



Global Citizenship Report.

2025-2026

#MakingA



Difference



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About Motherson.

Motherson is a diversified global design, engineering, manufacturing, assembly and logistics (D.E.M.A.L.) specialist, delivering full-system solutions to customers across a wide range of industries. With a robust network of over 450 state-of-the-art facilities across 47 countries, and a dedicated workforce of more than 200,000 professionals, Motherson is continually working towards its vision of being a globally preferred sustainable solutions provider for its stakeholders. The group recorded revenues of USD 22.9 billion in 2025-26 and is ranked among the top 15 automotive suppliers worldwide.

As a trusted partner to OEM customers, Motherson offers an extensive, versatile product portfolio spanning the entire spectrum of the mobility industry. This includes passenger and commercial vehicles, two- and three-wheelers,

rolling stock, off-highway vehicles, earthmoving, material-handling and agricultural machinery. Its product range encompasses electrical distribution systems, fully assembled vehicle interior and exterior modules, rear-vision systems, moulded plastic parts and assemblies, injection-moulding tools, rubber components, lighting systems, and machined metal products.

Beyond the automotive sector, Motherson has strategically diversified into industries including aerospace, consumer electronics, health and medical, renewable energy, and logistics. This expansion reflects the Group's adaptability and unwavering commitment to meeting its customers' evolving needs.

Learn more about Motherson's journey at www.motherson.com.



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 long-standing commitment to the social dimension of its credo, established in 1995. This mission is deeply embedded in how Motherson operates and engages with communities across geographies.

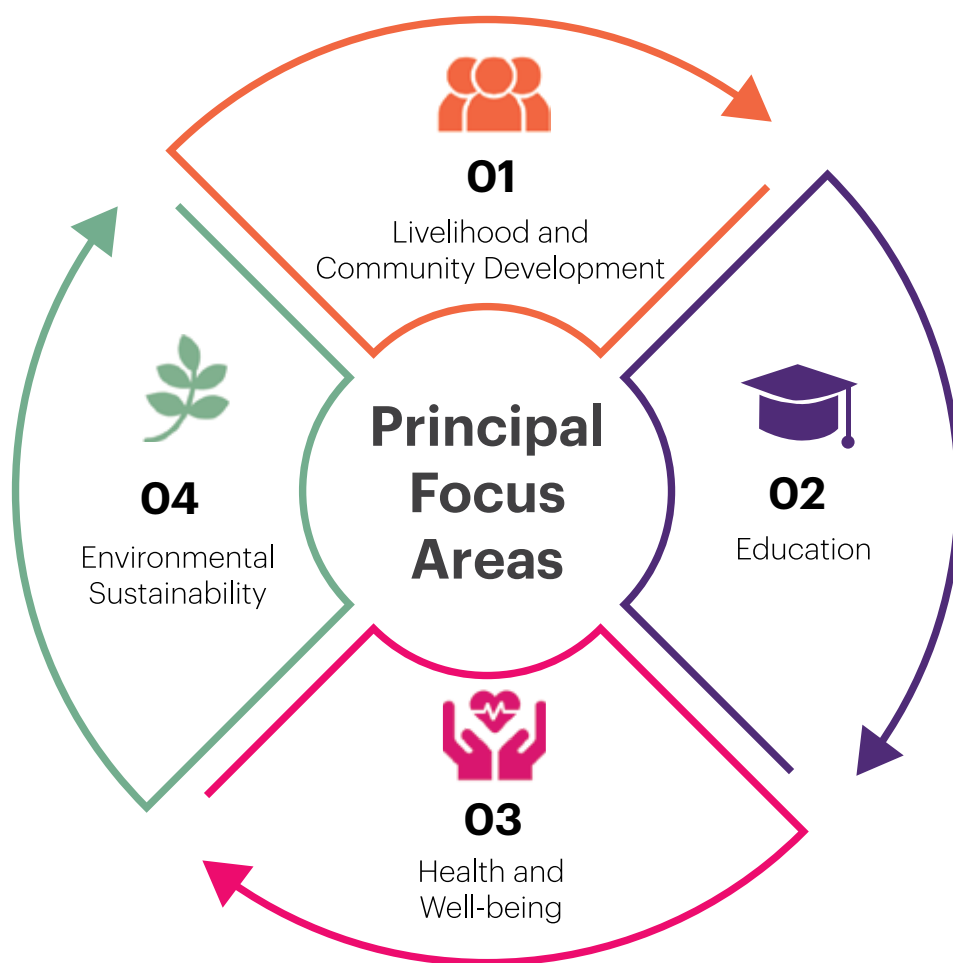
Guided by this approach, the strategy focuses on creating meaningful impact by leveraging the organisation's capabilities, resources, and partnerships. Initiatives are designed not only to

address immediate needs but also to enable long-term progress, ensuring sustainability and scalability of their outcomes.

Through this integrated and purpose-driven approach, Motherson continues to strengthen communities, improve quality of life, and deliver lasting positive impact across the regions it serves.



Global Citizenship Strategy.



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

Motherson remains committed to responsible business practices and actively contributes to the communities in which it operates. Its initiatives are thoughtfully designed to address specific local needs, creating meaningful and lasting impact in the lives of those it serves. While spanning diverse areas, these efforts are anchored in four core priorities: livelihood and community development, education, health and well-being, and environmental sustainability. By aligning these initiatives with the Sustainable Development Goals, Motherson channels its efforts towards addressing global challenges while driving sustainable and inclusive progress.

This Citizenship Report highlights the collective efforts of Samvardhana Motherson International Limited and Motherson Sumi Wiring India Limited in fulfilling their Corporate Social Responsibility obligations under the Companies Act, 2013. The detailed CSR disclosures for the financial year ended 31 March 2026 are presented in the respective Annual Reports for FY2025-26.

Through these combined efforts, Motherson continues to deliver meaningful impact, guided by its commitment to corporate citizenship, responsible growth, and long-term value creation for society.





01. Livelihood and Community Development

- Imparting special knowledge and fostering employability by developing vocational skills, especially among youth
- Supporting charitable institutions that focus on different segments of society and promote general community development
- Organising fundraising events for specific beneficiaries in the community
- Developing community infrastructure
- Organising open-door events to educate citizens on specific industries and make them aware of potential work opportunities



A man with a beard and mustache, wearing a high-visibility safety vest over a dark shirt, is working on a vehicle. He is looking towards the camera. The background shows parts of the vehicle and some equipment. The image has a warm, orange-toned overlay.

Introduction

At Motherson, community development and livelihood enhancement programmes are integral to the way we operate. We believe that growth is meaningful only when it is shared. By embedding social responsibility into our relationship with communities, our engagement evolves through presence, participation, and shared purpose. We continue to work closely with communities for a sustainable, equitable and inclusive future by upskilling, empowering and supporting those in need.

We recognise that livelihoods do not exist in isolation; they are shaped by the systems, ecosystems, and opportunities that surround people. Our approach to livelihood and community development is guided by the belief that lasting progress emerges when individuals, communities, and institutions grow in tandem.

Through locally rooted initiatives, we work alongside communities to address immediate needs while also contributing to long-term resilience. Whether through training programmes, skill enhancement, donation drives, or community partnerships, our efforts are guided by relevance, responsiveness, and commitment to addressing the hardships faced by local communities.

In this way, community development becomes part of the society at large in which we operate. Motherson's work with communities is rooted in sustaining everyday life, building skills that open doors, creating livelihoods that offer stability, and strengthening local systems that support people over time. By staying connected to community realities and responding with relevance and consistency, we aim to create environments where individuals and families can build resilience and move forward with confidence.



South Asia.

Skill development

Motherson believes that skill development is fundamental to empowering communities and creating sustainable livelihood opportunities.

Continuing its long-standing partnership with Sambhav Foundation, Motherson has been supporting the Swarn Lata Motherson Centre for skill development in Noida, Uttar Pradesh, India, since 2019 as a flagship employment-linked initiative focused on youth from marginalised and underserved communities. Over the years, the centre has trained and certified thousands of candidates while facilitating employment opportunities across diverse industries.

Building on the positive impact of the initiative, the programme was further expanded to Chennai, Tamil Nadu, with the inauguration of a state-of-the-art Skill Development Centre in August 2025. Together, these centres continue to equip youth with technical knowledge, practical exposure, and workplace skills, enhancing their employability and supporting long-term socio-economic development.

Experiential skill development project

On-the-Job training model

As an extension of this collaboration, Motherson and Sambhav Foundation also continued the Experiential Skill Development (On-the-Job Training) programme across several locations in India - Noida in Uttar Pradesh, Chennai in Tamil Nadu, Gorantla in Andhra Pradesh, and Sanand and Becharaji in Gujarat. A flagship initiative under Motherson's skill development thematic area, the project focuses on developing industry-ready talent through a 'Learn & Earn' model that combines classroom learning with hands-on practical exposure at manufacturing facilities.

The initiative primarily supports youth aged 18-26 years from economically weaker and underserved communities, including candidates with educational backgrounds such as completing Grades 10 and 12, ITI-certified trainees, diploma holders, and bachelor's degree holders. This programme is designed to bridge the gap between formal education and employability by strengthening technical competencies and soft skills through practical industrial exposure. Training is imparted across a diverse range of trades like Automotive Paint Shop Assistant, Automotive Assembly Operator, Plastic Moulding Technician (Operator), CNC Operator Machining Technician and Stitching Operator.



The project is implemented through the following activities:

- **Mobilisation, screening and selection:**

The programme includes mapping and identification of target geographies and marginalised communities, followed by a multi-stage screening and selection process to ensure the selection of suitable trainees. The process includes counselling, parent interactions, drives in colleges and document verification.

- **Training:** An initial seven-day classroom training programme is conducted near trainees' base locations, focusing on foundational technical and workplace skills. This is followed by structured training programmes aligned with Qualification Packs (QPs) and National Skills Qualification Framework (NSQF) standards, delivered through a combination of classroom learning and practical exposure. The curriculum integrates technical competencies, soft skills, and workplace readiness to prepare trainees for evolving industrial demands.

- **Deployment:** Trainees who successfully complete the 7-day classroom training are deployed to manufacturing units across various locations, including Noida, Chennai, Sanand, Becharaji, and Gorantla. They further develop their skills through an on-the-job training model, gaining hands-on experience and practical exposure in a real-world manufacturing environment under the guidance of industry professionals.

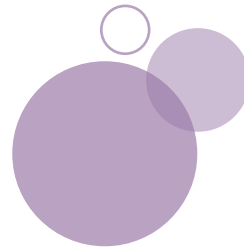
- **Assessment and certification:** Trainees undergo internal and external theoretical and practical assessments to evaluate competency levels and learning outcomes. Successful candidates receive industry-recognised certifications to strengthen employability.

For several years, Motherson's collaboration through these skill development initiatives has continued to strengthen communities by preparing youth for evolving industrial requirements and enabling access to skill-based employment opportunities.

Through its continued partnership with the Sambhav Foundation, Motherson is helping create pathways to employment for young people from underserved communities, strengthening local economies while supporting inclusive and sustainable development.



Inauguration of Swarn Lata Motherson Skill Development Centre in Tamil Nadu, India.



Practical, on-site training for trainees in Noida, India.



Computer assisted classroom learning for trainees in Noida, India.



Olympic Gold Quest project

Motherson continues to support India's sporting talent through its partnership with Olympic Gold Quest (OGQ), a high-impact programme focused on nurturing Olympic and Paralympic athletes across multiple disciplines. Driven by the belief that sports can create opportunities, inspire youth, and enable global excellence, the initiative aims to bridge the gap between sporting potential and world-class training and support systems.

Through the programme, support is extended to athletes across disciplines including archery, athletics, badminton, boxing, judo, shooting, table tennis, weightlifting, and wrestling. Many of the athletes come from underserved and marginalised communities and are identified early based on their potential. The initiative enables them to benefit from professional coaching, infrastructure, and developmental opportunities that may otherwise remain inaccessible.

The programme strengthens every aspect of an athlete's journey through specialised coaching, advanced training programmes, participation in international tournaments and training camps, and customised sporting equipment. Para-athletes are also provided with tailored support suited to their requirements. In addition, athletes benefit from sports science interventions including physiotherapy, strength and conditioning, nutrition guidance, sports psychology, injury management, rehabilitation, and medical support to help maintain long-term fitness and competitive readiness.

The impact of the initiative continued to be reflected through strong performances of our athletes at major international championships throughout the year. At the 2025 World Championships, athletes supported under the initiative secured medals in rifle shooting and rapid-fire pistol events. The championship also marked a historic milestone with India securing its first-ever medal in the Men's 25m Rapid Fire Pistol event.

Athletes also delivered notable results across other international tournaments. In badminton, athletes secured

podium finishes at global championships, including a silver medal in the men's singles category at the 2026 All England Open Championships in Birmingham. In weightlifting, athletes achieved podium finishes at the World Weightlifting Championships in the women's category, further strengthening India's global sporting presence.

Para-athletes supported under the programme continued to achieve significant success across sprinting, high jump, javelin throw, and para-badminton events at international championships. During the year, they secured gold, silver, and bronze medals across multiple categories, while para-badminton players delivered strong performances in singles and mixed doubles events. The championships also witnessed key milestones for Indian para-badminton, including consecutive world championship final appearances and maiden singles final appearances by young Indian para-athletes.

Through its continued support to OGQ, Motherson remains committed to strengthening India's sporting ecosystem by enabling athletes and para-athletes to pursue excellence with professional training, sports science expertise, and long-term developmental opportunities.



OGQ powered by Motherson, supports Payal Nag, world's first quadruple amputee international archer, on her journey to gold at the World Archery Para Series.

Promoting sports excellence

Motherson continues to support young and aspiring athletes through its partnership with Teranikars Sports & Fitness Foundation Institute in Pune, Maharashtra. The initiative also focuses on creating opportunities for talented sportspersons through structured training, professional coaching, and holistic support to prepare them to participate in national and international sporting events, including the Olympics.

The programme is designed to strengthen sports infrastructure and nurture talent from an early stage, particularly among individuals from underserved backgrounds. Selected athletes undergo structured training under the guidance of experienced coaches and in professional sports facilities, following a focused cycle to improve technical skills, physical fitness, discipline, and overall performance.

In addition to regular training, sports development camps and competitive events are organised to provide athletes with greater exposure and opportunities to compete at higher levels. Participating athletes are also provided with essential sports equipment and nutrition support to improve endurance and fitness. The initiative supports the identification of

emerging local talent, enabling progression towards state, national, and international platforms. Alongside competitive sports training, the project also promotes fitness and regular physical activity among local participants attending the facilities.

The initiative has helped build a strong pipeline of trained athletes equipped to compete across sporting platforms by integrating coaching, infrastructure, nutrition, and performance support.



Supporting athlete performance through supervised strength training.



Mother'son Cares: Community development projects

Mother'son continues to undertake community development initiatives across Kanchipuram in Chennai, India, to improve the overall well-being of communities through a range of interventions. These projects were implemented in close consultation with local communities to ensure that the support provided directly addressed critical infrastructural, health, and safety-related challenges faced by residents.

During this year, focused efforts were made to strengthen basic civic infrastructure and improve living conditions in rural areas.

As part of these interventions, many streetlights were installed across villages in the Walajabad block of Kanchipuram, where inadequate lighting had become a significant concern for community safety, particularly during night hours. Poor road visibility had increased the risk of accidents and posed safety concerns for residents commuting after dark. The installation of streetlights has substantially improved road visibility, enhanced public safety, and strengthened the overall sense of security among community members, especially women, children, and older people.

In addition, high-capacity 2000-litre RO water purification systems were installed in villages across Kanchipuram district to improve access to safe and clean drinking water. The intervention was undertaken to address concerns about unsafe water consumption and the associated risk of water-borne diseases within the community. By ensuring the availability of purified drinking water, the initiative is contributing towards improved hygiene, better health outcomes, and enhanced quality of life for residents.

Strengthening emergency response infrastructure

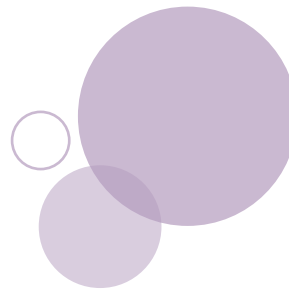
Mother'son undertook a critical infrastructure initiative to strengthen emergency preparedness and industrial safety across Sanand in Gujarat and Ambethan and Biradwadi in Pune, India. With growing industrial activity in these regions, the project was designed to address gaps in fire safety infrastructure and improve emergency response systems for industries and nearby communities.

As part of the intervention, fully equipped fire stations were established in Sanand and Ambethan to ensure round-the-clock emergency readiness and faster response during fire-related incidents. The initiative was further supported by deploying fire response vehicles across the identified regions, improving on-ground emergency response capabilities. In Biradwadi, where emergency infrastructure remains limited, a dedicated fire station is also planned for the upcoming year, further strengthening the regional safety network.

Implemented across multiple rural communities, the project has reinforced Mother'son's commitment towards inclusive community development and sustainable improvement in living conditions.



Installation of large-capacity RO systems in Kanchipuram village of Tamil Nadu, India.



The project has contributed to improving emergency response in areas where adequate fire safety infrastructure was previously unavailable. The intervention has enabled quicker response during emergencies, reduced response time, and strengthened safety preparedness across industrial clusters and neighbouring communities. In Ambethan, the fire response systems have already supported multiple emergencies at nearby locations, demonstrating the operational impact of the initiative. Similarly, in Sanand, fire trucks are also supporting neighbouring regions lacking sufficient emergency infrastructure.

Through the development of critical emergency infrastructure, Mother'son continues to contribute towards safer ecosystems and more resilient communities.



Case Study.

