

Global Citizenship Report.

2024-2025





#MakingA Difference

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About Motherson.

Motherson is a diversified global manufacturing, engineering, and assembly specialist that provides full system solutions for customers across several industries. With a team of over 200,000 dedicated professionals, it supports customers from more than 425 facilities across 44 countries. Thanks to the trust of its customers, the group recorded revenues of USD 21.2 billion during the 2024-25 fiscal year and is ranked among the top 15 automotive suppliers worldwide.

Motherson is one of the world's leading automotive suppliers for OEMs and has also forayed into new segments, including technology and industrial solutions, health and medical, aerospace, and logistics. The product portfolio

encompasses a diverse range of offerings, including electrical distribution systems, vehicle interior and exterior modules, automotive rear vision systems, moulded plastic parts, injection moulding tools, and rubber components. It also features lighting systems, electronics, precision metals, and products related to emerging segments such as sheet metals, surface treatment, information technology, cloud services, vehicle logistics, and integrated packaging solutions. Additionally, it encompasses products for sleep disorders and advanced medical imaging technologies, such as real-time fluorescence imaging and 4K laparoscopy systems, showcasing our commitment to innovation and quality across various industries.



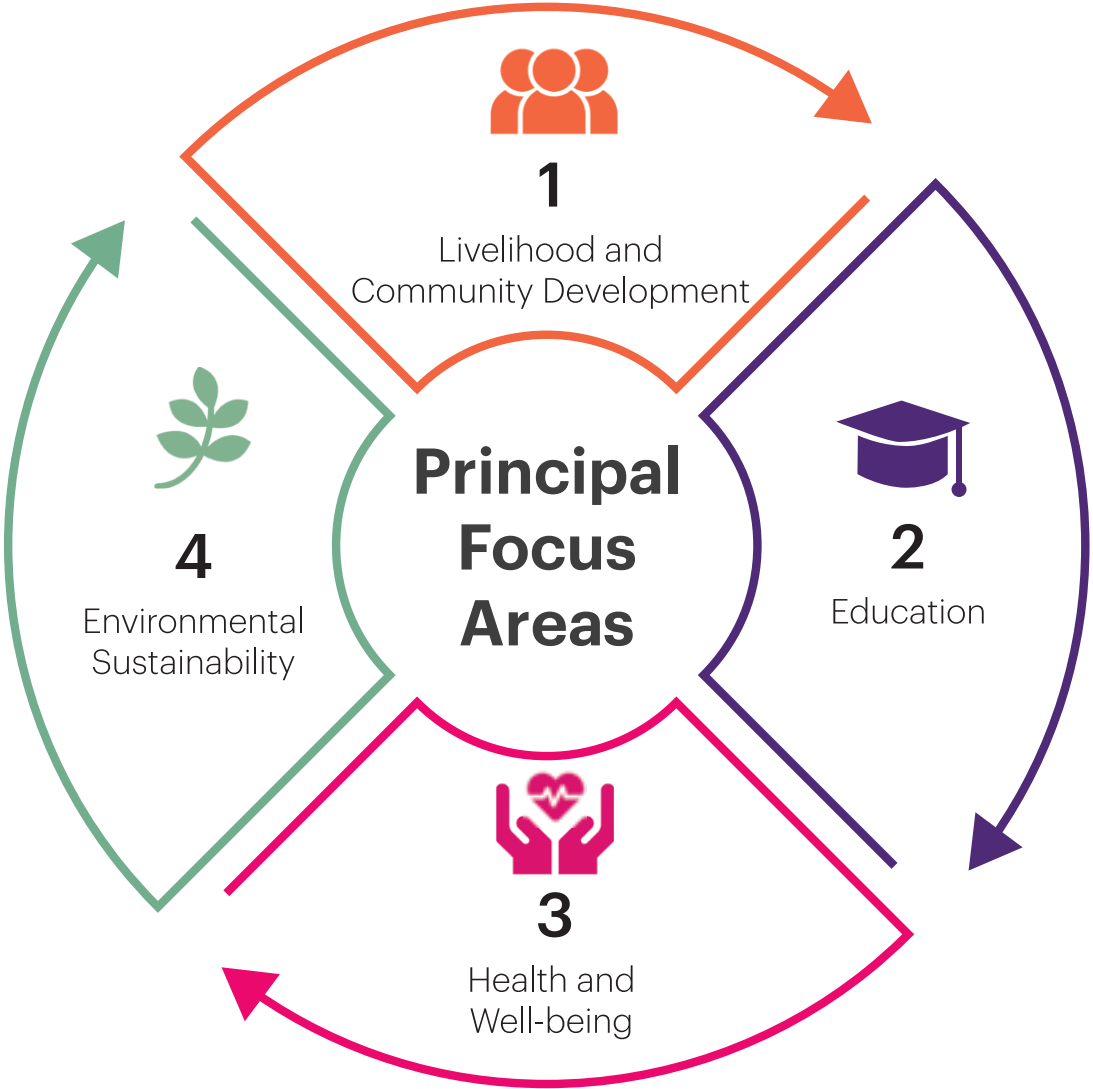
Citizenship Mission Statement.

“ 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, 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.



Global Citizenship Strategy.



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

Motherson remains steadfast in its commitment to corporate responsibility and actively contributes to the communities in which it operates. Our projects are tailored to address specific local needs, aiming to bring positive change to the lives of those we serve. While our projects cover many areas, they align with our core focus on livelihood and community development, education, health and well-being, and environmental sustainability. By linking these initiatives to the Sustainable Development Goals (SDGs), we direct our efforts towards addressing global challenges and creating a sustainable future for all.

In our Citizenship Report, we highlight Samvardhana Motherson International Limited's (SAMIL) efforts together with Motherson Sumi Wiring India Limited (MSWIL) to fulfil its Corporate Social Responsibility (CSR) obligations as outlined in the [Indian] Companies Act of 2013. The CSR Report for the fiscal year ended March 31, 2025, is included in our respective Annual Reports for FY2024-25. Together, we strive to make a meaningful and lasting impact on society, guided by our commitment to corporate citizenship and sustainable development.



1. 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



Introduction

At Motherson, we believe that businesses flourish when communities thrive. Our commitment to social responsibility is deeply rooted in the belief that real progress is not merely about economic success but also about creating meaningful and lasting change in people's lives. With a holistic approach, we work together with communities to upskill, empower, and support those who need it the most.

Through community development initiatives, we focus on improving local infrastructure, promoting sustainable livelihoods, and creating opportunities for people to lead dignified lives. Our efforts in empowering youth and children provide them with the exposure, knowledge, and skills needed to shape their future, ensuring they are equipped to step into the world with confidence. By assisting the underprivileged,

we aim to bridge the gap in resources and opportunities, offering support that restores hope and dignity.

We strongly believe in the transformative power of skill development, which helps individuals acquire employable skills that secure livelihoods and strengthen entire communities. Our donation drives extend a helping hand to those in need, whether through educational support, essential supplies, or relief efforts during difficult times. Meanwhile, our ongoing commitment to supporting local communities ensures we remain active in their livelihood and growth. At Motherson, we are more than just contributors to these causes; we are partners in progress. We stand with the communities we serve, sharing their challenges and triumphs.

Livelihood and
Community development

Livelihood and
Community development

South Asia.

Skill development

Recognising the critical role of skill development in empowering youth and driving economic progress, Motherson has deepened its collaboration with the Sambhav Foundation over the years, reinforcing a shared commitment to creating sustainable employment pathways. Building on the success of the Skill Development Programme in India's National Capital Region (NCR), this initiative continues to equip marginalised youth with the technical and non-technical expertise required to thrive in automotive and other industries.

Through comprehensive training modules covering retail sales, CNC operations, automotive service and assembly, electrical and electronic assembly, and desktop publishing, the programme has significantly enhanced employability, ensuring that participants possess industry-relevant competencies. Short-term courses for specialised technical trades further support workforce readiness, offering focused training in high-demand skills.



This programme has certified and successfully placed many candidates in various industries. Beyond imparting skills, this initiative builds self-sufficiency and professional growth, enabling individuals to make informed career choices and gain economic independence.

Encouraged by these results, Motherson is expanding the programme to Chennai, strengthening its partnership with the Sambhav Foundation to reach more aspiring professionals. The new facility will introduce training in automotive paint shop assistance, welding, injection moulding, CNC operations, and stitching (goods and garments), ensuring broader industry alignment and greater employment opportunities. This expansion reflects a long-term commitment to nurturing skilled talent, bridging the gap between education and employability, and fostering inclusive growth.



Experiential learning through on-the-job training

Building on the success of the Skill Development Programme, Motherson, in collaboration with the Sambhav Foundation, has introduced an Experiential Skill Development Training Model to bridge the gap between theoretical learning and industry requirements. This on-the-job training (OJT) model provides a structured blend of classroom and practical training within Motherson sites across various locations.

This initiative aims to equip unemployed youth and students (10th grade and above) with hands-on expertise, preparing them for high-demand job roles in automotive paint shops, assembly operations, plastic moulding, CNC machining, and stitching. Candidates undergo three months of supervised on-the-job training, receiving stipends aligned with the state's minimum wage and benefits for Provident Fund (PF) and Employee State Insurance (ESI).

Key activities of the programme include:

- **Targeted mobilisation:** Identifying and engaging youth from marginalised communities, ensuring awareness of available training opportunities.
- **Comprehensive classroom training (15 days):** At designated locations before deployment to manufacturing sites.
- **On-the-job experiential training (3 months):** Under expert supervision at Motherson facilities, ensuring real-world exposure.
- **Counselling sessions:** To support career development, boost confidence, and help trainees navigate workplace challenges.
- **Regular assessments:** Conducted in line with Sector Skill Council (SSC) or equivalent standards to track progress and refine learning outcomes.
- **Industry-recognised certification:** Enhancing employability and opening doors to stable career opportunities.

With many candidates successfully certified, this model represents a practical step towards empowering young people with industry-relevant skills, reducing unemployment, and contributing to economic growth. By integrating experiential learning, Motherson, in partnership with the Sambhav Foundation, continues to ensure that skill development remains aligned with evolving industry needs while creating a workforce ready for the future.



Empowering champions in sports

Motherson's partnership with Olympic Gold Quest (OGQ) reflects its commitment to promoting excellence in Indian sports. OGQ identifies, nurtures, and supports high-performance athletes across ten Olympic and eight Paralympic disciplines, including Olympic and Paralympic competitors. The aim is to bring Indian athletes on par with their global counterparts, helping them achieve podium finishes at the highest level.

Through a comprehensive support system, OGQ ensures that athletes receive world-class coaching from leading international and domestic trainers, as well as specialised sports science support covering physiotherapy, nutrition, psychology, and strength and conditioning. Access to state-of-the-art equipment, financial assistance for training and competitions, and dedicated medical support, including injury rehabilitation and nutritional supplements, further enhances their performance. By strategically planning training schedules, collaborating with expert coaches, and providing timely financial and logistical assistance, OGQ enables athletes to focus entirely on their ultimate goal - winning medals for India.

With Motherson's support, OGQ played a crucial role in preparing Indian athletes for the Paris 2024 Olympics. A remarkable 49 out of the 110 Indian Olympians were OGQ-supported athletes, and the programme backed four of the five individual Olympic medal winners for India. The impact was equally significant in the Paralympics, where OGQ-supported athletes secured 25 out of the 29 medals won by Indian para-athletes. Notably, five of India's seven gold medallists were part of this initiative.

Beyond medals, the initiative strengthens India's sporting legacy, inspires future generations, and promotes sports as a way of life, encouraging a culture of excellence and national pride.



Americas.

Skill development

Motherson has consistently focused on initiatives that promote skill development, such as on-the-job training and internships, to equip the next generation with the skills essential to navigating a competitive job market.

In the Americas, the apprentice programme at our Campo Alegre site in Brazil has successfully supported the career development of emerging professionals, assisting them in identifying and pursuing opportunities aligned with their areas of expertise. This site also conducted local job fairs at community centres to enrol graduates into various work streams. Similarly, we conducted National Interns Day at our Newark facility in the USA, to identify promising interns and guide them in exploring potential career paths within Motherson and with other reputed organisations.

Inclusivity and diversity are the cornerstones of our operations as reflected in our recent diversity hire drive at the Campo Alegre plant. Through this initiative, we helped individuals with disabilities identify their strengths and areas for improvement, and matched them with roles that best suited their skills. We further enhanced their capabilities through specialised training programmes and on-the-job training. Today, they stand at par with other employees, contributing effectively and demonstrating that inclusion drives growth for all.

We also participated in a local job fair in Curitiba to help job seekers with skill enhancement courses related to manufacturing processes. At this facility, we also hosted open-door events for the local community to showcase our manufacturing capabilities and processes at the plant. The objective was to inspire individuals to spark interest in this sector and demonstrate available opportunities.

A similar event was held for the students at the local Russell County Middle School in Mexico, where they were given a guided tour of the facility and offered firsthand exposure to potential career paths in manufacturing. The event encouraged them to consider future opportunities in the manufacturing sector.

Through the UNILAM scholarship programme, Motherson promotes education and skill development in Acuña, Juárez, and Torreón communities. This initiative strengthens the livelihood and community development by facilitating access to high school and university education. Successful graduates emerging from the programme and many more currently enrolled are helping us build a more educated and empowered society.

All our sites in Mexico came together for the Youth Building the Future programme, a collaborative effort between the local government and Motherson, wherein multiple counselling sessions were organised with the youth in the area to help them identify their areas of interest as they begin their careers. A similar initiative was launched at Motherson's San Luis Potosi site to provide financial assistance to children from the region who had dropped out of school or college due to their inability to afford the institution's fees. An outreach programme was launched in Acuña, Juárez, and Torreon facilities in Mexico to support adults in pursuing higher education and skill-based courses, helping them advance their careers while promoting learning opportunities and encouraging them to prioritise education and personal growth.

Motherson in Hornell, New York, participated in United Way's Day of Action for the third consecutive year, supporting the Hornell Area Concern for Youth-an event dedicated to the development and well-being of local youth. The effort supported key areas of intervention, including counselling, education, mentoring, and youth development activities, helping create a safe, engaging, and nurturing environment for the community's young individuals.

Donation drives

Motherson remains committed to supporting communities in need across the USA through various donation drives to improve the livelihoods of those around us. In Russell Springs, the company partnered with the Russell County Family Resource Centre and the Russell County Jaycees Toy Drive to donate toys to families in need during the holiday season. These efforts brought joy and warmth to children from underprivileged backgrounds. Additionally, a special toy item was donated for auction, with proceeds benefiting children across the community. Motherson also participated in Frankie's Holiday Toy Drive, a non-profit initiative established in memory of an employee's late mother, supporting children in Russell County.

In Marion, USA, Motherson supported the 'Toys for Tots' initiative, collecting and donating new, unwrapped toys to bring Christmas joy to underprivileged children. The collected toys were distributed to the local fire department, ensuring children receive gifts during the festive season. In partnership with the Marine Toys for Tots Foundation in Ohio, Motherson raised funds and oversaw the programme's daily operations. Motherson helped expand the initiative's reach by leveraging its extensive network, ensuring a broader impact across local communities. These combined efforts have contributed to the growth of Toys for Tots, transforming it from a local project into a nationwide programme, spreading joy and hope to millions of children every year.



The company extended its community support in Curitiba, Brazil, by launching a toy collection drive in October. The generous donations were delivered to a local non-profit organisation, REVIVA, which supports underprivileged children in São José dos Pinhais. This initiative brought joy to children on Children's Day, reinforcing Motherson's dedication to positively impacting the communities we serve.



In Northport, Alabama, we contributed to the toy donation drive organised by Tuscaloosa One Place, providing toys to underprivileged children as part of the Holiday Heart campaign. Tuscaloosa One Place is a programme where participants can adopt a family, donate clothes and toys, or make monetary contributions. In Argentina, Motherson employees in Pacheco and Garin celebrated Childhood Day with children at a local charity centre.



In Sterling Heights, USA, Motherson initiated a charity donation drive focused on collecting coats for underprivileged members of the local community. By ensuring that individuals facing harsh weather conditions receive warm clothing, the initiative highlights the company's ongoing efforts to support those in need.



Furthering its commitment to social welfare in Jaguariúna, Brazil, Motherson organised the Spread Love - Back to School Drive to help children from underprivileged backgrounds prepare for the new school year. Employees contributed school supplies, including notebooks, backpacks, and stationery, benefiting children at Lar Amigos do Padre Gomes,



a home where vulnerable children and adolescents reside together. Motherson organised a toy donation drive and a special event for children at Lar Amigos do Padre Gomes as part of this facility's Social Children's Day celebration. The day was filled with fun activities, snacks, and heartfelt moments, bringing happiness to the children and older adults supported by the institution.

In Puebla, Mexico, Motherson extended its support to the Hernandez Villar Children's Home, a facility that cares for children and adolescents who cannot live with their families. Employees donated essential cleaning and personal care items, improving hygiene and overall well-being for children. Similarly, the company continued its partnership with the Hernandez Villar Foundation in Puebla, supporting children facing abandonment, mistreatment, or economic hardship. Motherson also supported the Instituto Mexicano del Seguro Social (IMSS) hospital at this location by donating box lunches to families waiting for news of their loved ones. This initiative provided nourishment and emotional support, easing the burdens of families facing difficult circumstances. IMSS continues to offer medical care and assistance to those in need, and this small act of solidarity helped comfort many.



Motherson hosted a community-wide Trunk or Treat event in Ohio, USA, offering a modern take on traditional trick-or-treating. Our volunteers gathered in the plant parking lot, decorating their car trunks with creative Halloween themes and distributing candy to children from the town, who moved from car to car, bringing the festive spirit to the event.



Motherson volunteers in Atibaia, Brazil, continued their outreach by donating milk and packets of powdered milk to Casa de David, an institution caring for children with intellectual and physical disabilities. Moreover, a volunteer group also carried out social actions to support five local organisations, donating toys and skeins of wool to bring comfort and happiness to those in need.

In Apaseo el Grande, Mexico, Motherson collaborated with the Municipal DIF to support underprivileged communities through two meaningful initiatives. A toy donation campaign was organised to bring moments of joy to children from low-income families, with gifts distributed to promote their well-being. Alongside this, a food donation drive supported families in the El Peñón area, where each household includes a member with a disability, limiting their ability to earn a stable livelihood. These families face daily challenges due to living without access to basic services, such as drainage and electricity.



Motherson Godfather, a heartwarming tradition in Chihuahua, brings joy and companionship to vulnerable community members during the holiday season. This year, employees came together to support individuals across three institutions-children in foster care, people with disabilities, and elderly residents in nursing homes-through gifts, shared meals, and heartfelt interactions. Beyond donations, the initiative fosters empathy, unity, and a strong sense of community within and beyond the workplace.

Case Study.

Spreading joy in the holiday season

The holiday season embodies a spirit of generosity, and Motherson is proud to champion this through meaningful initiatives that uplift communities. By organising donation drives, partnering with charitable organisations, and providing essential resources, Motherson spreads joy and hope during this special time of year.

One of the key partnerships during the festive season is with Angel Tree, a nonprofit organisation in Columbus, Ohio, founded by the Salvation Army. Angel Tree remains a beacon of holiday cheer with a legacy of delivering over 100 million Christmas gifts to deserving children. Yet behind this success lie challenges such as overwhelming demand, logistical complexities, and the need for sustained financial support and volunteers to ensure each child receives a thoughtful and personalised experience.

Motherson collaborated with Angel Tree to effectively address these hurdles. By offering financial support and streamlining logistics, Motherson helped ensure smooth operations, allowing the programme to meet its goals and bring renewed hope to the community.

From mid-November until just before Christmas, Motherson engaged the Central Ohio community employees to participate actively in the initiative. Employees demonstrated the holiday spirit by providing carefully selected, heartfelt gifts to needy children, making their holiday season brighter and more memorable.

Assisting the underprivileged

As part of its commitment to community well-being, Motherson continued to support underprivileged individuals and families through targeted initiatives that address their most pressing needs.

In Newark, USA, Motherson extended its assistance to the local community through a partnership with the Viola Blythe Community Service Centre, whose mission is to provide emergency food, clothing, referrals and special programmes at Thanksgiving and Christmas for needy families. We distributed essential food supplies and toys for children and vulnerable families during the festive season. Similarly,



Motherson supported the Garin Charity Centre in Argentina by donating food and toys to underprivileged children. This initiative aimed to provide essential nourishment while ensuring children experienced moments of happiness and excitement despite difficult circumstances. Additionally, in the United States, Motherson collaborated with Grand Traverse Stamping in San Antonio, Texas, to organise a drive to collect essential winter items such as snow pants, gloves, underwear, and socks for underprivileged children at Forrest Area Elementary School in Northern Michigan. This initiative ensured that children had the clothing to stay warm, allowing them to focus on their education without additional hardships. At Fair Oaks Nursing Home in Russell Springs, the USA, elderly residents received holiday gifts through an Angel Tree initiative supported by Motherson, bringing festive joy and essential items to ensure they felt valued.

In Taubaté, Brazil, Motherson contributed to a local church's youth education programme by donating toys, reinforcing the organisation's belief in fostering positive childhood experiences and encouraging educational engagement.



In Brazil, Motherson organised several community support initiatives under its Social Motherson programme to aid those facing social and economic challenges. In Atibaia, the Easter Solidarity campaign brought cheer to local institutions, including Lar Eduardo Ferrara, APAE, and Casa de David, through the collection and distribution of chocolates. Continuing this spirit of care, volunteers gathered essential hygiene and cleaning supplies for shelters, including a long-term care facility for older people and an animal shelter.



In Jaguariúna, employees gathered warm clothing for a local church. They served hot chocolate to engage the community and raise awareness about the importance of supporting children and other members of the congregation.



In Campo Alegre and Curitiba, local engagement efforts continued with a Bread Donation initiative at Sophia Schwedler School, where families gathered for a special event to strengthen the school-parent bond. A cash sponsorship was also provided for the Sport for the Inclusion of People with Disabilities and Accessibility Walking event, promoting accessibility and inclusion within the local community. Similarly, at Las Elodías Nursing Home in Huehuetoca, Mexico, elderly individuals who were abandoned and vulnerable received vital support, including food supplies, personal care items, and restoration of their living spaces. Beyond this, visits and engagement activities fostered a sense of connection and well-being among the residents.



These initiatives, spanning education, inclusion, and seasonal giving, reflect Motherson's dedication to nurturing communities and making a tangible difference in the lives of those who need it most. By continuously engaging employees, local partners, and volunteers, these efforts provide material support and create lasting connections and moments of joy.

Disaster relief and supporting survivors

Responding to the devastating impact of floods in Brazil, Motherson launched multiple relief efforts in Campo Alegre and Curitiba to support affected families. Employees rallied together to collect food and clothing for residents of Rio Grande do Sul, helping those who had lost their homes and belongings due to the disaster. In addition to flood relief, Motherson initiated clothing donation drives for economically disadvantaged individuals in surrounding communities, ensuring that those in need had proper clothing to withstand harsh weather conditions.



Motherson has ensured that focus initiatives, carried out by our dedicated employees and volunteers, aim to uplift vulnerable communities and provide essential support where needed.

Several campaigns were launched to help victims of devastating floods in Rio Grande do Sul. The SOS Rio Grande do Sul campaign in Atibaia collected clothing and footwear for affected families. Parallel efforts in Jaguariúna mobilised food, water, and warm clothing donations, while additional food donation drives in Curitiba and Taubaté further supported communities struggling with the aftermath of the floods.



Supporting the local community

Motherson is committed to improving the lives of communities in various ways. Various efforts in the Americas and Mexico focused on elderly care, environmental sustainability, and social welfare.

Empowerment and support for women remained a key focus. International Women's Day was celebrated in Newark, USA, to recognise the contributions of hardworking women in society, who often take on challenging roles and break down gender barriers.

At this site, World Yoga Day was also marked with activities for the local members, highlighting the importance of health and well-being. Meanwhile, in Carrollton, USA, a local Domestic Violence Shelter received vital support through the Angel Tree project, ensuring women and children escaping abusive situations had gifts and necessities during the holiday season, offering them comfort in a challenging time.

In Atibaia, Brazil, community engagement was strengthened through volunteer initiatives. Applications for the 2024 Volunteer Group were open in January, and 15 members were selected to lead social initiatives throughout the year, supporting those in need and fostering a spirit of compassion. On Father's Day, the Motherson Atibaia volunteers organised a special celebration for the elderly residents of the ASBI Institute - Associação Beneficente ao Idoso in Bom Jesus dos Perdões, bringing moments of joy through snacks, conversations, and kindness.



In Curitiba, Brazil, the Curitiba plant opened its doors to the local community on later last year, offering families an opportunity to explore the workplace and understand Motherson's role in the region. The event provided an engaging experience with interactive activities, entertainment, and educational insights, reinforcing Motherson's commitment to livelihood and community development while fostering stronger connections with the people it serves.

In Jaguariúna, Brazil, the Connecting Generations programme addresses loneliness among elderly individuals in nursing homes. Volunteers visit residents, listen to their stories, and engage them in music, games, and reading sessions, fostering emotional well-being and meaningful social interaction. Donations of personal care items, blankets, and books further enhance support, ensuring that every contribution brings comfort to those in need.

Empowerment remains a key pillar of Motherson's community efforts. In Jaguariúna, Women's Month was celebrated with talks and workshops focused on career development,

female empowerment, and women's health, aiming to create awareness and support for women in vulnerable situations. Hygiene and beauty product donations, collected throughout the campaign, were distributed to shelters and organisations supporting teenagers and women in need, reinforcing the company's commitment to fostering dignity and self-confidence.

At this site, we organised women-centred events throughout Women's Month celebrations, with talks and workshops focused on female empowerment, career development, and women's health. Employees were encouraged to donate hygiene and beauty products, which were distributed to women in shelters and organisations supporting vulnerable teenagers.

