systematic approach to solving a work-related problem. In Starachowice (Poland), Motherson used unique methods to reach out to the aspiring professionals, such as putting up Business Cafés at local universities to connect with students, sharing knowledge about various work sectors, and providing them with the necessary information to help them choose the correct career path.

Sports is another great way to engage with children, and the group sponsored a football team in Palencia (Spain) to advocate the importance of sports in the health and development of children. We actively participated in the Girl's Day programme in Teltow (Germany), where activities were conducted to raise awareness about numerous career prospects for girls in technical sectors.

Motherson in Czaplonek (Poland) supports organisations that organise the Sielava Festival. This festival focuses on promoting Slavic culture among locals and tourists by engaging them in entertaining games, historical excursions, educational activities, and more. Motherson saw the festival as an opportunity to interact with the community while also encouraging unity and togetherness. The group contributed funds to



assist in planning the festival. The 3rd Medieval Picnic Tempelburg in Czaplonek, organised to promote and learn about the history of Czaplonek, also received sponsorship.

Motherson contributed learning materials and furniture to Förderverein der Staatlichen Berufsschule Lichtenfels, a local school in Michelau (Germany) to help improve their study environment. A series of social projects were carried out to help with the children's cognitive development and growth.

On National Reading Day, Motherson celebrated by organising a reading programme at a primary school in Michelau to help instil the habit of reading at a very young age. Sets of books were donated to a local foster-care centre in Smederevo (Serbia) to promote reading. A similar activity was conducted in Castellbisbal (Portugal) at a local non-profit organisation that provided sanitary and learning materials for kids in the shelter there. Also, in association with the Red Cross, an educational project for the children of Polinya (Spain) was initiated by Motherson Polinya to open doors to higher education for disadvantaged children.



Southeast Asia and Africa.

Facilitating education

In Southeast Asia and Africa, Motherson is committed to providing students with the necessary assistance and expertise to help them advance their careers. In Lonsdale, Australia, internship placements were offered for undergraduates, giving these aspiring professionals experience at an organisation and helping them to identify their strengths.

China.

Facilitating education

In China, Motherson has also concentrated on broadening perspectives and moving beyond standard learning and schooling methodologies. A series of visits to local plants in Ningbo were organised for teachers and students to get a closer look at what goes on in a manufacturing plant from the ground up. This allows students to apply concepts they learned in the classroom and to see the practical implications of the processes they've studied.



"As part of our education-development efforts in China, Motherson has gone beyond the classroom to extend comfort and care for students outside of school as well, such as organising donations of winter clothing to help keep students warm during the harsh winter months. The impact of this initiative has been significant; in a note of thanks from the Central Primary School in Xiangyang, they wrote, "Winter is here and it is getting colder, but the students feel the warmth from the PKC Vehicle Technology (Suzhou) Co., Ltd."

In November of 2021, Motherson purchased school bags and stationery packages for students, and our employees took it upon themselves to collect second-hand clothes and books to complement the bags and stationery. Our employees gave these supplies and gifts to a local charity in Suzhou that would distribute them to a school in the eastern part of Luxi County, an impoverished mountain area in Yunnan Province where many students lack family support, proper clothing, and the necessary school supplies."

"Motherson organised a plant tour for the students of Xiashen primary school in rural Xizhou, where Motherson has a facility. The school serves both children of nearby villages and migrant workers. Due to its remote location, the facilities and equipment allocated to the school are very limited, which in turn



means that the educational offerings are also limited. A chance to visit our plant provided these students with an exciting new educational experience.