Building resilience, enabling independence

Gorantla, Andhra Pradesh, India | Experiential skill development programme

At Motherson, we remain committed to creating opportunities that empower individuals to build sustainable livelihoods and secure brighter futures. Through its Experiential Skill Development Programme in Gorantla, Andhra Pradesh, India, Motherson supported B. Sravnathii in transforming a period of personal hardship into a journey of resilience and self-reliance.

Sravnathii faced significant emotional and financial challenges during a difficult phase in her life. With increasing family responsibilities and an uncertain future, the need for economic independence became critical. At that pivotal moment, she chose to join Motherson's skill development programme.

Through structured on-the-job training, Sravnathii gained hands-on experience in a real manufacturing environment, learning to stitch car seat covers and key production processes, quality standards, and workplace practices. Over time, she developed strong technical skills and

confidence, completing the programme and securing employment as a Tailor on the production line at Skill Level 2.

This intervention has not only transformed Sravnathii's life but also strengthened her family's well-being by enabling financial stability and opening opportunities for the next generation. Today, she stands as a source of strength for her household and a powerful example of what access to opportunity can achieve.

Sravnathii now aspires to advance further by progressing to Skill Level 4 and, in time, taking on a leadership role as a Production Line Supervisor. Her journey highlights the lasting impact of skill development, demonstrating how the right support at the right time can empower individuals, uplift families, and enable long-term progress.

Through initiatives such as this, Motherson continues to expand access to opportunity, reinforcing its commitment to inclusive growth and shared prosperity.



Sravnathii, part of Motherson's Experiential Skill Development Programme, working as a Level 2 tailor in Gorantla, Andhra Pradesh, India.







Americas.

Donation drives

Across locations in the Americas, donation drives were held to address local needs through thoughtful interventions that supported individuals, families and vulnerable groups. The initiatives focused largely on supporting children, families, and essential social needs.

In Newark, employees contributed canned food and coats as part of a donation drive in collaboration with the Viola Blythe Community Services Centre, a local non-profit organisation that supports families facing seasonal challenges.

In Russell Springs, Motherson supported the 'Toys for Tots' auction and Christmas shopping, with employees volunteering to help sort donated items into toys and essentials for children. Similar to this intervention, Toys for Tots donation drives were held in Marion and Cottdale, Alabama, to support children from underprivileged backgrounds during the holiday season.

Our facility in Farmington Hills, Michigan, supported local families facing economic uncertainty during Christmas through the CARES Programme, a local community outreach organisation, by donating essential items and seasonal gifts, reflecting compassion and solidarity.

In Mexico, donation drives addressed a wide range of community needs. In Zitlaltepec, employees donated food to support a rehabilitation centre, promoting the well-being of individuals in care. A separate toy donation initiative supported by Motherson brought encouragement and joy to children in vulnerable situations.

Similarly, our facility in Chihuahua organised a Christmas gift distribution initiative, aligning with the company's values by extending care beyond organisational boundaries, reinforcing collective well-being and social responsibility.

In Torreón, employees came together and donated clothing, footwear and basic personal-care items, which were stocked for a migrant shelter, helping meet the needs of individuals passing through and supporting dignity and basic comfort during their journey.

In Acuna, the Motherson Group donated safety supplies to a local fire department, strengthening emergency preparedness and supporting frontline community response capacity.





Supporting community well-being through seasonal donations in Newark, USA.

Additionally, across regions, the Motherson facilities spearheaded community-led donation drives in Campo Alegre, Brazil; San Luis Potosí and Apaseo el Grande in Mexico, providing food supplies to local animal protection organisations and shelters caring for rescued dogs and cats. These efforts supported the local ongoing rescue and rehabilitation work while reinforcing compassion and care for animals in need.

In Atibaia, Brazil, essential supplies were donated by the employees to support elderly residents at a local care facility. Additionally, the employees volunteered to donate winter clothing and blankets through a social assistance organisation to help underprivileged families meet the seasonal needs.

Guided by values of empathy, responsibility, and inclusion, these community-centric interventions reaffirm Motherson's continued commitment to caring for the communities where our group operates and contributes.

Supporting local communities

Motherson remains steadfast in improving the lives of communities through meaningful and locally relevant initiatives. Across the Americas, particularly in Mexico and Brazil, the Group undertook various upliftment interventions for the people, community and social well-being.

Across several locations in the United States, the Motherson group carried out several community development interventions focused on families, children, and essential social services. In Troy, holiday gift and food donation drives were initiated by the employees in collaboration with local schools to support families in need.

In Chattanooga, our employees actively took part in the Little Debbie 5K community run, a walk-run that brings the community together to promote health and support local causes, reinforcing the value of collective participation. In the same location, a food drive was also organised by the Group, in collaboration with the local charitable organisation, to help address food insecurity.

In Russell Springs, employees actively participated in a blood donation drive, encouraging life-saving contributions and supporting the local healthcare needs.



Spreading holiday cheer through toy donations for children in Russell Springs, USA.

Our facility in Northport, Alabama, participated in the Tuscaloosa Community Soup Bowl, which helped serve hot meals to individuals experiencing food insecurity. Alongside this effort, hygiene supply drives were also extended to support the local nursing homes by providing essential care items for older people.

In Cottdale, Alabama, the Group supported a long-term engagement with Habitat for Humanity that promotes safe, stable housing, helping to strengthen neighbourhoods and pathways towards a secure and self-reliant future.

Motherson group also led various community engagement initiatives, including school-linked and family-focused events, such as the 'Adopt-a-School' initiative which strengthened connections between education and local workforce development through collaboration with and outreach to local partners, reaffirming education as a foundation for future opportunity.

Another programme in Cottdale, Alabama, called Tinsel Trail was undertaken by volunteers from our Group. This community event supported a local organisation dedicated to strengthening families. The event helped raise awareness of programmes that promote self-sufficiency, strengthen families' stability, and prevent child abuse and neglect, thus improving the quality of life within the community.

In Marysville, a couple of employee-led initiatives were undertaken during the winter season. Community gatherings created spaces for connection and familiarity through shared activities. In parallel, a food supply initiative ensured access to nourishment for community members facing seasonal hardship.

Additionally, in Mexico, Motherson participated in various community efforts focused on social welfare, healthcare support and inclusion.

In Saltillo and Juárez, meal-sharing efforts were supported by our facilities, benefiting individuals associated with community hospitals by providing nourishment and a sense of care during vulnerable times.



One of our facilities in Puebla, under the elder care engagement, organised a visit to a nursing home, encouraging interaction and companionship through activities that reflect respect and inclusion for elderly members of the community.

In San Luis Potosi, Mexico, an outreach programme was organised at Damián Carmona, a local kindergarten, by the Motherson employees. The initiative supported the children through toy donations, promoting early childhood development and well-being. In Huehuetoca, the Group undertook initiatives to improve access to essential goods at reduced cost, helping ease everyday household needs and strengthening economic resilience within the community.

The company in Brazil led community engagement interventions centred around coming together through purposeful action. In Taubaté, initiatives such as 'Christmas without Hunger', supported by Motherson, assisted families in the Santa Tereza neighbourhood through donations of food, school materials, and toys.

In Campo Alegre, facility-led community engagement took shape through a series of initiatives that strengthened social inclusion, fostered community solidarity and deepened local connections. Participation in a local charity run supported a social cause that brought together health, collective effort, and community impact. Alongside this, community actions focused on organising events that encouraged inclusion and participation, while recreational and

support activities helped build stronger connections and community bonds.

In Jaguariúna, Motherson supported holiday food collections for children and elderly community members, helping provide essential supplies during the holiday period. In Atibaia, volunteer-led efforts and donations offered companionship, essential supplies, and seasonal support.

Together, these initiatives reflect Motherson's belief that community support is built through consistent, respectful, and people centred actions. Rooted in empathy, responsibility, and inclusion, these efforts contribute to stronger communities and a shared sense of care and belongingness.



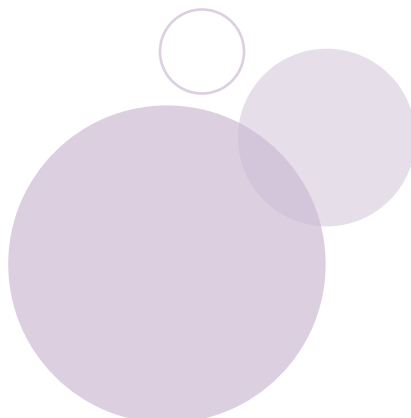
Strengthening community bonds in Cottondale, Alabama.



Bringing communities together through active living in Chattanooga, USA.



Promoting companionship and well-being among seniors in Puebla, Mexico.



Community building and cultural engagement

At Motherson, community engagement is an integral part of our citizenship philosophy. Across geographies, these interventions were designed to strengthen social cohesion, cultural inclusion, and community well-being.

In the United States, community-focused engagements fostered togetherness, cultural awareness, and social inclusion across multiple cities. Our facilities in Chattanooga carried out initiatives such as 'Family Fun Day' and Thanksgiving celebrations, creating a welcoming space and encouraging connections and stronger community ties.

In Newark, Motherson employees came together to commemorate the World Day for Cultural Diversity. Similarly, festive traditions such as Halloween were observed to promote creativity, dialogue, and mutual respect, fostering the importance of pluralism, cultural understanding, and peaceful coexistence.

In Russell Springs, our employees volunteered to support children's recreational opportunities through their participation in the 'Catch A Rainbow Kids Fishing Derby', which is an annual event held in early June at the Wolf Creek National Fish Hatchery in Kentucky, catering to children up to age 15. In parallel, initiatives marking Veterans Day recognised public service and strengthened civic engagement, inclusivity, and community pride.

In Columbus, the Group extended invitations to the 'AHQ Cookout with Fire Station 26' as a community outreach initiative. The engagement recognised and supported local emergency services, helping strengthen collaboration, trust and relationships with frontline institutions.

In Marion and Cottondale, Alabama, Motherson facilities encouraged community engagement through events such as 'Monster March' and 'Juneteenth Commemorations', fostering safe, family friendly environments and promoting historical reflection, inclusion, and respect.

In Mexico, Motherson supported culturally rooted initiatives that celebrated traditions, heritage, and collective participation across locations.

At our Zitlaltepec facility, initiatives including 'Day of the Dead' altar contests, colour themed community campaigns, and International Women's Day activities-led conversations on cultural preservation, creativity, equality, inclusion, and a strong sense of belonging in the local community.

Our facility in San Luis Potosí organised a work-family balance awareness initiative around the industrial area to promote family integration and contributed to the development of inclusive, people centric community practices.

In Brazil, Motherson undertook social action initiatives focused on community service, solidarity, and care for vulnerable groups. In Campo Alegre, employee participation in "Good Neighbour Day" strengthened community led social initiatives benefiting families, children, adults, and older people, strengthening social bonds and collective responsibility.

In Guarulhos, the Group engaged with the São Vicente de Paulo Social Care Institution, an elderly care centre, by providing companionship and meaningful interaction for elderly residents, contributing to the emotional well-being, dignity, and improved quality of life.



Celebrating first responders and community spirit in Columbus, USA.



Uniting communities through inclusive, family-focused events across the Americas.



Disaster relief and supporting survivors

Timely intervention during crises is essential to supporting the community in regaining stability and growing strong. Across regions, Motherson actively participated in and contributed to disaster relief initiatives, standing alongside affected individuals and families, offering essential assistance to help restore stability and confidence during difficult periods.

In Garin and Pacheco, Argentina, employees volunteered to distribute essential supplies to communities impacted by severe flooding in Bahía Blanca. Clothing, food and water were provided to help address immediate needs during recovery.

Across parts of Mexico, Motherson extended timely support to several communities affected by heavy rains, flooding, and fire-related losses, reaffirming its commitment to standing with people during moments of crisis. In Juárez and Zitlaltepec, the company facilitated donations of basic household items and essential supplies to help families manage urgent needs following flooding. Similar

assistance was provided in Amozoc de Mota, Puebla, by distributing food, clothing, and other necessities to households affected by rains, helping ease hardship and support a gradual return to everyday routines.

In Acuña, Motherson supported families coping with the loss of their homes in a house fire by providing essential household items, food, and clothing, helping them rebuild their daily lives after a deeply disruptive event. Many of these efforts were carried out with the support of local partners, strengthening community based response and outreach.

Beyond Mexico, Motherson's disaster relief efforts also extended to the United States. In Russell Springs, the aftermath of a tornado was met with community driven support initiatives encouraged by Motherson, which mobilised contributions to assist affected households. This collective effort helped bring people together during a time of uncertainty and reflected compassion, solidarity, and shared responsibility.



**¡BAHIA BLANCA
TE NECESITA!**

Providing timely relief to flood impacted communities in Bahía Blanca, Argentina.

Assisting the underprivileged

Motherson is committed to extending its support to underprivileged individuals and families. Rooted in the belief that dignity, care, and joy matter, particularly during the formative years of childhood and in times of vulnerability, the Group undertook initiatives to support children and families facing economic hardship, reinforcing inclusion and shared humanity.

Across the United States, Motherson facilities led community initiatives centred on children's well-being and family support. In Chattanooga, a facility-led Halloween candy giveaway brought joy and inclusion to children with special needs from low-income backgrounds. Similarly, in Troy, employees supported a Thanksgiving food collection drive in partnership with a local school, helping ensure families had access to essential provisions during the festive season.

In Sterling Heights, employees came together to host a toy and clothing donation drive as part of a holiday celebration for economically disadvantaged children, offering comfort and reassurance during the year-end period. In Northport, the facility organised a 'Back-to-School Backpack' initiative, which equipped underprivileged children with essential school supplies, helping them begin the academic year with confidence and preparedness.

In Marysville, Motherson employees joined hands with a local business to collect warm clothing, coats, and toys, filling a school bus with supplies that offered comfort and joy to children in need and reflected the strength of collective generosity.

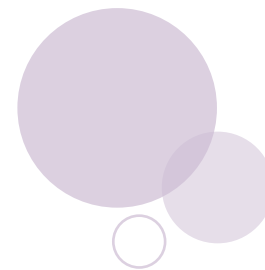
In Mexico, Motherson spearheaded interventions to bring celebrations, care, and support to children and families across communities.

Our facility in Saltillo organised holiday celebrations, bringing together children from neighbouring communities for a shared moment of joy and festivity. In Puebla, the employees held a Christmas toy drive. In Apaseo el Grande, a 'Three Kings' Day' campaign was conducted in collaboration with a municipal welfare body, distributing toys across several neighbourhoods, bringing joy to children from low income communities while reinforcing care, inclusion, and community support.

In Acuña, employees supported a Children's Day initiative at a local shelter by donating toys and clothing, offering comfort and encouragement to young residents. In Torreón, Motherson employees welcomed children from an at-risk shelter for a day of meals, activities, and gifts, creating a warm and memorable experience. In Amozoc de Mota, Puebla, employees volunteered to raise funds for children undergoing cancer treatment in collaboration with Una Nueva Esperanza, a non-profit organisation, contributing to essential care. The initiative was supported by purchasing handcrafted items made by the children, providing both financial assistance and a meaningful way to recognise their creativity and resilience.

Across Brazil, Motherson facilities led initiatives with active employee participation, combining celebration with dignity-centred support. In Atibaia, employees marked Children's Day by donating toys and essential items to an institution caring for vulnerable youth and by supporting a facility-led effort to help children undergoing cancer treatment by donating materials to create therapeutic gifts.

In Jaguariúna, employee-driven Easter and Children's Day initiatives focused on collecting sweets and toys for children living in care institutions, creating moments of joy and shared





A day of joy and inclusion for children in Chihuahua, Mexico.



celebration. Additional clothing drives by Motherson facilities supported families registered with municipal social services, helping provide warmth and comfort during colder periods.

In Argentina, Motherson employees participated in a facility-led visit to a children's home in Otto Krause, bringing together recreation, companionship, and solidarity. Through shared activities, snacks, and the donation of essential items such as clothing, toys, and food, the initiative supported children across age groups while reinforcing inclusion, care, and community connection.

Together, these initiatives reflect Motherson's compassionate and people-centred approach to assisting the underprivileged, one that recognises the importance of dignity, joy, and practical support during life's most vulnerable moments. Rooted in empathy and inclusion, these efforts help create environments where children and families feel seen, supported, and valued.



Extending care and support to children through community-led donation drives in Jaguarina, Brazil.



Skill development and access to opportunities

At Motherson, building skills and improving access to livelihoods remain central to strengthening local communities. Through targeted initiatives, Motherson focuses on supporting employability, inclusion, and professional growth across regions.

In Mexico, Motherson actively supported community development through various initiatives, including participation in a government sponsored youth employment programme that helped young people develop job-ready skills and access pathways into the workforce.

In Campo Alegre, Brazil, Motherson orchestrated skill-development initiatives to improve access to employment opportunities. The Group participated in community job fairs and recruitment outreach programmes, with facilities and employees volunteering to share information on job opportunities, entry level roles, and career pathways, supporting local job seekers and individuals entering the workforce. Motherson's dedicated initiatives also focused on empowering young people through internships, apprenticeships, and early career guidance. At the same time, inclusive recruitment efforts supported people with disabilities and promoted access to opportunities and equal participation.



Empowering youth through job fairs and career pathways across the Americas.

Advancing resource circularity and community well-being



Advancing vision care through community eyeglass donations in Troy, USA.

Motherson continues to advance resource circularity by creating meaningful community value through repurposing and redistribution of materials. Across locations in the USA, Mexico and Brazil, initiatives were undertaken to encourage collection drives, enabling the reuse of resources to support individuals and organisations in need while fostering a culture of responsible community engagement.

In Troy, Motherson partnered with Lions Club International, the world's largest club organisation focused on humanitarian service, to organise a charity drive to collect new and used eyeglasses. These contributions were later coordinated by the ophthalmologists to reach individuals in need.

Facilities in Ada, Ohio, came together to organise a community donation effort that collected non-perishable food items and essential personal care products such as shampoos and conditioners, which were donated to a local community centre to support everyday needs.