These initiatives reflect Motherson's dedication to building inclusive, supportive communities where meaningful engagement and social responsibility drive real impact.

Case Study.

Revitalising downtown Marion, Ohio, USA

At Motherson, community development is about creating partnerships and empowering people. An example is the revitalisation of downtown Marion, Ohio, in collaboration with Downtown Marion Inc. (DMI), a local non-profit dedicated to restoring the area's vibrancy.

Downtown Marion had been facing significant challenges, with the closure of long-standing businesses like Books on Centre and declining community engagement. Economic activity struggled, and the area's bustling energy was a distant memory.

Teaming up with DMI, Motherson developed a multifaceted plan to revitalise the community. This included infrastructure enhancements, beautification projects, business incentives, and events designed to re-engage residents and visitors. Motherson also supported local businesses through initiatives aimed at boosting economic activity and drawing attention to Marion as a cultural and financial hub.

Key initiatives

Several impactful programmes have emerged from this partnership, transforming downtown Marion into a lively, sustainable district:

- **Community Gift Card Programme:** This encourages residents to shop and dine locally, benefiting small businesses and strengthening the local economy.
- **The Cardinal Project:** Featuring creative statues of Ohio's state bird by local artists, this initiative adds a cultural touch while promoting artistic talent. Motherson sponsored installations, further enriching the community.
- **Signature events:** Festivals like Third Thursdays, the Fall Festival, and the Christmas Parade attract visitors and celebrate local culture.

Through these efforts, downtown Marion has undergone a transformation. With increased community support, businesses thrive, and residents enjoy a rejuvenated space to connect and celebrate.

Europe.

Skill development

Motherson is committed to upskilling diverse groups, including individuals with disabilities, the elderly, young professionals, and executives within the manufacturing industry across European regions.

Last year, France's manufacturing sector faced significant turbulence in the Dammarie-les-Lys region. Seizing the opportunity, Motherson collaborated with other operational companies to host job fairs, providing displaced employees with new employment prospects. Many individuals were successfully placed through this initiative. A similar effort was carried out at our Kronach-Neuses plant in Germany, supporting apprentices actively seeking jobs in their respective sectors.

In Panevėžys, Lithuania, skill development was enabled through an open-door weekend event, where Motherson collaborated with the Panevėžys City Municipality to offer residents, including children, a behind-the-scenes look at our production processes. We also encourage them to sign up for skill enhancement courses to help them land jobs in

similar industries. This programme enabled us to strengthen community engagement while empowering participants with valuable skills for professional growth.

In Nitra, Slovakia, the commitment to skill development extended beyond traditional workforce training. As part of our open-door event, we introduced the "Different, Not Less" initiative to support World Down Syndrome Day, aiming to raise awareness and promote inclusion. This initiative celebrated the uniqueness of individuals with Down syndrome and provided hands-on skill enhancement activities tailored to their abilities. Participants and their families engaged in interactive workshops, where they explored practical skills relevant to future employment opportunities, thereby fostering confidence and independence.

Through these initiatives, Motherson reinforced its dedication to building an inclusive community where everyone can grow and contribute meaningfully regardless of ability.



Assisting the underprivileged

Assisting the underprivileged is a core aspect of our commitment to social responsibility, as we strive to create opportunities that uplift and empower communities facing economic and social challenges.

In Stuttgart, Germany, our Christmas raffle donations supported two meaningful causes. The first initiative was the extension of aid to young people in challenging living conditions, enabling them to access guidance and employment opportunities to improve their futures, in collaboration with Schlupfwinkel, a local non-profit organisation. The second was support for the Stationäres Kinder- und Jugendhospiz, which provides a safe and nurturing environment for children with life-limiting illnesses and their families. Through both initiatives, we continue to deliver support, comfort, and resources to those in need, nurturing a stronger and more compassionate community.



Through collaboration with the Red Cross Society of Cuprija, Motherson provided clothing and hygiene essentials to impoverished families in Serbia. Employees organised hygiene-focused distributions for women living in adverse conditions, supplying essential personal care products to support their well-being and dignity. Along similar lines, Motherson in Hanau, Germany, organised a city run to raise funds for a local women's shelter, supporting its efforts to provide a safe space and essential resources for women in need. A similar initiative was launched in Bruchköbel, Germany, where fundraisers through the Predictor Euro 2024 game helped fund the daily operations of a nearby women's shelter.



In Salceda de Caselas, Spain, we organised a clothing donation to support homeless individuals in the region, helping to meet their basic needs and provide much-needed warmth and dignity. In Tschirn, Germany, donations collected by our associates at the plant were handed over to the Caritas Social Shop in Kronach, which was filled with boxes containing everyday essentials such as toiletries, to support those in need. Similarly, in Spain, clothing donations were made to the Caritas Social Organisation through our sites in Pamplona and Vitoria, reinforcing our efforts to assist individuals facing economic hardship.



In Palmela, Portugal, we donated clothes to Casa do Gaiato, Associação Caminho Bem Fazer, and Caritas Portugal, a national foundation that supports vulnerable populations. Additionally, in Germany, clothing donation drives were held in Neustadt and Oldenburg, where associates collected new and second-hand items in good condition. Donations from Neustadt were directed to Tafel Abensberg. This local organisation distributes food and essential goods, while in Oldenburg, contributions supported Peter39 Soziales Kaufhaus, a retail store which provides affordable second-hand clothing to those in financial difficulty.

Through these initiatives, we continue to strengthen our commitment to community welfare, providing essential resources and supporting organisations that care for those most in need.

In Oldenburg, Germany, we donated storage bags for the Christmas Tombola organised by Gewerbeverein Bockhorn. The event supported various charitable organisations in Bockhorn, helping to raise funds for local initiatives that support those in need. A generous donation of clothes and everyday essentials was made to the Estonian Association of Large Families and Järva County Large Families, home to numerous homeless people in Tallinn, Estonia.



Our associates in the Klaipėda region of Lithuania took meaningful action for elderly people by participating in the annual seniors' support initiative, "Maltiečių Sriuba" (The Maltese Soup). They contributed by raising funds to assist



lonely and financially struggling seniors and presenting cakes at the event. They also supported the cause by donating to "Niekieno Vaikai," a charity that helps needy children. In Klaipėda, Lithuania, we donate funds from PET bottle recycling to the Order of Maltese, an organisation dedicated to supporting older adults in need. This donation aims to provide essential services and resources to elderly individuals who require assistance, ensuring they receive the care and support they deserve.



In Stuttgart, Germany, we supported the "Kältebus," a project that helps homeless people during the cold winter. The Kältebus operates from 10 pm to 2 am, providing warm clothing and essential supplies to homeless individuals in the Stuttgart area when temperatures drop to 0°C or below. In Mosonszolnok, Hungary, our colleagues organised a charity day where they collected non-perishable food donations and clothes to support families in need within the local community. With the help of the "Pélida" Association, a charity foundation, we distributed these essential items to families facing financial hardship, providing them with much-needed resources.



Supporting people with impairments

At our Épila plant in Spain, the organisation onboarded a contractor with a physical impairment, supporting their development through upskilling and consistent on-the-job training. By providing equal opportunities to disadvantaged individuals, we help empower them to excel in their respective fields.

Similarly, in collaboration with Fundación Adecco, a non-profit organisation in Picassent, Spain, we organised a speed networking career expo to offer promising job opportunities to differently abled individuals.



Supporting socially disadvantaged children

Supporting children from disadvantaged backgrounds has been a key intervention area for Motherson across various European regions. For example, Motherson collaborated with a childcare centre in Starachowice, Poland, to provide educational support, essential resources, and life skills development, helping to ensure a brighter future for children living in disadvantaged conditions. Employees at the same site also donated daily essentials to the local social welfare centre to support underprivileged children. In Radomierz, Poland, we made a charitable contribution to support the children at the "Dom dla Dzieci Nadzieja nr 2" orphanage, helping to provide them with the resources they need for a brighter future. Similarly, in Cuprija, Serbia, we collected New Year gifts to donate to children with special needs at a local primary school. These initiatives aimed to bring comfort and joy to children living in shelters and challenging circumstances, reinforcing our commitment to nurturing hope and providing support where it is most needed.



Motherhood made monetary contributions to a local children's home, which homes vulnerable children in the Mladá Boleslav region of the Czech Republic. Additionally, the team celebrated Easter with the children at the shelter by providing care packages and school supplies and spreading festive cheer among the orphaned residents.

Festive celebrations in Bratislava, Slovakia, continued at the Fundación Novaterra, a non-profit organisation supporting disadvantaged children and orphans. The celebrations featured the distribution of surprise gift packages, handpicked by our employees over the weekends, all aimed at bringing smiles to the faces of these innocent children.

In Palmela, Portugal, we donated funds to the local foundation of Social Solidarity, supporting children, young people, and their families in need. The donation helps sustain the foundation's yearly budget and activities, which promote the integration and development of children and teenagers facing challenges. Through these contributions, we support our mission to uplift disadvantaged families by providing essential resources and opportunities for growth.



Donation drives

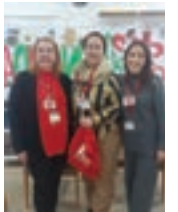
Motherhood, through its donation drives across European regions, aims to bridge the gap between communities and support community members in need. In Pozarevac, Serbia, we collaborated with the Red Cross society to donate toys to the kids they serve in the region. We conducted a similar donation drive for the children residing at the community protection centre in Gölcük and Yeniköy, Turkey, as New Year's presents to bring in the festive spirit.



In Smederevo and Pozarevac, Serbia, we continued our tradition of giving by donating New Year's packages to local associations in both cities. These packages, which included essential items and festive treats, were distributed to children in care centres, bringing joy and warmth during the holiday season. In Picassent, Spain, Motherhood spread festive cheer by delivering Christmas greetings to the elderly residents. Employees created beautiful mandalas, which were painted



during company activities and presented as heartfelt holiday messages to the senior citizens. The initiative aimed to brighten the holiday season for the elderly residents, ensuring they felt remembered and valued during Christmas. In Martorell, Spain, we donated toys to ITACA, a charity in Barcelona that supports local children and brings joy and hope to the community.



In Bratislava, Slovakia, Motherhood donated 1% of its taxes to several nonprofit entities supporting various causes. The funds were distributed across multiple organisations, including IPčko, which offers free online psychological support to young people, and the Children's Cardio Centre, which supports young patients with heart diseases. Other recipients included Deaf Children's Society of Saskatchewan, an initiative focused on building a community for hearing and deaf parents, and For Happy Elis, a nonprofit association dedicated to the therapy and rehabilitation of a young girl named Eliška. Clown Doctors, a nonprofit supporting the psychological well-being of child patients, and DePaul Slovakia, which offers services to people without homes, were also beneficiaries. The donation further supported the Martinec Racing Academy, a nonprofit helping children with disabilities, and another one which focuses on developing children's talents and supporting their educational growth. This generous donation reflects our commitment to giving back to the community and supporting a diverse range of causes to improve lives and foster positive social impact.

Handouts of winter wear and warm overalls were a conscious effort to combat the harsh winters in colder regions such as Barsinghausen in Germany, Portchester in the UK, and Túrkeve in Hungary. The associates organised these donation drives just before the onset of winter, ensuring that individuals in need had the necessary warmth and protection during the colder months.



We collaborated with Strohaln Regensburg to provide new clothes and essential items to the community centre in Schierling, Germany. Meanwhile, in Göttingen, Germany, a heartfelt collection was organised among employees in memory of the late BR chairman, with the funds donated to the Göttingen Children's Hospice to support the construction of its new building and strengthen childcare services for young patients. In Bötzingen, Germany, we also contributed to the local community by donating to a local guild to help fund the children's carnival, ensuring the continuation of this cherished tradition and promoting the well-being of local children. These combined efforts reflect our commitment to making a positive impact by supporting communities, charities, and local traditions.

Motherson employees have demonstrated their commitment to community development in various regions through initiatives such as donating books and desktops. In Panevėžys, Lithuania, the initiative focused on collecting and donating books to local children's day care centres and small-town libraries, ensuring access to valuable resources for those in need. Similarly, in Kempele, Finland, books were gathered and donated to the local community, promoting literacy and learning.

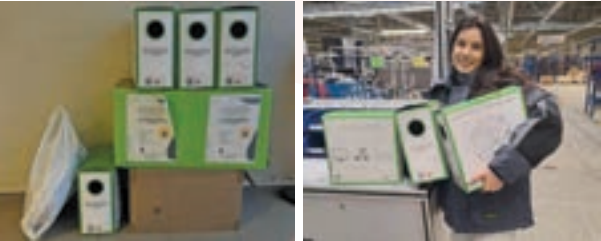


Donations through recycling

In Klaipėda, Lithuania, we made a donation to the Order of Malta to support those living in challenging conditions. The funds were raised by recycling beverage bottles, with the collected money directed towards supporting needy individuals. During Christmas, the company made a donation to the local relief assistance collection, Joulupuu Kempele 2024, at both its Kempele and Oulu locations in Finland.



In Salceda de Caselas, Spain, recycled desktop computers were donated to the City Hall to support the operations of non-profit entities. Motherson's collective efforts in Klaipėda, Lithuania, also contributed to this cause, with further book donations made to a small-town library, enhancing access to educational materials. Additionally, in Harnes, France, desktops were donated to the County Hall of Carency, where they will be distributed to village schools. In Salceda de Caselas, Spain,



we contributed to the digital empowerment of local non-profit organisations by donating recycled desktop computers. In collaboration with the Salceda Town Hall, this initiative aims to support neighbourhood associations and other community groups in modernising operations and enhancing accessibility to digital resources.

In Palmela, Portugal, we organised a collection drive at the company premises, where employees generously donated clothes, toys, and other goods to benefit the "Fundação do Gil," a national foundation supporting sick and disabled children and their families. This initiative was part of our ongoing efforts to recycle materials for a good cause, aiding the institution in its various beneficial activities. Similarly, in Mosonszolnok, Hungary, our colleagues contributed teddy bears for sick children, further supporting community-driven charity foundations. Through these initiatives, we aim to positively impact the lives of children facing health challenges while promoting a culture of giving and sustainability within our teams.



Disaster relief

In response to the devastating impact of natural disasters, Motherson has actively supported communities affected by recent catastrophes. In Kronach-Neuses, Germany, material donations were collected at our German plants, including essential items such as baby formula, hygiene products, water, shovels, buckets, rubber boots, face masks, and blankets. These donations were then transported to our plant in Valencia, where they were distributed to individuals affected by the DANA disaster.



Similarly, in Berlin, Germany, clothing donations were made to support the victims of the devastating floods in Poland, with contributions directed to the Deutsches Rotes Kreuz (German Red Cross). Following the disastrous floods that impacted southwestern Poland, our teams in Czaplinek, Drawsko Pomorskie, and Białogard, Poland, united to support those who had lost their homes and belongings. Across all three locations, charity collections were organised, gathering essential items such as blankets, sleeping bags, hygiene products, and non-perishable food.



Further support was provided through monetary donations in Schierling, Oldenburg, Klaipėda, and Panevėžys to aid victims of the Valencia tragedy. These funds were allocated to various relief initiatives, providing much-needed assistance to those affected by the consequences of these natural disasters.

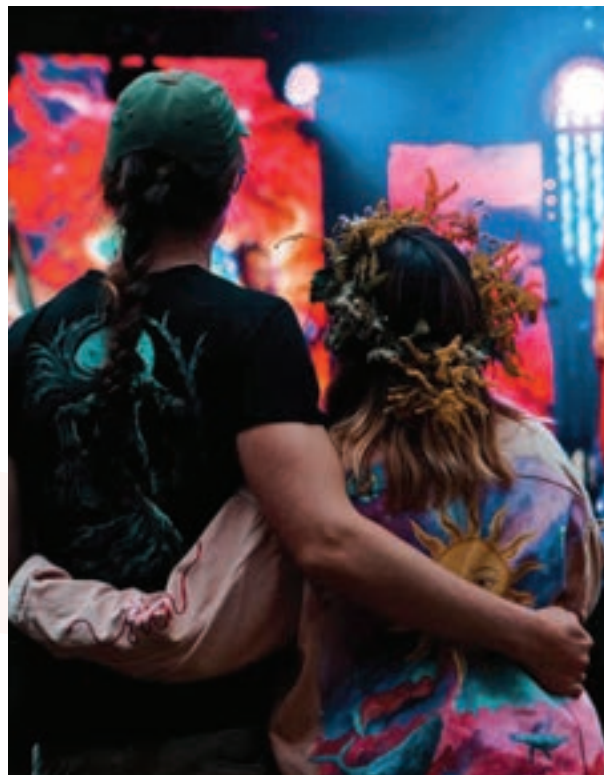
In Picassent, Spain, Motherson extended its support to local educational institutions by donating essential equipment to training centres affected by the recent floods in Valencia. This initiative aimed to strengthen the resources of public educational institutions, ensuring they could continue to provide quality training and support to students. Donations were made explicitly to centres such as IES Pou Clar de Ontinyent, IES Bernat Ginobart de Algemesi, and IES Albal y Almusafes, all of which play a vital role in the community.



These collective actions reflect Motherson's commitment to delivering immediate support during crises and reinforcing the resilience of communities.

Community building and cultural engagement

By partnering with local organisations, supporting grassroots projects, and encouraging collective participation, we strive to create a lasting impact that fosters inclusivity, well-being, and growth in the communities where we operate. A shining example of such collaboration was the Festival Sielava in Czaplinek, Poland, which we proudly supported alongside the Niezwykły Połczyn an organisation that celebrates Slavic culture and traditions. This vibrant festival brings together residents, tourists, and enthusiasts of ancient customs, featuring workshops on traditional crafts, dance performances, live music concerts, and local cuisine. We contributed financial resources to support this initiative.



Similarly, in Starachowice, Poland, we supported the Polish Dance Championships by making a donation to the event. These efforts aim to ensure that these rich traditions continue to thrive for generations to come.



At the Harvest Festival in Broczyno, Poland, we contributed to a charity stand supporting little Oskar, who faces severe vision challenges. We helped raise funds for his rehabilitation and treatment by donating company gadgets for auction. This initiative brought the community together for a meaningful cause, demonstrating the power of collective support in making a difference.



In Starachowice, Poland, the Christmas art competition and the "Portrait of Santa Claus" contest hosted by Motherson brought families together in a creative and festive spirit. Designed to inspire children's imagination, these initiatives encouraged them to express their artistic talents while celebrating holiday traditions. The activities build a sense of togetherness, creativity, and cultural appreciation within the local community by involving both children and parents.

Understanding that strong communities are built by investing in shared spaces, we supported the renovation of the co-working space cum kindergarten gallery at Vackor Óvoda in Mosonmagyaróvár, Hungary. Revising this vital community hub aims to create a welcoming environment that brings working individuals, toddlers and families together, strengthens local connections, and builds a sense of pride and belonging among residents.



Children and young people have been key beneficiaries of our initiatives across Europe. Donating benches to Smederevo Kindergarten in Serbia reflects our commitment to enhancing early learning environments.



Similarly, in Barchfeld, Germany, we supported youth development by donating funds to local associations that engage young individuals through sports and other activities. Raised during our Family Day event, this contribution will help these organisations continue fostering teamwork, discipline, and personal growth among the next generation.



Keeping up with the festive spirit, the employee in Oldenburg, Germany, gave Easter a meaningful twist through the "Osterhelden" project. Instead of traditional gifts, we purchased chocolate bunnies from Osterhelden, with proceeds supporting various regional social organisations. To amplify our impact, we introduced a friendly challenge: associates were invited to double the number of bunnies purchased. If they succeeded, we would bake waffles for them as a reward. The response exceeded all expectations, ensuring even greater support for local causes. True to our word, we donned our aprons and served up waffles, turning the initiative into a fun and engaging way to give back to the community while fostering a spirit of generosity and togetherness. In Bötzingen, Germany, we participated in the Bötzingen Weinwanderung, a regional event that brings together wineries and associations to celebrate the local landscape and wine culture. As part of our community support, we made a donation to their local youth fire brigade station.



In Bötzingen, Germany, we contributed to the 72-hour campaign by providing a Volkswagen bus to the Forchheim Rural Youth Association. The vehicle facilitated the transportation of people and materials for various community projects, including building a bee hotel, refurbishing benches, paving a seating area, and installing rubbish bins. This initiative underscored our commitment to supporting youth-led community development.

Additionally, we collaborated with the Auria Foundation in Igualada, Spain, to restore local gardens and parks, enhancing the beauty of popular tourist spots while addressing the challenges posed by extreme weather conditions.

In Rougegoutte, France, we supported cultural engagement on International Women's Rights Day by presenting "Mars et Vénus" showpieces to participants of a photo challenge. This initiative encouraged creativity while promoting gender equality among women in the local community.

Case Study.

Empowering communities through connection

Motherhood's approach to community well-being is rooted in genuine partnership and empowerment. Rather than limiting support to financial aid, Motherhood actively collaborates with communities, launching grassroots initiatives that build skills and resilience for lasting impact.

A recent highlight is the inclusion of the Volunteer Centre of Klaudian Hospital in Mlada Boleslav, Czech Republic, in Motherhood's Family Day. This centre's therapy dogs provide emotional, mental, and physical support to individuals facing illness, trauma, or extended hospital stays. Research indicates that therapy animals can alleviate stress, promote comfort, and cultivate a sense of acceptance and safety, enabling individuals to heal and connect on a deeper level.

By integrating animal-assisted therapy into a widely attended event, Motherhood raised awareness about its proven benefits while creating an inclusive, engaging platform for dialogue and connection. This initiative is part of a longstanding relationship with the Volunteer Centre, reflecting shared values of empathy and community care. Over the years, Motherhood has consistently supported the centre, from donating gifts to children in treatment to assisting people experiencing homelessness.

These efforts demonstrate Motherhood's belief that compassion, collaboration, and even small solidarity can spark positive change, strengthening communities and nurturing holistic well-being.

Nurturing intergenerational connections and supporting elderly well-being

Older individuals play a vital role in our communities, and ensuring their well-being and inclusion is essential. Through various initiatives, we strive to bring joy, companionship, and support to older people, reinforcing our commitment to fostering an inclusive society where every generation feels valued. In Bruchköbel, Germany, we organised a food event at a local elderly home, where our team not only prepared a barbecue but also spent quality time playing games with the residents, creating moments of joy and connection.

Continuing our efforts to bring warmth and happiness to elderly communities, our team in Bruchköbel, Germany, visited a local senior care facility during the festive season. They decorated a Christmas tree and sang Christmas songs with the residents, spreading holiday cheer and creating a joyful atmosphere. In Medina de Rioseco, Spain, our team visited the municipal nursing home, spending time with the elderly residents. They engaged in meaningful conversations, shared insights about the factory, and played board games, ensuring the residents felt valued and connected.

In Smederevo, Serbia, and Tallinn, Estonia, our volunteers visited a home for older people as part of a larger volunteer project. They spent meaningful time with the residents, engaging in games of chess, cards, and trivia. In Kempele and Oulu, Finland, we marked the United Nations' International Day of Older Persons by organising outdoor activities for local nursing home residents. Taking them out for a refreshing walk, our team helped create a moment of joy, strengthening connections and bringing warmth to their day.

These initiatives demonstrate our dedication to promoting intergenerational connections and ensuring that older adults feel valued and included in our communities.

Southeast Asia, Australia, and Japan.

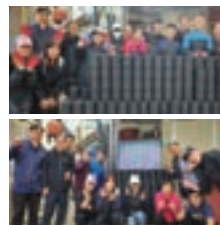
Assisting the underprivileged

Motherson is committed to promoting growth by supporting underprivileged children, ensuring they access essential resources and livelihood opportunities.

In Santa Rosa, Philippines, Motherson has extended its support to underprivileged children through a feeding and fostering programme at Bahay Parola, a child welfare agency dedicated to the care and development of Filipino street children. In addition to providing nutritious meals, the company has donated essential hygiene kits, sacks of rice, and other necessities to help sustain the shelter.



In line with this, Motherson actively supports children from underprivileged communities in South Korea through various initiatives aimed at improving their quality of life. In Bupyeong, the company organised a briquette-sharing drive to provide heating support to less fortunate individuals during the colder months. This initiative, carried out at Hyosang, ensured vulnerable families had access to warmth, reinforcing the company's dedication to community welfare.



Similarly, in Ochang, South Korea, Motherson employees extended their support to needy children by donating to a local orphanage. This initiative aimed to provide essential resources and support to improve the well-being of children residing in care facilities. We also supported the International Child Support Organisation by purchasing calendars from social enterprises. This initiative aimed to provide financial assistance to underprivileged children, helping them access essential resources and opportunities for a better future. Through this programme, Motherson contributed to the well-being of children across borders, reinforcing its belief in empowering communities through sustainable and meaningful support.



Disaster relief

The company and its employees contributed donations through the Industrial Estate Authority of Thailand (IEAT) to support those affected by severe flooding in Rayong, Thailand. This initiative aimed to provide immediate relief by delivering essential supplies and financial assistance to impacted individuals and families. By collaborating with IEAT, a state enterprise responsible for managing industrial estates across Thailand, Motherson ensured that aid reached the communities most in need.



Following the Great East Japan Earthquake, our team initiated the annual "Early Summer Festival" to contribute to the impacted and strengthen community relationships. This year, the funds were specifically directed towards supporting those affected by the earthquake, in addition to ongoing support for the local Social Welfare Council. Through this initiative, we have helped revitalise the local council's activities and cultivated a stronger sense of community.



Empowering the youth and children

Motherson remains committed to creating opportunities for young people and children, equipping them with the skills, employment, and a nurturing environment that fosters growth. By supporting initiatives that enhance skill development, career development, and local employment, the company continues to invest in the future of communities worldwide.