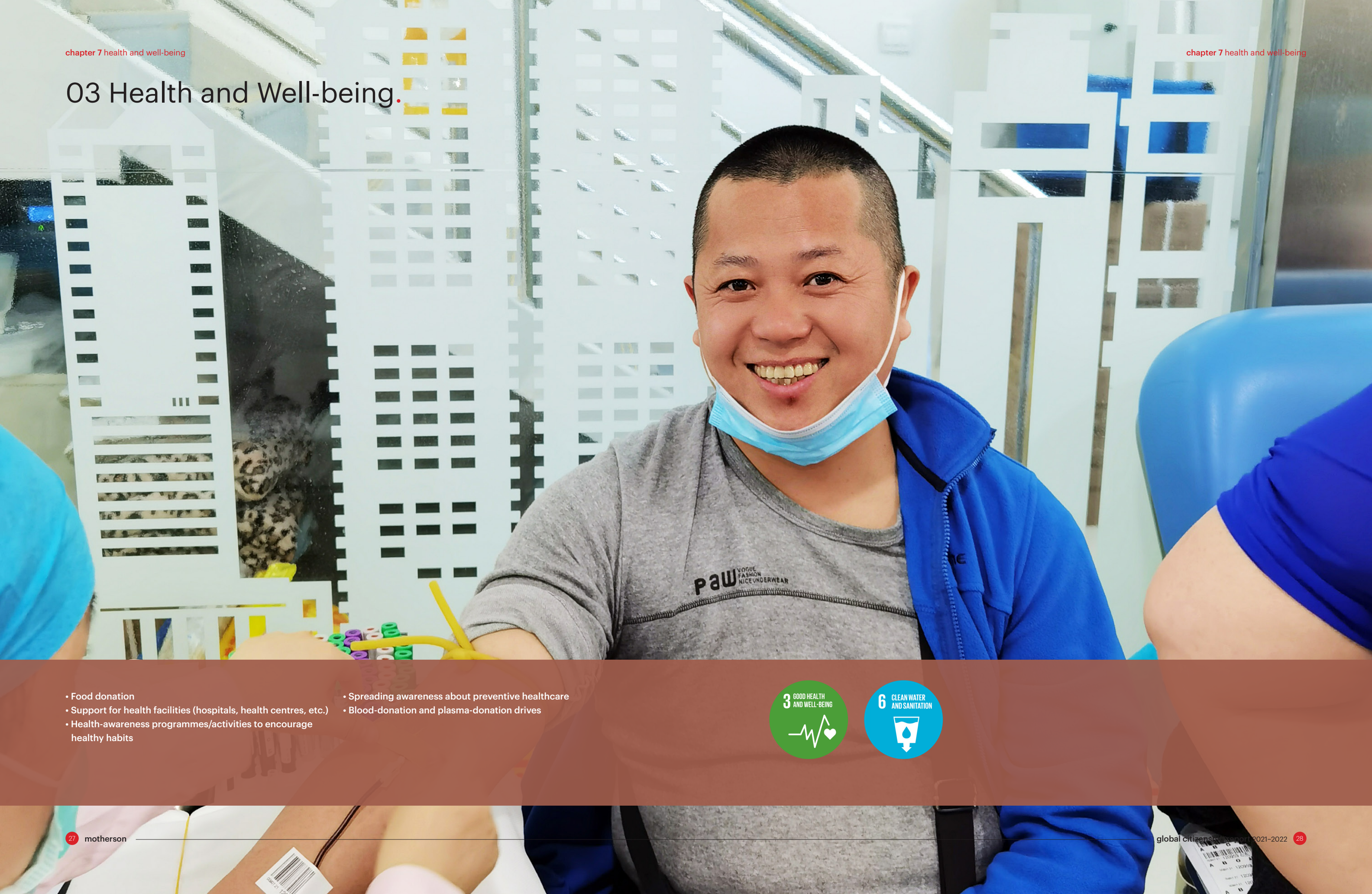
The plant tour included getting to know our products, learning about the machinery and equipment, observing production, seeing our employees at work, and understanding the significance and value of hard work.

This was the first time that the students had seen a factory in operation, and their instructors helped them connect this experience to concepts taught



in class. Motherson also donated equipment such as basketballs, badminton rackets and ping-pong equipment to the school as a reminder that having fun and staying in shape is also important for well-being. With initiatives such as this plant tour, we aim to broaden the horizons of students in the communities where we operate and to help inspire them to continue their education. Our plants are a symbol of hope: they are centres of innovation, service, collaboration, and promise for a better tomorrow, and we aim to share this in as many ways as we can with everyone around us."

03 Health and Well-being.



- Food donation
- Support for health facilities (hospitals, health centres, etc.)
- Health-awareness programmes/activities to encourage healthy habits
- Spreading awareness about preventive healthcare
- Blood-donation and plasma-donation drives



Health and Well-being.



Motherson cares about the health and well-being of individuals, their families, and the communities in which it works. Donating food, supporting health facilities, organising awareness campaigns on specific ailments, encouraging good behaviours, increasing

knowledge about preventative healthcare, and organising blood-donation drives around the world are among the areas of intervention. Reaching out to poor and marginalised communities is especially important for us.

South Asia.

COVID-19 support

In 2020, the COVID-19 pandemic in India reached catastrophic proportions, with multiple waves hitting the country. In the National Capital Region (NCR), the medical care systems were severely strained by the significant increase in cases. There was a shortage of crucial COVID-19 medication, mechanical equipment, and ICU beds, as well as medical-grade oxygen since the demand for medical treatment significantly outstripped the current infrastructure.

Motherson stepped in at this point and installed two oxygen-generating plants in the state of Uttar Pradesh to aid in the treatment of COVID-19-affected patients who required oxygen support. The company also developed internal channels to support people by arranging hospital beds and medications.



In collaboration with the Hemkunt Foundation, Motherson also supplied food to people hardest hit by the virus, including wheat flour, rice, dal, tea, and coffee. This allowed both at-risk populations and front-line workers to receive nutrient-dense foods when they most needed them.