Together, these initiatives demonstrate that Motherson's approach to responsible recycling can serve both environmental and community objectives. By encouraging reuse and resourcefulness, these efforts support sustainability.



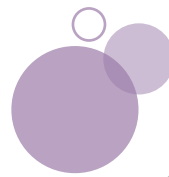
Strengthening communities

Building stronger communities begins with creating spaces for awareness, inclusion, well-being and shared understanding. Across locations, Motherson has rolled out initiatives focused on addressing social issues, promoting health and fostering environments grounded in respect and understanding.

Across the United States, facilities organised initiatives with active employee participation, emphasising inclusion, health awareness, and social responsibility. In Newark, employees came together to observe Pride Month, recognising the contributions of the LGBTQIA+ community while reaffirming values of respect, acceptance and belonging. In Northport, Alabama, a facility-led awareness initiative on child trafficking was organised, highlighting the challenges faced by vulnerable children and families, contributing to broader dialogue around protection, dignity and empowerment. In Cottdale, Alabama, employee-driven community awareness efforts included 'Blue Day', which focused on autism awareness and acceptance, as well as a cancer awareness initiative that encouraged solidarity and understanding around a cause impacting many lives.

In Jaguariuna, Motherson employees marked International Women's Day through a facility-led campaign that collected hygiene and personal care items to support women in the local community. The initiative reinforced dignity, care, and the importance of collective action in addressing everyday needs.

Together, these initiatives reflect Motherson's thoughtful and people centred approach to strengthening communities. By promoting awareness, inclusion, and well-being, and engaging with social challenges responsibly and respectfully, these efforts help build communities that are more informed, supportive, and resilient.



Encouraging understanding and acceptance of autism through awareness initiatives in the USA.



Raising awareness and empathy for autism in the USA.



Case Study.

Supporting recovery, restoring stability

La Ceiba, Veracruz, Mexico | Relief programme

At Motherson, we recognise that when natural events disrupt communities, the need extends beyond immediate relief; it calls for sustained support that helps restore stability, dignity, and hope.

In La Ceiba, Veracruz, Mexico, heavy rains caused widespread disruption, affecting homes, livelihoods, and access to essential resources. Many families faced the loss of belongings, limited access to clean water and food, and uncertainty around rebuilding their daily lives.

In response, Motherson supported relief efforts by enabling the provision of essential supplies, including food, clothing, and household items. This timely assistance helped address immediate

needs during a critical period, offering families a sense of relief and stability.

Beyond immediate aid, the initiative helped strengthen community resilience. By standing alongside the people of La Ceiba, the effort reinforced a sense of collective care, helping communities begin the recovery process with renewed confidence and support.

While the path to full recovery continues, the initiative demonstrates how timely intervention and shared responsibility can make a meaningful difference. It reflects Motherson's commitment to working with communities in times of need, ensuring that even in the face of adversity, individuals feel supported and empowered to move forward.



Case Study.

Empowering children through care and protection

Mexico | DIF Child Welfare Partnership

Motherson's partnership with institutions of national importance such as DIF-Desarrollo Integral de la Familia (National System for Integral Family Development) showcases its ardent commitment towards the well-being of the community. The DIF is a Mexican public agency responsible for coordinating social assistance programs for families and individuals in vulnerable situations, with a special focus on children and adolescents.

DIFEM, the decentralised state-level branch of DIF, plays a major role in the protection and support of abandoned children and adolescents, victims of violence who are at social risk, through social assistance centres and orphanages such as the La Paz Orphanage where they receive safe residential care, adequate nutrition, medical and psychological care, and educational support and training activities.

Currently, the DIF in the State of Mexico serves approximately 300 children and

adolescents under its direct care, while at the national level, the DIF operates more than 13,000 child assistance centres, benefiting more than 650,000 minors daily.

Despite the efforts, the system continues to face challenges like-full restoration of rights, reducing the length of institutionalisation, and providing comprehensive care for children who are victims of violence. Addressing these challenges, collaboration between the public sector, social organisations, and the private sector is essential to strengthening child protection mechanisms.

Motherson's support to institutions like DIF aims at enhancing the quality of care provided to the children, which positively impacts the quality of life, emotional well-being, and social development. These actions reflect the company's commitment to social responsibility, child protection, and building a more supportive and inclusive community.



Case Study.

Spreading warmth, sharing joy: A season of giving

Curitiba, Brazil | Community Christmas initiative

At Motherson, we believe sustainable growth is deeply connected to the well-being of the communities around us. Guided by this belief, our team in Curitiba, Brazil, brought the annual 'Christmas Social Action' campaign to life, demonstrating how collective action can create meaningful impact.

Through a simple yet heartfelt initiative, employees came together to spread warmth and hope to those facing vulnerable circumstances during the festive season. Over November and December, the team collected more than 740 panettone and chocotone cakes, which were distributed to eight non-profit organisations and community institutions, each supporting distinct groups, including children awaiting adoption, elderly residents, pregnant women, and families in need.

Each organisation brought its own story of impact. At Lar Mãe Maria, children dreaming of finding a family experienced the joy of the season. In the neighbourhoods of São José dos Pinhais, the Carreata do Bem, or Caravan of Goodness, brought festive cheer as Santa

Claus distributed treats, transforming ordinary streets into moments of celebration and hope.

At Amigos do Caximba, over 400 children in after-school programmes received Christmas treats, alongside support for elderly residents and pregnant women who depend on community care. At Lar dos Anjos, expressions of gratitude from elderly residents highlighted the deeper emotional impact, offering not just material assistance but a sense of belonging and connection.

Across each of these non-profit organisations, the initiative created moments of joy, dignity, and human connection, tailored to the unique needs of the communities they serve.

These experiences reaffirm that even the simplest acts of giving can create lasting impact. More than a seasonal effort, the campaign strengthened Motherson's commitment to social responsibility, demonstrating how shared compassion across an organisation can uplift diverse communities and bring hope where it is needed most.



*Supporting communities through
Christmas Social Action in Curitiba, Brazil.*



Case Study.

Bringing hope on wheels: Supporting mobile food outreach

Marion, Ohio, USA | Supporting Peanut Butter Jelly Truck

At Motherson, we recognise that access to a simple, warm meal can mean far more than nourishment. It can be a powerful reminder of care, dignity, and human connection.

This belief is reflected in the work of the Peanut Butter Jelly truck, operated by Luke 3:11 Ministries, a local non-profit organisation, which delivers mobile food outreach to individuals experiencing homelessness and food insecurity in Marion, Ohio, USA. By giving meals directly to those in need, the programme helps overcome barriers such as limited mobility and restricted access to traditional food services.

This approach ensures that support reaches individuals where it is needed most, creating a reliable and accessible source of nourishment for vulnerable communities.

To help sustain this effort, Motherson made a monetary contribution towards food supplies and operational needs. While this is a part of a wider support network, this contribution plays an important role in enabling the consistent delivery of meals and strengthening the programme's ability to serve with compassion.

The ongoing impact of the Peanut Butter Jelly truck is built on collective contributions, and Motherson is proud to support its mission. The initiative not only improves access to food but also contributes to the dignity, stability, and well-being of individuals facing challenging circumstances.

It reflects how modest contributions, when combined with a shared purpose, can help create meaningful change and strengthen the fabric of the community.



Extending care and nourishment to individuals facing food insecurity through a Peanut Butter Jelly Truck initiative in Marion, USA.



Europe.

Assisting the underprivileged

Across Europe, Motherson continues to support underprivileged communities, a key priority, with initiatives at locations to address diverse social needs.

In Barcelona, Spain, the facility collaborated with the Red Cross by selling lottery tickets, contributing towards welfare and emergency support services such as food aid, mobility care, teleassistance, and counselling. Complementing this, the team supported a children's cancer charity by selling desk calendars, helping improve healthcare experiences for children and adolescents undergoing treatment.

Similarly, our facility in Barchfeld, Germany, organised a Secret Santa initiative to fulfil the wishes of underprivileged children from a local children's home, bringing joy during the festive season. The same location also contributed to long-term community development by organising a job fair to promote employment opportunities for youth and by engaging with individuals with disabilities through collaboration with Diakonie, a social welfare and charitable organisation, to encourage inclusion and participation.

Extending support to elderly care, multiple locations undertook initiatives focused on companionship and well-being. In Kempele and Oulu, Finland, volunteers spent time with residents of a local nursing home, organising outdoor activities and walks to foster connection and joy. In Tallinn, Estonia, our facility supported a local elderly home by spending time with residents and engaging them through meaningful interaction. The initiative focused on providing companionship and emotional support, contributing to the well-being of elderly individuals in the community.

In Michelau, Germany, employees supported a nursing home in Bad Staffelstein, a neighbouring town, by repainting the garden area and fitness trail. They organised a social afternoon at St. Elisabeth nursing home with music and refreshments to encourage interaction.

In Slovakia, the Nitra facility undertook multiple initiatives to support the community, especially older people. Employees visited a social care facility and spent time with elderly residents in their garden, sharing handmade flowers, fruits,



and treats. The team also participated in the nationwide 'How Much Love Can You Fit in a Shoebox?' initiative, preparing shoeboxes with sweets, handmade items, and warm essentials for lonely seniors during the Christmas season, helping them feel remembered and cared for. In addition, a St. Nicholas event was organised at the company premises for the neighbourhood children, featuring activities, surprises, and gifts. Separately, Easter celebrations were held, during which children from the nearby community decorated easter eggs that were later displayed collectively at the workplace, encouraging creativity and shared participation.

Focusing on social inclusion, in Medina, Spain, the facility collaborated with the Acceder Programme to support the reintegration of individuals at risk of social exclusion, particularly the Roma community, by promoting access to training and employment opportunities.

In the UK, our Portchester facility maintained consistent engagement throughout the year by collaborating with Friends of PICU (FoPICU), supporting critically ill children and their families at Southampton Children's Hospital. Activities included organising games and sports, such as football and darts, as well as donations to the charity. Additionally, an Employee of the Month initiative was linked to charitable giving, with contributions made to the British Heart Foundation to support research and care for individuals affected by heart and circulatory diseases.

In Poland, our Starachowice and Tczew facilities supported local communities by fundraising for people in need, collecting essential items for childcare centres, and organising Christmas activities to encourage creativity, tradition, and engagement among children and their families.

Further contributing to social welfare, in Stuttgart, Germany, proceeds from a Christmas raffle were donated to organisations such as SilberPfoten, a neighbourhood aid initiative that supports elderly individuals in caring for their pets, enabling them to live together as long as possible and Evangelische Gesellschaft, which assists vulnerable groups including the homeless and those in need of social support.

Motherison continues to support underprivileged sections of society by combining immediate assistance with sustained community engagement.



Volunteers engaging nursing home residents in outdoor activities in Kempele, Finland.



Supporting childcare centres through fundraising in Tczew, Poland.



Revitalising a nursing home through repainting support in Michelau, Germany.



Awareness initiatives

Driving awareness on social inclusion and community well-being remained an important focus across Motherson locations, with initiatives aimed at encouraging these values.

In Pamplona, Spain, a community session on equality and gender-based violence was organised to provide a human, firsthand account of the impact of inequality, helping cultivate awareness and sensitivity within the community. In Vitoria, Spain, the facility also engaged with the community through World Music Day celebrations, encouraging participation and cultural connection.

Similarly, our Portchester facility in the UK undertook a wide range of awareness initiatives during the year, reflecting a strong commitment to inclusivity and social understanding.

These included Pride Month activities recognising the LGBTQIA+ community's history and ongoing pursuit of equality, as well as 'Me and My Roots Day' and a Unity Wall that celebrated cultural diversity and encouraged individuals to celebrate and express their identities and backgrounds. The site also marked Baby Loss Awareness Week to support bereaved families, and sensitise the wider community about grief, emotional well-being, and the importance of compassion and support during times of loss. Activities around International Men's Day focused on men's health, well-being, and positive contributions to society. In addition, International Women's Day was celebrated to recognise women's achievements and promote gender equality and women's empowerment.



Awareness session on equality and gender-based violence in Pamplona, Spain.

Donation drives

Donation drives across Motherson locations continued to reflect a structured and sustained approach towards supporting communities through both financial contributions and essential resources.

In Spain, several facilities linked cultural initiatives with charitable contributions to maximise community impact. In Polinyà and Castellbisbal, funds raised from the sale of Sant Jordi roses were donated to the Alzheimer's Foundation of Catalonia, which works to improve the quality of life for people with dementia and their families. Similarly, in Igualada, proceeds from purchases at the Sant Jordi-themed bookstall, featuring art therapy seed roses, were donated to Sant Joan de Déu Hospital of Catalonia, supporting projects focused on improving the physical and emotional well-being of patients in paediatrics, gynaecology, and obstetrics care.

Supporting well-being causes, our facility in Nitra, Slovakia, participated in Daffodil Day, a large-scale international fundraising initiative symbolised by the yellow flower, which represents hope and renewal. Donations were raised for the League Against Cancer. This non-profit civic organisation provides care, support, and services to cancer patients and

their families, encouraging employees to contribute to a shared social cause. The motto of the campaign was "Who are you thinking of when you pin on your daffodil?"

Across Germany and Spain, donation initiatives focused on providing essential items and support to vulnerable groups. In Bötzingen, Germany, employees donated clothes, hygiene products, and blankets for homeless individuals in collaboration with Diakonie Baden, the social welfare organisation of the Protestant Church in Baden, directly supporting people facing hardships. Similarly, in Salceda, clothing donation drives were held throughout the year in partnership with Caritas, the official confederation of charitable and social action organisations of the Catholic Church in Spain, to support families at risk of social exclusion and contribute to their integration through employment-linked programmes. In addition, the facility donated surgical gowns to the non-profit organisation Hermanos Misioneros de los Enfermos Pobres, supporting its humanitarian efforts for vulnerable communities.

In Poland, a series of impactful initiatives reflected a strong commitment to community welfare and social responsibility.



Employees in Czaplinek actively participated in the Great Orchestra of Christmas Charity, joining a nationwide initiative supporting medical care for children and adults. As part of this initiative, company gadgets were donated for auctions in Polczyn and Czaplinek, contributing to fundraising efforts. Further, in Radomierz, support was extended by donating specialised Rosenbauer Heros Titan helmets and an LED searchlight to the Wojcieszów Volunteer Fire Department, enhancing firefighter safety. The team also provided financial support and actively participated in culinary workshops organised for senior citizens in their senior club, strengthening community engagement.

In Hungary, our Kecskemét facility organised a donation drive collecting essential hygiene items, which were distributed to children in need through charitable channels. At Mosonszolnok, Hungary, employees contributed by donating teddy bears for sick children, offering comfort and emotional support.

Further strengthening community support, our Kempele facility in Finland collaborated with local charitable organisations to organise Christmas donations, including used sports equipment, food, and other essential items for children and families in need. Similarly, in Medina, Spain, Motherson partnered with the Red Cross to donate food baskets during the festive season, helping ease challenges faced by vulnerable families during the post-holiday period. Additionally, the facility supported local charitable organisations by donating sports equipment, food, and other essential items to individuals and families in need, further strengthening its contribution to community welfare.

In Germany, multiple initiatives combined social support with sustainability and local engagement. In Meerane, employees collected craft and school materials for children in assisted living. They supported Kinderarche through Christmas donations, contributing to the well-being of children and young people, especially during the festive season.

In Neuses, office materials in good condition, such as calculators, folders, and stationery, were collected and

Donation of fire safety equipment to Wojcieszów Volunteer Fire Department in Radomierz, Poland.



Supporting firefighting capability through equipment procurement in Kronach, Germany.

donated to a Diakonie shop (a second-hand or social welfare store run by the social service organisations of the Protestant Evangelical Church in Germany) in Kronach, thereby supporting individuals who require such resources. The same facility also contributed to the local fire department by supporting the procurement of essential firefighting equipment through donations during a fire protection training initiative. Similarly, at our Tschirn site, clothes were collected for individuals in need, reinforcing the importance of community support through simple yet meaningful actions.

Extending support to those in need, our Tallinn facility in Estonia organised a clothing collection drive and distributed essential items to elderly homes, thereby contributing to their well-being.

In the Czech Republic, our Mladá Boleslav facility contributed to both the well-being of the community members and elderly support initiatives. During the festive season, Christmas gifts were provided to long-term hospital patients who were unable to be with their families. In addition, a workshop was organised for residents of a retirement home, including activities such as a lecture on beekeeping, honey tasting, and beeswax crafting, encouraging engagement and skill development in their free time.

In the UK, our Portchester facility supported vulnerable groups through targeted charity initiatives. Donations were made to an organisation supporting individuals affected by domestic abuse and stalking, including women, children, and families. Additionally, fundraising initiatives such as Christmas jumper activities contributed to Save the Children, supporting global efforts in child education, healthcare, and protection.

These donation initiatives continue to support communities by addressing immediate needs while also contributing to their long-term social well-being.



Supporting children through hygiene donations in Kecskemét, Hungary.



Nourishment through food donations

Food donation initiatives across Motherson locations continued to support community well-being by ensuring access to essential food supplies for individuals and families in need.

In Germany, our Karlsruhe facility contributed to the local Food Bank, supporting individuals with limited resources. Similarly, in Stuttgart, employees participated in a food donation campaign for Schwäbische Tafel. This non-profit organisation redistributes surplus food to low-income families while also creating employment opportunities for the long-term unemployed. Further strengthening these food-related initiatives, in Neuses, Germany, a social afternoon titled 'Coffee with Heart' was organised at a local elementary school, where homemade cakes and tarts were prepared and shared, with the proceeds supporting pupils, their families, and the wider school community.

In Rougegoutte, France, employees volunteered with 'Les Restos du Cœur', supporting the distribution of food and hygiene products to people in need across the region. Additionally, in Oldenburg, employees supported a local animal shelter by purchasing company-produced honey, with proceeds donated to the shelter, extending support to community welfare through a different but meaningful contribution model.