In Santa Rosa, Philippines, Motherson prioritised local hiring for operators by collaborating with a local workforce resource agency. This initiative directly addressed unemployment by providing job opportunities to struggling freshers in the locality, helping them achieve financial stability and improve their quality of life.

In Saitama, Japan, the company welcomed middle school students for workplace experience programmes, an annual initiative in partnership with the Fujioka City Board of Education. Through this programme, students were equipped with practical skills and gained first-hand exposure to a real work environment, giving them a valuable initial push to start their careers. The programme enhanced their employability across industries by broadening their career perspectives and strengthening their understanding of workplace dynamics, building early confidence for real-world work experience and successfully transitioning into the workforce.

In Rayong, Thailand, Motherson launched the second phase of the "Painting for Kids" project, contributing to broader community development by enhancing skill-based environments. Through the renovation and brightening of learning spaces, the initiative aimed to uplift children's spirits and create more vibrant, welcoming spaces that foster growth and creativity. By encouraging participation in extracurricular activities and promoting the joy of artistic expression, the project inspired stronger community engagement, highlighting the importance of collective efforts in nurturing the younger generation.



Motherson has contributed to the Village Development Fund under the Community Sisterhood Agreement in Asan, South Korea. This initiative aims to empower young residents of Changyong 4-ri Village by facilitating community development and skill enhancement programmes. Through targeted efforts, such as generator training classes, Motherson is fostering self-sufficiency and supporting the long-term economic growth of the village.

Celebrating traditions and strengthening communities



Honouring cultural traditions and reinforcing its commitment to community engagement, Motherson participated in the Wan Khao Phansa (Buddhist Lent Day) celebrations in Rayong, Thailand. As part of this initiative, the company offered candles to local monks, a practice deeply rooted in Buddhist customs. Historically, candles were essential for monks to study after dark, symbolising enlightenment and wisdom. Beyond its traditional significance, the offering of light represents the dispelling of darkness, symbolising the removal of ignorance, greed, and unawareness. It is a gesture of seeking blessings for strength, longevity, and wisdom.

In Rayong, Thailand, the company also initiated the “Do Good for Your Younger Brother” project, where volunteers painted school facilities, local parks, walkways, and footbridges to create vibrant, welcoming spaces that promote a sense of pride, safety, and community spirit among residents, especially young children.



The Ice Cream Day celebrations also provided a refreshing treat to community members, fostering a spirit of togetherness and support, particularly during the hot summer months.

In Asan, South Korea, the company initiated a tree-trimming programme to prevent damage to surrounding crops, thereby helping local farmers maintain healthy and productive farmland. By proactively managing overgrown branches, the project safeguarded agricultural yields and strengthened the relationship between Motherson and the local farming community.

Fire safety and emergency preparedness

In Rayong, Thailand, and Yesan, South Korea, the company actively contributes to fire safety and emergency preparedness through various initiatives aimed at strengthening community resilience. In collaboration with the Fire Prevention and Mitigation Division of the Mab Yang Phon Subdistrict Administrative Organisation, company representatives in Rayong held the Workplace Fire Prevention and Response Network at the town hall. This aimed to enhance fire safety measures, improve emergency response strategies, and ensure a proactive approach to disaster prevention.



Annual mock drills are conducted at the community centre, simulating real-life fire emergencies with increasing levels of complexity. These exercises help residents develop the skills and confidence to respond effectively to fire hazards. Extending its commitment beyond the residents, the company also supports local fire stations in Yesan, South Korea, by providing targeted training assistance. This collaboration enhances the capabilities of local emergency responders, ensuring they are well-prepared to safeguard the community.



Strengthening support for people with disabilities

Motherson collaborated with the MINORI Welfare Association Volunteer Programme in Saitama, Japan to support people with disabilities. Initially, our volunteers expressed concerns about their ability to communicate effectively, given the sensitive nature of their situation. However, through this programme, we provided training and support to volunteers to help them gain confidence and build meaningful relationships with the people.

This also helped participants appreciate the individuality and daily challenges faced by those with disabilities, encouraging mutual trust and empathy. Initial difficulties in communication gave way to natural interactions, leaving a lasting impact on the shelter’s members and reinforcing the importance of compassion, inclusion, and ensuring that people with disabilities are integrated into society with respect and dignity.

China.

Community welfare

Motherson remains committed to driving sustainable development and enhancing social well-being across the regions in which it operates. In China, the company actively engages in initiatives to improve the quality of life for vulnerable communities, support rural economies, and uplift those in need. Through targeted efforts, Motherson continues to make a meaningful difference in the lives of residents.

As part of its commitment to social welfare, the company extended support to older people in Shanghai by donating personal wash supplies, as well as pillow and blanket sets, to a local community nursing home. This initiative aimed to improve the well-being of senior citizens, providing them with essential comfort and care.

Rural development

Motherson contributed to rural development in Hefei by sourcing agricultural products from economically underdeveloped areas. By purchasing produce from villages in Longtan Township, Qianshan County, Anqing City, and other rural regions, the company helped revitalise local economies and strengthen sustainable livelihoods. This effort supported farmers and reinforced the long-term goal of rural empowerment and poverty alleviation.

Through these initiatives, Motherson reaffirms its dedication to community development in China. The company fosters resilience and positive change within its communities by prioritising social responsibility and sustainable growth.

2. 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



Introduction

Education holds the power to transform individuals, entire communities, and future generations. At Motherson, we view education as a gateway to opportunity and progress, capable of dismantling barriers and paving the way for a more inclusive world. It is not just a fundamental right; it is the bedrock upon which a brighter future is built, irrespective of age, gender, or socioeconomic background.

Our commitment extends beyond intentions to impactful actions. We focus on enhancing educational infrastructure and providing essential resources to create meaningful learning opportunities. Our efforts are particularly targeted at underprivileged children, ensuring they have access to quality education and the necessary tools to thrive.

Recognising the ripple effects of educating young girls, we place special emphasis on empowering them through education in key regions. When girls are educated, the benefits cascade beyond their achievements, driving social progress, economic growth, and sustainable community development.

By investing in education, we aspire to empower individuals to break the cycle of poverty, enable upward social mobility, and contribute to sustainable and inclusive growth. At Motherson, we envision education as the foundation for building a better tomorrow for everyone.

South Asia.

Digital Transformation Van (DTV) Project

Continuing a trend from previous years, the Digital Transformation Van (DTV) project, led by Motherson in partnership with the NIIT Foundation, has expanded this year to reach underprivileged communities in Noida and Rewari in India. This pioneering project exemplifies Motherson's commitment to reducing the digital divide in education, empowering disadvantaged populations, and promoting inclusive growth.



Purpose of the Digital Transformation Van

The DTV project addresses the significant digital gap in remote areas, where limited exposure to technology restricts access to essential education and services. By bringing IT-enabled learning directly to these communities, the initiative empowers individuals, particularly women and young people, to overcome barriers and build a brighter future. It provides vital tools to access government schemes, banking services, and educational opportunities, all of which are crucial in today's digital world.



Objectives

The DTV project seeks to achieve the following objectives:

- **Bridge the digital divide:** Extend access to technology.
- **Promote digital literacy:** Provide IT-enabled education as a foundation for broader opportunities.
- **Facilitate government connectivity:** Link communities with vital e-services and social benefits.
- **Encourage lifelong learning:** Inspire a practical, multidisciplinary approach to education.
- **Empower women and youth:** Generate equal opportunities for marginalised groups.
- **Raise technological awareness:** Educate communities on the applications and benefits of technology.



Key features

The Digital Transformation Van seamlessly combines technology and sustainability to create lasting change:

- Solar-powered innovation:**
 - Equipped with 10 high-efficiency solar panels, generating 15 kW daily and exceeding energy needs.
 - Alternate power sources, like a 5.5 kVA UPS generator, ensure uninterrupted operations.
- Hands-on IT learning:**
 - Provides practical IT education to students, many of whom are being introduced to computers for the first time.
 - Engages participants with immersive, technology-driven lessons to build confidence and skills.
- Adaptability for remote areas:**
 - Operates in off-grid locations, ensuring no community is left untouched.
 - Demonstrates the potential of renewable energy to enable sustainable education.



Project Prayoga

Revolutionising science education in Karnataka, India



Motherson, in partnership with the Prayoga Institute of Education Research, has introduced an innovative initiative in Karnataka, India, aimed at redefining science education. The project focuses on integrating hands-on experimental learning with theoretical knowledge for school students, building curiosity and enhancing their understanding of scientific concepts. This interactive approach aims to inspire students to actively engage with science, building their confidence and critical thinking skills in the process.

Creating engaging learning spaces

At the heart of the project is the introduction of lab stations in schools, where students can perform experiments that align with their curriculum. These labs bridge theoretical concepts with real-world applications, transforming science into a tangible and exciting subject. Alongside this, targeted teacher training ensures educators are equipped with the skills to guide students effectively, turning classrooms into dynamic spaces for exploration and discovery.



Sustaining growth through monitoring and support

Regular academic monitoring tracks progress, ensuring that both students and teachers achieve the programme's goals. Replenishment of lab materials guarantees the initiative's sustainability, providing a consistent and uninterrupted learning experience for all participants.



Empowering the future generation



The programme has enriched students' educational journeys by giving them practical tools to grasp science in meaningful ways. Teachers, empowered by comprehensive training, now deliver lessons with greater confidence and creativity, encouraging deeper engagement with their students. This collaboration highlights the potential of experimental learning to transform education, inspiring curiosity, innovation, and skill among the next generation. By emphasising sustainability and scalability, the initiative sets a strong foundation for a scientifically literate and empowered future.



Transformative impact

The DTV initiative has made a significant difference in the lives of the communities it serves:

Empowering marginalised groups:

- Women and girls gain invaluable digital skills and new opportunities for personal and professional growth.
- Youth are introduced to technology, opening pathways for future careers and entrepreneurial ventures.

Promoting sustainable development:

- Solar energy-based operations reduce environmental impact while delivering critical services.
- Promotes awareness of renewable energy as a practical and sustainable resource.

Encouraging digital inclusion:

- Provides access to essential services, government programmes, and employment opportunities.
- Reduces uncertainty and hesitation around technology, paving the way for lifelong digital competence.

Sparking ambition:

- Introduces cutting-edge innovations that inspire participants to dream bigger.
- Encourages knowledge-seeking through engaging, hands-on experiences with technology.

A journey towards inclusion

The Digital Transformation Van is more than a vehicle; it's a catalyst for progress and a bridge to an inclusive future. This initiative creates a ripple effect of empowerment and transformation across underserved communities by aligning innovation with education and sustainability.

Through the DTV programme, Motherson is providing tools for learning and hope for a better tomorrow. With every mile travelled, the project redefines how technology can serve as a force for equality and growth. The Digital Transformation Van turns opportunity into motion, driving progress for future generations.



WASHE Project

Transforming lives through education and empowerment

The WASHE (Water, Sanitation, Hygiene, and Education) Project, spearheaded by Motherson, continues to stand as a testament to the power of sustained, impactful initiatives designed to revolutionise educational infrastructure and improve community well-being. Building on efforts from previous years, the project has steadily addressed the glaring infrastructural gaps in government schools across regions where Motherson operates. Through ongoing, targeted interventions and innovative approaches, WASHE aims to create inclusive, sustainable, and inspiring environments for both students and the broader community.

The lack of adequate WASHE facilities compromises student retention, engagement, and academic performance. Acknowledging these pressing challenges, Motherson adopted schools across the country to deliver targeted infrastructural upgrades and create environments that bolster learning.

From renovating facilities to installing child-friendly amenities, the WASHE Project significantly improves school premises, making them more inviting and conducive to education. This comprehensive approach empowers students to attend regularly and thrive, particularly in marginalised communities. While challenges remain, Motherson's commitment to bridging these gaps represents a crucial step towards achieving educational equity. The WASHE Project is not simply about infrastructure; it embodies the vision of a brighter future where children from all backgrounds can access education and realise their full potential. Through this initiative, Motherson continues to lay the groundwork for a more inclusive and sustainable society.



Area of intervention includes:

Overall facelift of the schools

The schools underwent a stunning transformation, with renovated buildings, refurbished toilets, repaired floors, fresh whitewash, and walls. Classrooms now feature fans, tube lights, and new furniture, creating a clean and welcoming environment that aids better focus and excitement among students, leading to improved academic outcomes.



The addition of smart classes has revolutionised learning, empowering children with self-learning tools and sparking greater interest in education through interactive digital technology. Pictorial BaLA murals on the walls further engage students, making learning fun and memorable while stimulating curiosity.

These changes have transformed schools into vibrant spaces where children feel inspired to learn and grow, leaving a lasting, positive impact on their development and the broader community.

Addressing critical needs

Government schools in rural and semi-urban areas often face significant challenges, including poor infrastructure, a lack of sanitation facilities, limited access to clean water, and inadequate resources such as furniture and digital learning tools. Recognising the impact of these issues on student retention and educational outcomes, Motherson launched the WASHE Project to tackle these barriers head-on. By improving the physical environment and introducing modern educational resources, the project fosters a culture of learning and development, particularly for marginalised communities.



Case Study.

Interventions and success stories - The WASHE Project

Construction of a school building in Maharashtra, India

The WASHE initiative has transformed educational infrastructure in key regions around Pune. One notable example is the construction of a new school building in Biradawadi village, featuring 12 state-of-the-art classrooms equipped with essential amenities, including electricity, plumbing, and furniture. This has created a safe and comfortable learning environment, which directly influences student outcomes and benefits the wider community.

Similarly, in Vetale village, primary school students now thrive in new, spacious halls designed for both academic and extracurricular activities. These developments have not only enhanced the learning environment but also boosted engagement and morale among students and educators.





Ensuring access to clean water in Maharashtra, India

Reliable access to clean water is a fundamental need often neglected in underserved areas. Recognising this, a 3-lakh-litre water tank was constructed in Waghjai village. This facility now supplies potable water to the school and surrounding communities, significantly improving health and hygiene while alleviating long-standing issues related to water scarcity.

Creating multicultural spaces in Maharashtra, India

Promoting community involvement and inclusivity, the project supported the construction of a multipurpose, multicultural building in Nimgaon village. This two-storey facility serves as a community hub for educational, social, and cultural events, nurturing unity and collaboration amongst residents. By building spaces that transcend traditional academic environments, the project extends its impact to the heart of local communities.

Emergency response in Maharashtra, India

Prioritising safety, Motherhood facilitated the construction of a fire station in Ambethan village. The installation is equipped with a fire truck and trained personnel, ensuring prompt responses to emergencies and safeguarding the lives and properties of residents. This establishment reflects the broader commitment of the WASHE Project to create resilient and prepared communities.

Transforming education and infrastructure in Gujarat, India

In Sanand, Gujarat, the installation of a cutting-edge reverse osmosis (RO) water filtration system marks a pivotal step in addressing the vital need for clean drinking water. This system ensures a dependable supply of safe water for schoolchildren and nearby residents, thereby enhancing health and hygiene standards in the community. Complementing this initiative, Motherhood has undertaken significant renovation and construction projects in local schools, modernising facilities and creating vibrant, student-centred learning environments.



Empowering youth through Pragati Mitra Mandal in Maharashtra, India

Motherhood established the Pragati Mitra Mandal initiative in Kandivali west, Mumbai, which seeks to bridge educational disparities. Each year, this programme delivers invaluable support by providing books for competitive examinations and scholarships for students facing financial hardships. These contributions empower talented yet underprivileged young individuals to overcome economic barriers, enabling them to pursue academic excellence and professional aspirations.

Expanding educational opportunities in Odisha, India

To address the rapid rise in student enrolment, Motherhood has constructed four additional classrooms at a secondary school in Bhubaneswar. With admissions now exceeding 1,100 pupils, this expansion alleviates overcrowding and creates a more conducive environment for focused learning. The new classrooms also improve the teacher-to-student ratio, enabling educators to deliver more personalised instruction. This development ensures that pupils are better supported in both their academic pursuits and personal growth.

Project Nanhi Kali

Motherhood supports Project Nanhi Kali, an initiative launched by the K.C. Mahindra Education Trust in collaboration with Naandi Foundation. This project is dedicated to providing educational opportunities to girls from underprivileged communities in some of India's most remote and underserved areas. Beyond academics, Project Nanhi Kali strives to instill a sense of self-worth in these girls, empowering them to believe in and pursue every opportunity in life. By bridging the gender gap in education and creating avenues for empowerment, this initiative paves the way for confident, skilled, and self-reliant young women.

Objectives

The project has clear objectives that guide its mission. Firstly, it aims to ensure access to formal education for girls in Grades 1 to 10, helping them perform well academically and complete their schooling. Second, it seeks to empower these girls with skills and confidence that extend beyond the classroom. Furthermore, the project addresses the deep-rooted gender disparity in education by focusing on areas where girls are most marginalised. Importantly, Project Nanhi Kali has aligned its programmes with India's National Education Policy (NEP) 2020, focusing on delivering modern and relevant education that prepares the girls for the dynamic world.

Implementation

The implementation of Project Nanhi Kali is both comprehensive and innovative. Girls receive remedial classes daily after school to strengthen their foundational understanding of critical subjects. Additionally, they benefit from AI-powered adaptive learning software, provided through digital tablets, which tailors educational content to each girl's learning pace and needs.



To further address barriers to education, the project delivers an annual material kit to each girl, including essential school supplies and feminine hygiene products, ensuring they can attend school with dignity. For teenage girls, the initiative offers training in life skills and digital literacy, equipping them to face future challenges with resilience and confidence. For girls in Grades 6 to 10, there is also a focus on critical thinking, financial literacy, coding, and sports leadership, helping them build a foundation for future success.



Project Sabal

Empowering tribal education in Karnataka, India

Motherson, in collaboration with Vanavasi Kalyana, Karnataka (VKK), has undertaken Project Sabal to uplift tribal communities in Karnataka. The initiative focuses on empowering tribal children by providing educational support that fosters economic growth and overall well-being. Addressing barriers such as poverty, geographic isolation, and limited infrastructure, the project aims to create opportunities for these children to access quality education and realise their full potential.

Holistic support for academic success

The initiative provides tribal children with comprehensive support, including education, accommodation, career counselling, and mentoring. This holistic approach ensures children not only have access to schooling but also benefit from a safe living environment and guidance for future career opportunities. By bridging gaps in access to academic resources and mentorship, the project sets them on a path towards both personal and professional growth.

Provision of educational materials

To further support the academic achievement of tribal children, the project contributes essential stationery and books. These materials are crucial for children who often lack such supplies due to financial constraints. By ensuring these resources are readily available, the initiative eliminates a key barrier to education, promoting an environment where students can focus on learning.

Lasting impact on tribal communities

Through its multifaceted approach, Project Sabal addresses one of the primary causes of educational inequality faced by tribal children. The provision of education, mentorship, and essential resources creates a lasting impact by breaking cycles of poverty and educational disparity. Empowered through education, these children can make significant contributions to the economic development and well-being of their communities, paving the way for a brighter future.

Empowering future generations at Samarpan School and Tuition Centre

Motherson, in collaboration with the Samarpan Foundation, supports the project in Aya Nagar, addressing some of the most pressing challenges, including education, healthcare, and the community's overall well-being.



Nestled in the Aya Nagar area of Southwest Delhi lies a migrant community grappling with profound challenges. Families from states in India, such as Uttar Pradesh, Bihar, and Uttarakhand, reside here, many of whom work in low-income jobs and struggle to make ends meet. For these families, education often takes a backseat to daily survival. The children, usually first-generation learners, have limited access to schools and are at risk of being trapped in a cycle of poverty and illiteracy.



To counter this, the Samarpan School and Tuition Centre stands as a game-changer. Serving as a bridge for these children, the school imparts foundational education and equips them with essential life skills and support systems that prepare them for mainstream government schools. This initiative is helping young minds overcome educational barriers, unlocking their full potential for a brighter future.

Transformative initiatives

The project's holistic approach addresses the roots of educational inequality through the following carefully crafted activities:

- **Tailored education through segregation and teaching**
Recognising the varied learning levels of these children, they are grouped according to their current knowledge. This ensures a personalised learning experience, allowing each child to progress at their own pace. This method ensures no child is left behind.



- **Mainstreaming and retention**
A key focus is helping children transition seamlessly into government schools while fostering a cultural shift in the community. Parents are encouraged to prioritise education and participate actively in their children's academic journeys.



- **Provision of nutritional support**
Many families in Aya Nagar struggle to provide consistent meals. By providing nutritional support, the project ensures the physical and cognitive development of children, enabling them to focus on learning without the distraction of hunger.



- **Health programmes**
Health camps address basic but critical medical needs for children and their families. A healthier child is a more engaged learner; this initiative directly supports their attendance and productivity in school.



- **Community sensitivity and mobilisation**
Workshops and outreach programmes have been pivotal in shifting community attitudes towards education. Parents and caregivers are now more aware of the long-term importance of schooling in shaping their children's futures.



- **Regular monitoring for impact**
Progress tracking is central to the project's success. By continuously analysing the effectiveness of its efforts, the school refines its strategies to maximise impact, enhancing accountability and results.





Measurable impact

The Samarpan School and Tuition Centre, with Mother'son's backing, has achieved remarkable outcomes through these interventions. Hundreds of children with limited access to formal learning now grasp basic literacy skills and take confident steps toward mainstream education. Parents who initially undervalued schooling now actively support their



children, understanding its role in creating opportunities. Community engagement has increased overall awareness of health and nutrition, thereby fostering a safer and healthier environment for all. The ripple effect extends beyond the classroom, touching lives in ways that fuel hope, development, and progress for the wider Aya Nagar community.



Americas.

Facilities across the Americas are delivering initiatives focused on education and community growth. These efforts aim to create opportunities and promote knowledge sharing among students and local communities.

Supporting education through resources

Facilities in Russell Springs and Naperville in the USA, as well as Acuña in Mexico, have addressed educational challenges by providing vital school supplies. These contributions supported students from local schools who lacked access to essential materials, such as backpacks, pens, and notebooks. The families of these students have also benefited, as the provision of supplies alleviated financial strain. Teachers in these areas have acknowledged the positive impact on classroom readiness and educational participation.



In San Luis Potosi, educational challenges have been exacerbated by learning gaps and increased dropout rates, especially since the pandemic. Mother'son has stepped in to address this issue by supporting educational infrastructure and providing essential learning materials, helping ease the financial burden on families and offering students in underserved communities better opportunities to stay engaged in their education.

Industrial exposure and career development

Mother'son in Russell Springs, Troy and Naperville in the USA; Torreón and Acuña in Mexico; and Curitiba, Brazil, have arranged tours of their operations to provide students with real-world insights into fields such as manufacturing and logistics. These tours primarily focused on school and college students who were curious about industrial processes, helping them visualise potential career paths. These efforts also benefited attendees of local job fairs and open-door events, where job seekers had the opportunity to gain knowledge about workplace expectations and industry roles.



Case Study.

Bridging the gap between education and industry

Mother'son's partnership with Russell County Schools in Phenix City, Alabama, reflects its commitment to promoting equal opportunity through education. By connecting schools to modern industry, this collaboration aimed to inspire students, empower educators, and strengthen community ties.

To bridge the gap between education and industry, the partnership featured factory tours for educators and seventh graders during a Professional Development Day. These immersive experiences offered firsthand insights into advanced manufacturing, emphasising real-world applications of STEM concepts. Alumni now in leadership roles led guided tours, providing relatable success stories for participants.



For educators, the initiative enhanced curriculum relevance by demonstrating how STEM knowledge translates into industry practices. For students, highlights included exploring robotics, automation, and quality processes, igniting interest in high-demand technical careers. Employees shared their career journeys, showcasing the diverse opportunities within manufacturing and motivating the next generation of innovators.

This collaboration equipped educators with tools to connect lessons to practical applications, while students gained knowledge, inspiration, and confidence to pursue careers that are future-ready. Beyond benefiting schools, the initiative supports workforce development and contributes to the local economy by cultivating skilled talent for modern manufacturing.

Building skills through training and workshops

Facilities in Atibaia, Brazil, and Chattanooga, USA, have invested in educational programmes for trainees and apprentices. These initiatives supported young professionals entering the workforce by providing hands-on experience in areas such as maintenance, panel assembly, and quality assurance. Students from local universities and vocational schools also benefited from partnerships, with workshops on CV writing helping them prepare for successful job applications. Capable trainees benefited from evaluation-based programmes in Panevėžys, which created opportunities to translate their learning into potential employment.

Incentivising academic success

The company in Torreón, Mexico, has supported high-performing students by recognising academic success through the distribution of school supplies. Beneficiaries of these initiatives included students from local schools, whose achievements were celebrated to motivate further academic engagement. Parents have also appreciated these measures for inspiring students while easing concerns around the cost of educational provisions.



Encouraging literacy and knowledge sharing

Facilities in Pacheco and Garin in Argentina, as well as Jaguariúna and Guarulhos in Brazil, have supported local communities by organising book collections and donating to nearby libraries. These efforts have provided access to books for children and adults who lack sufficient resources for reading materials. Educators and library users in these areas have reported positive outcomes, with borrowing opportunities helping to promote reading habits and improve access to knowledge.

Social and environmental responsibility

Efforts to address environmental and social concerns have included activities such as drawing competitions and Environment Day campaigns in Atibaia, Brazil. These events engaged local schools, where students learned about topics such as forest preservation and water conservation. Meanwhile, in Tortuguitas, Argentina, collaboration with local schools led to the establishment of a vegetable garden. Beneficiaries included both students, who gained hands-on experience with gardening, and families, who received fresh produce from the initiative. Teachers have noted the garden's value as both a learning resource and a way to support nutritional needs.