Assisting the underprivileged

Motherson supports the Aya Nagar School, run by the Samarpan Foundation in Delhi. Today, the centre serves 50 youngsters who take part in academic and recreational programmes. The centre is now operating in a hybrid fashion, with classes taking place both in-person and online.

Activities conducted:

- Health and Nutrition: Ration kits distributed to students
- Combatting COVID-19: Hygiene and sanitisation kits distributed to students
- Distribution of sweaters, blankets, gloves, caps, school bags, socks and shoes
- Curricular and extra-curricular activities
- Festival celebrations
- Personality development and confidence-building through guest lectures and participation in various activities

Motherson has worked with the Earth Saviours Foundation, a non-profit organisation based in Gurugram (India) that maintains a shelter for differently-abled individuals and abandoned older citizens, providing them with

a well-equipped and secure home. Motherson has teamed up with this organisation to help meet the needs of the shelter's inhabitants. Food items ranging from everyday necessities to tea, coffee, sugar, and pre-cooked lunches and dinners are provided for the residents.



The foundation also received a donation of toiletries and first-aid kits.

Motherson provided infrastructure help to the Primary Health Centre in Chennai (India) by supplying chairs and benches for their waiting rooms. This health centre can now offer more seating for expectant mothers and other patients while they wait for treatment.

"Alok is a student of the Aya Nagar School and had severe difficulties in adjusting to the school environment. He was reactive and aggressive with his classmates as well as teachers. The teachers were advised to take extra sessions to give him personalised attention and be sympathetic towards the possible life challenges he was facing. Over time, improvement has been noticed in his behaviour both inside and outside the classroom. Alok's parents have also acknowledged the positive changes that have been seen in his behaviour along with sharing that he feels much happier. This change in his behaviour is a testament that a little effort goes a long way to inculcate values of kindness and care in a child."

Americas.

COVID-19 support

The COVID-19 worldwide pandemic wreaked havoc on people's lives and livelihoods in the Americas. During the second wave, the frontline warriors were severely



stretched by the ever-rising number of cases. Motherson reached out to our communities to minimise the damage being caused. We set up projects in Juarez to help the frontline workers by providing meals, hygienic necessities, and resting shelters to prevent burnout. Meals and drinks were provided to the medical personnel and nurses administering vaccines at a local hospital in Acuna (Mexico).

To combat the spread of COVID-19, Motherson funded a sanitation campaign which was launched in the local communities including houses, churches, schools, parks,



fire departments, and the Alcoholics Anonymous Centre in Acuna. In Torreon, a similar programme was implemented in parks, community centres, and residential complexes. We also reached out to SESI, a non-profit organisation in Guarulhos that provides food and basic necessities to differently-abled persons and children in order to ensure their well-being during challenging times.

The scope of this pandemic was unprecedented, resulting in economic, health, and educational disruptions that will have long-term consequences, particularly for the development and well-being of young people.

As a result of the lack of a preventive vaccine for children, their safety became a top priority. With this in mind, Motherson collaborated with Emiliano Zapata Elementary Public School in San Luis Potosi, which has over 3,000 students and instructors, to adopt COVID-19 preventive measures such as mask distribution and routine sanitary checks. We made certain that the water supply was clean and that the premises were sanitised on a regular basis.

Awareness and support campaigns

Awareness is the first step towards change, and information is the key to preventative healthcare, which is one of our main focuses in the Americas. Motherson has made cancer awareness a top priority, working relentlessly to disseminate information and provide support to cancer sufferers. In Juarez (Mexico),

for example, we donated blood to the Apanical and Procancer groups to aid patients in their treatment.

For the women of the local community in Piedras Negras (Mexico), an awareness campaign in conjunction with a mammography centre was organised with the goal of educating them about breast cancer and inspiring them to undergo regular check-ups for early detection.



Motherson has multiple connections to organisations in the Americas that help children with cancer with their medical costs and treatments, such as the Alianza Anti-Cancer Infantil in Acuna, the Apanical Foundation in Juarez, the Casa Feliz Association in Torreon, and the Grupo Apoyo a Personas Con Cancer Foundation in Piedras Negras. In Monclova (Mexico), a recurrent monthly donation of soda caps to the Donando Con Corazon Association has been established; these caps are then recycled to help pay for children's chemotherapy. In a similar initiative, plastic bottle caps are collected throughout the year in Puebla and donated to the Nueva Esperanza organisation, which funds children's chemotherapy. We also arranged for 150 meals to be sent to Casa Feliz, a care facility for children with cancer in Torreon (Mexico).



Motherson organises a variety of activities throughout the year in San Luis Potosi to raise funds for the local hospitals for children battling cancer. Plastic bottles, soda caps, and other items are collected every three months and donated to the AMANC Association (Mexican Association for Aid to Children with Cancer), which are recycled to generate funds for therapeutic drugs, diagnostics, and treatment for the children at the centre.