In Spain, multiple facilities undertook structured food support initiatives. In Palencia, donations of supplies were made to the Food Bank to support families facing economic challenges. The team also collaborated with Parroquia María Milagrosa, a local church community that helps children and families in distress. A Christmas basket was donated to a fundraising raffle, helping children from low-income families attend a summer camp. In Salceda, the facility worked throughout the year with the municipal food programme, in collaboration with the City Council, to ensure fair, need-based distribution of food supplies, particularly during critical periods such as the Christmas season. Additionally, in Polinyà and Castellbisbal, teams supported the 'El Gran Recapte' campaign by assisting with food collection and coordination at local supermarkets, while also organising food donation drives for Càritas Polinyà to support families with limited resources. Càritas Polinyà is the charitable and social action entity of the Catholic Church in the municipality, operating mainly through the parish of Sant Salvador de Polinyà to support families with limited resources.

Building on these efforts, our Palmela facility in Portugal combined food donation initiatives with broader support activities by contributing food to local institutions and clothing and blankets for individuals affected by adverse conditions,

thereby addressing multiple community needs.

In Lithuania, our Klaipėda facility participated in a charity event organised by the Maltese organisation, where volunteers served hot meals to those in need, and also organised a 'Pie Day' initiative, with the funds raised donated to non-profit organisations supporting vulnerable groups. A similar 'Pie Day' initiative was also conducted at our Panevėžys facility, where employees contributed through baking and fundraising for charitable causes.

In Hungary, our facilities in Mosonmagyaróvár and Mosonszolnok, along with colleagues in Túrkeve, collected non-perishable food items and clothing donations in collaboration with local associations such as 'Pélida', supporting families in need within the community.

In Türkiye, the Bursa-Istanbul facility organised a food donation drive during Ramadan, aligning with the period's cultural significance to support individuals in need.

Similarly, in the UK, our Portchester facility continued its collaboration with Woodsy's Pantry, a subsidised supermarket that supports low-income families and those facing financial difficulties, on World Hunger Day.



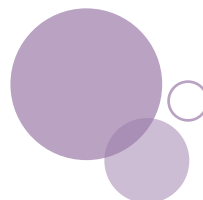
Supporting vulnerable communities through pie day fundraising in Klaipėda, Lithuania.



Supporting families through food bank donations in Palencia, Spain.



Partnering with the City Council to provide food support in Salceda, Spain.



Strengthening local emergency preparedness

Supporting disaster response efforts and strengthening community resilience remained an important focus across Motherhood locations in Europe.

Our facility in Czaplinek, Poland, extended financial support to local Volunteer Fire Departments, including teams in Czaplinek and Siemczyno, to enhance their preparedness and response capabilities. The support enabled the procurement of essential firefighting equipment, particularly rescue clothing, ensuring that firefighters are better equipped to operate effectively in demanding conditions.

In Neustadt, Germany, following a major fire incident in the region, prompt action by local and regional fire departments helped prevent significant damage within the community. In recognition of their efforts, our facility organised a meeting along with a meal and small tokens of appreciation, expressing gratitude and support for the firefighters who played a critical role in managing the situation.



Enhancing firefighter readiness through equipment support in Czaplinek, Poland.

Supporting women



Women's hygiene kits distributed in Mosonmagyaróvár, Hungary.

In Oldenburg, Germany, the facility marked International Women's Day by organising a waffle sale, where proceeds were donated to Stiftung ev. Frauen helfen Frauen, an organisation that supports women facing emergencies, promotes self-help, and assists families in crisis.

Complementing this, our facility in Mosonmagyaróvár, Hungary, made sustained efforts throughout the year by donating feminine hygiene products quarterly to support underprivileged women. This initiative focused on improving access to essential hygiene resources and promoting dignity and well-being among women in need.

Through such initiatives, Motherhood continues to support women by addressing critical needs and contributing to their safety, health, and overall well-being within the community.

Building more inclusive communities

Promoting inclusion and supporting people with impairments remained a key focus across Motherhood, with initiatives aimed at access to opportunities and overall well-being.

In Spain, our facilities in Polinyà and Castellbisbal organised a Collaboration Day with the Atendis Foundation, an organisation dedicated to serving people with intellectual disabilities and their families, fostering inclusion, meaningful engagement, and stronger community connections through shared activities and interaction. Similarly, we collaborated with the Adecco Foundation, a non-profit organisation, under its Family Plan programme to support people with disabilities. This initiative focused on providing guidance, skill development, and employment opportunities.

In Klaipėda, Lithuania, the facility participated in a charity football tournament organised at Klaipėda Business Park. Funds raised during the event were donated to the Association of People with Down Syndrome and their caregivers,



Collaboration Day promoting inclusion and community engagement in Polinyà & Castellbisbal, Spain.



supporting individuals with developmental conditions and promoting inclusion through community engagement. In addition, the Valencia facility extended support through a donation to assist the job search of an employee's family member affected by the DANA floods in Spain, particularly in a situation of vulnerability. The site also collaborated with FACYL (Fundación Cluster de Automoción y Movilidad de Castilla y León) to promote early industrial and vocational training among school students.

Further supporting inclusion and employability, our Valencia facility in Spain collaborated with Fundación Adecco to deliver training sessions on unconscious bias and diversity. This initiative aimed to support people with disabilities in preparing for job interviews and improving their chances in the job search process. A similar activity was conducted at our Bratislava facility in Slovakia, reinforcing awareness around inclusion and diversity.

In Germany, our Barchfeld facility continued its engagement with Diakonie, a social service institution, by involving individuals with disabilities in activities, promoting inclusive behaviour and participation. Similarly, in Épila, Spain, ongoing efforts were made to support local workers with physical impairments by providing social support and enabling better work and life opportunities.

In Hungary, our Kecskemét facility organised a fundraiser to support the Pastoral Care Social Institution by collecting a large number of new and spare, comfortable clothes to assist individuals with intellectual disabilities living in the institution's residential care in their daily lives.

Extending support through community initiatives, our Smederevo facility in Serbia organised a bottle cap collection drive, where recycled caps helped raise funds for aids for people with developmental disabilities.



Charity football tournament held in Klaipėda, Lithuania.

Supporting children and youth

Motherson continued to prioritise initiatives that support children and young people. In Bötzingen, Germany, our employees participated in a cycling initiative where contributions were linked to the distance covered, with donations directed to SOS Kinderdorf Düsseldorf, an organisation that provides a secure, loving home and specialized support for children, young people, and families in need. The funds supported various projects for children and youth, including daycare centres, sibling living groups, language support programmes, and development of recreational facilities.

Further supporting youth engagement, in Germany, initiatives included organising a 'Reiter-Rallye' event in Oldenburg supporting children's participation in sports activities. In Spain, our Palencia facility collaborated with local youth sports teams to encourage participation in structured sports activities. Our Stuttgart facility in Germany participated in the '24-Day Run for Children's Rights' campaign in collaboration with Stuttgarter Kinderstiftung, contributing funds to initiatives supporting children's well-being, including programmes such as sports therapy for children and adolescents with serious health conditions.

Encouraging participation in sports, culture, and community engagement, our facility in Czaplinek, Poland, undertook multiple initiatives to support children and youth. The team provided financial support to the Olimp Złocieniec Sports Club, enabling the purchase of essential sports equipment, such as team T-shirts, thereby encouraging young people to participate in team sports and adopt healthy lifestyles.

Extending this engagement, the facility also participated in the annual Pol'and'Rock Festival held in Czaplinek, a large-scale cultural event organised by the Great Orchestra of Christmas Charity Foundation, Poland's largest non-profit organisation dedicated to purchasing state-of-the-art medical equipment for children's and geriatric hospitals. The festival brought together music, art, and social dialogue, with activities including performances across multiple stages and interactive sessions at the Academy of Fine Arts. As part of the engagement, participants were provided with T-shirts and eco bags to decorate, encouraging creativity and active involvement among attendees. Support was also provided to the kindergarten in Mirosławiec, Poland, by donating company gadgets, which were auctioned off to help equip and support this local educational institution. Children across the entire



kindergarten benefited from the donations raised through the gadget auction. Further empowering young minds, the team contributed to a kindergarten in Mirosławiec by donating company items for auction, helping raise funds to equip and support the institution.

In Hungary, our Kecskemét facility collaborated with King Corvin Mátyás Elementary School, where employees volunteered to repaint playground benches, helping create a more engaging and well-maintained environment for children while also promoting the importance of upkeep and shared responsibility.

Extending this effort beyond the school, the team also organised a garbage collection drive around the facility, covering nearby roads and pedestrian areas to ensure they remain clean and accessible, reflecting Motherson's commitment to the communities in which it operates. Additionally, during the festive season, employees collected sweets to prepare meaningful gift packages for children in shelter homes, contributing to their well-being and bringing joy during the holidays.

Extending support through creative and community-based engagement, our Mladá Boleslav facility in the Czech Republic contributed to activities at a children's orphanage, including support in organising events such as model-making, while also engaging in local cultural initiatives and community care efforts.

In Panevėžys, Lithuania, the facility participated in employment service initiatives to support young individuals returning from abroad who were seeking job opportunities. Through engagement in employment service events, the team promoted inclusion into the labour market by presenting available career opportunities.

In Serbia, our Smederevo facility supported a local children's folklore group by providing transportation to enable their participation in competitions, promoting cultural engagement and continuity. In addition, smartwatches were donated to



Advancing workforce inclusion through employment initiatives in Panevėžys, Lithuania.

children graduating from a family care centre in Miloševac, Serbia.

In Spain, our Teruel facility collaborated with a local neighbourhood association in Calamocha to organise a children's event featuring a magician's performance, contributing to community engagement and recreation. Similarly, in Barchfeld, Germany, a Christmas initiative was organised to fulfil the wishes of children from a local children's home, bringing joy during the festive season.

Across Europe, Motherson's initiatives in livelihood and community development reflect a consistent, structured approach to supporting communities through engagement, inclusion, and targeted interventions. From supporting underprivileged groups and promoting awareness to enabling access to food, healthcare, and opportunities, these efforts demonstrate a strong alignment with local needs.



Enhancing play spaces through volunteer action in Kecskemét, Hungary.



Encouraging cultural participation among children in Smederevo, Serbia.



Engaging communities at Pol'and'Rock Festival in Czaplinek, Poland.



Case Study.

A shared kitchen, A shared connection

Mysłakowice, Poland | Cooking workshops at Cultural Centre

At Motherson, we believe that meaningful community engagement begins with human connection. Simple, shared experiences can bring people together in ways that create lasting impact.

To mark Senior Citizen Month, Motherson supported a series of cooking workshops at the Municipal Cultural Centre in Mysłakowice, Poland. The initiative was designed to create a welcoming space where seniors and younger members of the community could come together, share traditions, and connect through the simple act of cooking.

What began as a small initiative soon evolved into a rich exchange of knowledge and experience. Seniors arrived with handwritten recipes, personal stories, and time-honoured techniques, while participants and volunteers engaged fully, listening, learning, and contributing. In the process, they gained not just culinary skills, but also a deeper appreciation for patience, empathy, and tradition.

The initiative reflects Motherson's long-standing approach to community well-being, one that goes beyond financial support to build meaningful partnerships. It is rooted in the belief that lasting change begins with understanding and standing alongside communities, whether through such workshops or other grassroots efforts.

As the sessions concluded, they left behind more than shared meals. They created memories, encouraged conversations across generations, and reinforced the value of learning from one another.

This initiative highlights how simple, collective actions can strengthen bonds, preserve traditions, and nurture a deeper sense of belonging, enriching communities through connection, care, and shared experiences.



Bridging generations through community cooking workshops in Mysłakowice, Poland.



Case Study.

Intergenerational garden renovation

Bad Staffelstein, Germany | Enhancing shared spaces at retirement home

At Motherson, we believe meaningful community support goes beyond immediate interventions; it lies in creating environments that enhance everyday well-being and foster human connection across generations.

In line with this philosophy, our facilities in Germany supported the renovation of an intergenerational garden at a retirement and nursing home in Bad Staffelstein, Germany. The garden and fitness trail, vital spaces for movement, relaxation, and social interaction, required restoration to remain safe, accessible, and inviting for residents.

Working closely with the residents, the initiative became a shared effort. Benches, tables, chairs, and fitness equipment were repaired and treated

with paint and wood preservatives, extending their lifespan and improving usability. The involvement of residents not only strengthened the outcome but also instilled a sense of ownership and pride within the community.

The revitalised space now offers a safer, more welcoming outdoor environment, encouraging residents to stay active, engage socially, and enjoy moments of connection and calm.

While modest in scale, this initiative reflects Motherson's commitment to strengthening communities through thoughtful, participative actions, creating spaces that support physical well-being, emotional health, and a deeper sense of belonging.



Improving seniors' living conditions through volunteer-led renovations in Bad Staffelstein, Germany.





Southeast Asia, Australia, and Japan.

Assisting the underprivileged

Guided by Motherson's values of community inclusion, employees in Ochang, South Korea, participated in a briquette donation and delivery initiative to support underprivileged households during the winter. The initiative provided essential heating support while reinforcing collective responsibility and community connection.

Fostering compassion through community contribution

Across locations, Motherson's donation drives reflect a shared sense of responsibility and care, with employees and the company coming together to support health, social, and humanitarian causes within the communities.

In Lonsdale, Australia, employees participated in Australia's Biggest Morning Tea to support cancer research. The onsite cafeteria hosted the event, where staff contributed through gold coin donations, and the company matched the funds raised, further strengthening the collective impact. A separate donation drive was conducted, featuring a pop-up sale of surplus clothing at the same facility, with proceeds donated to St Vinnies. This charitable organisation supports people experiencing homelessness, as part of its winter appeal. The initiative promoted thoughtful reuse while contributing to a meaningful social cause.

In Rayong, Thailand, employees collectively donated funds to the sub-district administrative organisation to support refugees affected by unrest along the Thai border. The contribution helped provide essential support to displaced individuals and families. In addition, employee driven Children's Day activities at a local school fostered learning and joy through donations of educational supplies, snacks, and toys.

Through these initiatives, employees across locations came together to support diverse causes, reinforcing a culture of empathy, collective care, and equitable community development.





Supporting communities through winter
briquette donations in Ochang, South Korea.



Supporting communities during emergencies

In Rayong, Thailand, the company supported disaster relief efforts in collaboration with the local administration to assist communities affected by severe flooding in northern Thailand. Through collective contributions, funds and essential supplies were provided to support flood-affected families and hospitals facing resource constraints. The initiative helped address immediate needs and reflected Motherson's timely support for communities during a period of crisis.

Similarly, in Sakura (Tochigi Prefecture), Japan, Motherson participated in an annual charity initiative supporting community care through donations to the Sakura City Council of Social Welfare, a local welfare organisation. Established in the aftermath of the Great East Japan Earthquake, and now in its 14th year, the initiative channels collective participation into sustained local support.



Sustaining community resilience through
long-running initiatives in Sakura, Japan.

Community building and cultural engagement

At Motherson, community building and cultural engagement are rooted in respect for local traditions and inclusion, strengthening connections with the local communities.

In Rayong, Thailand, Motherson employees participated in a facility-led community engagement initiative marking Wan Khao Phansa (Buddhist lent day). A traditional candle-offering ceremony was observed at a local temple with community members, during which Buddhist devotees presented candles and offering sets to local monks, reflecting long-standing practices associated with learning, reflection, and spiritual continuity.



Supporting community
traditions in Rayong, Thailand.



Motherson's facility in Sayama, Japan, supported Minori Social Welfare Corporation, a local social welfare organisation, through facility-led initiatives, contributing to daily care activities for individuals with disabilities including an ageing user group, through bread making, creative sessions, and assisted exercises. The experience deepened understanding of personalised care, empathy, and effective communication, while strengthening connections with the local community.

In Suzuka and Kameyama, employees came together for a cleaning initiative to support a local childcare facility through indoor cleaning and maintenance.

Together, these initiatives highlight Motherson's continued commitment to meaningful community engagement and social inclusion. Through active employee participation and facility-led efforts, the Group continues to strengthen local partnerships, celebrate cultural diversity, and contribute positively to the communities in which it operates.

Fire safety and emergency preparedness

In Rayong, Thailand, Motherson's efforts focused on strengthening community resilience through fire safety and emergency preparedness initiatives. Regular training and drills were conducted in alignment with statutory requirements, helping strengthen community awareness of fire risks and promote safer emergency response practices across the wider community around the industrial area.

Annual fire mock drills simulated emergency scenarios of varying severity, enhancing preparedness and enabling more effective response capabilities to support the safety and well-being of the wider community.

Through these initiatives, Motherson helps create safer environments while reinforcing a culture of safety, awareness, and collective preparedness within the wider community.



Building resilience and preparedness through emergency response simulations in Thailand.

Empowering the youth and children

Motherson continues supporting the young people and local communities by enabling access to meaningful employment opportunities. Through its focus on skill-building and employment generation, the company helps create pathways that support long-term stability and inclusive growth.

In Santa Rosa City, Philippines, the company focused on local hiring by working closely with a government-linked workforce resource agency. This approach enabled local freshers to enter the workforce, supporting income generation and contributing to improved living standards within the community.

Supporting the local community

At Motherson, supporting local communities is built on working alongside them, building trust through shared action, participation and sustained presence over time.

In Karawang, Indonesia, Motherson extended its support for local development by donating essential equipment, including a generator, in collaboration with companies in the industrial park, reinforcing shared growth with the surrounding community.

Bridging the gap between communities and industry

In Suzuka and Kameyama, Japan, Motherson facilities supported inclusive community engagement initiatives through participation in the Suzuka City Employment Marche for People with Disabilities. With active employee involvement, the initiative focused on fostering meaningful connections between industry and the local community. Through hands on manufacturing activities and open dialogue, it promoted understanding of diverse abilities, encouraged inclusive employment, and strengthened trust between the workplace and society.