Educational collaborations and development opportunities

Facilities in Atibaia and Curitiba, Brazil, have collaborated with universities and other institutions to host Education Weeks for employees and their families. These events benefited participants by offering details on available courses and training opportunities. Similar programmes in Tortuguitas, Argentina, linked graduates from local schools to entry-level jobs, enabling them to transition into the workforce more smoothly. The beneficiaries here included young job-ready individuals seeking guidance and positions aligned with their education.



Commitment to safety and equality

Our sites in Atibaia, Brazil, introduced Safety Week activities in the nearby region, prioritising hazard awareness, workplace safety, and health practices. Employees across various organisations benefited from these sessions, equipping them with the knowledge to ensure safe working conditions. Leaders and managers also engaged in these events, promoting a culture of attentiveness to workplace risks and policies.



The initiatives undertaken by facilities in the United States, Mexico, Brazil, Argentina, and Lithuania reflect a coordinated effort to empower communities through education, skill development, and workplace improvements. Beneficiaries range from students and job seekers to employees and families, all of whom gained tools to enhance their education, career paths, or quality of life.



Europe.

Expanding horizons through education and resources

Across facilities in Poland, Serbia, Germany, Hungary, Spain, Lithuania, and beyond, a variety of educational initiatives support schools, students, and local communities. These efforts highlight a strong commitment to promoting learning, developing skills, and creating deeper community ties.

Facilities in Starachowice, Poland, have hosted internship programmes for high school and university students, providing them with opportunities to bridge academic learning with professional experience. The programmes primarily target students in logistics and technical disciplines, helping prepare them for the workforce. Similarly, educational days organised in collaboration with Kielce University of Technology in Poland focus on job opportunities and career pathways, enhancing students' understanding of local industry demands. Additionally, primary school students in Starachowice regularly visit the facilities to gain insight into technical operations and inspire future career aspirations.



In Czaplinek, Poland, financial support was provided to a primary school for a project that teaches multiplication skills through interactive methods. This initiative not only aligned with core curriculum requirements but also addressed the specific educational needs of young learners.

Facilities in Panevėžys, Lithuania; Medina de Rioseco and Salceda de Caselas, Spain; and Neustadt, Germany, engaged students through educational excursions and open-door sessions. These activities exposed youth to operations, advanced technologies, and potential career paths, inspiring them to explore industries such as logistics and manufacturing.





Practical experiences, such as internship opportunities in Pamplona, Spain, further solidified students' professional readiness. The facility also offers engineering students internships that provide crucial hands-on experience and prepare them for professional challenges. Schools in Medina, Spain, benefited from career guidance sessions provided to primary school students, helping them understand their professional options from an early age.

Facilities in Panevėžys, Lithuania, welcomed 10th-grade students from Vytautas Žemkalnis School to introduce them to the operational processes and career opportunities available.

Career readiness is also a key focus. For instance, facilities in Tschirn, Germany, conducted training for applicants at the Kronach Employment Agency for prospective job seekers. These sessions covered essential skills, including preparing application documents, succeeding in interviews, and understanding the recruitment process. Graduation and job applicant training initiatives were also noteworthy. Facilities organised sessions on how to prepare compelling application materials and offered mock interviews, empowering local individuals to step confidently into the job market.

Facilities in Neustadt, Germany, contributed to advanced learning by donating small robots to a school class, providing young students the opportunity to explore robotics and technological applications.



Collectively, these initiatives reflect the commitment of facilities to equip future generations with the tools they need to thrive academically and professionally, while also fostering meaningful connections within the community.

A focus on the younger generation was evident in numerous programmes aimed at enhancing learning environments and providing inspiration. Toy donations were made to a local social service entity in Rennes, France, providing access to educational resources for children in need. Similar efforts in Picassent, Spain, aimed to inspire children through access to books and materials, nurturing an early passion for learning.



Case Study.

Cultivating environmental awareness in early education



Mother'son's commitment to education and community growth shone during its World Environment Day initiative at the Public Kindergarten in Czaplinek, Poland. This programme, held close to one of Mother'son's plants and attended by employees' children, aimed to inspire environmental responsibility in young learners through creative, hands-on experiences.

The team conducted an engaging eco-lesson using beloved animated characters to introduce key environmental concepts such as waste segregation, daily eco-friendly behaviours, and community-driven efforts like tree planting and lake clean-ups. This interactive approach sparked the children's curiosity and made the concepts relatable.

The initiative also featured a family-friendly competition encouraging children and parents to creatively reuse waste materials, transforming them into functional or decorative items. Showcasing standout entries from previous years further motivated participants to explore their creativity. The event concluded with children planting a tree on the kindergarten grounds alongside Mother'son representatives, a symbolic act reinforcing their new understanding of environmental stewardship.

Before the event, many children had limited practical knowledge about eco-friendly habits. Following Mother'son's immersive activities, children began eagerly segregating waste, working on competition entries, and sharing their new awareness with their families.

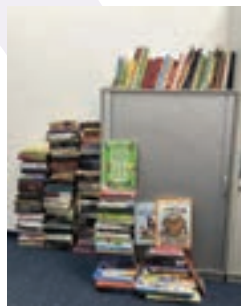


Investing in libraries and literacy

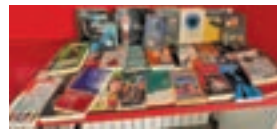
Support for education often involves efforts to enhance literacy, a fundamental pillar of learning and teaching. Facilities in Pozarevac and Smederevo, Serbia, have donated books to libraries, supplying educational resources to underserved communities. These initiatives ensure that both schoolchildren and library members have access to quality learning tools that might otherwise be out of reach.



The concept of giving books a second life has gained momentum in facilities worldwide. Slovakian facilities in Bratislava launched the "Second Life of the Book" project, redistributing pre-owned books to individuals in need and extending their reach within local communities. Similarly, facilities in Martorell, Spain, and Starachowice, Poland, organised campaigns to support educational institutions



and regional libraries, enhancing their resources and creating lasting educational impacts. Additionally, Epila, Spain, hosted initiatives collecting books from employees and collaborators to redistribute within the community, underscoring the importance of shared knowledge and outreach.



Facilities in Meerane in Germany and Rennes in France, contributed by donating books to children and social organisations. This effort was mirrored by facilities in Le Plessis-Robinson, France, through second-hand book drives, which expanded access to both recreational and educational



reading materials. Meanwhile, Barchfeld, Germany, supported literacy enhancement by donating books to schools in Breitung and Mühlhausen as part of a challenge that encouraged community engagement through education.



One notable example comes from Panevėžys, Lithuania, where facilities organised "Lessons Exploring Panevėžys," a creative project combining education with local exploration.



A remarkable initiative in Czaplinek, Poland, led to the creation of a reading zone within a school complex, featuring a dedicated space for study and leisure reading.



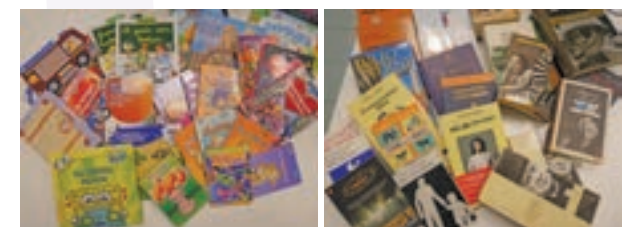
Similarly, facilities in Hungary extended their support by donating laptops to underprivileged children and collecting school supplies, ensuring no child started their academic year unprepared.



Efforts to enrich young minds also include the work of the facility in Picassent, Spain, which collaborated with a children's centre to provide books aimed at inspiring new readers. Facilities in Valencia, Spain, contributed further by giving schools and libraries with much-needed educational materials, thereby reinforcing community ties. Programmes like these serve to emphasise reading as a universal bridge to education, building a culture of literacy that benefits generations to come.



The facilities across these locations collectively highlight the profound impact of book donations and literacy initiatives. By uniting in their mission to expand access to educational resources, they contribute significantly to building better opportunities for communities while enriching lives through the power of knowledge.



Education isn't limited to the younger generation alone. Facilities in Bratislava, Slovakia, introduced a "Book Library for Adults" programme. This initiative encouraged lifelong learning by allowing working professionals in the region and their families to borrow books ranging from children's literature to encyclopedias. It cultivated a culture of reading, extending its benefits to individuals of all ages.

Encouraging a love for reading and lifelong learning, we supported the Libros Viajeros initiative in Salceda, Spain. This community-driven effort ensures that books are accessible to all, from children to adults, by providing designated locations where individuals can pick up and return books freely. Similarly, our team in Traunreut, Germany, organised a book collection initiative as part of yearly challenges. The collected books, which still hold valuable knowledge and insights, were donated to Mehrgenerationenhaus Traunreut, a community space that brings together people of all ages.

Equipping youth for future careers



Career fairs remain one of the most effective ways to prepare young people for professional life. Facilities in Oldenburg, Germany, participated in multiple job-related events, including a career day titled "Jobmesse Oldenburg." These events were designed to provide information about internships, apprenticeships, and direct-entry career paths in local industries aligned with various academic disciplines. Another standout programme was "Zukunftstag," which translates to "Future Day." Here, students aged 10 to 15 explored different job roles at the facility, gaining hands-on experience with the daily operations of various departments.



Facilities in Michelau, Germany, also hosted apprenticeship fairs, linking aspiring individuals with mentors from the industrial sector. By doing so, these fairs not only inspired individual growth but also contributed to the region's skilled labour pool.

Furthermore, facilities in Kronach-Neuses, Germany, offered applicant training programmes, guiding local youth in creating effective resumes and preparing them for job interviews, thereby empowering them to enter the job market with confidence.



Across Slovakia, diverse training and educational programmes were offered to meet the needs of employees, families, and broader communities. Forklift training academies and trainee programmes in Bratislava equipped participants with valuable vocational skills.

Empowering skill development through internships

Internship programmes, perhaps the most direct way to develop talent, have been a significant focus area. Facilities in Bratislava, Slovakia, collaborated with students from local high schools and universities on trainee programmes lasting two weeks or longer. These programmes provided them with opportunities to apply theoretical classroom knowledge to real-world tasks, preparing them for the challenges they may face in their careers.



Facilities in Épila, Spain, offered apprenticeship programmes for university students, enabling them to assume responsibilities that would ultimately shape their professional journeys. In Bursa, Turkey, high school students studying at vocational schools were welcomed to the facility's tool shop as part of an effort to provide them with firsthand exposure to technical work environments. These students also gained valuable practical training through internships, which laid the foundation for their future professional growth.



Several facilities organised efforts aimed at preparing students and young professionals for careers. Workshops in Oldenburg, Germany, offered participants critical insights into career possibilities and industry needs through plant tours. Job fairs, such as "Jobmesse Job4u" in Oldenburg, provided high school students with a closer look at available apprenticeship programmes and careers, enabling them to make informed decisions about their professional futures.

Training aimed at interview preparedness and application processes, offered in Burgkunstadt, Germany, and at the Employment Agency in Oldenburg, served to bridge the gap between academic environments and professional expectations, equipping attendees with the skills crucial for workplace success.

Encouraging creativity and artistic expression

Artistic endeavours and creative outlets also form an integral part of educational initiatives across Motherson in these regions. Facilities in Smederevo, Serbia, supported schools to participate in Mandala-painting events. These workshops not only encouraged creative expression in children but also instilled a sense of cultural appreciation and mindfulness among participants.



Christmas-themed activities were held across various locations. Facilities in Épila, Spain, organised drawing competitions for local children around the festive season. These events fostered family bonding while recognising and rewarding the creative talents within their community.

Efforts to promote inclusivity were undertaken by hosting excursions for individuals with disabilities in Michelau, Germany, encouraging their active participation in community and educational initiatives. St. Jordi's Day in Igualada, Spain, saw proceeds from the sale of roses being donated to improve local academic institutions, fostering both creative expression and support for schools.



Strengthening safety education

Safety training is often an overlooked area of education, yet it is crucial for the well-being of both occupational and community health. Facilities in Bötzingen, Germany; Mlada Boleslav, Czech Republic and Vitoria, Spain, focused on fire drills and safety awareness for children in local schools. Employees at these facilities were given paid time off to contribute as volunteers at such training events, highlighting the organisation's commitment to both safety and community service.



At facilities in Karlsruhe, Germany, first aid training sessions were held to keep associates from the region working in factories up to date with their medical response skills. While these skills benefited workplace safety, their utility also extended to personal and community settings.

Facilities in Göttingen, Germany, highlighted the importance of safety education by promoting traffic awareness among preschool children through creative materials, including illustrated books, which were provided free of charge in collaboration with the local police. Additionally, training sessions were conducted with fire department personnel to enhance emergency preparedness and strengthen cooperation with local services.



Many facilities hosted initiatives aimed at fostering strong ties between industry and society. Facilities in Czaplinek, Poland, celebrated National Library Week with a "Book Park" event. The event featured fun activities, including solving riddles and games, that aimed to promote literacy. By addressing diverse age categories, these programmes cater to students, teenagers, and adults alike.



Bridging gap between communities and industry



Facilities in Mosonszolnok and Kecskemét, Hungary, took similar community-conscious actions by organising plant tours for elementary school students and introducing them to modern industrial processes. These events sparked interest and understanding of regional industries among younger participants.

Efforts to connect communities and industries were exemplified by career-oriented talks and collaborative sessions held in Medina, Spain, and Kronach-Neuses, Germany, which equipped students and young professionals with comprehensive insights into their fields of interest. By creating opportunities for engagement, these initiatives strengthened ties between facilities and their surrounding communities.

Facilities in the Europe region have demonstrated immense dedication to fostering growth through educational and societal initiatives. From equipping young minds with modern tools and skills to upholding the values of sustainability, these programmes reflect an ongoing commitment to holistic community development. Initiatives such as book donations, sustainability lectures, internship programmes, creative events, and targeted community engagement efforts significantly contribute to building a brighter future.

Sports welfare

Motherson believes that community building encompasses various dimensions, and coming together for activities such as sports and games in a competitive yet collaborative spirit is a key aspect of this process. Through our partnerships and support for various clubs, teams, and organisations dedicated to promoting well-being and fostering unity, we aim to strengthen the sense of community, encourage physical health, and inspire teamwork.

In Klaipėda, Lithuania, the company sponsored local community members' participation in a football tournament, promoting the spirit of teamwork among society members. This initiative not only promoted community engagement through sports but also financially aided a meaningful cause, benefiting the Klaipėda County Parents' Association for Children and Youth with Hearing Impairments, 'Aidas'. Similarly, the Mosonmagyaróvári KC SE handball team in Hungary received sponsorship from the company, and the associates also attended the match to cheer on the local competing teams, setting an example in community involvement and support for local sports.



The Palencia Handball Club, known for its inclusive teams, is another example of Motherson's support for local sports. By collaborating with the club, the company contributed towards a more inclusive and diverse sporting environment. We also offered sponsorship to the Clube De Judo Do Montijo, the Judo Club in Palmela, Portugal, providing the teams training under them with the opportunity to participate in state and national-level matches.



In Hungary, the 11th Motherson Football Cup brought together seven teams from various locations, celebrating sportsmanship and unity. Alongside the matches, the beloved 'teddy bear toss' tradition returned, with donated toys given to the Lurkó Foundation at Győr Hospital. The event blended fun, teamwork, and social responsibility among the community.

Southeast Asia, Australia, and Japan.

The facilities in the Southeast Asia region have undertaken numerous impactful programmes aimed at benefiting the wider society and community. These initiatives aim to empower schools, promote inclusive practices, and enhance the overall well-being of local communities, ultimately contributing to the broader social development of the region.

Building community skills and knowledge

A key initiative in Rayong, Thailand, involved collaboration with the Thai-Japan Technology Promotion Association (TPA) to conduct Quality Control Circle (QCC) training. This programme not only bolstered the skills of local workers but also supported economic growth by enhancing the capacity of industries. By equipping individuals with problem-solving and quality improvement skills, the initiative indirectly contributed to improving community livelihoods and ensuring sustainable development.

In Asan, Yesan, and Busan, South Korea, the creation of factory safety awareness leaflets and videos served to safeguard visitors, new employees, and local community members entering industrial premises. These resources promoted safety and awareness, ensuring that everyone, including external groups interacting with the facility, could better understand and comply with essential safety protocols.



Inspiring creativity and sustainability in schools

In Rayong's schools near the facility in Thailand, activities were organised to teach students how to repurpose unused materials into practical items. These sessions encouraged teamwork, creativity, and environmental responsibility among children. By focusing on sustainability and community-driven solutions, this programme inspired young learners to develop a sense of innovation and commitment towards their environment, with teachers and community leaders praising the positive long-term impacts on students and their families.



Case Study.

Supporting early education through community action

Mother'son's unwavering dedication to education drives its initiatives to strengthen communities and empower future generations. This commitment was exemplified through a meaningful outreach programme at a nursery school in Suzuka city, Japan, where the company led a large-scale cleaning effort to create a safer and more welcoming environment for children.

The initiative, supported by Mother'son, provided vital resources, including vehicles, workwear, gloves, and towels, ensuring the cleaning process was efficient and impactful. The cleaning activities were strategically planned to maximise impact, allowing even a small team to contribute meaningfully.

The school had been struggling with a staff shortage, making it challenging to maintain proper cleanliness, particularly in areas such as windows and eaves, which had been left unattended for some time. This approach ensured that the nursery school benefited from thorough and efficient cleaning, thereby creating

a safer and more welcoming environment for the children. Efficient cleaning, helping to create a safer, more welcoming environment for the children.

This effort enhanced the learning environment and alleviated the burden on the nursery staff, enabling them to concentrate on their primary mission of educating and caring for children. The project strengthened community ties, encouraged collaboration, and showcased how businesses can make a tangible difference in local welfare.

Mother'son's proactive involvement extended beyond providing resources; it offered employees a chance to contribute to their community, reinforcing the company's role as a trusted partner in enhancing quality of life. The initiative set a benchmark for how small, thoughtful actions can create lasting benefits, making a meaningful impact on both the children and the broader community.

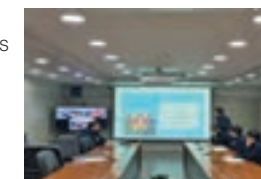
Supporting physical well-being and local ties



Sports activities were supported at Namtan Tawan-Ok School in Rayong's Tasit sub-district, Thailand, where children received gifts, snacks, and drinking water during events. By encouraging physical well-being and team spirit among students, the initiative strengthened local ties and promoted community health. Parents and local organisations welcomed this effort, as it provided students with opportunities to cultivate camaraderie and develop lifelong healthy habits.

Advocating equality, safety, and inclusion

At our Asan, Yesan, and Busan facilities in South Korea, numerous initiatives were implemented, including educational sessions that promote positive societal values, such as the prevention of workplace harassment and bullying. These initiatives were widely extended to enhance respect and inclusivity. These programmes fostered a culture of mutual respect within the community by raising awareness about proper behaviour and social ethics.



Further efforts focused on improving societal attitudes towards individuals with disabilities. Educational initiatives encouraged community members to understand and respect diversity, cultivating a sense of unity and care for all.



Sexual harassment prevention education promotes human rights and gender equality, not only within workplaces but also within broader community structures, contributing to the vision of a fair and equal society where individuals feel valued and secure.



Promoting diversity and awareness of inclusive sports

A special off-site class was conducted featuring a wheelchair racer manufactured by the Saitama facility in Japan. Empowering the next generation with lessons in inclusivity, resilience, and innovation, this initiative brings the world of adaptive sports to life by allowing participants to interact with wheelchair racers, fostering accessibility and mutual understanding. Rooted in the principle of 'human dignity,' it celebrates individuality and diversity while inspiring curiosity about Japan's cutting-edge technologies. By engaging students in hands-on experiences and stories of perseverance, it ignites a spirit of challenge and broadens horizons for future possibilities.



Activities such as organising health camps, supporting education for underprivileged children, conducting environmental drives, and running vocational training programmes have helped enhance knowledge and promote well-being. Through these efforts, Mother'son has contributed to building stronger and more resilient communities across the region.



China.

Donation of backpacks and stationery

The facility in Shanghai, China, took a significant step to support education by donating high-quality backpacks filled with essential school supplies, including notebooks, pencils, and rulers. This initiative focused on helping children in mountainous areas, easing their access to basic learning tools. By providing these essential materials, the programme encouraged young students to pursue their education with greater hope and determination, overcoming the challenges they face in remote communities.

Internship opportunities for college students

The Hefei facility in China implemented an educational programme aimed at empowering college students by offering valuable internship opportunities. Students from institutions such as Anhui Science and Technology University, Wanjiang Technology Institute, and Yellow River Communications Institute participated in this initiative. These internships were designed to connect students with practical industry experience, enhance their hands-on skills, and prepare them for future employment. By bridging the gap between academic learning and professional application, the programme made a significant contribution to the professional development of these young individuals.

Holistic educational support efforts

Both Shanghai and Hefei facilities demonstrated a clear commitment to promoting education through impactful, targeted programmes. The Shanghai facility focused on equipping school-age children with vital learning tools, while the Hefei facility concentrated on career-oriented training for college students. These endeavours highlight the importance of education at multiple levels, addressing both the foundational and professional needs of individuals.

Through these thoughtful initiatives, the facilities in China demonstrate the role corporations can play in enhancing access to education and promoting skill development. These activities directly benefit individuals and contribute to the broader vision of empowering communities and creating opportunities for future generations.

3. 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



Introduction

Motherson is deeply committed to promoting health and well-being. We continue to support holistic wellness by promoting preventive healthcare, encouraging awareness, and extending care to employees, their families, and the surrounding communities. Our teams actively contribute to causes that address physical, emotional, and social well-being across our regions.

This year, we placed a special emphasis on mental health, marking international days with campaigns that foster dialogue, reduce stigma, and reinforce the importance of emotional wellness. These efforts were complemented by awareness sessions and engagement activities encouraging openness and help-seeking behaviour.

From supporting treatment and rehabilitation for children to contributing to cancer research, nutrition programmes, and elderly care, our initiatives remained wide-ranging and purpose-driven. We continued to organise blood donation drives, vaccination campaigns, and emergency response efforts, raising awareness on critical issues such as substance abuse and safety. Motherson remains dedicated to building healthier, more resilient communities through these initiatives.

South Asia.

Transforming smiles, transforming lives

In alignment with its commitment to supporting the health and well-being of people and communities where it operates, Motherson partnered with Mission Smile, a government-registered medical charitable trust in India, dedicated to offering free cleft care surgeries under its flagship project, 'Gifting Smiles'. This initiative aims to transform the lives of children and young adults born with cleft lips, cleft palates, and other facial deformities, conditions that often lead to social stigma and serious health complications if left untreated.

As part of this collaboration, Motherson helped facilitate some life-changing cleft surgeries for underprivileged children in Bhubaneswar and Berhampur in Odisha, and Puducherry in India. A specialised team of surgeons and anaesthesiologists from Mission Smile travelled from various parts of India to carry out these procedures with a strong emphasis on safety, compassion, and quality of care. Patients were identified and mobilised with the support of local hospitals and social workers through the National Health Mission, ensuring maximum outreach and inclusion. Parents from neighbouring districts travelled long distances, motivated by awareness campaigns and the assurance of free and high-quality treatment for their children.



The activities conducted under this initiative included:

- **Cleft identification and mobilisation**
An extensive awareness drive for cleft conditions was conducted across states, supported by community screening camps and patient identification efforts. The programme also extended logistical support, including family travel and stay arrangements.
- **Medical pre-screening**
Each child underwent a detailed evaluation by paediatricians, surgeons, anaesthetists, and diagnostic teams to determine fitness for surgery. This ensured that only eligible patients proceeded to the next stage, safeguarding their health and surgical outcomes.
- **Surgical and corrective procedures**
Children were gently prepared for the surgery through play-based techniques to ease pre-operative anxiety. The surgeries addressed cleft and related deformities, followed by the provision of prescribed medications upon discharge to support recovery.



- **Post-operative and holistic care**
Follow-up care was provided seven days post-surgery to monitor healing. Identified patients also received dental and speech interventions, which are crucial for correcting related functional challenges, such as dental misalignment and speech impediments, thereby further aiding their reintegration into society.

This initiative addressed a pressing medical need in these regions and empowered families by restoring hope and confidence. Motherson continued its commitment to driving positive change by enabling access to healthcare for the underprivileged and building healthier communities through purposeful collaborations.

Strengthening healthcare through Bhaktivedanta University

Motherson, in collaboration with the Bhaktivedanta University, is supporting a transformative healthcare initiative in Mathura, Uttar Pradesh, India, through the Ayurvedic Hospital, College, and Research Centre (AHCRC) project. The project is designed to enhance healthcare delivery by integrating Ayurvedic treatments, community health initiatives, education, and research. Its primary objective is to bridge the healthcare gap in the district, benefiting both the local population and the large number of pilgrims who visit this spiritually significant region each year.



Challenges

Despite Mathura’s spiritual prominence, the district faces severe healthcare challenges. Limited infrastructure, overcrowded facilities, and gaps in critical services, such as chronic disease management and palliative care, hinder the delivery of effective healthcare. These issues are compounded by the large, transient population of visiting pilgrims, further straining medical resources.

Initiatives

To address these challenges, Motherson and its partners are implementing a comprehensive plan through the AHCRC project, focusing on several key areas:

- **Ayurvedic healthcare and chronic illness management**
Establishing a state-of-the-art Ayurvedic hospital and research centre to provide evidence-based treatments, particularly for chronic conditions, and introducing palliative care for terminally ill patients.
- **Community health outreach**
Organising health camps to offer free medical screenings and consultations, alongside wellness programmes promoting holistic lifestyles and preventive care through Ayurvedic principles.
- **Capacity building in healthcare**
Developing training programmes for local medical professionals, equipping them with skills in Ayurvedic and integrative treatments to improve care quality and accessibility across the region.
- **Research and education**
Clinical studies on Ayurvedic treatments are being conducted to enhance their scientific credibility and integrate this knowledge into modern healthcare systems. Students and researchers from Bhaktivedanta University gain hands-on experience and contribute to these developments through workshops, publications, and digital dissemination.
- **Collaborative efforts**
Working with local non-profit organisations and government bodies to strengthen the project’s sustainability and community outreach.