Earlier this year, a "Paint a Smile" campaign was established, in which non-perishable food items, hygiene products, clothing, and toys were donated to the same organisation in order to bring a smile to the children undergoing cancer treatment. In Puebla, the Rizos De Amor Y Alegria Foundation with Motherson's aid presented a wig to a cancer-stricken girl to lift her spirits.

The company engaged with Amate Mujer, AC, a non-profit organisation in Torreon that supports victims of domestic violence



with monetary support to fund psychological services to help them deal with their trauma. Awareness campaigns were conducted in Jaguariuna (Brazil) to draw attention to individual mental health and self-care as well as advice on how to work towards overall well-being.

Motherson is also concerned with children's physical, social, and emotional well-being. Motherson donates a significant amount of time and resources to children's programmes, such as a recent



campaign in San Luis Potosi, where funds were donated to the Regalando Una Sonrisa Foundation, a non-profit that assists newborns and children with cleft lip and palate disorders.

Food donation is another key action that our facilities regularly participate in or organise. This not only helps better our communities but makes the planet more sustainable. The company is assisting the Houston (USA) Food Bank with its labour requirements. For this project, the entire Motherson team in this area volunteered to work.



The Motherson facility in Acuna donates food to several local charities, including Casa Centauro Sifuentes,

a homeless shelter; Asilo de Ancianos Divina Providencia, a nursing home for the elderly; and Casa Hogar Vision de Amor, an organisation that helps impoverished children. Other Mexican facilities such as Torreon, Monterrey, and Monclova are working with charities such as Fundacion Semillas de Vida and Refugio 121 Casa Hogar, A.C. to organise food drives for low-income families and their children.

The Motherson plant in Marysville (USA) also participates in food drives. They collaborate with a number of organisations, including the Marysville S.O.S. Food Pantry, which provides free, nutritious food to those in need.

Assisting the underprivileged

In Acuna (Mexico), we partnered with the United Way organisation to give food to indigenous families in Sierra Tarahumara, a local rural village. Food, bunk beds, chairs and tables were also donated to the Albergue y Asilo Casa Del Nino, A.C. in Acuna, which operates a children's shelter and nursing home. Two local nursing facilities for the elderly, Divina Providencia and Casa del Abuelo in Acuna, had their food pantry restocked by Motherson. Motherson collaborated with Cd. De Dios, a children's shelter in the same locality, to supply food and clothing to the shelter's needy children.

To promote the safety of the elderly in Asilo de Ancianos Padre Estala, a nursing home in Torreon, Motherson sponsored the construction of access ramps and



with the hospitals of Piên, Campo Alegre, So Bento do Sul, and Rio Negrinho to distribute non-perishable food items to patients in need, as well as the churches of O Refugio and Nossa Senhora Aparecida, where the homeless seek refuge. Food packages were delivered to Centro de Recuperação Nova Esperança, a recovery centre for drug addicts in San Antonio.

donated funds for the renovation of the interiors and door locks at the nursing home.

Families in the Dallas-Forth Worth area (USA) were given a food bank with canned foods and beverages to address malnourishment in the area. A similar initiative to provide food for the needy was launched in San Antonio (Texas) in collaboration with the San Antonio Food Bank. This year, Motherson collaborated

CARITAS is a foundation in Puebla that shelters the elderly who have no support from the local government and are in dire need of funds to help support their daily living. Motherson made a generous pantry donation to this foundation to sustain their daily needs.



"In Brazil, Motherson has been conducting a successful volunteer programme for more than a decade. More than 200 volunteers have participated in the programme over the years, touching many lives along the way."

In October 2021, volunteers from Motherson carried out a food collection drive to support our partner institution, Associação dos Amigos do Padre Gomes. This institution serves vulnerable members of the community, providing both after-school and full-time care for 60 children between the ages of 3 and 12 and full-time care for 60 elderly members in independent units. The Associação also runs community centres that provide social assistance and education free of charge to at-risk families, children, adolescents, and the elderly.

As part of our partnership with the Associação, Motherson has helped with the procurement and storage of non-perishable food for the families in their community centres. Our volunteers prepared and delivered food packets to the Associação, which in turn were distributed to individuals and families in need."

Europe.

COVID-19 support

In Europe, Motherson reached out to communities in various locations to spread awareness about vaccination and its effectiveness in preventing infection, serious illness, and death. We conducted awareness campaigns on COVID-19 immunisation and outreach programmes in Polinya and Castellbisbal in Spain, helping spread awareness among the local communities. A similar effort was initiated in Starachowice (Poland), where we employed various marketing collaterals such as posters and brochures to emphasise the importance of vaccination and the need for sanitisation as an important preventive measure.