Case Study.

Supporting flood-affected communities

Biñan, Philippines | Flood relief through pallet bridges

At Motherson, we recognise that for many communities, natural events such as flooding are not isolated incidents but recurring challenges that disrupt everyday life. In such situations, even simple, practical support can play a critical role in improving safety and restoring a sense of stability.

In the Philippines, communities around Laguna de Bay regularly face flooding during the typhoon season. Last year, prolonged heavy rainfall led to rising water levels, submerging homes and affecting thousands of families. Daily life was significantly disrupted as residents navigated waterlogged surroundings and limited access to essential resources.

Alongside visible damage to homes and infrastructure, the floods created deeper challenges. Access to clean water became constrained, mobility was restricted, and prolonged exposure to stagnant water increased health risks. For many families, even basic movement within their neighbourhoods became difficult and unsafe.

In response, Motherson supported a practical solution by enabling the reuse of wooden pallets from its facility. These were shared with the local government and non-profit organisations in the City of Biñan and repurposed into temporary footbridges and raised walkways across flooded areas.

These structures helped residents move more safely through their communities, reducing direct contact with contaminated water and making everyday movement more manageable. While modest in scale, the intervention addressed an immediate and critical need.

This initiative reflects Motherson's commitment to standing alongside communities facing recurring challenges. By using available resources thoughtfully and working collaboratively, even small actions can enhance safety, restore mobility, and support communities as they navigate difficult conditions with resilience and confidence.



Supporting reuse and community action through pallet donations in Laguna de Bay, Philippines.



China.

Strengthening community support for working families

At Motherson, community well-being is strengthened by supporting families in ways that respond to everyday challenges with care and responsibility. By working closely with local communities, Motherson facilities aim to create supportive environments that enable both individuals and families to thrive.

Motherson's Yangchen facility in China, supported a summer childcare programme across six community centres. During the summer months, when schools are closed, many working families in the Yancheng Economic Development Area (YEDA) face the challenge of balancing their professional responsibilities with childcare needs. Responding to this concern, our facility worked towards creating a safe and welcoming space for children where they could spend their days engaged in supervised learning activities, recreational play, and structured care. This support helped ease the pressures on working parents, allowing them to carry on with the greater peace of mind. Extending its reach, the facility also distributed care packages to left behind children in nearby communities, ensuring broader inclusion and support.

Strengthening rural communities through local procurement

Supporting rural communities through local sourcing is integral to sustainable growth. In China, the Motherson facility in Hefei undertook a local sourcing initiative, purchasing locally grown agricultural produce from remote areas of Anqing, Anhui, as well as from cooperatives in Xinjiang and Tibet.

The initiative involved distributing the procured fruits among employees across the Group, directly supporting local farmers and their families while encouraging healthy consumption among employees. By sourcing products from rural farming communities, the initiative helped strengthen rural livelihoods and contribute meaningfully to local economies.



Providing essential support to children in need

Providing care and comfort to vulnerable children remains an important part of Motherson's community engagement efforts.

The facility in Langfang, China, extended support through a donation drive for children without families or paternal care, contributing essential winter supplies to help them through the season. The donated items included quilts, hygiene products, and daily-use essentials.

Many of these items were repurposed from unused employee supplies originally procured during the pandemic, ensuring responsible utilisation of resources. The initiative helped meet basic needs during colder months, offering warmth, hygiene support, and a sense of care to children in need. Through such efforts, Motherson continues to support vulnerable communities through thoughtful, timely, and sustainable action.

Case Study.

Empowering rural livelihoods through responsible sourcing

Anqing, Anhui, China | Supporting local kiwi farmers

At Motherson, we believe that supporting communities goes beyond one-time interventions. It requires creating pathways that strengthen livelihoods and enable long-term well-being. Guided by this commitment, an opportunity emerged to support rural development through a simple yet meaningful action by sourcing agricultural produce directly from farmers in remote areas of Anqing, Anhui, in China.

In September 2025, the team established direct engagement with agricultural cooperatives in the region, where farmers often face challenges in accessing wider markets due to limited transportation and connectivity. Despite the quality of their produce, kiwi fruit frequently went unsold or was traded at low prices, affecting household incomes. Recognising this gap, the company purchased kiwi fruit and distributed it to employees, ensuring fair compensation for local farming communities.

What began as a straightforward procurement effort evolved into a meaningful connection between rural producers and urban consumers. Farmers benefited from stable and fair income, which supported daily needs, improved

living conditions, and eased the financial pressure of children's education. The initiative also strengthened confidence among growers, encouraging continued cultivation of high-quality produce.

Employees embraced the initiative, valuing both the quality of the produce and its purpose. The effort reinforced a shared sense of responsibility, linking everyday consumption with social impact and rural revitalisation.

Beyond immediate outcomes, this approach reflects a more sustainable model of support, one that moves beyond donations towards creating reliable market access and long-term economic stability for farming communities. With plans to expand similar collaborations, Motherson continues to integrate responsible sourcing into its operations.

Through this initiative, Motherson has helped strengthen rural livelihoods, support education, and contribute to balanced regional development, demonstrating how thoughtful, everyday actions can connect communities, empower individuals, and enable shared prosperity.



02. Education

- Supporting general education: academics, performing arts, sports and values
- Promoting digital literacy
- Facilitating the acquisition of educational material
- Creating and maintaining school infrastructure
- Apprenticeship programmes for vulnerable groups
- Open-door events for teachers, students and children to introduce them to the manufacturing process and to raise awareness about career and personal development opportunities





Introduction

Education is more than the transfer of knowledge. It is the quiet force that shapes confidence, opens pathways, and nurtures curiosity and ambition. At Motherson, our approach to education begins at the intersection of access and aspiration, recognising learning as a continuous journey.

Across regions, Motherson's education efforts focus on strengthening access to learning resources and environments, particularly for children and young people in underserved or transitional phases. Our education initiatives take a holistic view, addressing the multiple dimensions of learning. This includes foundational school readiness and access to resources, exposure, skill development, and pathways linking education to employability and future careers.

A key aspect of our education approach lies in bridging academic learning with real world relevance. Through investments in educational infrastructure and access to essential learning resources, we support environments where meaningful learning can take place. Motherson places special emphasis on initiatives that support the education of young girls. Similarly, particular focus is placed on reaching underprivileged children, helping reduce barriers and improve access to quality education.

By investing in education, we aim to support inclusive and sustainable growth. Motherson believes that learning enables upward mobility and resilience, empowering individuals to build better futures for themselves and their communities.



South Asia.

WASHE Project

Empowering lives through education and opportunity

The W.A.S.H.E (Water, Sanitation, Hygiene and Education) initiative, Motherson's flagship programme, continues to demonstrate how consistent, purpose-driven efforts can reshape educational ecosystems and strengthen community well-being. Building on a strong foundation laid over the years, the programme systematically addresses critical infrastructure gaps in government schools across regions of operation. Through focused interventions and forward-looking solutions, WASHE is creating safe, inclusive, and engaging learning environments that support both students and the communities they are part of.

Rooted in the belief that infrastructure is fundamental to learning, the initiative focuses on strengthening education systems by improving school environments, promoting hygiene, and expanding access to quality education and digital learning, particularly for students from rural and semi-urban underserved communities. Addressing long-standing infrastructural gaps, the WASHE initiative recognises that inadequate classrooms, poor sanitation, lack of furniture, and limited access to digital tools significantly hinder student engagement, retention, and academic performance. By adopting a holistic approach, the programme goes beyond basic upgrades to create safe, inclusive, and inspiring spaces where students can learn, grow, and thrive.

Areas of intervention:

Tackling core infrastructure gaps

The initiative addresses several critical challenges affecting the quality of education in government schools, including poorly maintained classrooms, inadequate sanitation and hygiene facilities, and insufficient student furniture. Limited access to digital learning tools, along with the absence of libraries and laboratory facilities, further restricts opportunities for holistic learning. Additionally, issues such as poor ventilation, inadequate lighting, and budget constraints continue to hinder infrastructure development. Collectively, these gaps create barriers to effective teaching and learning, affecting student engagement, retention, and overall development.



Overall facelift of schools

The initiative adopts a holistic approach to infrastructure development and digital enablement. Schools have been upgraded through the renovation of classrooms and toilets, improved flooring, installation of fans, lighting and furniture, and fresh painting.

The introduction of smart classrooms has enhanced learning by enabling interactive, technology-driven education. BaLA (Building as Learning Aid) paintings further create engaging, child-friendly environments that encourage curiosity and participation.

These improvements have resulted in clean, safe, and inspiring spaces that support better attendance, concentration, and overall learning outcomes.



Interactive wall art promoting creative learning space at Noida, India.

Geographical outreach and impact

The WASHE initiative continues to expand its footprint across key regions in India, delivering targeted, need-based interventions to strengthen school infrastructure and enhance learning environments for underserved communities.

Delhi-NCR

Motherhood extended support to four government schools by upgrading infrastructure, including smart classrooms, furniture, sanitation facilities, and dedicated spaces for mid-day meals and assemblies. These interventions have collectively benefited students, improving access to a more structured and conducive learning environment.

Pune, Maharashtra

In Pune, a series of comprehensive interventions have significantly strengthened educational infrastructure across multiple schools. A new two-storey school building was constructed in Biradwadi, replacing unsafe and inadequate structures with well-equipped classrooms, including computer and science laboratories, thereby improving safety, organisation, and access to practical learning for students.

At Waghjai Nagar, the introduction of six smart classrooms enhanced the teaching-learning process for students, enabling greater engagement through digital tools and improved classroom discipline. In Alandi, the provision of benches addressed critical seating gaps for students, further creating a more comfortable and conducive learning environment.

Targeted infrastructure upgrades in Mawal, including a multipurpose shed and essential repairs, have improved accessibility and continuity of education for students, particularly those from migrant families. In Pimple Jagtap, a combination of smart classrooms, BaLA interventions, Wi-Fi support, furniture, and access to supplementary reading materials has enriched the learning ecosystem for the students, promoting both digital and experiential learning.

Bawal, Rewari, Haryana

At a junior high school in Bawal, the company completed partially constructed infrastructure through structural finishing, electrification, and sanitation development, including a dedicated girls' toilet block. The upgraded facilities now support local students, with improved classroom utilisation and a functional library space.

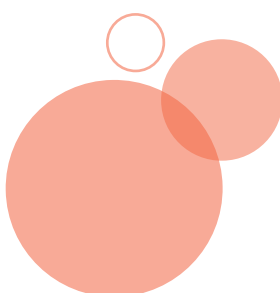
Bhubaneswar, Odisha

In partnership with Bhubaneswar Round Table 53 Charitable Trust, Motherhood supported the Government High School in Baramunda by constructing classrooms and sanitation facilities. These interventions address critical infrastructure gaps and provide a safer, more inclusive learning environment for students, including children with special needs, thereby improving academic focus and well-being.

Mathur Village, Kanchipuram, Chennai

At T.S.K Government School, infrastructure enhancements have focused on creating safe, clean, and functional classroom environments. These improvements are expected to drive better attendance and learning outcomes for students, while also contributing to long-term community development by reducing maintenance and health-related challenges.

Across all regions, the WASHE initiative demonstrates a scalable, impact-driven approach, delivering infrastructure-led transformation that enhances access, improves learning conditions, and supports students' holistic development.



Revamped and developed school infrastructure across locations in India.



Digital Transformation Van (DTV) Project

As part of the Digital Transformation Vehicle (DTV) a flagship programme of Motherson, significant progress was made over the past year in expanding digital access and strengthening capabilities across underserved communities in Noida, Uttar Pradesh, and Rewari, Haryana, India. The initiative enabled large cohorts of youth, many with no prior exposure to computers, to develop foundational digital skills through structured hands-on learning programmes. At the same time, capacity building of teachers ensured continuity and sustainability of digital education within schools.

The initiative has also contributed to enhancing youth employability by linking digital literacy with career-oriented training. Certified participants have successfully transitioned into entry-level roles such as customer support and teleservices, demonstrating the programme's practical value in enabling livelihood opportunities.

Beyond formal learning, the project incorporates a broader social awareness component that engages communities through sessions on digital inclusion, financial literacy, cyber safety, and key social themes. Observance of important days such as Women's Day, Environment Day, Science Day, and Yoga Day, along with awareness on child protection through the Protection of Children from Sexual Offences (POCSO) Act, has further deepened community engagement, particularly among women, fostering informed participation and empowerment.

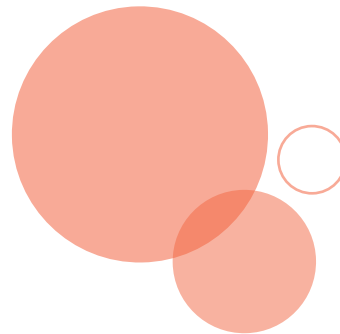
By simultaneously addressing access to technology and building relevant skill sets, the DTV project continues to promote inclusive digital participation, strengthen learning outcomes, and expand pathways for socio-economic advancement. As a flagship initiative, it reflects a scalable, sustainable model for driving digital empowerment in underserved communities.

Key objectives:

- Bridge the digital divide across rural, remote, and underserved communities
- Promote computer literacy as a foundation for education, information access, and opportunity
- Enable access to government programmes, digital services, and social assistance
- Foster curiosity, confidence, and a sustained interest in learning
- Introduce a multidisciplinary, technology-enabled approach to education
- Support the practical use of digital tools for everyday and livelihood-related needs
- Encourage collaborative and experiential learning environments
- Build awareness of digital technology and its broader social relevance
- Ensure equitable digital access for rural youth, women, and underserved communities



DTV course completion certificates distributed across locations in India.



Key features of the Digital Transformation Vehicle

The Digital Transformation Vehicle integrates technology, accessibility, and sustainability to deliver impactful learning experiences:

Solar-powered and self-sustaining design:

- Equipped with 10 high-efficiency solar panels (315 watts each), generating nearly 15 kW of energy daily, exceeding operational requirements by approximately 20%
- Supported by alternate power systems, including a 5.5 kVA UPS generator and direct AC line connectivity, ensuring uninterrupted operations
- Reduces carbon emissions and operational costs while demonstrating practical applications of renewable energy

Hands-on digital learning environment:

- Fully equipped mobile lab with 17-20 inbuilt computer systems and display screens
- Enables practical, technology-driven learning through internet-enabled resources
- Builds digital confidence and foundational skills, especially for first-time users

Accessible and inclusive deployment model:

- Stationed at government schools and community spaces to maximise reach
- Structured learning programmes for students during school hours, with extended access for youth and community members
- Instructor-led training with customised course selection based on learner needs

Sustainable capacity building:

- Training of teachers to ensure continuity of digital education beyond the programme
- Creates long-term impact by embedding digital learning within school ecosystems

Community engagement and awareness:

- Conducts sessions on digital literacy, financial inclusion, cyber safety, and social awareness
- Promotes understanding of technology in everyday life and encourages informed participation

Scalable outreach model:

- Relocates across schools and underserved areas after completion of training cycles
- Enables wider impact by extending access to multiple communities over time

Courses offered

The Digital Transformation Vehicle delivers structured learning across the following categories:

- **Certificate courses**
 - Programme in cyber security
 - Programme in digital awareness
 - Programme in internet in day-to-day life
 - Programme in Microsoft Office
- **Career-oriented courses**
 - Programme in career edge - IT professional
- **Awareness and mass digital literacy**
 - Video-based awareness programmes
 - Mass digital literacy sessions
- **Teacher capacity building**
 - Certificate Course in Training of Teachers (ToT)



Promoting community welfare through outreach programmes.



Interactive learning through digital tools, Noida, India.



Celebrating World Environment Day to promote environmental consciousness.





Enabling strong learning foundations through structured classroom education.



Promoting overall health through balanced meals for students.

Enabling holistic development for underserved children

Motherson has partnered with the Lotus Petal Foundation to support children from underserved urban communities, addressing critical gaps in access to quality education and essential services. This collaboration focuses on the Foundation's school in Dhunela, Haryana, which delivers an integrated model of education, nutrition, skill development, and pathways to dignified livelihoods.

The school currently serves students from Nursery to Grade 12, primarily from urban slum clusters and economically disadvantaged backgrounds in and around Gurugram, in India. Under this initiative, Motherson provides targeted support to several students, enabling access to education, essential nutrition, and healthcare services, thereby fostering their holistic development.

Project interventions

Strengthening academic foundations

The initiative delivers structured teaching and allied academic support to enhance students' learning outcomes. Building strong foundational knowledge and skills enables students to progress confidently through higher grades, improving academic performance, self-assurance, and future readiness.

Promoting nutrition and healthcare

A comprehensive approach to student well-being is ensured by providing balanced breakfast and lunch meals designed by a qualified nutritionist. Regular health monitoring, including half-yearly BMI assessments, routine medical check-ups, and access to emergency care, supports physical health, cognitive development, and improved concentration levels, directly contributing to better academic outcomes.

Ensuring safe and reliable access to education

The project facilitates safe transportation through trained and certified drivers, supported by efficient route planning and well-structured schedules. This reduces barriers to school access, improves attendance and punctuality, and enhances overall safety and convenience for both students and their families.

Enabling data-driven student management

A robust Student Database Management System (SDMS) and Learning Management System (LMS) support effective monitoring of attendance, academic progress, and counselling records. Real-time data access, automated reporting, and analytics-driven insights enable educators to identify learning gaps early and implement timely interventions, enhancing transparency and overall programme effectiveness.

Through this multi-dimensional approach, the initiative creates an enabling ecosystem that supports the overall growth, well-being, and long-term development of underserved children.



Promoting student health and fitness through yoga and physical activity.



Case Study.