The AHCRC initiative is poised to make lasting improvements in the region by addressing critical healthcare needs and promoting holistic well-being. The project aims to serve diverse groups, including residents with chronic conditions, pilgrims needing medical care, healthcare workers seeking training, and researchers advancing Ayurvedic knowledge. By combining traditional Indian medicine with contemporary research and education, the initiative fosters a sustainable and inclusive healthcare model.

Currently in its construction phase, the project’s first phase includes academic facilities, such as classrooms, research labs, libraries, and seminar halls. Residential accommodations for over 500 students, as well as housing for faculty and staff, are also in development, setting the stage for long-term educational and healthcare activities.



This initiative is backed by ISKCON (International Society for Krishna Consciousness), a global non-profit organisation established in India in 1971. In over 120 countries, ISKCON plays a pivotal role in promoting Vedic knowledge and undertaking social welfare initiatives, including healthcare, education, food distribution, and disaster relief. The collaboration with Bhaktivedanta University aligns with ISKCON’s commitment to community upliftment and holistic living.



Through this partnership, Motherson continues to support sustainable healthcare models and knowledge systems that bring long-term benefits to underserved communities.



Assisting the underprivileged

Motherson has partnered with the Saint Hardyal Educational and Orphans Welfare Society (SHEOWS), an organisation dedicated to supporting the elderly and marginalised by providing healthcare, necessities, and a nurturing environment. This partnership reflects Motherson’s commitment to inclusive development and the creation of robust healthcare infrastructure that addresses the needs of society’s most vulnerable members.

Challenges

Elderly care presents growing challenges, particularly for economically disadvantaged and medically at-risk individuals. Many in this population face isolation, poor nutrition, chronic health conditions, and limited access to adequate medical services. These challenges often lead to deteriorating physical and emotional well-being, robbing them of dignity and quality of life during their later years.



Initiatives

To address these pressing issues, Motherson and SHEOWS have implemented a holistic care model that comprehensively supports 100 elderly residents at the SHEOWS old age home.



Key initiatives include:

- **Nutritional support**
Residents receive a well-balanced diet to combat malnutrition and enhance immunity, improving their health and resilience against diseases.
- **Medical care**
Essential healthcare services include routine medical check-ups, physiotherapy sessions, and medications to manage chronic conditions such as Alzheimer’s, paralysis, and arthritis.
- **Specialised care for critically ill residents**
A dedicated special care unit supports up to 40 critically ill residents, delivering round-the-clock monitoring and life-saving interventions to improve survival outcomes.



- **Physiotherapy and yoga-based interventions**
Daily physiotherapy sessions aim to improve mobility and reduce chronic pain. Additionally, yoga exercises are introduced for Alzheimer's patients to enhance cognitive function, mental health, and daily task performance.



- **Pathology services**
On-site pathology services facilitate early disease detection, prompt diagnosis, and timely treatment, further strengthening health outcomes for the residents.

The partnership between Motherson and SHEOWS has significantly improved the lives of elderly residents by addressing their physical, medical, and emotional needs. Regular, nutritious meals have been shown to enhance immunity and overall health. At the same time, comprehensive medical care, including routine check-ups, physiotherapy, and medications, has effectively managed chronic conditions such as Alzheimer's and arthritis. The special care unit for critically ill residents has provided life-saving interventions and round-the-clock monitoring, resulting in improved survival rates. Additionally, physiotherapy and yoga-based programmes have increased mobility, reduced pain, and supported cognitive health, fostering a compassionate and nurturing environment that upholds the dignity and well-being of every individual.

Through its collaboration with SHEOWS, Motherson has contributed to building a compassionate framework for elderly care, addressing both medical needs and emotional well-being. This initiative not only restores dignity to the lives of elderly residents but also serves as a holistic care model, underscoring Motherson's dedication to inclusive societal development and lasting positive change.



Enabling access to nutrition in Odisha, India

Motherson recognises that access to nutrition is fundamental to the health and development of individuals, especially children from underprivileged communities. Driven by this understanding, Motherson collaborated with Gracious Aid Foundation (GAF)-a charitable and educational organisation working to uplift communities in Odisha through humanitarian services, focusing on social, academic, and environmental prosperity.



As part of this collaboration, Motherson supported a project that provided free nutritional aid to vulnerable groups in and around Cuttack and Bhubaneswar, Odisha, India. The initiative aimed to address hunger while supporting education by ensuring that children from blind schools, slums, and orphanages received nutritious meals.



The activities under this initiative included:

- **Providing food to students in blind schools**
Motherson supported visually impaired students by ensuring they received balanced and nutritious meals. This not only contributed to their overall well-being but also supported their focus and academic performance.
- **Organising food distribution in orphanages and slum schools**
Through targeted food drives, the initiative addressed the daily nutritional needs of children living in orphanages and attending schools in slum areas-children who are often at high risk of food insecurity. These efforts helped alleviate immediate hunger and brought a sense of stability to their lives.
- **Combating hunger while supporting education**
Motherson recognised the link between nutrition and learning outcomes. By helping children overcome the barrier of hunger, the project created a more supportive environment for education, encouraging continuity in schooling and improving their future prospects.

This initiative reflects Motherson's continued commitment to community well-being and its belief in creating meaningful impact through inclusive and compassionate efforts.

Supporting rehabilitation through Gokulam at Vatsalya Gram, Vrindavan, India

As part of our ongoing commitment to supporting the underprivileged and enabling inclusive development, Motherson collaborated with Param Shakti Peeth for the Gokulam project at Vatsalya Gram in Vrindavan, Uttar Pradesh, India. This initiative aligns with our focus on creating meaningful social impact through community-centric partnerships.

Gokulam, Vatsalya Gram is a unique model that fosters self-sustaining family units comprising abandoned children and destitute women, creating a nurturing and stable environment for holistic growth. Spread across 52 acres, it provides shelter, care, and empowerment to marginalized groups, including orphaned children, widows, and socially excluded women.





Through our support, the Gokulam project was able to enhance its infrastructure and services across several key areas:

- **Furnished homes:** Secure, fully equipped residences were provided for beneficiaries, ensuring a safe and nurturing space for children and women who had previously experienced abandonment or displacement.
- **Nutritious meals:** Regular, balanced meals were made available to improve health outcomes, especially for growing children and elderly residents.
- **Access to healthcare:** On-site medical staff and healthcare facilities helped address both physical and emotional well-being, offering consistent and timely support for residents.
- **Formal education:** Children were enrolled in formal schooling, equipping them with knowledge, confidence, and life skills to become self-reliant contributors to society.
- **Psychosocial support:** Dedicated emotional and social support structures enabled beneficiaries to cope with trauma, rebuild trust, and integrate positively into their new family units.

The project directly benefits three vulnerable groups:

- **Abandoned and orphaned children (age 5–18):** Provided with a stable home, education, healthcare, and emotional support to help them overcome adversity and grow in a family-like environment.
- **Destitute women (age 30–60):** Offered shelter, care, and opportunities for empowerment, restoring their sense of purpose and dignity.
- **Elderly widows (age 60+):** Provided with housing, medical attention, and emotional care, enabling them to live their later years with security and respect.

This collaboration reflects Motherson’s belief in supporting initiatives that foster long-term rehabilitation, empower lives, and contribute to building an inclusive society. By working together with like-minded organisations, we aim to bring lasting positive change to those who need it the most.

Accessible healthcare for the community

Ensuring access to healthcare is essential for building strong, resilient communities. Motherson partnered with Prashanthi Balamandira Trust and Sri Sathya Sai Sarla Memorial Hospital, recognising its pivotal role in community well-being. Located in Muddenahalli, Chikaballapur, Bengaluru, India, Sri Sathya Sai Sarla Memorial Hospital, under the Prashanthi Balamandira Trust, is a not-for-profit institution that offers comprehensive medical services free of charge. The hospital has specialised departments, including Paediatric and Adult Cardiac Surgery, General Medicine, Cardiology, and more.



The initiative focused on delivering life-saving heart surgeries and promoting awareness around heart health among economically disadvantaged communities. Through this project, Motherson contributed to specialised medical care for individuals suffering from heart ailments, particularly children and adults who otherwise lacked access to such critical interventions.



The initiative was anchored on two main activities:

- **Heart surgeries for paediatric and adult patients**
Motherson enabled heart surgeries for eight individuals diagnosed with severe heart conditions. These beneficiaries, who came from underprivileged backgrounds, received comprehensive care including pre-operative assessments, surgical procedures, and post-operative recovery. The surgeries were successfully conducted at Sri Sathya Sai Sarla Memorial Hospital, leveraging the hospital’s expert medical team and advanced infrastructure.
- **Health awareness and consultations**
The project also organised awareness sessions and free consultation camps in local communities to support preventive healthcare. These efforts taught people about heart disease prevention, early detection, and lifestyle-related risks. By promoting awareness, the initiative contributed to better health outcomes and timely medical intervention.

This initiative reflects Motherson’s enduring commitment to serving communities through inclusive and compassionate healthcare. By enabling critical treatments and encouraging preventive awareness, Motherson continues to support impactful projects that uphold the dignity and well-being of those most in need.

Eye-care support

Motherson recognises that access to quality healthcare, including eye care, is crucial to community well-being. Motherson partnered with Narayana Nethralaya Eye Foundation in Karnataka, India - a charitable trust renowned for its expertise in preventive and curative eye care services.

As part of this collaboration, Motherson supported a project that provided free eye care services, including screenings, surgeries, and awareness initiatives, for underprivileged individuals across suburban and rural areas. The programme focused on addressing vision-related challenges, particularly cataracts, while promoting the importance of eye donation.



The initiative was carried out through the following key activities:

- **Cataract screening camps**
Camps were organised in underserved areas to identify individuals with cataracts and other treatable eye conditions. These camps helped bridge the gap in access to early diagnosis and treatment, ensuring that those in need could receive timely medical intervention or be referred for surgeries.
- **Eye donation awareness camps**
Recognising the need to cultivate awareness around eye donation, these camps educated communities about the life-changing impact of donating eyes. Several individuals pledged to donate through these efforts, helping build a foundation for future corneal transplants and restoring vision for others.
- **Free eye surgeries**
To directly support those affected by cataracts and other curable eye conditions, Motherson enabled free surgical treatments for individuals who could not afford them. These surgeries significantly improved beneficiaries’ vision, independence, and quality of life.

Additionally, the initiative supported the operational needs of a hospital in Tumkur in Karnataka, India, by contributing to medical supplies, staff, and infrastructure. This ensured the continued delivery of quality eye-care services in the region.

Through this project, Motherson reinforced its commitment to accessible healthcare, aiming to restore sight, confidence, dignity, and opportunities for those impacted by preventable vision loss.



Enabling care for animals with People for Animals (PFA)

Animal welfare is a priority at Motherson, rooted in our broader commitment to responsible and compassionate growth. In line with this, Motherson collaborated with People for Animals (PFA), one of the India's largest animal welfare organisation, to contribute towards the care, protection, and rehabilitation of animals in need.

Founded in 1992, PFA is a nationwide network working across 165 units, 60 mobile units, and 26 hospitals, supported by over 2.5 lakh members. Their mission spans across rescue operations, medical care, shelter provision, sterilization programs, and awareness campaigns focused on animal welfare.

Through this collaboration, Motherson extended support to PFA's ongoing efforts to improve animal well-being and infrastructure. The initiative focused on:

- **Rescue and medical care:** Supporting the treatment of sick, injured, and abandoned animals through PFA's dedicated shelters and hospitals.
- **Rehabilitation shelters:** Contributing to safe spaces where animals can heal and recover, with proper care and nutrition.
- **Sterilisation and awareness:** Enabling efforts to control stray animal populations humanely, while promoting education on animal rights and compassionate coexistence.

PFA also conducts school programmes, legal advocacy, and disaster response missions to safeguard animals across the country. With an ambitious goal of establishing an animal welfare centre in every district of India, their work continues to expand in scale and impact.

Motherson's support to this cause underscores our belief in inclusive progress-not only for people and communities, but for all living beings.

Americas.

Healthcare and rehabilitation support

At Motherson, we believe that building a better world begins with uplifting the communities where we live and work. Our facilities across the Americas have taken several compassionate and purposeful steps to support underprivileged individuals and families, with a special focus on healthcare, rehabilitation, and social welfare.

Several impactful initiatives have been undertaken across our facilities in Mexico. At the Monclova site, support was extended to the Centro de Rehabilitación Integral Gaby Brimmer, A.C., which offers affordable or free rehabilitation services to individuals recovering from strokes, accidents, and other medical conditions. Motherson donated equipment to enhance their physical rehabilitation services, aiding marginalised patients in the region.



Our Apaseo el Grande facility supported the Gerontological Centre of Apaseo el Grande, a shelter for elderly individuals facing abandonment, marginalisation, or abuse. The site provided technical equipment to aid rehabilitation, along with medication and personal care supplies to ensure proper care for its elderly residents.

Our San Luis Potosi facility partnered with Fundación Regalando una Sonrisa, a non-profit organisation that supports children with cleft lip and palate. Motherson employees contributed to improving the quality of life for low-income children by supporting medical treatment, enabling them to breathe more easily, eat properly, and communicate more effectively.



Community giving and social welfare

Motherson has consistently demonstrated its commitment to social welfare through various donation drives and community support initiatives. In Acuña, Mexico, donation drives were organised for underserved groups, including earplugs for children with autism and support for families in extreme need through collaboration with Caritas, a group focused on relief, development, and social services. Employees also supported Casa Hogar Cd. De Dios, an organisation that aids children facing homelessness and addiction, by visiting the shelter and donating gifts, food, and candies.



In Torreón, Mexico, our team supported Asilo Lucinda Mijares, a senior care home that provides meals, medical care, physical therapy, and recreational activities to elderly residents. Employees visited the facility, shared meals, and distributed essential items, including toiletries and medicines, while engaging with the residents. A similar initiative was undertaken at Asilo Hermosa Providencia in Monterrey, Mexico, where our employees visited and supported elderly residents through thoughtful interactions and contributions.



In Zitlaltepec, Mexico, the Motherson team collaborated with Caritas Puebla Food Bank, a nonprofit foundation committed to rescuing surplus food and redistributing it to those in need. After engaging in insightful discussions with representatives from the foundation, we launched an internal campaign and collected canned and non-perishable food items. These were donated to benefit people weekly across Puebla and Tlaxcala. This initiative addressed hunger and highlighted our focus on reducing food waste and reinforcing food security for vulnerable populations.

Our facilities also contributed to community events, such as the annual Christmas Telethon in Acuña, in collaboration with the Rotary Club of Ciudad Acuña, and supported DIF (Desarrollo Integral de la Familia) by donating blankets to underprivileged families.

Continuing their community outreach, the Naperville, USA facility also conducted a clothing donation drive for Gabriel Pastor Puebla Foundation, a home for the elderly. Additionally, employees donated toys to Niño Poblano Hospital, a non-profit organisation supporting children from remote municipalities who travel for critical medical care. These acts of kindness brought comfort and joy to those who needed it most.



Critical illness care and awareness

Motherson has been actively involved in supporting cancer care and raising awareness of the issue. Across Mexico, our sites collaborated with organisations like ACU - Alianza Anti-Cáncer Infantil, JRZ - Apanical, TRN - Casa Feliz, and PN - Grupo Apoyo a Personas con Cáncer. These efforts included collecting plastic bottle caps to fund cancer treatments for children.

In Troy, USA, a pottery session was organised to raise awareness about breast cancer among women, promoting early detection and the importance of women's health.



In Brazil, the Curitiba facility organised a hygiene product collection drive for a hospital specialising in cancer treatment. Sanitation and sanitary products were donated to patients, helping to ensure their basic dignity and care during recovery.

Our teams at the Campo Alegre and Curitiba facilities partnered with a local women's network to support cancer patients undergoing chemotherapy. Donations included coconut water, cakes, and crackers-nutritious items to aid recovery post-treatment, reflecting our care for both body and spirit.



Motherson has championed breast cancer awareness across its facilities. The Columbus facility in the USA has participated in the Susan G. Komen Race for the Cure for nearly 15 years, raising awareness and funds for breast cancer research. This event has become a tradition, fostering community engagement and health awareness while instilling social responsibility in employees and their families.



Our team collaborated with the Cuautlancingo Municipality in Mexico to promote the early detection of breast cancer through a focused awareness campaign. Utilising internal social media and local communication platforms, the campaign emphasised the importance of regular screenings and disseminated information on risk factors and preventive care. We also supported a vaccination campaign against hepatitis and influenza to improve immunity and public health. Motherson employees actively organised drives, raised awareness, and served as vaccination ambassadors, underscoring our collective commitment to building a healthier community.



Our Puebla facility in Mexico has been deeply engaged in multiple campaigns with a dual focus on community care and environmental sustainability. In collaboration with Una Nueva Esperanza-an organisation supporting children with cancer-employees donated plastic container lids. These lids were recycled, and the proceeds funded cancer treatments for underprivileged children. In addition, employees organised donation drives, collected lids from across communities, and worked closely with the foundation to ensure successful execution. This initiative brought life-saving support to children and contributed to environmental conservation.

In Monclova, Mexico, our team ran educational campaigns to teach employees and the community about breast cancer self-examination and the early signs of cervical and prostate cancer. Across various Mexican sites, Motherson also launched a Breast Cancer Awareness Campaign in collaboration with the Mexican Institute of Social Security. The campaign included the distribution of brochures, survivor testimonials through conferences, and the provision of free mammograms, with nursing students supporting awareness sessions. These efforts informed and empowered people to take charge of their health.

At the Monclova site, employees partnered with the Sonrisa Foundation, a nonprofit that supports chemotherapy treatments for children with cancer. The facility contributed by delivering caps monthly to children undergoing treatment, helping to fund their medical needs. Additionally, first responders at the site were trained to provide immediate aid during health emergencies, strengthening the site's internal readiness.

Case Study.

Race for the Cure: An effort to support the critically ill

Motherison's compassion and commitment to community well-being shine through its collaboration with the Race for the Cure, the largest sporting event dedicated to women's health. This partnership goes beyond financial contributions, symbolising solidarity with individuals bravely battling cancer and emphasising the importance of awareness, early detection, and support systems.

At the heart of this initiative is a united community effort. Motherison employees and their families joined hands with others in downtown Columbus, Ohio, in the USA, to walk alongside cancer patients, survivors, and their supporters. Their participation was a powerful message of hope and reassurance that no one fights cancer alone. Children were also part of this experience, learning valuable lessons in empathy, kindness, and the importance of caring for others, which helps build a compassionate and tightly knit community.

Cancer's challenges stretch far beyond the illness itself. Patients often face physical hardships, emotional struggles such as isolation and anxiety, and financial burdens due to medical costs. Families and caregivers bear emotional strain and burnout, making support even more crucial. Motherison recognises these multifaceted difficulties and actively works to alleviate them by supporting early detection, access to treatment, and healthcare partnerships.

Through its initiatives, Motherison eases the burdens on patients and their families while fostering hope and dignity. By taking part in community-driven events like Race for the Cure, the company raises awareness and builds solidarity, ensuring that those affected by cancer feel seen, supported, and empowered throughout their journeys.



Disaster relief and emergency assistance

Motherison has shown a strong commitment to disaster relief and emergency assistance. In Russell Springs, USA, our facility continued its annual support to the American Red Cross, encouraging employees to donate and raise awareness for the organisation's vital services.

This facility also joined hands with the First Baptist Church of Roan Mountain, Tennessee, to collect essential donations for those affected by Hurricane Helene in South Carolina. This effort provided relief to disaster victims and brought our employees together in a spirit of empathy and action. Additionally, the site championed American Heart Month by raising awareness about cardiovascular health and encouraging healthier lifestyles. Employees also utilised the company's official social media platforms to extend this message to the broader community, helping amplify the importance of heart health.

In Brazil, the Curitiba plant responded to heavy rains and floods in Rio Grande do Sul by organising a donation drive to collect food, water, hygiene products, clothing, pet food, and more. These contributions were sent to shelters for distribution to affected individuals and families.



Through all these initiatives, Motherison reinforces its responsibility to nurture the communities around us, offering relief, dignity, and hope to those most in need. Our efforts reflect a deeper conviction: that when we uplift others, we build stronger, more resilient societies.

Promoting physical and mental wellness

At Motherison, our dedication to the well-being of our communities is reflected through various wellness-focused initiatives across the Americas.

Our facilities have actively promoted physical health through engaging events and activities. In Russell Springs, USA, a Halloween-themed 5K run encouraged healthy lifestyles and family engagement. At the same time, the Troy site participated in the Gilda Family 5K Walk & Run, benefiting cancer patients. Similarly, the Chattanooga facility partnered with the Zack Meservey Foundation for the "Not My Child" 5K Run/Walk, raising awareness about substance abuse, fatal overdoses, and poisonings, with proceeds supporting community education efforts.



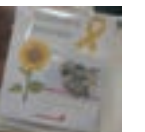
In Mexico, the Monclova facility launched a weight-loss and health challenge for the local community and conducted a preventive healthcare campaign focused on the early detection of chronic degenerative diseases.

Mental health has been a key focus across our facilities in these regions. At the Atibaia facility in Brazil, the White January campaign featured psychological consultations, workplace wellness activities, and awareness talks on alcoholism and



sexually transmitted diseases. Labour Gymnastics sessions were also introduced to encourage relaxation and active participation among labour associates in the nearby factories.

Celebrating international observances like World Health and Safety Day and World Mental Health Day across locations further amplified our collective responsibility towards mental wellness.



At the Russell Springs, USA facility, a gesture of gratitude in the form of an appreciation meal brought employees and the local community together, fostering positivity and emotional well-being. The team also participated in Mental Health Awareness Day, encouraging open conversations, reducing stigma, and showing solidarity by wearing green to support mental health advocacy. Health and Fitness month was also observed, motivating everyone to adopt positive lifestyle choices in a supportive environment.

In Northport, Alabama, USA, a campaign on World Mental Health Day reinforced the importance of mental, emotional, and physical wellness in the workplace. These efforts reflect Motherson's commitment to embedding well-being into its culture by providing resources that promote both personal and professional growth.



At this facility, employees came together during Alzheimer's Awareness Month by wearing purple and participating in activities to raise awareness about the disease. This initiative served as a powerful reminder of the importance of compassion and collective understanding for those affected by Alzheimer's and their families.

At the Newark, USA, facility, these observances spotlighted mental health awareness, advocated for accident prevention, and worked to eliminate stigmas associated with mental health. The team even dedicated an entire month to mental wellness, extending support to employees and the broader community, recognising the growing importance of mental care in today's fast-paced world.

In Puebla, Mexico, we collaborated with the Cuatlancingo Municipality to organise a campaign focused on anti-depression talks. These sessions encouraged open dialogue, awareness, and help-seeking behaviour, fostering a workplace culture of empathy and openness. Meanwhile, September was observed as the Month of Valuing Life at the Curitiba facility in Brazil. This campaign aimed to dismantle taboos surrounding mental health and emphasised the importance of seeking help. Activities included informative talks, a message wall with handwritten post-it notes, and the symbolic distribution of sunflower seeds-gifts encouraging employees to carry hope and mental health care into their homes and families.

Together, these initiatives demonstrate Motherson's continued commitment to nurturing mental wellness. By creating spaces for dialogue, understanding, and support, we strive to build a healthier, more connected community where everyone feels seen, heard, and empowered.

Promoting health and safety

Our facilities have launched several awareness campaigns to promote health and safety. During Health and Safety Month, employees shared safety and wellness tips with the broader community to reduce hazards, promote a safety-first culture, and increase awareness of health and well-being. Observances like International Women's Day and International Men's Day were celebrated to recognise contributions across genders and promote equality, mental health awareness, and inclusivity. Additionally, nutritional talks encouraged healthy, sustainable eating habits, with employees enthusiastically implementing these learnings into their daily routines.



The World Day for Safety and Health at Work was observed through internal campaigns, awareness posters, and e-mailers, showcasing our EHS team, emergency brigade leaders, and incident-free milestones.

Supporting vulnerable communities

Our Juarez facility in Mexico extended its wellness efforts by supporting Casa Hogar Asís, a shelter for at-risk adolescent girls and young women. A donation drive provided essential appliances like a washing machine and dryer, while the "Paying it Forward" initiative saw employees and children from the shelter participate in a local church clean-up, blending volunteerism with community support.

Holistic wellness programmes

Motherson's facilities in Brazil have implemented impactful programmes addressing physical, mental, emotional, and social well-being. At the Campo Alegre and Curitiba sites, a dedicated support programme offered guidance for individuals facing financial, psychological, legal, or social challenges. The initiative also streamlined access to medical services, facilitating online consultations and simplifying appointment processes to ensure essential healthcare was accessible.

Road safety initiatives

Road safety was another key focus in this region. The "Yellow May" traffic safety campaign in Atibaia encouraged safer driving habits among employees and their families, aiming to reduce accidents and raise awareness. These initiatives reflect our belief that wellness extends beyond the workplace into the everyday lives of our people and their communities.



Supporting local talent

In Acuña, Mexico, our site contributed to community development by supporting local talent. We provided water and snacks to members of a community pentathlon team travelling to compete in Saltillo, promoting youth participation in sports and fostering a culture of discipline and teamwork.



Food donation and support for the vulnerable

In Naperville, USA, Motherson partnered with Loaves & Fishes Community Services for a virtual food drive, raising funds to support hunger relief and promote self-sufficiency in the community. This programme has directly benefited men, women, and children in the Naperville, Illinois area struggling with food insecurity.