Awareness and support campaigns

The health and well-being of people are always a priority at Motherson. As part of our holistic approach to the human body and mental well-being, Motherson organises numerous physical programmes across Europe.

In Turkeve and Mosonszolnok in Hungary, the organisation supported half-marathons organised by the Bagoly Futam Association by providing refreshments to the participants and making a



financial donation to the event. We participated in a local community football event in Starachowice to actively promote a healthy lifestyle



and clean living. We also provided the teams with a Medcover sports kit to support their efforts.

The group collaborated with Penya Blaugrana, a grassroots football organisation in Castellbisbal (Spain), to arrange weekly football matches for the community members. We supported the Alevin team of the Calamocha football club in Teruel as part of our efforts to emphasise the importance of sports for our general health. The company sponsored the fourth Run of the Fisherman in Czaplínek through a donation. Czaplínecka Liga Steel Darta, a steel-dart competition

with many participants from Koszalin, Walcz, and Pila, received financial support as well, illustrating the wide variety of sports that Motherson aims to support.

During the COVID-19 pandemic, working

from home become the new norm, and among its many challenges was a reduction in physical activity. Motherson saw this as an opportunity in Harnes and Le Plessis in France, where we organised a Sport-on-line

campaign for employees and community members to talk about and demonstrate the various activities that people who are working remotely can do to maintain their fitness.

Motherson also extended support to various sports clubs in Poland, Spain and Germany in order to provide children with opportunities to engage in community matches. In Kostomuksha, we funded the participation of a local children's judo team in the School League of Judo. We also collaborated with the Futsal charitable tournament in Smederevo (Serbia) to emphasise the importance of sports.

In Palencia (Spain), multiple campaigns were run at the local school Colegio Maristas and nearby basketball arenas to promote safety and the use of protective



gear to safeguard oneself while playing. Football is hugely popular among the children of Poland, which inspired us to support local clubs like the Club du Futbol in Epila (Spain) and the People's Association Lubowo Sports Club in Czaplonek. We provided uniforms and supported their participation in state-level competitions, all in favour of enabling more and more children to take up physical training.

Motherhood contributed financially to the Czaplonek Association and Sailing Brotherhood in Poland to assist with the organisation of the



11th Memorial Regatta on Lake Drawsko; we also helped with the distribution of prizes to youngsters who won various competitions at the Regatta. We provided a few gadgets to the Lech Czaplonek for use as prizes at their Provincial Junior Volleyball Tournament in Poland.

To help augment the blood supply for transfusions at local hospitals, blood-donation drives were held in Turkeve, Kecskemét and Mosonszolnok in Hungary and Gondrecourt in France. Motherhood organised a number of flu-vaccination clinics in Polinya, Salceda, and Palencia in Spain as well as Kaluga to raise awareness about vaccines as one of the



most efficient ways to prevent an outbreak.

Motherhood's facility at Bruchköbel (Germany) supports the treatment of terminally ill children by organising many activities. Recyclable cans and bottles are collected, and the money received through recycling them is donated to the Children's Hospice Hanau. During Christmas, our facility also donated a Christmas tree to charity to lift the spirits of the patients. In Kaluga, funds are donated for buying wheelchairs and other rehabilitation appliances for orphaned children with disabilities.

The company has prioritised women's health issues by participating in breast-cancer awareness initiatives to promote preventative measures. A Rose October campaign was held for the local women in Gondrecourt (France), with seminars about prevention, early detection techniques, and thorough instructions for sharing the information among their circles.

Motherhood also worked with the League Against Cancer, a non-

profit organisation in Harnes and Gondrecourt to provide monetary aid to patients battling cancer. We celebrated "Movember" in the month of November in Portchester, an event where men grow moustaches to raise awareness about prostate cancer and other male health issues; we also made contributions towards the research funds of the Prostate Cancer Society in Portchester. In Neustadt (Germany), we distributed supplies and financial support to cancer patients and their families in conjunction with KUNO, a local cancer-patient shelter.

Motherhood also donated to other charitable organisations in Teruel (Spain) such as the ATUEM, which helps people with multiple sclerosis, and the Martina Es Mi Angel organisation, which helps children with Angelman Syndrome. In Oldenburg (Germany), as part of our health and well-being initiative, a support course was designed to encourage residents to quit smoking and to identify the different health risks that smoking causes.

In Czaplonek, Motherhood donated items to the Siepomaga Foundation, which helps children with cystic fibrosis. We also contributed to the Rundorfina Association, which supports cystic fibrosis patients in managing their treatment costs.

Motherhood makes recurrent donations of disinfection agents and cleaning supplies to Czaplonek public kindergartens in order to help maintain the highest levels of cleanliness.