Bridging the digital divide, transforming futures

India | DTV Digital skills programme

For many young people from underserved communities, limited access to education and digital skills can become a barrier to employment, financial independence, and social mobility. Recognising this challenge, Motherson partnered with the NIIT Foundation as part of the DTV Project, which provides free digital and computer skills training programmes that equip youth with the knowledge, confidence, and opportunities needed to build sustainable livelihoods.

Among those whose lives were transformed through the programme was Krishna, a young woman who faced immense responsibilities at an early age after losing her mother. While supporting her younger siblings and helping manage household responsibilities, she worried whether she would ever be able to continue her education or achieve financial independence. Through Motherson's support, Krishna enrolled in a free computer training programme, developed valuable digital skills, and secured employment with a reputed organisation. Today, she earns a stable income, supports her family, and has become a source of strength for her siblings.

Shikha Verma's journey reflects a similar transformation. Growing up in a family of six with limited financial means, she aspired to learn computer skills but lacked access to formal training. Through Motherson's DTV Project, she received structured computer education, completed the programme, and secured

employment with a reputed company. Her new role brought financial stability to her household while enabling her to fulfil a long-standing aspiration. Today, she serves as an inspiration for other young women in her community who aspire to pursue education and meaningful careers.

For Mohit Yadav, the programme opened the door to a digital world that had previously seemed out of reach. Coming from a rural background with limited exposure to technology, he initially found even basic computer tasks challenging. Through continuous training and practical learning opportunities provided by Motherson as part of the DTV Project, he developed essential digital skills and gained confidence in using technology. More importantly, he began sharing his knowledge with classmates and local shopkeepers, helping them adopt simple digital tools for record-keeping and everyday business activities.

While each journey is unique, they share a common thread: access to opportunity. Through its partnership with the NIIT Foundation, Motherson has helped bridge the digital divide by creating pathways for youth to gain employable skills. What began as a learning opportunity for one individual created a ripple effect across entire families and communities. As participants gained digital skills, confidence, and employment opportunities, they helped build stronger households and contributed to a brighter future.



Samarpan Foundation at Aya Nagar School, Delhi

Building pathways to mainstream education

Motherhood continued its association with Samarpan Foundation in Aya Nagar, Delhi, to bridge foundational learning gaps among children from underserved communities and enable their successful integration into formal education systems. The initiative focuses on preparing out-of-school and irregular school-going children for sustained participation in mainstream government schools.

The programme adopts a structured, child-centric approach, grouping students by age, learning level, and prior educational exposure. This ensures personalised attention and targeted academic support, helping children build essential literacy and numeracy skills while fostering confidence and readiness for formal schooling. Beyond academics, the initiative also emphasises overall development, enabling a smoother and more sustainable transition into mainstream education.

Community engagement remains a critical pillar of the project, with continuous efforts to sensitise and involve parents in the learning journey. By addressing both educational and behavioural aspects, the programme encourages a positive shift in mindset within families, strengthening long-term commitment to education.

Supporting children from marginalised backgrounds, including first-generation learners, the initiative has contributed to improved learning outcomes, enhanced attendance, and a growing number of successful transitions into government schools. Through this holistic approach, the project plays a vital role in reducing dropout rates and building a strong educational foundation for children from vulnerable communities.



Strengthening foundational learning for disadvantaged children.

Bhaktivedanta University - Ayurvedic Hospital, College and Research Centre, Vrindavan

Advancing integrative healthcare and education

Motherhood continues to support the Bhaktivedanta University initiative in Vrindavan, Uttar Pradesh, which focuses on developing an Ayurvedic Hospital, College, and Research Centre (AHCRC). This project aims to strengthen healthcare delivery in the Mathura region of India through an integrated approach that combines traditional Ayurvedic knowledge with modern science and technology.

Situated in a region known for its cultural and spiritual significance, the initiative addresses the absence of a dedicated, research-based Ayurvedic institution in the district. By establishing a comprehensive centre for treatment, education, and research, the project seeks to meet growing healthcare needs while promoting evidence-based Ayurvedic practices and creating opportunities for learning and employment.

The initiative is designed to serve a diverse group of stakeholders, including residents requiring treatment for chronic and lifestyle-related conditions, pilgrims visiting the region, and healthcare professionals seeking specialised training in integrative medicine. It also supports students and researchers through hands-on learning and research opportunities, while offering compassionate care for patients requiring end-of-life support.

Project scope and implementation

The current phase of the project focuses on constructing the academic block for the Department of Holistic Health and Wellness. This forms a key component of the larger AHCRC ecosystem, which will integrate hospital services,

education, and research. Construction is progressing, with the superstructure completed up to the G+2 level and a significant portion of the overall work already completed.

Programme objectives

The initiative aims to leverage Vedic knowledge alongside modern technologies such as AI, IoT, virtual reality, and biotechnology to develop sustainable solutions addressing physical and mental health challenges, lifestyle diseases, climate concerns, and broader societal well-being. It also seeks to advance preventive healthcare and promote harmony between traditional wisdom and contemporary science.

Key interventions and activities

The project encompasses a wide range of healthcare and educational activities, including community health camps, wellness programmes, and capacity-building initiatives for local healthcare professionals. It also places strong emphasis on research to validate Ayurvedic treatments, alongside providing palliative care for terminally ill patients. Knowledge dissemination through workshops, publications, and digital platforms further extends the project's impact.

Long-term impact

Once operational, the AHCRC is expected to emerge as a centre of excellence in Ayurvedic healthcare and education, benefiting the wider community while contributing to the global recognition and scientific advancement of Ayurveda. The project will also support large-scale academic engagement, with plans to accommodate a substantial number of students and provide modern learning infrastructure, residential facilities, and research capabilities.



Project Prayoga

Advancing experiential science learning in Karnataka, India

Motherhood continues to support an education-centred programme aimed at strengthening science learning through experiential and discovery-based approaches in schools across Karnataka, India. Implemented in collaboration with the Prayoga Institute of Education Research, a not-for-profit organisation known for its innovative work in science education, the initiative builds on prior success. It reinforces a sustained commitment to improving learning outcomes.

The initiative is designed to enhance conceptual understanding of science through hands-on learning, foster curiosity and critical thinking among students, and promote a scientific temper. It also focuses on strengthening teachers' capabilities to deliver experiential education, thereby improving overall academic performance in science.

Building curiosity, confidence and scientific thinking

Under this programme, a government school has been adopted to implement a comprehensive experimental learning model. Dedicated lab stations have been established within the school, equipped with curriculum-aligned materials that enable students to engage in practical experiments actively. In addition, structured sessions at Prayoga's facility provide deeper, contextual exposure to scientific concepts through real-world applications.

A strong emphasis is placed on teacher capacity building through targeted training programmes, enabling educators to facilitate experiential and inquiry-based learning effectively. Continuous academic monitoring, feedback mechanisms, and regular replenishment of lab resources ensure sustained quality.



Established a dedicated lab station at a government school in Karnataka, India.

Learning beyond the textbook

The project has transformed the classroom experience by making science education more interactive, engaging, and application oriented. Students have demonstrated improved conceptual clarity, increased curiosity, and a stronger inclination towards inquiry-based learning. At the same time, teachers are better equipped with modern pedagogical approaches, contributing to enhanced instructional quality and improved learning outcomes. The initiative directly benefits students in Grades 6 to 10 at the adopted government school by providing them with access to improved infrastructure and hands-on learning opportunities. Teachers also benefit significantly through ongoing training and support, enabling them to deliver more effective and engaging science education.



Promoting modern pedagogical approaches through teacher training in Karnataka, India.



Americas.

Supporting education through essential resources

At Motherson, strengthening communities begins with empowering education through essential resources, enabling better learning opportunities and supportive environments for students and families.

In the United States, Motherson promoted school-linked initiatives supporting students while strengthening schools. In Marysville, employees volunteered with Woodrow Wilson Elementary School to support a community carnival that fostered connection and well-being for children and families. School supply donation drives in Russell Springs, Marion, Houston, and Traverse City were facilitated by the Group to help ensure students had access to essential learning and basic-needs resources, address barriers to learning, and ease pressure on families. In Cottdale, Motherson led sustained engagement to support education through school supply drives, STEM sponsorship, and the launch of an 'Adopt-A-School' programme, reinforcing long-term investment in local education.

In Mexico, Motherson's efforts were directed towards promoting inclusive and supportive education. Facilities in Chihuahua and Huehuetoca organised school supply drives to help ease household pressures while recognising academic effort. In Juárez, initiatives extended learning beyond classrooms by supporting music education through donations of musical instruments to Desarrollo Juvenil del Norte, A.C., a Mexican NGO, and by organising educational museum visits to La Rodadora Museum for children from underprivileged backgrounds, promoting personal development and positive engagement.

In Brazil, Motherson's initiatives were focused on access to knowledge and learning environments. Book donations in Campo Alegre and Guarulhos enriched local library resources for children and community members. While in Curitiba, donations of educational materials supported inclusive learning for children with special educational needs. Similarly, in Limeira, the facility donated used pallets, which were refurbished for reuse by a school supporting individuals with special needs, extending the life of materials while supporting inclusive education.

Together, these efforts illustrate Motherson's approach to supporting education, recognising learning as a foundation for opportunity, inclusion, and long-term community resilience.





Supporting education through STEM scholarships in Cottondale, USA.

Equipping youth for future careers

Reflecting Motherson's belief in nurturing potential, supporting young people in preparing for future careers remains central to building resilient communities and sustainable livelihoods. Across locations, initiatives focused on early career exposure, employability, and meaningful engagement with educational institutions.

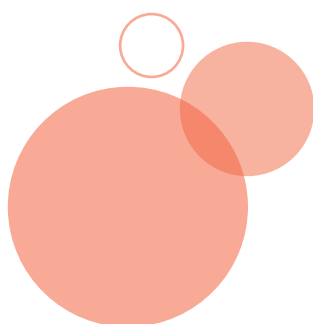
In Russell Springs, USA, Motherson facilities engaged with educational institutions through employee-supported participation in multiple college job fairs, creating opportunities to connect with young talent at the start of their career journeys. These interactions supported awareness of career pathways, workplace culture, and entry-level opportunities, while contributing to workforce development and stronger connections with local educational institutions. In Cottondale, Alabama, facility-led initiatives focused on high-school students through regional signing days and statewide career exploration events, encouraging informed career choices and supporting transitions from education to employment.

In Mexico, Motherson facilities led youth-focused initiatives strengthening pathways between education and employment. In Amozoc de Mota, Puebla, engagement through job fairs, internships, and academic collaboration helped connect universities with industry, enabling students and recent graduates to access professional growth opportunities and build skills for evolving labour market needs.

In Argentina, Motherson employees supported facility-led engagement by welcoming students from OTK, the Buenos Aires province, to visit the facility, offering firsthand exposure to real-world work environments. The experience provided insight into manufacturing operations and professional roles, helping students better understand potential career pathways.



Bridging classroom learning with industry exposure in Argentina.



Incentivising academic success

In Chihuahua, Saltillo, and Acuña, Mexico, Motherson facilities implemented initiatives to recognise academic achievements through merit based awards, back to school incentives, and scholarship support. By encouraging performance and easing access to education, these efforts reinforced motivation, aspiration, and continued learning among young students.



Empowering students through scholarships in Chihuahua, Mexico.



Building awareness and inclusion through community education

Guided by Motherson's commitment to responsible and values-led citizenship, social responsibility initiatives focused on raising awareness, encouraging inclusion, and promoting sustainable practices across communities.

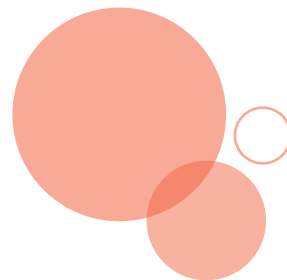
In Newark, USA, social awareness initiatives focused on inclusion and ethical responsibility. Observances such as Asian American and Pacific Islander Heritage Month and International Women in Engineering Day recognised diversity and contributions across communities. At the same time, World Whistleblower Day reinforced awareness of ethical conduct and the importance of speaking up.

In Saltillo, Mexico, Disability awareness initiatives and inclusive talent programmes reinforced accessibility and equal opportunity.

Together, these efforts reflect Motherson's integrated approach to social inclusion, contributing to more informed, inclusive and sustainable communities.



Celebrating International Women in Engineering Day in Newark, USA.



Educational collaboration and development opportunities

Strengthening education through collaboration remains central to nurturing skills and lifelong learning. Across locations, partnerships with academic institutions focused on bridging classroom learning and real-world exposure, supporting both students and professionals in their development journeys.

In the United States, Motherson initiatives focused on strengthening industry-academia collaboration and expanding experiential learning opportunities for students.

In Columbus, Motherson's facility collaborated with Columbus State Community College to expand hands-on learning opportunities by donating a show vehicle featuring advanced sunroof technology. The initiative enabled students to engage directly with industry-grade systems, enriching practical training and supporting career preparedness in the automotive field. In Marion, participation in the 'Made in Marion' community event helped raise awareness of manufacturing careers and local training pathways, encouraging students to explore opportunities within the industry. In Troy, virtual and in-person learning sessions, conducted in partnership with Wayne State University, facilitated knowledge exchange, benefiting both students and professionals through shared learning experiences.

In Mexico, Motherson's long-term academic collaboration in Amozoc de Mota, Puebla, supported skill development and workforce readiness through an academic agreement with UDEA University, creating pathways for continuous



Exploring careers through industry engagement in Marion, USA.

learning and professional growth. In Puebla, a dual education programme with the Technological University of Puebla allowed students to combine classroom learning with hands-on experience at the facility, helping them build practical skills and gain exposure to industry operations.

These initiatives showcase Motherson as a catalyst for creating opportunities, refining skills, fostering interest, and advancing long-term community progress.

Building skills through training and workshops

Building skills through continuous learning and hands-on exposure remains integral to Motherson's efforts to strengthen capability and workplace resilience.

In Atibaia and Curitiba, Brazil, the Motherson Journey programme supported apprentices and interns through structured learning experiences, facility visits and process-level exposure, helping participants understand diverse operational areas while applying learning through improvement projects.

In Sterling Heights and Chattanooga, USA, Motherson facilities organised safety-focused training, leadership programmes and team-building activities, strengthening awareness, collaboration, and workplace preparedness.

In Mexico, Motherson led training initiatives that supported practical learning in quality, safety and technical skills. In Puebla, hands-on collaboration with CECATI (Centro de Capacitación para el Trabajo Industrial), a public institution that offers technical training courses, supported specialised training in mould maintenance, strengthening knowledge transfer to future technicians.

Collectively, these initiatives reflect Motherson's commitment to building skills, enhancing preparedness and a culture of continuous learning.



Transforming learning into practical workplace experience through the Motherson journey programme across the Americas.



Case Study.

Supporting education through donation of essential study materials

Marion, Ohio, USA | School supplies initiative

At Motherson, we recognise that access to basic educational resources plays an important role in enabling children to participate fully in their learning journey. Supporting communities in creating inclusive and equitable learning environments remains a key focus, particularly for students who may face barriers at the start of the academic year.

In Marion, Ohio, USA, the Marion school district faced challenges accessing the supplies it needed for learning and classroom participation. But with Motherson's support, essential school supplies were made available to students, helping them start afresh in the new academic year with the tools they need to learn, participate, and grow.

This support has not only eased the burden on families but has also enabled children to engage more confidently in classroom activities, supporting their learning experience and overall well-being.

Motherson believes that through such collaborative efforts, the community is better equipped to support its students, reinforcing the importance of shared responsibility in strengthening educational outcomes and fostering long-term development.



Promoting educational opportunity through access to essential learning materials in Marion, USA.



Case Study.

Connecting students to manufacturing careers

Marion, Ohio, USA | Made in Marion career expo

Motherson's commitment to education and community development came to life through its participation in the 'Made in Marion' event, where community-driven initiative took shape, bringing students, manufacturers, and community partners together with a shared purpose.

For many young people, the industry can feel distant, with limited opportunities to see a real manufacturing environment or understand the wide range of careers available. 'Made in Marion' bridges this gap by bringing students, manufacturers, and community partners together in one engaging, hands-on environment. Local businesses showcased their products, shared industry knowledge and engaged with students in a hands-on, interactive setting.

Motherson joined this effort by meeting students, explaining what we do, and sharing real examples of career pathways and training opportunities available across our operations. By supporting the event's educational mission, we helped build stronger links between students and the local manufacturing sector.

Through its involvement in 'Made in Marion', Motherson reaffirmed its commitment to nurturing education, strengthening community connections, and supporting the growth of future talent.



Encouraging learning and development supporting future talents in Marion, USA.



Europe.

Shaping future talent through industry-academia engagement

In Poland, participation in the Global Challenges Local Action conference in Radomierz contributed to important discussions on the role of modern education in shaping labour markets and socio-economic development. The conference brought together leaders from academia, vocational institutions, economic zones, and industry, creating a platform to explore future-ready competencies, digital education, and the evolving relationship between learning and employment.

In Spain, Motherson welcomed engineering students from the University of Valladolid in Palencia, offering them an opportunity to understand the organisation as a potential workplace and gain first-hand exposure to its operations. Similarly, students from a secondary school in Valencia were introduced to Motherson's work culture, industry practices, and career possibilities within the automotive sector. In Oldenburg, Germany, Motherson participated in Jobmesse Oldenburg, a local job fair, engaging with pupils, apprentices, and applicants to provide insights into the organisation, its work culture, and the diverse job and apprenticeship opportunities available. In Spain, students and teachers from Campos Góticos School in Medina visited a Motherson facility to gain a practical understanding of how an automotive factory operates. The experience provided young learners with valuable exposure to industrial processes, technology, and workplace environments, helping them connect classroom learning to real-world applications.