Our facilities have taken significant steps to address hunger and food security. In Greensboro, USA, a virtual food drive was organised for Second Harvest Food Bank, which impacts over 12,000 people daily. Similarly, the Kirkland facility contributed to Food Lifeline, and the Vancouver facility supported the Clark County Food Bank.

In Chihuahua, Mexico, Motherson continued its tradition of spreading warmth and joy through the Motherson Godfather initiative. As part of this heartfelt activity, the team identified an orphanage, a nursing home, and a home for people with disabilities, bringing them gifts and celebrating the festive season together. The celebration included traditional treats such as tamales, pizza, champurrado, and hot chocolate, making the gathering even more memorable. Through this initiative, Motherson reached out to the residents of the foster homes "Yireh" and "Brindemos Alegría," as well as the nursing home "Micaela Ortiz," impacting the lives of 34 elderly individuals, 21 people with disabilities, and 36 children. By contributing to those in need, Motherson reinforces its belief that small acts of kindness can bring immense joy and create lasting memories.

In Northport, Alabama, Motherson contributed food boxes to the West Alabama Food Bank (WAFB), a non-profit organisation dedicated to alleviating hunger in nine counties, including Bibb, Fayette, Greene, Hale, Lamar, Marion, Pickens, Sumter, and Tuscaloosa. With over 315,000 residents, more than 15% of whom live in poverty, this initiative provided essential food supplies to families facing food insecurity. These efforts reflect Motherson's ongoing dedication to livelihood and community development, reinforcing the company's ethos of care, compassion, and social responsibility.



In Troy, USA, Motherson participated in the Lighthouse Thanksgiving food drive, collecting and donating essential food items to support those in need within the Metro Detroit community. At this location, Motherson also participated in the 9/11 Meal Pack for Detroit, preparing 225,000 meal kits to support individuals struggling with food insecurity. This initiative not only provided essential meals but also served as a meaningful way to honour the lives lost on 9/11 by creating a positive impact in the Metro Detroit community.

In Jaguariúna, Brazil, Motherson celebrated Solidary Easter by organising a chocolate donation drive and a special workshop for children in need. Employees contributed chocolates, Easter eggs, and candies, which were distributed to Lar Amigos do Padre Gomes and Lar Feliz, supporting over 140 children and elderly individuals. Through Motherson Social Easter, the Social Volunteers Group led a chocolate and sweet collection drive, donating the items to an orphanage that houses children under the care of the Family Guardianship Council. The overwhelming support from employees and the community ensured a heartfelt celebration, bringing smiles to the children and elderly residents alike.



The festive spirit of giving continued in Curitiba, Brazil, where Motherson launched a Christmas Social Action to collect sweets for underprivileged children. Volunteers distributed the treats dressed as Santa Claus, spreading joy and solidarity to around 100 children in the region.

In Apaseo el Grande, Mexico, Motherson collaborated with the Municipal DIF to donate food to 22 families in the El Peñón community. Each household supported includes a family member with a disability, limiting their employment opportunities and contributing to financial hardship. This initiative aimed to ease their burden by providing essential food supplies, particularly in an area with limited infrastructure. In Campo Alegre, Brazil, Motherson extended its support by donating food to various charity institutions, including Casa da Amizade, Crás – Piên, AMA – Piên and Despertando Estrelas - Piên. These organisations engage in volunteering activities to aid those in need, benefiting over 500 individuals.



Continuing its efforts in Puebla, Mexico, Motherson participated in the “Banco de Alimentos” food donation initiative. Essential staples such as rice and beans, along with a variety of other food items, were collected to ensure a diverse and nutritious supply for vulnerable communities. The food was carefully sorted and distributed through a network of community organisations, benefiting approximately 50 families with much-needed food hampers. In Tortuguitas, Argentina, Motherson partnered with Unión Obreros y Empleados Plásticos (UOYEP) to donate food to a children’s home, providing essential support to the local community near the plant. Through this initiative, 30 individuals benefited, ensuring access to nutritious meals for those in need. In Puebla, Mexico, recognising the challenges faced by families with hospitalised patients, Motherson organised a food donation initiative to provide them with nutritious meals. This support ensured that families, who often spend long hours caring for their loved ones in hospitals, had access to essential nourishment without additional financial strain.

In Jaguariúna, Brazil, the company launched the “Motherson Social Programme,” a winter clothing drive to support families registered with the city’s social fund. Employees and volunteers came together in solidarity, providing warm clothing to children and elderly individuals in need, offering them comfort during the colder months.



Building on the spirit of giving, the Social Challenge - Christmas edition saw employees come together to collect and distribute over a ton of food to Lar Amigos do Padre Gomes and Lar Feliz, ensuring that over 150 children and 60 elderly individuals had access to diverse and nutritious meals during the festive season.

Preventive health check-ups

At Motherson, we believe prevention is one of the most powerful tools for health and well-being. Guided by this belief, our teams continue prioritising preventive care globally.

At our Huehuetoca facility in Mexico, we launched a comprehensive preventive health campaign to promote early detection and timely medical care. In collaboration with public health institutions, the campaign offered free consultations and screenings to employees and local community members. These included mammograms, pap smears, cholesterol and diabetes screenings, Human Papillomavirus (HPV) awareness sessions, nutritional control consultations, and psychological therapy.



Similarly, our Atibaia facility in Brazil successfully organised the 7th edition of its campaign for Flu Vaccination. The campaign saw enthusiastic participation from within the facility. This ongoing initiative underscores our dedication to protecting the residents and their families from seasonal illnesses while reinforcing the importance of community immunity.

Blood donation drives

At Motherson, we recognise that blood donation is a vital act of service, one that saves lives and strengthens communities. In alignment with our commitment to community welfare, several of our facilities across the Americas actively participated in blood donation drives this year, encouraging voluntary participation and fostering a culture of compassion and responsibility.

We collaborated with the Kentucky Blood Centre at our Russell Springs facility in the USA to conduct a blood donation drive. Employees were encouraged to participate and contribute to saving lives, helping raise awareness about the importance of blood donation.

In Puebla, Mexico, our team partnered with the State Blood Transfusion Centre to support the Children’s Oncology Hospital. This initiative helped provide critical resources to young cancer patients, with our associates generously stepping forward to donate. A parallel drive was also conducted in collaboration with IMSS (Instituto Mexicano del Seguro Social, or Mexican Social Security Institute), where employees donated platelets and blood to aid colleagues and their families during post-surgery recovery, demonstrating compassion and unity in times of need.



At our Chihuahua facility, we partnered with The State Center of Blood Transfusion (CETS) to support their voluntary blood donation programme, contributing to the needs of various hospitals across the region.

In Juárez, Mexico, a blood donation camp was held to support the local blood bank, aiming to assist patients who require transfusions or surgeries. Similarly, our Zitlaltépec facility in Mexico partnered with the Mexican Red Cross, where around 40 employees participated in a donation campaign. The drive focused on increasing voluntary and altruistic blood reserves for emergencies and surgical procedures. Notably, the Red Cross has exceeded the national average for altruistic donations-an effort to which our team is proud to have contributed.

Our Tortuguitas site in Argentina conducted a blood donation campaign in partnership with the Fundación Hemocentro Buenos Aires, a non-profit organisation that has supported blood needs for over two decades by supplying blood to sanatoriums, clinics, and foundations.



Each of these initiatives reflects Motherson’s ongoing commitment to social responsibility, empowering individuals to make a positive impact and reinforcing the power of collective care.

Europe.

At Motherson, we believe in creating a difference in the lives of people and communities where we operate. Through a wide range of initiatives across Europe, our teams are actively prioritising health and well-being by supporting local causes that promote healthcare, mental wellness, food security, medical care, and inclusive growth.

Serving the critically ill

Motherson is committed to supporting individuals and families facing critical illnesses.

In Czaplinek, Poland, our team participated in the 7th Fisherman's Run, an event organised in support of the Rundorfina Association, which helps patients with cystic fibrosis manage treatment-related costs. This run was held at the Czaplinecki Market Square and drew over 200 participants across categories, including children's runs, adult races, and Nordic walking.



In Oldenburg, Germany, Motherson supported the Charity Run Meerlauf, with all entry fees donated to Ammerland Hospiz. This hospice provides compassionate end-of-life care to individuals with terminal illnesses. This initiative provided an opportunity for physical activity and a way to give back meaningfully to those who are most vulnerable.



Our Bruchköbel, Germany team initiated an Apple Juice Event in collaboration with local services and students. Together, they harvested apples and pressed them into juice, with the proceeds going to children, teenagers, and young adults living with life-shortening or life-threatening illnesses, as well as their families.



Our Portsmouth, UK team championed inclusivity by supporting the Hidden Disabilities Sunflower initiative, a globally recognised symbol for individuals with non-visible disabilities, helping spread awareness about this across the community.

In Barcelona, Spain, we contributed to the Alzheimer Catalunya Fundació, a foundation dedicated to supporting individuals with Alzheimer's disease and their caregivers, providing guidance and increased visibility to those affected.



Community welfare and donations

In Czaplinek, Poland, we supported the Patient Club in the Złocieniec area by donating art supplies, painting tools, and logical arcade games. The Mental Health Centre initiates the club under the Hospital of the Ministry of Internal Affairs and Administration. It aims to engage individuals in therapeutic activities, such as art therapy and music therapy, and help people develop personal interests, thereby building resilience in coping with life's challenges and social situations.



Motherson in Radomierz, Poland, partnered with the Great Orchestra of Christmas Charity Foundation, a national initiative that supports medical care in public hospitals, particularly in paediatric and elderly care. In this campaign, themed "We play for paediatric oncology and haematology," we helped equip hospitals with modern medical devices.

In Karlsruhe and Bötzingen, Germany, employees participated in the B2Run city run, a national initiative encouraging fitness and a sense of giving. The entry fees from the runs contribute to causes including blood cancer research and tree-planting campaigns. These five-to-six kilometre runs are designed to be accessible for runners, walkers, and Nordic walkers alike.



Additionally, our site in Bruchköbel, Germany, continued its partnership with the StrassenEngel e.V. humanitarian organisation in Hanau, which supports people who are homeless or experiencing poverty in old age, through food and clothing donations.



At our Portchester facility in the UK, employees actively give back through the Employee of the Month programme, where each month's award is donated to a different charity. Some of the charities supported include Prostate Cancer UK,



which provides support to individuals and families facing prostate cancer; Ehlers-Danlos Support UK, which assists people living with EDS (Ehlers-Danlos Syndromes); Young Lives vs Cancer, a dedicated cancer charity supporting young people and their families through treatment; Debra UK, a national charity for those affected by Epidermolysis Bullosa, a rare and painful skin condition; and the RNLI (Royal National Lifeboat Institution), the largest lifeboat service in the UK, Ireland, Channel Islands, and Isle of Man, also operating on some inland waterways.



To raise funds for Prostate Cancer UK, employees at the Portchester facility participated in creative activities, including selling raffle tickets with exciting prizes, organising a Halloween dress-up competition, and celebrating International Men's Day by dressing up as their favourite football stars.

Our Kempele team in Finland shared a heartwarming afternoon with residents of Esperi Hoivakoti Teppola nursing home to mark the United Nations' International Day of Older Persons. Six volunteers from our facility joined six elderly residents for a walk, creating moments of connection and joy. Organised in collaboration with the Finnish Red Cross, the initiative highlighted the importance of volunteer support, especially as nursing home resources are often limited.

Food donations

Motherison supports the Woodsy Community Pantry in Portchester, UK, which the Portchester Community Association runs. This pantry helps low-income families reduce their food expenses. On World Hunger Day, we donated food items to the initiative. Additionally, we participated in the annual Christmas Jumper Day. This event raises funds for children's charities, such as Save the Children, which strives to improve the lives of children worldwide. Similarly, in Bötzingen, Germany, our contribution extended to the children's afternoon event held as part of the village and wine festival. We donated gifts for the prize-giving ceremony, packed meals and sweet treats, bringing joy to young participants. Additionally, for the launch of the festival, we supported the municipality's balloon competition by donating balloons, which were released by the children, marking the beginning of the festivities. These efforts reflect our ongoing commitment to supporting local communities and fostering a spirit of giving and celebration.



The activation in Türkiye extended to include endowments of non-perishable food items, as well as the local community centre.

In France, our Le Plessis-Robinson site supported Restos du Cœur, a large-scale initiative offering food aid and personalised support. The organisation provided nourishing meals and extended support to countless individuals, including young infants, with the help of volunteers committed to combating poverty and inequality.



At our Mladá Boleslav site in the Czech Republic, Motherison supported the LUMA MB, z. s., a food bank in the region by managing their food transport logistics. The team also donated Christmas gifts, including sweets, to children in local orphanages and victims of hate crimes. A similar gesture was extended to older people through the MALIRA foundation, which supports retired individuals living alone. Furthermore, here we also organised a Charity Pancakes activity where employees baked pancakes, and the proceeds were donated to a charity supporting people with disabilities.



Mental health and well-being

At Motherison, mental wellness is just as essential as physical health. Through our global initiatives, we aim to raise awareness, create safe spaces for conversations, and ensure that those struggling with mental health challenges receive the support they need.

Our facility in Palmela, Portugal, participated in a solidarity walk to raise funds and increase awareness about mental health, supporting a local institution dedicated to promoting mental wellness. The walk also sparked meaningful conversations about mental health issues within the community.



At our Nitra plant in Slovakia, we observed Mental Health Week to encourage employees, their families, and those around us to understand the impact of mental health on daily life. Through education, open conversations, and shared experiences, we created a space for people to speak freely about their challenges. Promoting mental health awareness is crucial to improving understanding and access to care.



Near our facility in Portchester, UK, we introduced the concept of the Worry Tree, a self-help tool grounded in Cognitive Behavioural Therapy (CBT), to help individuals recognise, challenge, and manage their worries effectively. We marked World Mental Health Day by raising awareness and encouraging collective efforts to support mental health globally.



Our teams in Čuprija, Serbia, Karlsruhe and Stuttgart, Germany, along with our colleagues at the Mladá Boleslav site in the Czech Republic, organised mandala art activities. These inclusive sessions involved both employees and community members, using creativity as a tool to spread awareness about emotional well-being and mindfulness.



Additionally, our Karlsruhe site in Germany extended mental health support to local residents near the facility health insurance provider, SBK. SBK offers expert guidance on improving mental health and provides access to all recognised forms of therapy. The service covers the full cost of outpatient psychotherapy sessions, ensuring that those in need receive timely and professional care.

Through these varied initiatives, Motherison prioritises mental wellness as an essential part of holistic well-being for everyone.

Case Study.

Promoting mental well-being

Motherson's commitment to fostering health and well-being extends beyond the physical to include mental and emotional care. This focus is evident in its impactful Anti-Bullying Week initiative at the Portchester facility in the UK, which champions respect, inclusion, and empathy across its workforce and the wider community.

Centred on the theme of respect, the campaign highlighted the prevalence of bullying, with 1 in 4 children reporting experiences of it. Motherson's efforts included encouraging employees to wear "000socks" to symbolise unity and solidarity. Workers were also invited to contribute £1 and share photos with the hashtag #AntiBullyingWeek, promoting collective action against bullying and increasing awareness in the region. Through resources, internal communication tools, and leadership participation, Motherson ensured maximum engagement, even among diverse teams, remote workers, and individuals with varying schedules.

STOP BULLYING



The initiative wasn't just about raising awareness. It became a platform for action, emphasising that respect and dignity are fundamental. By providing education and encouraging participation, Motherson created a stronger sense of purpose and community. Employees embraced the values of kindness and inclusion, creating an environment free from bullying and one that is filled with support.

Anti-Bullying Week at Motherson became a model for how even small, intentional actions can lead to lasting change. It reinforced the belief that everyone plays a role in building positive, respectful cultures, both at work and in the community.

Awareness for the critically ill

Motherson has consistently supported organisations and events that promote healthy living, while backing important medical causes, such as cancer research.

In Wolfsburg, Germany, our employees collected funds to support Kinderkrebshilfe Wien-NÖ-Bgld, a rehabilitation clinic for children with cancer and their families. The clinic provides specialised care to help young patients recover and improve their quality of life.



In Bötzingen, Germany, our team partnered with Förderverein für krebskranke Kinder e.V. Freiburg to support the Bike to Help - Kaiserstuhl donation tour. By covering the registration fees for participants, we contributed to a fundraising campaign that provides critical support to families of children diagnosed with cancer, including accommodations at the parents' home and other essential services.

In Finland, on World Cancer Day, our sites in Kempele and Oulu hosted awareness campaigns, shedding light on the impact of cancer and the importance of prevention and support for those affected by it.

Our Bratislava, Slovakia team demonstrated its support for people fighting cancer by partnering with the League Against Cancer and contributing to the International Day of Narcissus. Employees wore the symbolic flower with pride as a gesture of hope and unity. In a similar spirit, our Medina facility in Spain participated in the VIII Solidarity March organised by the Spanish Association Against Cancer (AECC). The registration donations from this march directly benefit families who depend on the AECC for vital services and support in their fight against cancer.



Our Portchester site in the UK also supported Macmillan Cancer Support, which provides confidential, practical, and emotional assistance to individuals and families affected by cancer, through bake sales. As part of the World Cancer Day awareness programme, this site also led a communication campaign to raise awareness about cancer prevention and treatment.

Additionally, we participated in the Wear it Pink campaign to raise awareness for breast cancer. In Karlsruhe, Germany, during Pink October, we organised awareness activities to promote early detection of breast cancer and donated blankets to an organisation supporting people without housing.

In Martorell, Spain, our team raised funds for a new cancer research centre by sponsoring the registration fees of women participating in a race against cancer.

Blood donation drives

Motherison affirms its commitment to saving lives by supporting various regions’ blood and organ donation initiatives.

Our team in Panevėžys, Lithuania, organised a blood donation drive to address the local community’s critical need for blood supply. In Klaipėda, Lithuania, a donation drive was held to support individuals facing serious health challenges, ensuring that essential blood supplies were available.



In Stuttgart, Germany, we partnered with the German Red Cross (Deutsches Rotes Kreuz) to prioritise the consistent flow of blood donations. The organisation is crucial in supporting people during crises and emergencies, upholding international humanitarian law, and offering communities in Germany and beyond a network of care and support.

Likewise, in Mosonmagyaróvár, Hungary, a blood donation drive was organised in collaboration with the Hungarian Red Cross, which continues to provide humanitarian assistance nationwide. Employees at our Bratislava, Slovakia, site also donated blood to help those in urgent need within the local community.

Our teams in Gölcük and Yeniköy, Turkey, joined forces with the Turkish Red Crescent to donate blood and support patients during medical emergencies. These contributions reinforce our readiness to respond in times of need.



To reaffirm our dedication to saving lives, our Harnes, France, facility collaborated with EFS (Établissement Français du Sang), France’s national blood collection service. The site organised a donation drive to help patients needing life-saving blood transfusions.

In Karlsruhe, Germany, a similar initiative was held where blood was donated for local hospitals and community members undergoing medical treatment. At our Kecskemét facility in Hungary, employees partnered with the Hungarian Red Cross, contributing to regional blood supply stations to assist people in urgent need.

Our facility in Le Plessis, France, and another site in Le Plessis-Robinson supported EFS by conducting blood donation activities for patients requiring transfusions.

Recognising that blood reserves in the region are often lower than needed, our Medina site in Spain organised a campaign to promote voluntary blood donation, encouraging participation from the wider community to support emergency services and surgical interventions.

At our Picassent facility in Spain, a mobile blood donation unit was established in collaboration with the Centro de Transfusiones de Valencia to encourage donations for individuals undergoing critical treatments. In Salceda, Spain, our facility collaborated with ADOS, the regional organisation managing blood and organ donations for the public healthcare system. With hospitals requiring more donations to meet growing demand, Motherison helped conduct a blood and organ donation drive to support them.



Finally, our site in Starachowice, Poland, contributed to the local health infrastructure by donating blood for individuals with various health conditions, supporting hospitals and health centres that rely on timely access to life-saving supplies.

These collective efforts across Motherison locations testify to our commitment to contributing to the communities and offering hope through every act of generosity.



Sports and physical wellness

Motherison recognises that sport plays a vital role in enhancing physical well-being and promotes it across all age groups. We are committed to inspiring healthier lifestyles and building stronger, more connected communities.

Across our locations, various initiatives have been undertaken to encourage fitness and wellness. At our facility in Barchfeld, Germany, a company run was organised where employees, children, and local community members came together to participate, fostering unity and promoting physical activity. In support of community engagement, T-shirts were purchased for participants of the annual town hall race, and a donation was made to the Salceda de Caselas City Council to promote youth sports. Meanwhile, in Kronach-Neuses, Germany, employees restored two used football tables, thoroughly cleaning and upgrading them with new parts before donating them to the Kronach Youth Fire Department. This initiative supported physical play and served as a fun, energy-recharging activity for young firefighters during or after their duties.



In Épila, Spain, Motherison supported the local soccer team, Club de Fútbol Épila, to promote the values of sportsmanship among children and teenagers. Furthering our commitment to grassroots sport, the Castellbisbal facility in Spain collaborated with the local grassroots football team to support youth participation in sports.



In Czaplinek, Poland, we provided equipment for the Sambo Sports Club, encouraging athletic development in the community. Continuing our support for local services, our site donated funds to the Volunteer Fire Department in Czaplinek to purchase protective clothing, ensuring that those who safeguard our communities can do so safely.



Employees from this location also organised and participated in the Steel Darts Championship - Polish Cup. This spirited event brought together darts enthusiasts in a competitive yet friendly setting. Motherison sponsored the event and provided financial support for prizes, reinforcing our belief in the importance of recreation and healthy competition.

At our Harnes facility in France, gesture and posture training was delivered through Synevia, prioritising safety and physical well-being in the workplace.

In Rennes, France, Motherison actively spread awareness about the importance of regular exercise and encouraged individuals to incorporate sport into their daily routine.

Through these varied initiatives, Motherison believes that access to sport and physical wellness activities fosters resilience and holistic growth.

Supporting abuse survivors

In Portchester, UK, we collaborated with Stop Domestic Abuse – Gift Tree, which provides both immediate and long-term support for survivors of domestic abuse. Through this initiative, we offer community-based support, helping individuals navigate the justice system and rebuild their lives. Our employees also volunteered their time gardening at Rowan Hospice, a charity offering compassionate care to adults with life-limiting illnesses and their families.



Health checkups and vaccination

In Vitoria, Spain, Motherson organised a flu vaccination campaign to help protect the community from severe illness. This site also collaborated with the Spanish Cancer Association to run awareness initiatives supporting cancer research and patient well-being.



At our Bratislava facility in Slovakia, we celebrated International Health Day by inviting community members for free health check-ups conducted by onsite doctors. Guests also received fruit and complimentary ionised drinks to promote a culture of health and wellness.

At our Bursa facility in Turkey, we organised a community health event featuring a presentation by a doctor on healthy living, followed by a free medical check-up. The initiative aimed to educate and guide residents in maintaining good health.



Our Karlsruhe facility in Germany launched a flu vaccination campaign to protect employees, their families, and the local community. In addition, during Pink October, we organised awareness activities to promote early detection of breast cancer and donated blankets to an organisation supporting people without housing.

Moreover, our teams in Smederevo and Pozarevac, Serbia, conducted a health camp that provided ultrasound check-ups for men (abdomen and prostate) and women (thyroid), as well as comprehensive blood testing for all participants. This initiative aimed to make preventive healthcare more accessible to the community.

Safety and welfare initiatives

At our facility in Czaplinek, Poland, we extended our ongoing support to the local volunteer fire brigades. This year, we provided funds to purchase tactical outfits for the Volunteer Fire Department in Czaplinek, ensuring their team is well-equipped to respond effectively and safely to emergencies. Additionally, we supported the Volunteer Fire Brigade in Siemczyno by funding the replacement of traffic lights in one of their fire trucks, enabling the team to move safely and legally through city streets.

Furthering our commitment to community welfare, we supported the Rescue Lab Project, an initiative led by local paramedics to create a specialised training space within a primary school. This facility offers children first aid education and health workshops, empowering them with essential life-saving skills. The financial assistance provided will be used to renovate the doors of the training room, enhancing the learning environment.



A workplace health and safety training session was organised in Pamplona, Spain, to promote employee well-being and community health awareness.

Through these diverse yet focused efforts, Motherson stands with communities across Europe, ensuring that support reaches those who need it most and that the spirit of care and inclusion remains at the heart of everything we do.

Southeast Asia, Australia, Japan.

In Japan, several Motherson locations have implemented thoughtful initiatives that reflect our commitment to long-term community support through active participation.

Community welfare and awareness

Motherson's dedication to uplifting communities is showcased through its welfare and awareness initiatives in Southeast Asia.

In Yesan, South Korea, Motherson actively engaged with local business councils to promote community development. The team also participated in Health Information Organisation training sessions to enhance regional health information capacity, ensuring that individuals benefit from improved access to essential health knowledge.

Motherson launched a regular volunteer programme at its Saitama facility in Japan to support local welfare institutions. Employees participated in activities such as baking welfare bread, creating artwork, and organising outdoor interactions. These meaningful actions not only eased the workload of caregivers but also helped build an inclusive and supportive atmosphere for community members. Post-activity review sessions with facility staff enabled the exchange of insights and ideas to develop future improvements.

Food donation

In Yesan, South Korea, Motherson partnered with The Fruit of Love, the nation's largest welfare organisation, to support vulnerable groups. Through this meaningful contribution, the company played a vital role in uplifting those in need and reinforcing community resilience.

Motherson led a food bank initiative in Saitama, Japan, encouraging employees to donate surplus food items. The programme directly supported families, children, and single-parent households facing food insecurity. Donations also reached local children's cafeterias and safe spaces, ensuring that children without access to daily meals received nutritious food in a caring environment.