While physical health is vital for comprehensive growth, we believe mental health has an equal role to play in the overall well-being of an individual. Motherhood carried out focus-group campaigns across all locations in France, spreading awareness about mental health and diminishing the taboos associated with it. We connected with Henner, a mental health clinic, to set up sessions funded by Motherhood to allow people to come in and seek help without any inhibitions.

Assisting the underprivileged

Plastic bottle caps are collected in many Motherhood sites; these are subsequently recycled, and the money raised is used to purchase goods for individuals in need. Our facility in Smederevo (Serbia) supports the disabled and impaired by paying for their utilities. In Starachowice

(Poland), funds are raised for the purchase of equipment for the rehabilitation of the disabled. In Czaplonek, financial help is provided to families, children, and others in need.

During the holiday season, Motherhood reached out to a variety of organisations and shelters that provide assistance to underprivileged children of all ages in order to help them celebrate the holidays. To bring joy to visually



One of Motherhood's main focuses has always been to help the poor and impoverished. Money was donated to the Instituto Marques De Valle Flor (IMDV), a national institute in Portugal that works diligently to promote human dignity and equal rights for the least fortunate. Motherhood reached out to Caritas, a non-profit organisation that maintains a food bank for the homeless and destitute in Polinya (Spain), to donate to their food bank. The company also came forward in sponsoring an electric chair for a differently-abled child in Smederevo (Serbia).

Our organisation partnered with StrassenEngel e.V., a registered association that aids homeless and poor persons in Hanau (German), to offer clothing and toiletries to the less fortunate in Bruchköbel.

impaired and severely ill children, New Year's presents were donated to Smederevo Children's Hospital, Children's Hospital in Cuprija, and the Blind and Visually Impaired Union in Smederevo (Serbia). To get into the Christmas spirit, food, toys, clothes, and health-care supplies were donated to the Palencia Red Cross Association in Spain. A donation of Johanniter Christmas Trucker along with care packages were made to various schools and kindergartens in Romania. Motherhood also worked with an association for children with special needs and the Red Cross Association in Cuprija (Serbia) to hand out New Year's gifts to less fortunate children and children with special needs.

"The Metal Hearts for Caps programme funds heart-shaped collection containers that are placed at central points in villages in Poland. Residents and passers-by can deposit plastic caps from drinks, jars, bottles and containers into the hearts; the caps are then transported to a waste facility for recycling. The proceeds obtained from the waste-management company are donated to a good cause to help people in need. It is a great form of assistance for those who need it most and also an ideal way to take care of our environment."

Motherhood donated a large, red metal heart for the village centre in the Barwice commune. All the funds collected from recycling the plastic caps go to support those in need, and Motherhood is proud to be part of such a worthy cause. People are at the heart of our mission, and sponsoring a metal heart for plastic-cap collection symbolises our care and concern for the communities in which we operate."



South East Asia and Australia.

COVID-19 support

With the rise in COVID-19 cases in Thailand, Motherson stepped in to provide medical-grade supplies to the local hospitals and care centres. When hospitalisations of COVID-19 patients increased, the Pluak Daeng Hospital in Rayong was at capacity, and there was a scarcity of medicines and personal protective equipment (PPE) kits. To deal with the mounting cases, the group arranged for PPE kits and COVID-19 drugs to be delivered to the hospital.



Support campaigns

Motherson works with Foodbank Australia, a charity that feeds the hungry and homeless in Australia.

In Ochang, South Korea, Motherson launched various blood-donation awareness campaigns to encourage donations to the Korean Red Cross Society. We urged residents in the area to become active blood donors and volunteer to help patients who needed transfusions. Motherson participated in campaigns such as “Movember”, a moustache-growing event to raise awareness about prostate cancer. The group supports charities like the Cancer Council and the Heart Foundation by raising funds for issues such as cancer, mental health, and general well-being.

China.

Awareness and support campaigns

Motherson organised a jogging campaign to raise awareness about the health benefits of an active lifestyle. A similar event was planned in Ningbo, where citizens rode their bicycles to demonstrate the importance of everyday physical activity in staying healthy.

Blood donation drives were held in Changchun, China, in collaboration with the Jingkai Community of Changchun.



04 Environmental Sustainability



- Promoting reforestation through planting trees
- Supporting animal-protection campaigns
- Engaging in waste management and recycling

- Organising eco-challenges, such as clean-up activities
- Taking pollution-preventive measures
- Promoting sustainable and innovative products



Environmental Sustainability.



Motherson works to preserve global ecosystems and conserves natural resources by implementing waste-management projects, raising awareness about recycling, reforestation, organising animal-protection

campaigns and reducing practices that may have a negative impact on future generations' use of natural resources.

South Asia.