Across Europe, initiatives continued to expand career awareness by creating inclusive opportunities for students, young learners, and underrepresented groups to engage with the professional world. In Valencia, Spain, participation in a job fair focused on connecting people with disabilities to meaningful employment opportunities within a Special Employment Centre. Further efforts in Spain included hosting Environmental, Health, and Safety students in Salceda, with visits designed to promote awareness of workplace safety culture and demonstrate its importance in industrial environments-the programme aimed to help students connect academic learning with professional expectations. The visits in Salceda de Caselas focused on inclusion and technological advancement. Students from Colegio Saladino Cortizo, a public special education school, engaged with initiatives promoting workplace integration for individuals with



special abilities, reinforcing the importance of accessibility and equal opportunity. Meanwhile, students and teachers from Colegio Montecastelo, an educational institution, explored industrial automation and robotics through an onsite visit, gaining exposure to advanced technologies shaping the future of manufacturing.

In Germany, the Azubi Express initiative in Oldenburg provided pupils from different schools with the opportunity to explore career possibilities, learn about companies, and better understand the vocational pathways available to them. Similarly, in Poland, participation in the fifth edition of the Leaders University project strengthened engagement with secondary school children through sponsorship, educational support, and study visits to the Radomierz facility. These visits showcased the operations of a modern enterprise, offering participants practical insights to make informed decisions about their future educational and professional journeys.

Career awareness initiatives across Germany continued to provide young learners with practical exposure to future employment opportunities and professional environments. In Neuses, Grade 7 students from Middle School Küps participated in a career orientation programme that introduced them to potential career paths, role profiles, and workplace realities. In Oldenburg, participation in the Job4U fair further strengthened outreach to young students by showcasing apprenticeship programmes and a range of career opportunities. The event provided an accessible platform for students to engage with industry representatives, ask questions, and explore vocational pathways aligned with their interests and aspirations.

Across Spain and Hungary, initiatives were designed to strengthen early engagement with the professional world by creating opportunities for students to connect with industry in meaningful ways. In Épila, Spain, participation in the EUPLA Business Day provided a platform to introduce students to Motherson and companies in the industrial area, promote career opportunities, and foster relationships with emerging talent. In Hungary, school children from Mosonszolnok Elementary School visited the local facility in Mosonmagyaróvár, where they were introduced to industrial operations during an engaging factory tour. The experience helped young learners develop a practical understanding of manufacturing environments while broadening their awareness of future career pathways. In Kecskemét, Hungary, university students were welcomed for a facility tour that offered firsthand insight into the operations of an automotive company.



Engaging with young talent and showcasing career and apprenticeship opportunities at Jobmesse in Oldenburg, Germany.



Bridging academic learning with real-world industrial practices through facility visit in Salceda, Spain.



Conference on education and labour market dialogue at Radomierz, Poland.



Motherson's engagement with partners of the Baden-Württemberg Cooperative State University (DHBW) Stuttgart, the first state-run cooperative, practice-integrated university in Germany, during the Study Day helped students and young professionals pursuing technical disciplines get industry insights and career guidance.

Further efforts in the Stuttgart region included a community-focused education event at a local high school, where students in Grades 10 to 12 were introduced to career possibilities in the automotive industry, particularly in Research & Development and programming, as well as dual study programmes at Duale Hochschule Baden Württemberg (DHBW) and vocational training in office management. Through practical insights and motivational engagement, the programme supported students as they considered future academic and professional decisions.

Also in Stuttgart, Motherson continued its long-term engagement with the Esslingen University of Applied Sciences by participating for the third consecutive year as both a sponsor and an exhibitor at the annual Industrie Tag at the Neckar Forum Esslingen. Held under the theme Meet Your Future, the event brought together students and companies to explore pathways into internships, thesis opportunities, working student roles, and entry-level positions.

In Spain, apprenticeship programmes in Épila continued to provide university students with meaningful first professional experiences, helping them build workplace readiness and industry-relevant skills. In Medina, Spain, a visit was organised in collaboration with the Red Cross Medina for children at risk of social exclusion. The initiative welcomed participants to the facility, where they were introduced to the company's operations, products, technologies, and employees, providing firsthand exposure to professional environments and future possibilities.

Meanwhile, in Hungary, students from Éltés Mátyás Elementary School visited the Mosonmagyaróvár facility, gaining early exposure to manufacturing environments and broadening their understanding of industrial careers.

In Lithuania, career awareness initiatives focused on connecting young people and job seekers with meaningful employment and learning opportunities. Across Panevėžys and Klaipėda, visits by local Employment Service representatives created platforms to present career pathways at our site in Lithuania, encouraging youth and unemployed



Open house event promoting career awareness held in Starachowice, Poland.

individuals to explore professional opportunities within the organisation. Complementing these efforts, internship opportunities were introduced for students from colleges and universities in Panevėžys, offering practical exposure within technical departments.

In Panevėžys, Lithuania, excursions for unemployed youth introduced participants to the organisation and the available career pathways, equipping them with a greater understanding of workplace possibilities while positioning them as potential future employees. During the city's Engineering Week observance, local students were also welcomed to learn about company processes, strengthening awareness of industrial careers and inspiring interest in technical fields. Further efforts in Lithuania included internships in the logistics department, where students gained hands-on experience and benefited from direct knowledge sharing by specialists.

In Germany, career orientation initiatives in Barchfeld and the surrounding region focused on guiding students towards



Career awareness sessions on automotive and vocational pathways held in Stuttgart, Germany.



future-ready educational and professional pathways. Through participation in university information days and career orientation events in Breitung and Bad Liebenstein, the company shared information about training programmes, internships, and dual education. These engagements provided students with practical insights into career possibilities while encouraging them to explore structured pathways into industry.

In Neuses, Germany, students from the Lucas-Cranach-Campus were welcomed to a guided facility tour that introduced them to Motherson's operations, production areas, and product portfolio. The visit provided participants with valuable insights into the organisation's capabilities and a practical understanding of industrial processes in action.

Additionally, in Germany, participation in a university information day in Barchfeld enabled valuable conversations with students about training opportunities. In Berlin, Germany, a university lecture delivered by Motherson's human resources team provided MBA students at the Berlin College of

Business and Technology with valuable insights into career development, recruitment expectations, and labour law. The session offered a recruiter's perspective on entering the workforce, equipping students with practical guidance to navigate their professional journeys more effectively.

In Poland, a series of initiatives in Starachowice focused on strengthening career awareness and building connections with future talent. Open-door events and student visits provided high school learners with firsthand exposure to production environments, helping them understand industrial operations and increasing their awareness of career opportunities in the surrounding industrial sector.

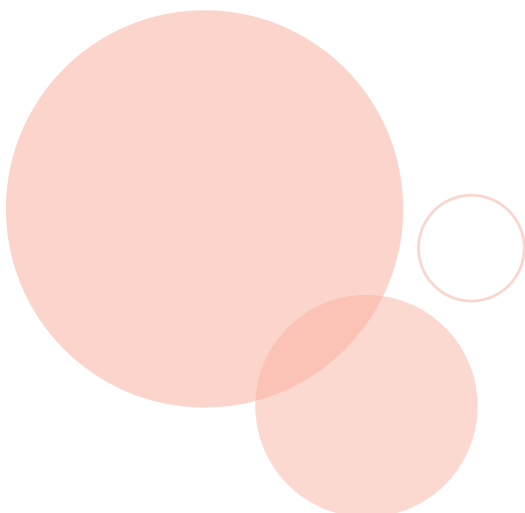
Building on these efforts, initiatives further focused on strengthening engagement with the local student community through experiential learning and workplace exposure. Internship opportunities for both high school and university students created valuable platforms for skill development, reinforcing pathways for integrating future talent.



Career orientation programme held in Barchfeld, Germany.



Guided facility tour organised for students of Lucas Cranach-Campus at Neuses, Germany.



Building awareness through training initiatives

In this region, training played an important role in community building, teaching practical skills and fostering a culture of preparedness. In Mladá Boleslav, Czech Republic, firefighting training programmes focused on risk-prevention education, equipping community members at the town hall with greater awareness of safety measures and emergency response practices. The company at this site also conducted skills enhancement training, including educational exchanges with supervisors from local companies, centred on enhancing presentation, organisational, and knowledge-sharing skills.

In Pamplona, Spain, first aid training provided local participants with essential knowledge and hands-on skills to recognise emergencies, deliver immediate care, and stabilise casualties until professional medical support arrived.

In Germany, fire safety initiatives focused on equipping communities with the knowledge and confidence to respond effectively in emergencies. In Meerane, fire-fighting training sessions provided practical guidance on how to behave during a fire and the appropriate measures to combat it. In Bötzingen, fire safety education reached younger audiences through a school-based programme led by an employee who is also a firefighter. The initiative introduced primary school children to the role of the fire department and taught essential steps for staying safe in the event of a fire.



First aid sessions held in Pamplona, Spain.

Fostering learning, inclusion, and awareness

Several initiatives across the European region also focused on broadening awareness, encouraging experiential learning, and supporting inclusive development in diverse settings. In Tschirn, Germany, financial support was extended to Villa Sonnenschein to facilitate bus travel for its forest week programme. This initiative enabled children to engage directly with nature, fostering environmental understanding and hands-on learning beyond the traditional classroom. In Medina, Spain, a vertical garden workshop was organised in collaboration with the Spanish Red Cross for children at risk of social exclusion. Through hands-on activities, participants learned how to create vertical planters for their homes and schools, combining environmental education with practical sustainability skills.

In Poland, participation in the Leaders University project for its sixth and seventh editions strengthened support for secondary school pupils in the Jelenia Góra region. By sponsoring top-performing students and contributing to the educational programme, the initiative encouraged academic excellence and motivated young learners as they prepared for future educational and career pathways.

In Spain, a Women's Day talk led by Emma Larreta, a Spanish social activist in Pamplona, promoted awareness of gender equality among employees. Through dialogue and education, the session contributed to a broader culture of inclusion and understanding, reinforcing the role of awareness building as an essential part of lifelong learning.



Vertical garden workshop organised in Medina, Spain.



Connecting children with nature through Forest Week programme in Tschirn, Germany.





Supporting institutions and donations

Across Germany, initiatives under education-focused community support centred on strengthening institutions and expanding access to learning resources for children and students. In Meerane, participation in Genial Sozial 2025 contributed to the work of the Saxon Youth Foundation, supporting student success through fundraising, grants, and advocacy to address needs beyond what standard school budgets can cover. In Berlin, employees came together as part of a challenge initiative to collect school supplies and food donations for children in need, extending practical assistance to underserved communities through collaboration with local organisations. Meanwhile, in Michelau, a reading initiative at the local primary school, organised as part of National Reading Day, encouraged creativity, imagination, and a love for reading among young pupils. The programme concluded with a book donation, ensuring lasting educational value beyond the event itself.

Across Poland, educational support initiatives focused on strengthening local institutions and ensuring that children and young learners had access to the tools and resources needed for meaningful learning. In Radomierz, material assistance was extended to W. Rutkiewicz, a primary school in Janowice Wielkie, by donating a multifunction device to support teachers in preparing educational materials for first-grade pupils. Similar support was provided to another primary school in Łomnica, Serbia, which had been affected by recent

flooding, through the donation of a radio player to enrich second-grade students' classroom learning.

Community-driven efforts also benefited the Bolkow Local Government Kindergarten, where employees collected toys and teaching accessories, together with a financial contribution towards garden improvements. Motherson participated in the Mechanalia event organised by the Technical School of Mechanics in Jelenia Góra. Through workshops, competitions, and company presentations, the programme engaged students at a critical stage of choosing their future educational pathways. In Starachowice, the "To Give Challenge 2025" extended support to children in need by collecting school materials, ensuring essential educational resources reached those who needed them most.

In Serbia, our initiatives centred on supporting children in need and strengthening access to learning resources within local institutions. In Čuprija, Smederevo, and Požarevac, school material drives collected essential supplies for kindergarten children, public school students, and children without parental care. In Smederevo, additional support was extended to local schools through donations of projectors and laptops, enabling improved access to technology and more inclusive learning opportunities. The intent was to equip institutions with practical tools and provide direct assistance to underserved students.



Extending support to children in need through a donation drive in Berlin, Germany.



In Polinyà and Castellbisbal, Spain, employees came together to collect and donate school materials for disadvantaged children, partnering with Aldeas Infantiles SOS España, an international child aid organisation. Similar school material drives were carried out in Medina, Barcelona, where supplies were gathered to assist children in local schools and community institutions, ensuring that educational resources were made available to those who required them most. In Vitoria, Spain, a book donation initiative for the local library sought to enrich its collections with diverse and contemporary titles, promoting a reading culture and recognising education as a driver of social transformation.

In Türkiye, education-focused initiatives combined fundraising, resource mobilisation, and community engagement to support children and students in need. In Bursa and Istanbul, participation in a marathon in support of the Turkish Education Foundation helped expand access to education for children in need of financial assistance. Complementing this effort, school materials collection drives in Bursa, Istanbul, Gölcük, and Yeniköy provided essential educational supplies and food donations to students and schools in the community.

In France, a Christmas chocolate purchase initiative in Le Plessis contributed towards sponsoring children in Burkina Faso, a country in West Africa, helping provide access to education, healthcare, and long-term support for a more secure future. Meanwhile, in Nitra, Slovakia, a 'Back-to-School' book drive resulted in the donation of books to 'Give Me a Hand'. This local civic association supports children, enriching their libraries and supporting families facing difficult life situations.



School materials donated to Janowice Wielkie, a primary school in Radomierz, Poland.



Southeast Asia, Australia, and Japan.

Empowering the youth and children

Supporting young people in exploring future possibilities is an important part of Motherson's community engagement. In Lonsdale, Australia, students from underprivileged backgrounds visited our facility as part of the 'Smith Family Work Inspiration Programme', gaining firsthand exposure to the world of work through a facility tour and informal career conversations. Similarly, in Fujioka, Japan, local elementary school students visited nearby businesses as part of their social studies learning, helping them understand the nature of work and reflect on their own aspirations. Through these initiatives, young learners were encouraged to build confidence, broaden their perspective, and begin shaping their vision for the future.

At our Sayama and Kameyama facilities in Japan, a workplace experience programme was organised for the local high school students. The students were introduced to real manufacturing environments through company briefings, facility tours, safety education, and hands-on experience across production, inspection, equipment maintenance, and manufacturing processes. The programmes helped students gain practical insights into manufacturing, safety awareness and the value of work, while also supporting career exploration.

By creating opportunities for early exposure and learning, these initiatives help build confidence and support positive developmental pathways for children and youth.



Strengthening skills through structured training

Strengthening skills and capabilities remains an important focus in supporting safe, efficient and responsible operations. In Rayong, Thailand, a series of targeted training programmes was conducted to enhance technical knowledge, operational readiness and workplace safety.

Mock drills and fire simulation workshops were conducted to enhance emergency preparedness and ensure readiness for potential real-life fires affecting the wider community.

These initiatives support safer operations, improved efficiency, and long-term capability building, reflecting a continued commitment to skill development, safety and responsible operations.



Advancing workplace safety through hands-on training and simulation exercises in Rayong, Thailand.

Supporting education through resources

Mother's Union, in Prachinburi Province, Thailand, supported efforts to address educational gaps faced by the underprivileged primary school students. Essential stationery items were donated to support their learning needs. At the same time, infrastructure improvements, including maintenance of the sports ground and the provision of chairs and tables for lunch, were undertaken to enhance educational access and improve the overall learning environment for children from the underserved community.

Promoting diversity and awareness of inclusive sports

In Sayamaa, Japan, an outreach programme on wheelchair racing was conducted at an elementary school to promote awareness of para-sports and showcase the role of Japanese manufacturing technologies. The initiative combined a classroom session on the design and manufacturing of racing wheelchairs, followed by a gymnasium-based demonstration and hands-on experience with wheelchair racing equipment and 3D measurement technology.

Students demonstrated strong curiosity and engagement, gaining a deeper understanding of inclusive sports and how technology empowers athletes. The programme also strengthened employee engagement by enhancing communication skills and reinforcing the value of social contribution.



Encouraging inclusion and inspiring future generations through para-sports awareness in Sayamaa, Japan.



China.

Nurturing learning through care and inclusion

As part of its education-focused citizenship initiative, our facility at Yancheng, China, came forward in support of a child-focused welfare initiative in partnership with the Jiangsu Women and Children's Foundation. The event aimed to promote inclusive learning and holistic development. The initiative engaged children from vulnerable backgrounds, including left-behind children, orphans, and children with special needs, through structured, volunteer-led interactive activities designed to stimulate creativity, emotional expression, and social learning. By creating a safe, nurturing, and inclusive environment, the programme sought to support the children's cognitive and emotional development while reinforcing foundational life skills and confidence, in line with Motherison's commitment to enabling equitable access to learning opportunities and positive developmental outcomes.

Promoting workplace safety through interactive engagement

Creating a safe workplace is a shared responsibility and an essential part of everyday operations. At our Shanghai, China, facility, an engaging, interactive safety activity was held to strengthen workplace safety awareness among working groups across the site. The activity encouraged open dialogue, collaboration, and collective learning, reinforcing safety awareness and accountability across workplaces.



Supporting children's education through essential learning resources

Supporting access to education remains an important part of community engagement. Our team in Shanghai, China, contributed to this effort by donating stationery supplies to children in remote mountainous areas, helping improve learning conditions in local schools. The initiative involved preparing and delivering essential school items, such as backpacks, pencil cases, and notebooks, as well as volunteer interactions that enabled employees to engage directly with the children.



Enabling inclusive learning and holistic development for vulnerable children in Yancheng, China.



03. Health and Well-being

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



A photograph of a man lying in a hospital bed, smiling. He is wearing a dark polo shirt. A medical drip stand with a glass is visible next to him. The background shows a hospital room with a window and some equipment. The entire image has a reddish-orange tint.

Introduction

Driven by a steadfast commitment to community well-being, Motherson continues to champion holistic health initiatives that bridge the gap between medical support and proactive education.