Case Study.

Feeding hope and fighting hunger



During the COVID-19 pandemic, Motherson took action to address food insecurity, ensuring that vulnerable families had access to essential supplies during a time of profound uncertainty. These efforts cultivated solidarity and restored a sense of dignity, helping families focus on their well-being and recovery.

One standout initiative was the introduction of the “Food Bank Activity” in Saitama, Japan. With surplus food donated by employees, Motherson collaborated with local food banks to distribute these resources to families facing hunger and hardship. Motherson ensured donations were delivered promptly and respectfully, creating a reliable support system that continues to serve the community effectively.

To sustain engagement, Motherson set up collection boxes across its facilities and launched monthly donation drives. Posters and internal awareness campaigns encouraged consistent participation, making the initiative an integral part

of the company’s community efforts. Over time, employee involvement grew, reflecting a shared spirit of compassion and a collective commitment to helping others.

This ongoing support has been crucial for local children’s cafeterias and families grappling with food shortages, particularly those struggling to provide for children and elderly parents. Motherson offered comfort and hope by addressing immediate needs, easing the burden on households during difficult times.

Motherson’s dedication to combating food insecurity highlights its belief in shared responsibility and collective well-being. As living costs rise, the company has expanded its initiatives. Through the generosity of employees and thoughtful coordination, Motherson goes beyond addressing hunger, nurturing a foundation of care and support that uplifts those in need.

Charities and social drives

In Tochigi, Japan, our team participated in a community charity event featuring food stalls, game corners, and interactive activities. Open to employees, their families, and residents, this event helped raise funds for the Social Welfare Council, supporting its mission to improve community welfare and build stronger social ties.

Our facilities in Suzuka and Kameyama, Japan, also collaborated with the Social Welfare Council to conduct a large-scale cleaning drive at a local children’s centre. Activities included window washing and cleaning sheltered spaces, contributing to a cleaner, safer environment for the children.

These efforts further reinstate Motherson’s commitment to make a lasting difference in our communities, prioritising human connection and active engagement.

Regular health checkups and training

Motherson’s commitment to well-being is reflected in several community-focused health and wellness programmes across Southeast Asia, Japan, Australia, and South Korea.

In Rayong, Thailand, Motherson conducted regular health check-ups for employees and community members, helping in the early detection of health issues and promoting preventive care. To further strengthen community preparedness, training sessions were organised on basic first aid, CPR, and the use of Automated External Defibrillators (AEDs), equipping individuals with essential life-saving skills in case of emergencies.



In Yesan, South Korea, Motherson collaborated with the local fire department by participating in the Firefighting Technology Contest to enhance emergency response and firefighting capabilities. These efforts reflect our dedication to workplace and community safety.



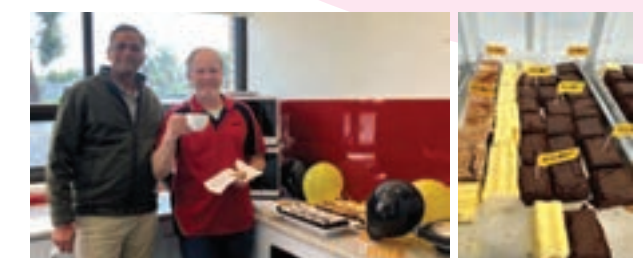
Furthermore, annual medical check-ups are conducted for all employees at our Bupyeong and Ochang sites in South Korea. These regular screenings are a proactive measure to ensure the health and safety of our workforce, enabling healthier lifestyles and safer working environments.

Mental well-being and social welfare

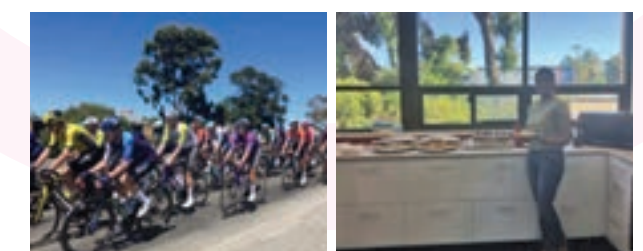
Motherson’s dedication to fostering mental well-being and social welfare is evident in its impactful initiatives across its global operations. The company has showcased its ability to initiate meaningful change by prioritising holistic community engagement and emphasising inclusivity.

At its Lonsdale facility in Australia, Motherson implemented a series of wellness-focused programmes aimed at promoting mental health and societal well-being. The site also supported global causes through events like the Father’s Day Raffle, which raised funds for Movember, a movement dedicated to men’s health issues such as mental health, prostate cancer, and suicide prevention.

Furthering its commitment to mental well-being, the facility observed R U OKAY Day, which aimed to raise awareness about mental health by promoting open conversations. Through the distribution of cupcakes and messaging on mental health, this initiative reinforced the importance of supporting one another and fostering a caring atmosphere.



Community involvement was another area of key focus at Lonsdale, with active participation in the World Cycling Competition and celebrations of Australia Day. These events underlined the value of cultural diversity and unity, while also recognising achievements that instil pride and connection within the broader society.



In Bupyeong, South Korea, Motherson extended its focus on social welfare through Candy Day, a community outreach programme organised at the town hall centre. The initiative spread positivity and gratitude throughout the community, acknowledging the invaluable contributions of individuals to the collective well-being of society.

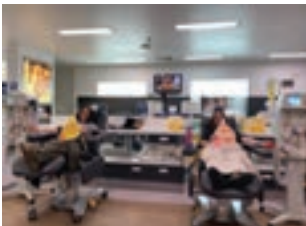
Blood donation drives

Blood donation remains one of the most impactful ways to support community health, and Motherson actively contributes through organised blood drives across several locations.

In Rayong, Thailand, Motherson collaborates with the Industrial Estate Authority of Thailand (IEAT) to encourage blood donations to the Red Cross every quarter. This initiative supports patients in need of life-saving transfusions, ranging from accident victims to individuals with conditions such as anaemia, leukaemia, dengue fever, and thrombocytopenia. Our teams also participated in a special blood donation campaign organised in collaboration with IEAT Amata City Rayong at Suan Kulap Chonburi School, contributing to the Thai Red Cross Society's mission to provide vital healthcare and relief services to vulnerable groups, including children, women, and older adults.



In Lonsdale, Australia, employees were encouraged to regularly donate blood at local blood banks, thereby strengthening community preparedness and helping to prevent blood shortages for those requiring urgent medical care.



At Ochang, South Korea, Motherson partnered with the Korean Industrial Health Association to support blood donation efforts. Employees were encouraged to participate, helping replenish blood inventories for patients across all age groups in local communities.

In Fujioka, Japan, Motherson employees participate in quarterly group blood donations. Amid growing concerns around the ageing population and a declining number of donors, these efforts help sustain healthcare systems and highlight our commitment to social responsibility.

At more locations in Japan, including Saitama, Suzuka City, Kameyama City, and Tochigi, Motherson has organised internal blood donation drives in collaboration with the Japanese Red Cross. These initiatives aim to ensure a stable blood supply for medical institutions treating patients undergoing surgeries, cancer treatments, and emergency procedures. In addition to aiding those in need, these efforts promote awareness of health and well-being among employees and strengthen the sense of community support around us.

China.

Blood donation

Recognising the importance of maintaining a stable blood supply for local healthcare systems, Motherson has continued to support blood donation initiatives across its locations in China. Regular blood donation campaigns were organised at our sites in Danyang and Suzhou, where employees actively participated in supporting this life-saving cause. These ongoing efforts help prevent shortages in the community and reflect our commitment to health and social responsibility in the regions where we operate.

Community wellness

Motherson is deeply committed to enhancing the well-being of communities in China through impactful initiatives that promote health, fitness, and safety. By organising a range of programmes tailored to address community needs, Motherson empowers individuals, fosters preventive health awareness, and strengthens safety preparedness. These initiatives underscore Motherson's dedication to creating a healthier and safer environment for everyone in the community.

Health awareness for women

Recognising the importance of preventive healthcare, Motherson organised a health seminar specifically for women in Hefei. This initiative aimed to raise health awareness and equip women with critical knowledge to take charge of their well-being. Topics covered included preventive healthcare practices, regular screenings, and lifestyle adjustments contributing to long-term health. By empowering women, the seminar aimed to enhance community health outcomes and promote informed decision-making regarding personal and family health.

Encouraging physical activity

Motherson hosted the "Healthy Exercise, Happy Badminton" competition in Liaoyang to promote the benefits of an active lifestyle. Designed to engage community members, the event emphasised the importance of fitness as a foundational element of well-being. Extensive efforts ensured the event's success, with careful arrangements that included venues, professional referees, coaches, food, water, first-aid supplies, and safety equipment. By aligning with the national fitness initiative, the competition encouraged participants to incorporate regular physical activity into their lives, fostering a spirit of camaraderie and community engagement.

First aid knowledge for emergency preparedness

Building resilience within the community, Motherson organised a First Aid Training session at its Langfang facility. This effort aimed to enhance individuals' preparedness to respond effectively to medical emergencies, ensuring they have the knowledge and confidence to assist others in critical situations. Additionally, Motherson conducted health check-ups over an entire week, providing participants with access to essential health screenings and consultations. By providing these resources, the initiative reinforced the importance of proactive health management and readiness in the face of emergencies.

Strengthening safety awareness

Safety is a shared responsibility, and Motherson's fire drill in Shanghai demonstrated the value of community preparedness for unforeseen crises. By simulating emergency response scenarios, the programme equipped participants with vital evacuation skills and life-saving knowledge that extend beyond the workplace. Such initiatives not only enhance individual safety but also contribute to building safer communities through collective awareness and readiness.

Impact on community well-being

Motherson's wellness and awareness initiatives have made a meaningful difference in communities across China. By addressing health, fitness, and safety comprehensively, these programmes have empowered individuals to prioritise their well-being and contribute to healthier, safer environments.



4. 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



Introduction

For Motherson, embracing environmental sustainability is not just a responsibility; it is a commitment to the communities it serves. The company actively addresses local and global environmental challenges by launching a range of ecological campaigns. These initiatives, ranging from waste reduction and tree planting to energy conservation and recycling, are designed to enhance air and water quality, reduce carbon footprints, and create healthier environments in which people can live and thrive.

Being part of these efforts enables Motherson to lead by example, fostering a culture of environmental awareness among its employees, partners, and the broader society. It also reinforces the belief that a clean, green, and safe environment is fundamental to human well-being. By championing collective action and unwavering support for sustainable practices, Motherson empowers communities to thrive with renewed vitality and cleaner air, cultivating resilient, flourishing environments that endure today and for future generations.

South Asia.

Environmental awareness campaigns

Motherson's Green Belt Initiative, in partnership with Gujarat Industrial Development Corporation (GIDC), Sanand, Gujarat, India, and the Catch Foundation, has significantly impacted local communities by transforming urban landscapes and fostering environmental responsibility. By planting 1,700 trees, including native species like Neem, Arjun, Pipal, Rain Tree, and Gulmohar, the initiative directly improves air quality, increases green cover, and supports biodiversity. These efforts help reduce urban heat, lower pollution levels, and create healthier, more pleasant living conditions for nearby residents.

The initiative actively engages community members, school students, non-profit organisations, and volunteers by providing them with saplings, planting tools, and hands-on training. This participatory approach empowers individuals with practical skills and instils a strong sense of environmental ownership and pride. Continuous monitoring and maintenance of the trees ensure long-term survival and ecological benefit, reinforcing the project's sustainability.



The company's association with the Catch Foundation has played a pivotal role in enabling these positive outcomes. With the mission to catalyse habit change for a cleaner and safer environment, these efforts have provided critical support through educational resources, expert guidance, and community mobilisation.



Waste management

The S.O.R.T. (Segregation of Waste for Recycling and Treatment) Project, launched in the National Capital Region (NCR) in 2017 and now operational across Mumbai, Pune, Chennai, and Bangalore, has established itself as a national benchmark for sustainable waste management in India. Centred on source segregation, composting, and recycling, the initiative reduces the volume of waste reaching landfills, curbs pollution, and encourages environmental responsibility within communities. Its strength lies in its inclusive and stakeholder-driven approach, ensuring that every group along the waste value chain is engaged and empowered.

The mechanics of S.O.R.T

The project adopts a comprehensive approach and provides a step-by-step manual for easy implementation, making it a scalable solution. The primary stakeholders, the residents, are engaged in source segregation, empowering them with the knowledge and tools to reduce waste generation. While parallelly reaching out to the Residential Welfare Associations (RWAs), who receive targeted training and hands-on support, enabling them to implement effective waste management systems within their communities and contribute to cleaner, more organised neighbourhoods. Schools and colleges, on the other hand, are also central to the initiative, serving as platforms to instil environmental awareness and responsibility among students, building eco-conscious behaviour from an early age.



Frontline stakeholder engagement

A key strength of the project lies in its focus on empowering frontline waste handlers. Waste collectors and sanitation workers are trained in proper segregation techniques, which enhance the quality of their work, improve their safety, and elevate their professional standing within the waste management chain. Simultaneously, informal ragpickers, often excluded from formal systems, are also brought into the fold through structured capacity-building and inclusion initiatives.

Scrap dealers and traders recognise the increased value in segregated recyclables, resulting in more efficient recycling networks and higher economic returns. At the same time, local non-profit establishments and social entrepreneurs involved in the initiative receive tools and support to work closely with the community, amplifying impact through grassroots action.

Digital transformation and expansion

In Kovalam, Chennai, the marine litter component of the project has strengthened fishing communities by providing them with waste diversion strategies and infrastructure to protect coastal ecosystems vital to their livelihoods.



Digital tools enhance traceability and transparency, while introducing micro composting and sanitation parks fosters innovation. These improvements promote social and financial inclusion, helping waste workers and community members gain stability and dignity.

Overall, the project has directly impacted over 366,000 individuals and indirectly benefited more than 1.1 million people, building a widespread culture of environmental awareness.

By addressing the needs and capacities of each stakeholder from household residents to informal workers, the S.O.R.T. Project has transformed waste management practices and strengthened community resilience, equity, and collective environmental stewardship.



Americas.

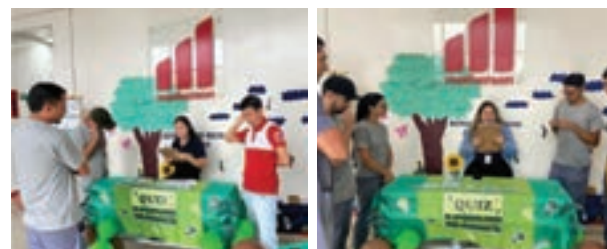
Environmental awareness campaigns

Environmental awareness campaigns are essential in educating and engaging the communities where we operate, motivating them to adopt sustainable practices. These initiatives focus on raising awareness of environmental challenges, promoting responsible behaviours, and encouraging collective action to create a healthier and more sustainable future for all.

One such initiative was the Earth Day celebrations organised by Motherson in Russell Springs, USA, with the underlying objective of encouraging community members to take an active role in preserving the environment. The celebrations included an inclusive community centre clean-up, discussions on creative ways to recycle waste, interactive workshops on sustainability, and tree-planting activities. In the exact location, we collaborated with Friends of Wolf Creek NFH, a nonprofit organisation, to raise awareness about the importance of conservation and managing our natural resources through volunteer-driven initiatives.

An innovative campaign to inspire community members to participate actively in environmental preservation is Garden Month, which focuses on enhancing local ecosystems, emphasising the importance of pollinators, while promoting creativity among community members.

To further promote environmental stewardship, we celebrated World Environment Day across our facilities in Mexico and the USA through various activities, including volunteers sharing informative messages via posters and artworks, while dressing in eye-catching green attire.



Motherson organised a similar weekend programme in Sterling Heights, USA, where employees cleaned up the local community centre and its surroundings, allowing our teams to make a meaningful impact on the local community.



In Atibaia, Brazil, the Environment Week campaign promoted environmental awareness through multiple expert-led discussions on focused topics, such as recyclable materials and solvent recycling, highlighting the importance of proper waste disposal and repurposing. Furthering sustainability efforts at this location, the Zero Paper Programme was launched to raise awareness and reduce paper use among local businesses in the region. In addition, Forest Protection World Day was celebrated at the local community centre, where decorations were made entirely from draft paper, drawing attention to the importance of conscious consumption. The event engaged community members in discussions on recycling materials and protecting natural resources for a greener future.



A multifaceted event was curated for Sustainability Week celebrations by the facility in Atibaia. The event included community engagement activities, such as the "Trash to Luxury" contest, which encouraged residents to find creative ways to showcase artworks crafted entirely from recyclable materials. Game days were also a popular part of the event, where employees ensured that recycled materials were at the heart of all activities. The event concluded with the organisation of the Sustainable Bazaar, an activation aimed at addressing overconsumption by repurposing everyday essentials, such as clothing, shoes, and accessories.



The Sustainability Week was also observed at our Monclova site in Mexico, where employees gathered to raise awareness about sustainable practices in their local communities. Our facility in Troy, USA, conducted a clean-up drive in the local children's park to inspire, motivate, and set an example of environmental stewardship.

Engaging children and youth for a sustainable future

Raising environmental awareness in childhood is crucial for cultivating a generation that values and protects the natural world. This is why, in Brazil, we leveraged Children's Day to launch a special campaign focused on water conservation awareness, making the occasion both fun and educational for the community.



To mark World Environment Day in Saltillo, Mexico, Motherson formed a Green Committee to lead awareness and engagement activities. Employees participated by wearing green and sharing eco-friendly tips at the community centre, while committee members visited Technical School #4 to promote environmental consciousness. They led sessions on the 3Rs (Reduce, Reuse, Recycle), distributed informative pamphlets, and planted trees with the students. The initiative concluded with a school recognition certificate, reinforcing Motherson's commitment to community and sustainability.

More such creative recycling projects, like the Trash Formation Contest, inspire communities to transform waste into valuable and artistic creations, encouraging community members to find innovative ways to reuse recyclable materials. These efforts resulted in the planting of 702 trees and the education of children on environmental conservation. Additionally, the Sustainability Awareness Campaign emphasised energy and water conservation through awareness materials, toolbox talks, and the introduction of OsWaltto - The Sustainable Ray, a superhero created to engage the local community members in sustainability efforts.



In Mexico, Motherson also engaged with a local secondary school, delivering an educational talk on environmental care and donating and planting trees to create a lasting impact. We organised a drawing contest for the community's children to encourage family involvement, encouraging creativity and a shared commitment to sustainability across generations.

Waste management and recycling

Demonstrating our commitment to sustainable responsibility, the company has implemented comprehensive waste management and recycling programmes across the Americas. From bustling cities to peaceful rural areas, these initiatives promote sustainability while positively impacting the communities we serve. One way to achieve this was by celebrating the World Clean Up Day in Northport, USA, to raise awareness on waste management. A community clean-up event was organised, which saw significant participation among the residents and our employees.

At our Newark, USA facility, a recycling drive was conducted to recycle cardboard waste, aiming to repurpose it, reduce environmental impact, promote sustainable waste management, and encourage eco-friendly practices within the community. We contacted the event management



committee at the local town hall near our Pacheco and Garin, Argentina site to replace the existing plastic tableware with silicone alternatives for all events and gatherings. A similar suite was followed at the 'Recycling with Art' contest, hosted by Motherson at the local community centre in Curitiba, Brazil, where participants were encouraged to create artwork made from restored materials. All these activities demonstrate how unconventional and creative initiatives can drive lasting impact on society.



To address the challenge of electronic waste management and ensure its optimal utilisation without posing risks to human health, Motherson has implemented a dedicated e-waste collection and disposal campaign at our location in Chihuahua, Mexico. A proper disposal channel has helped reduce hazardous waste, prevent pollution, and raise awareness about sustainable e-waste management.

Case Study.

Building a sustainable future through community and innovation

Motherson acknowledges the pressing environmental challenges faced by communities and actively responds through targeted initiatives focused on waste reduction, recycling, and awareness campaigns. The company contributes to a cleaner, safer environment for communities and its members by promoting responsible waste practices and supporting alternatives to single-use plastics.

Our facility in Curitiba, Brazil, has become a hub of creativity and dedication in environmental sustainability. Recognising the harmful impact of single-use plastics and improper waste disposal, the Curitiba team launched several innovative campaigns aimed at inspiring change and promoting responsible waste practices.

One standout initiative emerged during our Family Day event. Personalised mugs were distributed with the clear goal of replacing disposable plastic cups. This simple yet innovative gesture significantly reduced plastic waste while demonstrating how small shifts in behaviour can lead to meaningful environmental benefits.

We also sought to instil environmental awareness in the next generation. On Children's Day, we hosted a drawing campaign titled "What do you do to take care of water?" Through art, children shared their water-saving habits, offering insights that were as inspiring as they were heartfelt. From Millena

Amazonas sharing her practice of trash separation to Nicole Franco reminding us to turn off the tap while brushing our teeth, their responses were proof of the powerful role education plays in fostering environmental responsibility. One young participant, Lorenzo Klemp, captured the essence of the campaign by proudly writing that she "takes quick showers to avoid wasting the planet's water." These messages, unfiltered and straightforward, remind us that even the smallest efforts, when ingrained early, can lead to lifelong habits of care and mindfulness.

Taking sustainability a step further, Motherson Curitiba organised a "Recycle with Art" contest, where employees and their families joined forces to transform recyclable materials into creative artwork. The initiative was more than a competition; it became a shared experience that united the community, brought families together, and highlighted the value of rethinking waste. From imaginative sculptures to intricate designs, participants showcased the immense potential of items often discarded as waste.

Winners of the contest were celebrated with prizes, and their art was exhibited internally, serving as a vivid reminder of the endless possibilities of recycling. More importantly, the contest reinforced an invaluable lesson for all involved—we can breathe new life into materials we often overlook, conserving resources in the process.

Reforestation and tree-plantation

Motherson strongly emphasises environmental sustainability, dedicating significant efforts to reforestation and tree plantation initiatives. We strive to combat deforestation by actively restoring green spaces and increasing tree cover.

At the Huehuetoca plant in Monclova, Mexico, Motherson has taken the initiative to donate and reforest trees in the municipality, with a focus on key parks and main avenues. This effort makes the community greener, enhances public spaces, and contributes to a healthier environment for residents.



Additionally, employees at our facilities in Argentina and Brazil carried out multiple tree plantation drives to enhance local ecosystems. We restore natural habitats, provide shade, and combat climate change by planting trees in strategically selected areas.

Motherson reinforced its commitment to environmental sustainability at our Piedras Negras location in Mexico by celebrating Earth Day with a tree donation initiative at a local elementary school. This effort enhanced the school's green spaces and encouraged young students to adopt environmental responsibility from an early age.

Building on this commitment to educating future generations, the team distributed tree seedlings to kindergarten children at our Campo Alegre facility in Brazil. Through hands-on experience in planting and nurturing trees, the children gained valuable lessons on the importance of trees in maintaining a healthy ecosystem.



Motherson has partnered with the Arbour Day Foundation in San Antonio, Texas, to promote tree planting. Crape Myrtle and Sugar Maple seedlings were planted, encouraging residents to grow them at home or in local parks. This initiative benefits the San Antonio community by expanding green spaces and highlighting the vital role of trees in improving the environment, which leads to cleaner air and better overall well-being.

In Monclova City, Mexico, Motherson led a reforestation activity in the Monclova Eco Park, planting trees to enrich the local environment and support ecological well-being. In the exact location, a tree donation drive was launched in local schools, helping children understand the vitality of environmental conservation and develop an interest in ecology education.

To raise environmental awareness among the residents, Motherson, in collaboration

with the Gerontological Centre of Apaseo el Grande, led a reforestation initiative in the San Ignacio, Apaseo el Grande, Guanajuato community. The community of La Malinche in Puebla recently benefited from a large-scale reforestation effort, during which 500 trees were planted to restore the area's natural beauty, strengthen environmental resilience, and combat climate change while promoting biodiversity. Another large-scale initiative was the La Malinche National Park reforestation programme, which covers more than 45,000 hectares of forested area in the Puebla region of Mexico.

Due to deforestation and ecosystem degradation, the plantation drive was a necessary step towards restoring the region's diverse flora and fauna, which also serves as a vital water source for the cities of Puebla and Tlaxcala.





Case Study.

Building hope: animal welfare



Animal welfare

Mother'son's commitment to animal welfare extends across multiple locations, ensuring rescue shelters and vulnerable animals receive the support they need. In Chattanooga, USA, a donation drive was organised to provide pet food, toys, and essential supplies to local animal shelters, supporting their ongoing efforts to care for rescued animals.

Similarly, in Puebla, Mexico, food donations were made to Patitas Descalzas, an organisation that rescues dogs from abuse and neglect. Meanwhile, in Apaseo el Grande, Mexico, food donations were extended to Patitas Felices, a shelter caring for dogs and cats rescued from street situations. These initiatives directly contribute to their well-being, providing much-needed sustenance while they undergo rehabilitation.



In Jaguariúna, Brazil, an innovative approach was taken with the Plastic Cap Collection campaign in association with a local non-profit organisation, Xodó de Bicho. This initiative encourages the collection of plastic bottle caps to generate funds for purchasing pet food. With a generous collection of points across multiple cities, this ongoing effort highlights the power of community-driven action in supporting animals in need.



Similarly, Mother'son launched the 'Tampinhas da Theodora' campaign at our Curitiba location in Brazil to support animals in vulnerable situations. As part of this initiative, plastic caps were gathered from the community, and the proceeds from these caps were used to support the campaign funding.



At Mother'son, we believe that every animal deserves compassion, care, and the opportunity for a better life. Mother'son partnered with Homeless to Home Animal Rescue and Cat Sanctuary, a non-profit in Marion, Ohio, dedicated to preventing animal suffering and providing safety and second chances for those in need.