Waste management

In collaboration with its implementing partner, the Indian



Pollution Control Association (IPCA), Motherson launched the Segregation of Organic Waste for Recycling and Treatment (SORT) project almost three years ago. This pilot project is aimed at changing people's habits and encouraging them to segregate their waste and treat organic waste in their own communities, reducing the waste burden on landfills and increasing the per capita income of waste pickers.

The community learned about efficient waste-management practices like waste segregation at the source, how to make healthy organic compost from kitchen and garden waste using our own Aerobin, and how to use efficient segregation to increase the recycling rate of dry solid waste. Motherson is proud to encourage individual and community-level responsibility for a cleaner environment.

Our implementing partner, IPCA, is a non-profit organisation that was founded in 2001 with the help of

the Indian Institute of Technology in Delhi. IPCA is registered with the Central Pollution Control Board at the national level. The organisation was founded by a group of environmentally aware individuals who were passionate about promoting sustainable waste-management techniques on a personal, national and group level.

The overwhelming response from the Resident Welfare Associations (RWAs) inspired the team to expand the project in Phase II to include additional districts of the National Capital Region (NCR) with considerably greater aims and more impacted communities. The project was implemented in the RWAs, educational institutions including schools and colleges, and corporate houses.

Following the successful implementation of project SORT in a total of 26 locations in Phases I and II, and increased demand from the RWAs and stakeholders, the SORT project will be continued in Phase III, which will cover 30 additional communities.

Activities under project SORT include:

- Educate and raise awareness about efficient waste management among all stakeholders
- Collect waste that has been separated at the source
- Provide citizens with the tools they need to compost kitchen and garden waste, resulting in nutritious organic compost
- Improve the rate of dry solid waste recycling through better segregation
- Promote local self-responsibility for a clean environment

Rainwater harvesting

Motherson is implementing a project that aims to undertake large scale rainwater harvesting as a sustainable way to create a large reservoir in Auroville, Tamil Nadu (India).

Auroville is a universal township in the making for a population of up to 50,000 people from around the world. It was inaugurated on 28 February 1968. At present, Auroville has residents from some 59 nations, from all social classes, backgrounds and cultures, representing humanity as a whole.

The project will serve the dual purpose of improving the aesthetics of the location and enhancing water availability for the local communities through efficient and reliable methods for water conservation.

The World Wide Fund for Nature (WWF) addresses some of the most urgent environmental challenges of today. Active since 1969, they are present in 70 locations across 20 states in India. Motherson supports this organisation and its mission to protect and preserve key wildlife species, landscapes, rivers and wetlands, bolster environment education, promote sustainable livelihoods for local communities and encourage sustainable businesses.



Americas:

Environmental awareness

Many Motherson locations participated in tree-planting efforts in the Americas, donating hundreds of trees for community planting efforts in Mexico, Brazil and the United States. In San Luis Potosí, tree adoption was encouraged to make the community more



environmentally conscious. In Campo Alegre, Motherson engages with children in the Community School, creating awareness about the importance of trees in our lives.

In Mexico and the United States, Motherson locations in Acuna, Juarez, Piedras Negras, Torreon, and Dallas launched initiatives



to raise awareness about waste segregation, collecting recyclables and properly disposing of these goods to avoid them ending up in landfills. Similar operations were carried out in Traverse City, Michigan, where our facility took part in a city project to recycle cardboard and paper. According to Motherson, such actions will result in significant reductions in greenhouse gas emissions as well as pollution reduction.

Motherson started the Highway Clean-Up Programme in Marysville with the goal of removing trash and waste from highways.

The concept of reuse, recycling and reduction to minimise environmental impact is being taken up across Motherson plants and propagated in the communities where we operate. In Mexico, several regions are initiating activities related to environmental sustainability. Zitlaltepec, Tlaxcala is involved in creating awareness about waste segregation. The Puebla and Monclovo regions are conducting activities to



create awareness about the environment by launching a campaign to help citizens discover how they can contribute to the sustainability movement, such as reducing electricity and water usage, etc.

World Environment Day is celebrated across the locations of Motherson through activities like planting trees in the community and creating awareness campaigns. These activities are a way to encourage, unite and engage both the community and our employees. We believe that small actions like planting trees together can have a big impact on the future, and if everyone does their part, we will create a better world.

Animal welfare

In the Americas, our teams worked on a variety of animal welfare programmes. Motherson is sponsoring a Pet Campaign in Atibaia and Curitiba to benefit organisations that care for abandoned animals. We collect items to donate to volunteers who rescue, care for and offer a temporary shelter for abandoned animals, a campaign generates social engagement in the community.

Pet food is also supplied to organisations such as the Association of Animal Protection - So Bento do Sul in Campo Alegre, which helps stray animals.

Employees in Campo Alegre donated bottle tops and seals to Tampinhas da Theodora, a non-profit that generates funds for spaying or neutering and caring for abandoned cats and dogs. The gathered caps and seals are recycled to raise funding for this project.

Europe.

Environmental awareness

Motherson participated in "Kind Caps", a socio-ecological project run by the local community of Kaluga, wherein they collect plastic caps for recycling, the proceeds from which go towards funding wheelchairs and other appliances for needy children in shelters. Recycling batteries has become standard practice in our facilities in Polinya, Castellbisbal and Palencia as a pollution preventive measure. A similar recycling initiative has been commenced in Smederevo (Serbia) to spread awareness about the effectiveness of recycling and how it leads to a reduction in the amount of non-hazardous waste.

Motherson organised various clean-up drives in public spaces across Europe to reduce waste in our



environment and raise awareness about cleanliness while urging local communities to follow suit. Employees in Bruchköbel teamed together and collected garbage in various areas such as the local playground and walking paths on a daily basis. The mayor of Bruchköbel praised our efforts and pledged his support by attending the drive's conclusion ceremony.

The World Wide Fund for Nature (WWF) and Nomascollasbcn, the clean-beach initiative, organised a programme to clean up nine beaches in Barcelona. The group saw that as an opportunity to work at the grassroots level and volunteered to clean the Mar Bella and Nova



Mar Bella beaches, collecting over 35,000 cigarette butts and over 80 kgs of other waste material.

In Kaluga, we developed a segregation programme to separate recyclable waste from non-recyclable goods in the communities. Batteries were also segregated from other electrical waste and disposed of properly at a hazardous-waste facility drop-off.

The employees in Teltow (Germany) set up a garbage segregation process to enable recycling and help maintain cleanliness in the neighbourhood around our plant. In Medina de Rioseco, Spain, we replaced the traditional waste compactor with a dynamic and modern compactor and advocated similar changes across the communities and companies.

On the United Nations International Day of Forests, we reached out to the Czaplinek Forest District in Poland to purchase seedlings for tree planting and celebrated with the local community by spreading awareness about the importance of planting trees today for a brighter tomorrow.

Tree-planting activities were carried out in Michelau and Kecskemét with the local communities of those regions. We collaborated with the environmental department at a high school in Smederevo to educate the students about sustainable living and engaged them in a tree-planting activity. The teams in Starachowice (Poland) got together and arranged an interactive seminar in the community centre to speak to the neighbourhood residents about the steps individuals can take to save the environment from further degradation.

We distributed posters and handed out saplings and flowers to many of our facilities in Europe to inspire them to consider sustainable living as the way forward. Motherson extended donations in the form of flower bulbs to support a local gardening association in Michelau.

On World Environment Day, Motherson held an art competition for the children of a public kindergarten in Czaplinek and distributed prizes among the winners.



Animal welfare

"We have a longstanding commitment to supporting the people in the communities where we have our footprint, but we cannot forget the well-being of animals with whom we share this space as well. Thus, Motherson is proud to do more to support animal welfare.



In Pławno, a village near Czaplinek, the Przymulisko, a local shelter for stray animals operational for more than ten years, has become an important fixture in the community; unfortunately, however, the establishment does not meet all the legal requirements to be considered a full-fledged shelter. This means that the Przymulisko does not receive



subsidies from the state to help with the care of the animals.

Currently, the shelter houses about 40 dogs under its roof, an equal number of cats, a mare and two wild boars. However, due to the number of animals and the increasing operational, food and lodging costs, the shelter is struggling to stay open.

As a local leader, Motherson is proud to do our part and make a contribution to this noble cause. Every year, we organise a collection of supplies across our locations, and employees engage in fundraising events for the Przymulisko. We deliver numerous dry and wet food packages, playpens, blankets, and bowls for the animals at an animal shelter in Pławno. The shelter uses these resources to keep the animals both well-fed and well-cared for."

China.

Environmental awareness

Because tourism destinations in China are usually congested with visitors from all over the world, Motherson recognised this as a chance to conduct an outreach effort. We established environmental awareness and clean-up programmes in Beijing's historic areas, where we interacted with a large number of both tourists and locals about environmental protection methods.

We also planted numerous trees in Ningbo's Industrial Development Park to raise awareness about environmental challenges and the importance of biodiversity protection.



Disclaimer

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The report may include forward-looking information to enable stakeholders to comprehend our prospects. This report and other statements – written and oral – that we periodically make contain forward-looking statements that set out anticipated results based on the management's plans and assumptions. We cannot guarantee that these forward-looking statements will be realised, although we believe we have been prudent in our assumptions. The achievement of results is subject to risks, uncertainties and even inaccurate assumptions. Should known or unknown risks or uncertainties materialise, or should underlying assumptions prove inaccurate, actual results could vary materially from those anticipated, estimated or projected. Readers should bear this in mind. We undertake no obligation to publicly update any forward-looking statements, whether as a result of new information, future events or revised objectives or otherwise."