One of the most significant challenges facing Homeless to Home Animal Rescue and Cat Sanctuary has been the overpopulation of animals, coupled with limited resources to address this growing issue. The organisation, which relies solely on donations, also struggles with consistent funding, which poses a significant barrier to sustaining its mission.

Through its partnership with Mother'son, the sanctuary has made impactful strides. Key initiatives that were supported include the Spay and Neuter programme, which reduces animal overpopulation and mitigates the cycle of

homelessness. This effort is further strengthened by collaboration with the H.O.P.E. Clinic of the Wyandot County Humane Society, addressing immediate challenges while building a long-term solution.

Mother'son's contributions have also supported improvements to the sanctuary's facilities, creating a safer and more nurturing environment for the animals. Additionally, the organisation emphasises outreach efforts, promoting responsible pet ownership and raising public awareness about adopting animals in need.

By supporting this organisation, we aim to inspire meaningful change and foster a kinder world where animals are treated with the respect and care they deserve. Together, our collaboration is not just providing shelter for homeless animals, but also building hope and brighter days ahead.

Environmental awareness campaigns

Motherson has implemented several inventive strategies to raise awareness about the urgent need for environmental action, enhancing community engagement and inspiring collective efforts towards conservation and sustainability.

At our Starachowice facility in Poland, World Environment Day and World Earth Day were celebrated with an interactive eco-lesson for children. This session focused on sustainable practices, waste reduction, and the preservation of nature, instilling valuable lessons in the next generation.

Employees at our Nitra facility in Slovakia reached out to the community to encourage active participation in environmental causes. They raised awareness about critical issues such as climate change and ecological degradation and highlighted small but meaningful actions, like growing microgreens, to promote sustainability. The celebrations also featured impactful activities, such as tree plantation drives and community clean-up initiatives, to inspire tangible action.



In France, the “Climate Fresco” initiative engaged participants in team-based activities, enhancing their understanding of climate change through interactive and educational games. These activities at the Harnes Technical Centre provided valuable insights into the impacts of climate change.

In Istanbul, Turkey, awareness training and recycling campaigns were rolled out. Educational sessions and informative boards highlighted the importance of nature conservation, encouraging individuals to adopt sustainable habits in their daily lives.



Through these initiatives, Motherson continues to lead the way in promoting environmental stewardship, empowering communities, and driving sustainable change.

Effective waste management

Effective waste management is crucial in creating cleaner, healthier environments and securing a sustainable future for everyone. Responsible disposal and resource recovery reduce pollution and enhance community well-being. Several initiatives to minimise waste and promote recycling have been implemented in this region, supporting ecological balance while enhancing local living conditions.

Driving energy efficiency and innovation in operations

Motherson has undertaken multiple initiatives to enhance environmental sustainability, championing energy-efficient technologies and innovation in operations. By advocating for systems such as hydraulic and mould cooling technologies powered by IE4 energy-efficient engines, the company is setting higher benchmarks for corporate responsibility while inspiring other manufacturers to adopt cleaner energy solutions for a sustainable future.



Awareness campaigns promoting the adoption of LED lighting were conducted in Oldenburg, Germany, last year, targeting office and manufacturing facilities. These efforts significantly reduced energy consumption across regional production facilities, helping to curb greenhouse gas emissions. A similar initiative was launched in Martorell, Spain, focusing on staff locker rooms in local plants. This campaign promoted energy-saving alternatives, leading to significant reductions in energy consumption.

Additionally, in Oldenburg, Germany, a transition to paperless shipping documents was implemented, enhancing operational efficiency while contributing to environmental sustainability. This shift streamlined workflows and reinforced the company's commitment to a greener, more sustainable future.

Through these measures, Motherson continues to drive energy efficiency, push the boundaries of innovation, and inspire industry-wide change towards a more sustainable tomorrow.

Engaging children and youth

Motherson's Czaplinek facility in Poland hosted an eco-conscious family picnic at the school building on Słoneczna Street. The event brought families together through ecological workshops, interactive educational sessions, and artistic activities for children. Lectures on water ecology and the history of fishing added an insightful touch, inspiring stronger social bonds and a shared commitment to environmental awareness.



At our Drawsko Pomorskie facility in Poland, a campaign aimed at the younger generation invited kindergarten children to learn about environmental protection. The event featured engaging activities, including a hands-on tree planting session in the local park and interactive plays centred on conserving the environment. These efforts not only educated the children but also inspired a deeper connection to nature and sustainability.



Through these initiatives, Motherson continues to empower children and youth, helping to shape a future generation committed to protecting the environment.

E-waste recycling initiatives

In Panevėžys, Lithuania, the community-driven initiative We Sort was launched to promote responsible electronic waste disposal. This project encouraged residents to collect small electronic devices and batteries, helping to prevent harmful pollutants from contaminating the environment. To incentivise participation, the collected items were weighed and converted into points with monetary value. The funds generated were donated to individuals in need of financial assistance, merging ecological responsibility with social support.



Facilities in Lithuania and Slovakia have taken significant steps towards fostering cleaner communities through responsible recycling. Residents in Panevėžys and Klaipėda collected small electronic devices and batteries to prevent hazardous waste from entering landfills, thereby protecting the environment and public health.

In Nitra and Bratislava, Slovakia, educational campaigns were introduced alongside dedicated recycling bins for the disposal of batteries. These initiatives improved access to proper disposal methods while raising awareness about the importance of reducing hazardous waste. These programmes create long-term environmental benefits by empowering communities with the tools and knowledge to adopt sustainable habits.

Through these innovative efforts, Motherson continues to champion effective waste management and e-waste recycling, driving positive environmental and community impact.

Community clean-up drives

Motherson actively contributes to cleaner and healthier communities by organising environmental clean-up initiatives across European regions. In Nitra, Slovakia, and Meerane, Germany, World Clean-Up Day was celebrated by bringing together the local community members to clear waste from surrounding areas, ensuring a healthier environment for all. This initiative not only removed litter but also inspired a sense of collective responsibility for maintaining public spaces. Similar efforts took place at other facilities in Germany, where employees participated in clean-up events around their workplaces, strengthening community bonds and promoting environmental awareness.

In Bötzingen, employees dedicated their lunch breaks to removing waste from the community area near the facility, filling numerous rubbish bags, and even recovering a discarded bicycle from the bushes. Efforts like these set a great example in bringing about systemic change and being responsible citizens.

Similarly, a clean-up event was organised in Palmela, Portugal, to remove waste from surrounding community facilities, ensuring residents have a healthier and more pleasant environment.

In Kempele, Finland, a community-led trash-picking campaign was organised to mark World Environment Day. This initiative encouraged residents to actively participate in cleaning public spaces, resulting in a healthier and more pleasant environment for everyone. Meanwhile, in Bruchköbel, Germany, a trash-picking initiative was organised, and volunteers worked together to remove litter from the area, supporting local sustainability goals and encouraging ongoing community involvement in the upkeep of public spaces.



In Stuttgart, Germany, a garbage collection campaign was conducted around the office premises, resulting in the removal of more than ten bags of waste from the surrounding areas. This initiative promoted a sense of collective responsibility and encouraged residents to participate in environmental conservation efforts, ultimately enhancing the overall quality of life in the community.

Motherson led a waste collection campaign in Tschirn, Germany, to remove litter from the surrounding environment. The effort helped prevent environmental hazards, improved the town's visual appeal, and fostered a shared sense of responsibility for sustainability among community members.



In Gölcük and Yeniköy, Turkey, a clean-up initiative led to the collection of waste from the neighbourhood. This effort enhanced the local environment, resulting in cleaner and safer public spaces for the community. It also encouraged community members and their families to participate actively in environmental sustainability.



A similar clean-up initiative in Karlsruhe, Germany, was conducted as part of the Vaastu Refurbishment Project. Along with improving their respective workspaces, old furniture was donated to the local community, including a carpentry workshop. Donating furniture to local plants and a carpentry workshop supported community resources, providing essential materials for reuse and repurposing.

In Medina, Spain, a road cleaning campaign was organised to remove plastic waste from roads around Medina de Rioseco. The project benefited the community by enhancing public spaces and raising awareness about responsible waste disposal.



In Michelau, Germany, efforts were made to clean and maintain the public area of the BUND Naturschutz Lichtenfels association. This initiative not only helped preserve the natural habitat for the local community but also enhanced the surrounding environment.

In Berlin, Germany, a monthly clean-up initiative was conducted to maintain a waste-free environment, focusing on the areas surrounding the facility and the nearby community areas.



Plastic recycling and repurposing

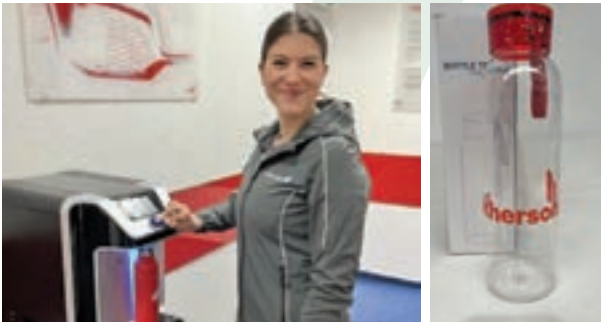
To address the growing concern of plastic pollution and promote more sustainable practices, Motherson's facilities across the European regions have launched a range of impactful initiatives to reduce plastic waste and foster environmental awareness within their communities.

In Klaipėda, Lithuania, a local initiative was undertaken to reduce environmental pollution by collecting plastic bottles for recycling using designated containers. The proceeds generated from recycling were donated to individuals in need of financial assistance, creating a dual impact that promotes environmental sustainability and supports community welfare. A similar Pet bottle collection initiative was also introduced at the exact location to address the prolonged decomposition period of plastic waste and redirect its value towards social causes.



Our facilities in Turkey, Germany, Slovakia, the Czech Republic, Portugal, France and Spain implemented a sustainable initiative to reduce plastic waste by replacing plastic bottles with glass alternatives. This initiative aimed to reduce plastic consumption, promote eco-friendly practices, and foster long-term waste reduction within the community.

In Oldenburg and Neustadt, Germany, water dispensers were installed within the factories in the nearby regions to discourage the use of plastic bottles and cans. These systems provide free and convenient access to clean drinking water, allowing employees to refill reusable containers. Likewise, to address this widespread plastic consumption, our



Starachowice, Poland facility introduced BPA-free Tritan water bottles for associates working in the factories around the area, reducing waste within the large workforce by minimising the use of single-use plastic bottles. Another approach to reducing plastic waste was implemented in the exact location, replacing plastic cups with paper. By transitioning from plastic daily essentials to sustainable alternatives, we aim to collectively contribute to a cleaner environment and inspire a ripple effect among our peers.

In Oldenburg, Germany, Plastic Bag-Free Day was observed by promoting sustainable alternatives to plastic bags. Jute bags were offered to local vendors as an eco-friendly substitute, encouraging the reduction of plastic waste. The proceeds from this initiative were donated to the Ronald McDonald House, which supports families with children in the hospital by providing them with a place to stay close to their loved ones, thereby easing both financial and emotional burdens.

Another creative campaign, also located at the exact spot, focused on recycling tote bags by transforming discarded materials into reusable ones. The project encouraged eco-friendly habits, reduced reliance on single-use plastics, and raised awareness about the importance of recycling. It had a positive impact on community members by highlighting the value of upcycling waste materials into practical, reusable items.



In Gondrecourt, France, the 'Box Inox' initiative was introduced to eliminate single-use containers. This initiative significantly reduced waste by replacing disposable packaging with reusable stainless-steel containers, promoting sustainable consumption habits.

Aquatic ecosystem clean-up drives

Maintaining the cleanliness of all water bodies is fundamental to preserving the environment. In support of this objective, a large-scale clean-up of Drawskie Lake in Czaplinek, Poland, was organised by divers from Euforia Dive, Sail and Surf, focusing on removing waste from the lakebed and surrounding quay areas. Volunteers, including local divers and employees from Motherson, actively contributed to restoring the lake's natural beauty and enhancing water quality. The initiative made a significant contribution to environmental sustainability while raising awareness about the importance of protecting aquatic ecosystems.



In Michelau, Germany, a community-driven clean-up initiative took place, with efforts focused on maintaining the cleanliness of the Main River. Wasserwacht Michelau, a local charity, supported the initiative, with volunteers dedicated to preserving the local environment, alongside community members and our employees who were on the frontline in the drive.

In Germany, on World Oceans Day, a clean-up initiative was organised along the coast of the North Sea in Dangast. Volunteers collected waste from the beach, helping reduce waste and protect the local marine environment. A similar beach cleaning initiative was also carried out in Palmela, Portugal, focusing on removing waste and plastic from the shoreline to prevent contamination of natural habitats and reduce ocean pollution. The clean-up effort enhanced the beauty and safety of the beaches, inspiring residents to maintain clean public spaces.



Another campaign in Bötzingen, Germany, saw a dedicated canal cleaning initiative by the Bötzingen volunteer fire brigade, with members working together to clean up the Riedkanal within the area. Their efforts included trimming overgrown trees and removing accumulated waste, helping to restore the canal's natural flow and improve the surrounding environment. Additionally, in recognition of their dedication to the community and environmental care, Motherison contributed to supporting their ongoing initiatives.

Restoring nature

To address the waste being carried into nearby forests on windy days, a catch net was installed in Schierling, Germany, to contain garbage and prevent its spread. Strong winds had previously caused litter to accumulate in natural areas, posing a threat to local ecosystems and wildlife. With the installation of the net, waste pollution has been significantly reduced, helping to maintain cleaner and healthier nature parks and forests.

In Turkey, a waste collection initiative was implemented to protect the environment and raise awareness about environmental sustainability in national parks. By actively participating in this initiative, community members helped preserve the diminishing natural spaces and fostered a sense of ecological responsibility.

Recognising the crucial role of bees in biodiversity, agriculture, and vegetation, Motherison celebrated World Bee Day at its Karlsruhe site in Germany. The event aimed to raise awareness about the significance of bees in environmental sustainability. As part of the initiative, Motherison organised a communication campaign and a quiz to educate residents on the challenges facing bee populations. The company also supported sustainable practices by purchasing honey jars in collaboration with a local honey supplier.



At our Oldenberg plant in Germany, Motherison welcomed four bee colonies, with two placed in Oldenburg and two in Emden, as part of its commitment to environmental sustainability. These initiatives emphasised the importance of protecting pollinators and biodiversity, encouraging local members to engage actively in ecological preservation.



Best out of waste

In Panevėžys, Lithuania, production waste was donated for an art installation that transformed discarded materials into creative expressions-this initiative aimed to promote recycling by repurposing defective or used items into artistic exhibits.



In Igualada, Spain, a special initiative was carried out on St. Jordi's Day, where biodegradable materials were used for the traditional rose gifts. By choosing biodegradable materials, the initiative contributed to protecting the planet while maintaining the cultural significance of the celebration.



In Teruel, Spain, a sustainable waste management initiative was introduced to repurpose used coffee capsules at the community centre. The initiative aimed to give a second life to the capsule components: coffee grounds could be repurposed as fertiliser for agriculture, plastic packaging could be crushed and transformed into new objects, and aluminium, being infinitely recyclable, could be converted into various everyday items.

Case Study.

Community, care, and conservation: A collaborative effort to protect our planet

Guided by the conviction that meaningful change begins within the community, a remarkable partnership was formed in Azeitão, Portugal. Motherison joined hands with a local scout group to champion environmental stewardship and inspire collective action. Together, they collaborated with national organisations responsible for safeguarding beaches and forests to organise a significant waste collection initiative in the Serra da Arrábida, a protected natural area near one of Motherison's plants.

The clean-up drive was a testament to the power of collaboration. The scout group took charge of managing all administrative and safety procedures, while Motherison ensured the provision of essential materials and rallied support from sponsors, laying the groundwork for success. The initiative was introduced to employees and the local community. Remarkably, 150 participants joined the cause, each contributing a symbolic €1 donation to support the scout group's ongoing efforts and transportation needs. The collective spirit demonstrated during the clean-up was nothing short of extraordinary, with families, children, and individuals coming together to preserve nature's beauty.

But this partnership extended far beyond the clean-up drive. Recognising the scout group's vital role in nurturing young environmental stewards, Motherison took significant steps to support their infrastructure. The scouts sought help to restore and renovate key areas of their headquarters, including the shed, surrounding walls, and entrance gate. These spaces serve as hubs for essential community programmes involving children as young as six years old, fostering education, leadership, and environmental awareness. Leveraging its network of partners, Motherison ensured the successful completion of these much-needed repairs, creating a safe and welcoming environment where future generations could thrive.

The presence of family units and children during the event lent a reflective and hopeful energy to the initiative. Parents and young participants came away with a shared understanding that the health of our planet depends on the choices we make every day.

Protecting the planet is a shared responsibility, and by working together, we can nurture a culture of mindfulness and sustainability that leaves a brighter legacy for future generations.



Tree plantation

Motherson prioritises environmental sustainability by actively promoting reforestation and tree plantation initiatives, such as planting trees and restoring green spaces.

On International Earth Day, a tree-planting event was organised in Panevėžys, Lithuania, bringing together volunteers and children from the local community to plant trees in designated areas, making the community a greener and more sustainable space for its members. In Tallinn, Estonia, a tree-planting initiative was organised to raise awareness about environmental conservation and the importance of forest protection.



In Oldenburg, Germany, a meaningful tradition has been established where every retiring associate plants a tree in the downtown nature park with their spouse as part of the farewell ceremony. This practice creates a lasting legacy, reinforcing the importance of green spaces and sustainable living.

In Schierling, Germany, palm trees were planted to enhance the common break area for all sites in the region, creating a more inviting and relaxing space for visitors and the workforce. The increased greenery supports biodiversity and provides a small but valuable contribution to climate resilience.

A Silver Linden tree was planted to enhance the green spaces near our Goettingen facility in Germany. This tree species is known for its exceptional environmental benefits, including improved air quality and increased carbon dioxide absorption.

Reforestation and reviving natural habitats

In Radomierz, Poland, a large-scale tree-planting initiative was carried out in collaboration with Forestry “Śnieżka” Janowice Wielkie. One thousand three hundred new trees were planted, reinforcing the importance of environmental sustainability and community-driven conservation efforts. By involving the local population of Janowice Wielkie, the project also inspired greater awareness of reforestation and the need for long-term ecological balance.

In Bruchköbel, Germany, a reforestation effort was undertaken to restore the local forest ecosystem. Around 200 trees were replanted, contributing to environmental conservation and reinforcing the region's natural resilience. By reviving tree cover, this initiative supports biodiversity, strengthens soil stability, and helps regulate the local climate.

In Starachowice, Poland, a family-friendly environmental initiative was organised, bringing together workers in the region and their families for a forest clean-up activity. The event aimed to foster ecological awareness by encouraging participants to contribute actively to the restoration of natural spaces. This effort directly benefited both the participants



and the broader community by revitalising green spaces and promoting responsible environmental stewardship.

Animal welfare

Motherson is committed to supporting animal welfare by partnering with various shelters and animal protection organisations across different regions. Our efforts aim to improve the lives of abandoned, abused, and homeless animals by providing them with the care and resources they need to thrive.

In Starachowice, Poland, we donated doghouses to a local shelter that provides a haven for homeless dogs, ensuring they have a warm and comfortable place to stay. In Kempele and Oulu, Finland, we organised a food donation for homeless cats through the Popopet Association, which works tirelessly to find foster or permanent homes for animals in need while supporting foster families with basic expenses. Our team in Mlada Boleslav, Czech Republic, contributed a financial donation to support local animal shelters, providing much-needed funds to help care for abandoned animals.



In Barsinghausen, Germany, we supported the local animal shelter with a food donation to help sustain their ongoing efforts. Our team in Stuttgart, Germany, further demonstrated its dedication to animal welfare by donating the proceeds from a Christmas raffle to SilberPfoten. This organisation helps older adults care for their pets, preventing the heartbreaking separation caused by health or age-related issues.

We also provided hands-on support in Bruchköbel, Germany, where a team painted 18 dog kennels at the Gelnhäuser Animal Shelter to improve the daily living conditions for the animals. In Palmela, Portugal, we organised a food and supplies collection for the local rescue organisation O Abrigo da Mãozinhas, assisting them in their mission to care for abandoned animals.

In Martorell, Spain, we donated medical supplies, including gauze, bandages, and alcohol, to improve animal care at local shelters. Our team in Nitra, Slovakia, initiated the “Paws of Hope” project, collecting donations for animal shelters to help support abandoned and abused animals. Finally, in Tallinn, Estonia, we visited a non-profit animal shelter, where we provided support and donations to help them continue their essential work in the community.

To support the overcrowded animal shelter in Dyminy, Poland, Motherson organised a donation drive during a Family Picnic to raise awareness about the shelter's challenges. The initiative helped highlight the need for community support and resulted in the donation of five large kennels to improve conditions for the dogs and cats in care.

Southeast Asia, Australia, Japan.

Waste management and clean-up drives

Proper waste management is crucial in creating cleaner and healthier surroundings while ensuring a sustainable future.

In Rayong, Thailand, a targeted initiative was launched to enhance waste management practices and promote environmental sustainability within office spaces and cafeterias in the nearby plants and sites. By introducing separate waste bins and conducting educational sessions, employees were encouraged to adopt responsible disposal behaviours. Recyclable materials collected through this programme were sold, with the proceeds reinvested into community support initiatives, benefiting both the environment and residents.

Echoing this community-centred approach, in Yesan, South Korea, participants engaged in an eco-friendly river purification initiative using EM ball throwing, which helped improve water quality and restore the local ecosystem. This activity supported ecological renewal and fostered greater awareness around water conservation. By revitalising the river, the initiative enhanced the well-being of the local community, providing cleaner water and a healthier natural environment for residents.



Recycling

In Busan, South Korea, a work clothes recycling campaign was introduced to reduce textile waste and encourage sustainable practices within the workplace. By repurposing old uniforms, the initiative minimised waste and promoted responsible resource management. Residents were actively engaged, fostering a culture that prioritised sustainability and conscious consumption. This collective effort contributed to reducing landfill waste, raising environmental awareness, and inspiring broader community involvement in eco-friendly practices.

Further advancing sustainability goals, a creative reuse initiative was undertaken in Santa Rosa, Philippines, where used wooden pallets were donated to local government units. These pallets were transformed into affordable furniture for schools, directly benefiting students at Binan National High School, and used to construct temporary footbridges in flood-prone areas near Laguna Bay. This sustainable use of production waste reduced environmental impact and addressed community needs by improving educational infrastructure and enhancing mobility in vulnerable areas.

Together, these initiatives demonstrate how resourceful recycling efforts can empower communities, strengthen resilience, and promote long-term environmental stewardship.



Energy saving

Reducing energy consumption plays a vital role in advancing environmental sustainability. By using energy more efficiently, communities can minimise their ecological footprint, slow the pace of climate change, and promote a cleaner, healthier environment for future generations.

In Busan, South Korea, the company launched a dedicated campaign to commemorate Earth Day, promoting energy-saving practices in daily life. This initiative focuses on raising environmental awareness and encouraging simple, practical actions that individuals can take to reduce their energy footprint, such as switching off unused electronics, reducing air conditioning use, and utilising natural light. The campaign helped minimise unnecessary energy consumption by cultivating long-term behavioural change, ultimately supporting climate goals and contributing to a healthier, more sustainable local environment.

These actions support a cleaner future and foster a culture of responsible energy use in the broader community.

Reforestation

In Rayong, Thailand, a large-scale reforestation initiative, “Let’s Zero Together”, was carried out to honour Her Majesty Queen Sirikit, the Queen Mother. Under the theme of industrial development towards carbon neutrality, 99 rai of trees (equivalent to 1,600 square metres) were planted to symbolise a commitment to a sustainable future. This initiative contributed to environmental restoration and carbon offsetting while promoting ecological awareness among participants.



A tree-planting project was carried out in the exact location to restore the ecosystem and support biodiversity. The activity involved community volunteers who helped plant trees within the industrial area, gaining hands-on experience and understanding of the importance of trees in maintaining environmental balance. This initiative supported climate change mitigation efforts and raised ecological awareness among participants, ultimately benefiting the wider community.

China.

Environmental awareness campaigns

Across various locations in China, World Environment Day was celebrated through a series of campaigns aimed at promoting greater awareness and commitment to environmental responsibility. Engaging over 580 participants, these initiatives aimed to inspire sustainable practices within the workplace and the broader community. Among them, a notable campaign in Chongqing, China, focused on educating employees on key environmental topics, including energy management, reducing carbon footprints, and ecological protection.

In Shanghai, China, Motherson promoted environmental awareness by distributing potted plants to the residents, encouraging them to design and care for their plants creatively. This hands-on activity helped foster a deeper appreciation for nature while reinforcing the importance of individual responsibility in environmental protection.

Clean-up drives

In Xianghe and Dachang cities, Motherson supported a community clean-up effort aimed at reducing environmental pollution and enhancing public spaces. Residents participated in collecting litter, contributing to a cleaner and healthier environment.

Meanwhile, in Langfang, a clean-up drive targeting community centres and parks focused on reducing pollution and enhancing public space. Roads and grassy areas were cleared of waste, making them more hygienic and visually appealing. These combined efforts had a meaningful impact on the community, improving quality of life, raising environmental awareness, and promoting a shared sense of responsibility for maintaining clean and green public spaces.

Waste management

Community-oriented environmental initiatives were launched in Hefei, China, to promote cleaner, healthier surroundings and sustainable waste practices. In Hefei, a garbage sorting and waste cable recycling programme was introduced to reduce environmental pollution and encourage responsible disposal. By minimising landfill waste and harmful emissions, this initiative supported environmental sustainability and fostered eco-conscious habits among residents.



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