This year, Motherson placed a significant emphasis on cancer awareness, with a particular focus on breast cancer. Through dedicated campaigns designed to encourage open dialogue, these efforts aim to dismantle the stigma often associated with the disease. By highlighting the vital role of regular health check-ups, the company empowers individuals with the knowledge that early detection is the most effective tool in saving lives.

Beyond awareness, Motherson's commitment to public health is evidenced by its mobilisation of blood donation drives, vaccination campaigns, and emergency response initiatives. These actions provide immediate, life-saving resources while simultaneously addressing long-term wellness through education on critical issues, including sexual health and personal safety.

Through this multi-dimensional approach, Motherson is helping build communities that are not only healthier and safer, but also more informed, compassionate, and resilient in the face of future challenges.



South Asia.

SHEOWS: Old age home project

Supporting the elderly

Motherson remains committed to strengthening community health and well-being through initiatives that improve access to care, promote dignity, and support vulnerable sections of society.

As part of our commitment to the care of older persons, Motherson in India has been supporting Saint Hardayal Educational Orphans Welfare Society (SHEOWS), an organisation dedicated to the care, protection, and rehabilitation of abandoned and destitute individuals. Over the years, this partnership has strengthened access to healthcare, shelter, nutrition, and emotional support for residents living in vulnerable conditions. This year, support continued to enhance holistic care services across SHEOWS shelters, benefiting older persons.

The initiative aims to provide a safe, dignified, and supportive living environment for residents, many of whom suffer from severe health conditions, disabilities, emotional trauma, or chronic illnesses requiring continuous care.

Under the programme, beneficiaries continued to have access to healthcare services through general physicians, nurses, and trained caregivers, as well as specialised diagnostic facilities, including pathology and radiology support. Daily physiotherapy sessions supported rehabilitation, mobility, and pain management through therapies such as muscle stimulation, ultrasonic therapy, and paraffin wax treatment. Dedicated support was also provided for critically ill residents and individuals requiring palliative care.

In addition to medical care, the initiative focused on emotional and social well-being through yoga sessions, recreational activities, festive celebrations, and community engagement programmes, fostering a sense of belonging and comfort. Nutritional support was ensured through balanced meals prepared using produce from in-house organic farms and dairy facilities. An in-house ambulance service further enabled timely emergency response and immediate medical attention. Together, these efforts create a true home away from home, providing residents with lifelong care and support.

Through its continued partnership with SHEOWS, Motherson remains committed to improving quality of life and restoring dignity for one of the most vulnerable sections of society.





Dedicated physiotherapy care supporting rehabilitation, mobility, and well-being.



Routine check-ups for critically ill patients.

Mother'son Cares: Gifting smiles

Mother'son continues to support a healthcare initiative in partnership with Mission Smile focused on providing corrective treatment and medical support to children affected by cleft lip, cleft palate, and other facial deformities across Andhra Pradesh, Karnataka, Odisha, and Madhya Pradesh in India. The initiative aims to improve access to life-changing healthcare for children from underserved communities who often lack awareness, financial resources, or access to specialised treatment facilities.

During the year, the project continued to focus on raising awareness of cleft conditions within communities, helping families understand that these conditions can be effectively treated through surgical interventions. Screening and counselling sessions were conducted to identify children requiring treatment and support families through the treatment and recovery process. As part of the initiative, 180 cleft surgeries were supported, along with post-operative care to aid recovery and long-term rehabilitation.

The programme primarily benefits children from marginalised communities where access to specialised healthcare remains

limited. In many cases, families were either unaware of the available treatment options or unable to afford the cost of surgical procedures and associated medical care. By enabling free access to surgeries and treatment support, the initiative has helped improve the health, confidence, and overall quality of life of affected children while reducing the emotional and financial burden on their families.

Through this initiative, Mother'son continues to contribute towards strengthening inclusive healthcare access and enabling children with facial deformities to lead healthier, more confident and dignified lives.



Transforming lives and restoring smiles through Mission Smile.



Supporting in saving lives by cardiac care

Motherson has been supporting a healthcare initiative to provide life-saving cardiac care and promote heart health awareness among underserved communities in Bengaluru, Karnataka, India. Implemented in partnership with Prashanthi Balamandira Trust and Sri Sathya Sai Sarla Memorial Hospital, the project aims to improve access to specialised cardiac treatment for economically disadvantaged patients who may otherwise be unable to afford critical medical care.

Over the years, the initiative has continued to support both paediatric and adult patients requiring urgent cardiac interventions, while also promoting awareness around heart disease prevention and early detection. During the year, support was extended towards critical cardiac procedures, including pre-operative assessments, surgical procedures, and post-operative care for patients undergoing treatment at Sri Sathya Sai Sarla Memorial Hospital, which provides advanced cardiac care and specialised medical expertise.

In addition to curative care, the project also focused on preventive healthcare through community outreach programmes and free consultation camps. These activities were organised to educate individuals about heart disease prevention, symptoms, early diagnosis, and healthy lifestyle practices, encouraging timely healthcare intervention and raising awareness of cardiovascular health.

The initiative has contributed towards improving health outcomes and quality of life for patients with serious cardiac conditions by removing financial barriers to specialised treatment. During the year, the project directly supported life-saving heart surgeries for many paediatric and adult patients, significantly improving their health and survival outcomes. In addition, individuals from underserved communities benefited from free consultations and awareness programmes focused on heart disease prevention and early detection.

Through its continued support to this initiative, Motherson remains committed to strengthening access to quality healthcare and enabling vulnerable communities to receive timely medical intervention and preventive health support.



Providing life-saving cardiac care for the underprivileged in Bengaluru, India.



Providing life-saving cardiac care for the underprivileged in Bengaluru, India.



Mother's Cares: Lymphedema care project

Mother's continues to strengthen access to specialised healthcare through a range of community-focused initiatives. This year, Mother's initiated a pilot project in collaboration with Astitva Cancer Care Foundation to support breast cancer survivors through improved lymphedema care and rehabilitation services. The initiative is being implemented across leading public healthcare institutions in India, including All India Institute of Medical Sciences (AIIMS) Delhi, AIIMS Rishikesh, and AIIMS Raebareilly, to improve access to advanced and affordable healthcare solutions for underserved communities.

The project focuses on improving the quality of life of breast cancer survivors by enabling early detection and management

of lymphedema, a common long-term complication associated with breast cancer treatment. Through a patient-centric approach, the initiative combines medical interventions, rehabilitation support, awareness-raising, and access to advanced healthcare technology to promote holistic recovery and long-term care.

As part of the initiative, monthly lymphedema clinics are being conducted to support regular screening, staging, and treatment planning for patients. Beneficiaries are also provided with medical-grade compression stockings to help manage swelling and improve lymphatic drainage. In addition, breast prosthesis support is being extended to help restore confidence, body image, and

emotional well-being among survivors. The programme further includes physiotherapy and rehabilitation services to support recovery, mobility, and long-term management of the condition.

The initiative also focuses on building awareness around long-term cancer care through community outreach programmes, informational videos, educational materials, and awareness campaigns that encourage early diagnosis and reduce stigma associated with post-cancer complications.

By integrating specialised care within leading public healthcare institutions, the initiative is contributing towards improved treatment outcomes and better quality of life for breast cancer survivors.

Strengthening access to eye care

Mother's has been supporting an eye care initiative in partnership with Narayana Nethralaya Eye Foundation for several years, aiming to improve access to eye care services for economically disadvantaged individuals in the Tumakuru and Rajajinagar regions of Karnataka, India. Building on the impact achieved over the years, support continued this year for preventive eye care, awareness-raising, and treatment for individuals with avoidable vision impairments.

The initiative focuses on enabling early diagnosis and treatment of cataracts and other preventable eye conditions while also promoting awareness around eye health and eye donation. During the year, cataract screening camps and awareness camps on eye donation and preventive eye care were also conducted to encourage greater community understanding and participation in vision restoration efforts.

In addition, free eye surgeries were supported for individuals unable to afford treatment, particularly for cataract-related conditions that affect mobility, independence, and quality of life. The initiative also continued to support the hospital's operational requirements, including medical supplies, healthcare personnel, and infrastructure, to ensure the uninterrupted delivery of quality eye care services.

Through continued screening, awareness, and surgical interventions, the project has significantly improved access to essential eye care services for underserved communities while helping restore vision and independence among beneficiaries. During the year, the initiative directly benefited economically disadvantaged individuals through screening, awareness-raising, and treatment support, enabling them to lead healthier, more self-reliant lives.



Enhancing eye care access through screenings and treatment support in Karnataka, India.



Case Study.

Restoring smiles, renewing hope

India | Mission Smile Cleft Care Programme

Every child deserves the chance to grow up healthy, confident, and free to smile. Yet for many children born with cleft conditions, even something as simple as a smile can feel out of reach, bringing with it challenges that affect not only health, but also confidence and quality of life.

For Anmol Tripathi from Gujarat, two-year-old Subham Swain, and ten-month-old Ayush Yadav from Singrauli, this reality marked the beginning of a difficult journey. Born with cleft conditions, they faced challenges that extended far beyond physical health. Their families navigated emotional distress, financial constraints, and limited access to specialised medical care. For Anmol's family, the situation was particularly challenging after an earlier treatment attempt led to complications, leaving them uncertain about pursuing further intervention. Despite these hardships, each family held on to the hope that their children would receive the care they needed.

In response to these challenges, Motherson partnered with Mission Smile, a government-registered medical charitable trust dedicated to providing specialised treatment for children with

cleft conditions. Through this partnership, access to critical medical care was made possible, ensuring that treatment was not defined by circumstance.

With this support, the three children underwent successful corrective surgeries that transformed the course of their lives. As they recovered, their smiles returned, bringing renewed confidence, comfort, and a sense of possibility. For their families, years of worry gave way to optimism as they watched their children step into a healthier and more hopeful future.

The impact of this initiative extends beyond individual stories. By improving access to specialised healthcare and raising awareness about cleft conditions, the programme helps communities better understand the importance of early intervention and timely treatment. It encourages families to seek support and reduces barriers that often prevent access to care.

Through its partnership with Mission Smile, Motherson continues to support healthier, more inclusive communities where children can thrive, families are supported, and hope is restored, one smile at a time.



Case Study.

Hope through collective action

Pune, India | Supporting life-saving treatment for a child with Spinal Muscular Atrophy (SMA)

Layam, a young child from Pune, was diagnosed with Spinal Muscular Atrophy (SMA) Type 2, a rare and life-threatening genetic disorder that progressively weakens the muscles by affecting the motor nerve cells responsible for voluntary movement. The condition not only impacted his physical development but also placed a significant emotional and financial burden on his family.

Diagnosed at an early age, Layam faced significant developmental delays, particularly in achieving basic motor milestones. His condition required urgent treatment through gene therapy, an advanced medical intervention designed to address the underlying genetic cause of SMA, but the treatment wasn't just expensive but also highly time sensitive.

Determined to give their son every possible chance, Layam's parents embarked on an extraordinary journey of resilience and hope. They tirelessly coordinated fundraising efforts, managed crowdfunding campaigns, worked closely with healthcare providers.

With Motherson's support and through collective effort led by Care Guru Foundation, the required funds were successfully mobilised, making the life-saving treatment possible. At just 19 months of age, Layam received Zolgensma, one of the world's most advanced gene therapies for SMA, offering him the opportunity for a healthier future. Since receiving the treatment, Layam made encouraging progress. He gradually developed greater muscle strength, improved in his balance, and could move his feet with better coordination.

Layam's journey demonstrates how collaborative partnerships and timely support can transform lives. By enabling access to life-saving treatment, Motherson's CSR initiative has helped give Layam the opportunity for a healthier, more independent future while offering renewed hope to his family.



Empowering a healthier future for Layam through life-changing treatment in Pune, India.





Americas.

Blood donation

At Motherson, blood donation is viewed as a critical act of support that enables timely medical care for those in need. Aligned with a continued focus on community well-being, multiple facilities across the Americas actively participated in blood donation initiatives during the year. In Russell Springs, USA, the initiative focused on raising awareness about the importance of blood donation, reinforcing the value of contributing to community healthcare.

At our facility in Puebla, Mexico, a blood donation initiative was held at a children's cancer hospital to support young patients undergoing treatment. The activity was conducted in coordination with the State Blood Transfusion Centre to facilitate safe blood collection. Engagement efforts encouraged participation and highlighted the role of such contributions in supporting critical care, particularly for children receiving cancer treatment. Partnering with the American Red Cross in Russell Springs, we launched a blood donation drive that helped ensure safe blood supplies for those in need.

Motherson organised two blood donation campaigns in collaboration with the São Lucas Blood Centre, a local blood collection centre in Guarulhos, Brazil, to help the blood bank strengthen its reserves and ensure a steady supply of blood for patients in need. The donations were made biannually, which helped patients in need.

Building on our commitment to community health across the Americas, we organised blood donation campaigns at multiple facilities in Argentina and Brazil. The campaign championed voluntary, regular blood donation, spotlighting its life-saving role and vital support for robust healthcare systems. This initiative enhanced blood availability for medical treatments and emergencies, ensuring timely care for patients in need.

Building on this momentum at our Zitlaltepec facility in Mexico, we launched another campaign to bolster local healthcare, promote voluntary giving, and rally employee participation and awareness. At Motherson, our unwavering commitment to healthcare underscores our belief that good corporate citizenship lies in uplifting the communities we serve. By fostering voluntary blood donation across our global facilities, we not only address critical healthcare needs but also empower employees to give back, proving that collective action builds healthier, more resilient societies for generations to come.





Strengthening local blood reserves through blood donation campaigns with São Lucas Blood Centre in Guarulhos, Brazil.



Supporting community health through blood donation initiatives in Argentina.

Promoting preventive healthcare and cancer awareness

Motherison actively champions cancer care while raising awareness to combat this crucial health challenge. Critical illness care and awareness programmes play a vital role in enabling early detection, timely treatment, and improved health outcomes for individuals within the community.

With Motherison's steadfast support, a Breast Cancer Awareness initiative took place in Russell Springs, USA, uniting employees to wear pink in solidarity with those affected by breast cancer and formally recognising survivors in the community, in remission, for their inspiring recoveries. Building on this approach, a similar campaign was run at the Atibaia facility in Brazil, where the 'Pink October' initiative promoted early detection of breast cancer. This was complemented by a nurse-led lecture on women's health topics at our site for women in and around the industrial area, urging regular check-ups and self-care for all.

In Puebla, Mexico, Motherison spearheaded a health campaign targeting breast and cervical cancer prevention, promoting self-care and early detection. The awareness sessions highlighted self-examinations, routine check-ups, and key warning signs to support timely medical intervention.

For early detection of cervical cancer, our Zitlaltepec facility organised a screening campaign, providing Pap smear for females at the community centre to support preventive healthcare measures.



Raising awareness and promoting breast cancer prevention in Mexico.



Promoting early detection and breast cancer awareness through the Pink October campaign in Atibaia, Brazil.



Motherhood organised the monthly collection and delivery of plastic bottle caps in Monclova and Saltillo, Mexico, to support programmes that help fund chemotherapy treatments for children diagnosed with cancer. Recyclable materials were transformed into meaningful community support, contributing towards healthcare assistance for children and families in need. The initiative not only contributed to a meaningful cause but also promoted awareness around recycling and sustainable practices.

In recognition of Breast Cancer Awareness Month in our Newark facility, a dedicated space was created featuring pink-themed displays and informative messaging to highlight the importance of early detection and support for those affected. The initiative aimed to increase visibility, encourage informed conversations, and promote awareness around breast health. In Zitlaltepec, Mexico, Informational brochures were shared, and awareness sessions were conducted in collaboration with representatives from IMSS, a public social security institution, and local nursing students, encouraging informed discussions around the same.

Through these efforts, the community benefited from greater understanding, stronger support for survivors, and a more compassionate environment that reinforces care.

Motherhood facilitated a donation drive to collect new and handmade hats and scarves for cancer patients, in collaboration with a local hospital resource centre. This initiative aimed to provide comfort and care to individuals undergoing treatment, while also encouraging community participation in meaningful support efforts.



Contributing to children's cancer care through community-led recycling efforts in Mexico.

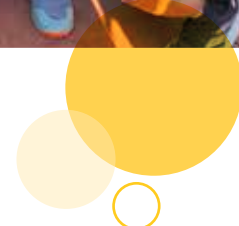


Donation of hats and scarves to support cancer patients in the USA.

In Puebla, Mexico, with Motherhood's support, a community 'Pink race' initiative was organised to increase physical activity and raise awareness about breast cancer. This event rallied participants to boost fitness while amplifying awareness of proactive health measures.



Creating awareness and inspiring active living through the Pink Race initiative in Puebla, Mexico.



Health awareness programmes and campaigns

At Motherson, emphasis is placed on building awareness around diseases and promoting preventive practices to support healthier communities. These efforts aim to empower community members with the knowledge and tools needed to make informed health decisions and adopt proactive approaches towards well-being.

With the support of Motherson, an informative session on Diabetes Mellitus was held in Huehuetoca, Mexico, to advance community well-being, providing key guidance on prevention, risk factors, symptoms, screening, diagnosis, and treatment to enable proactive health management.

On the occasion of World Health Day in Newark, USA, Motherson organised awareness initiatives aligned with the theme “Healthy Beginnings, Hopeful Futures” to promote maternal and newborn health and raise community awareness.

Motherson organised an oral health awareness session to support the community's well-being in Atibaia, Brazil. The initiative highlighted the importance of dental care in overall health and shared practical guidance on maintaining good oral hygiene. Through this effort, the community benefited from increased awareness, adoption of preventive practices, and a stronger focus on everyday health and well-being.

Across facilities, Motherson also facilitated a hearing health campaign to raise awareness about the importance of auditory care and the prevention of hearing loss within the community. The initiative focused on educating community members about protective measures, early signs of hearing issues, and the importance of timely screening.

In recognition of World Autism Awareness Day in Saltillo, Mexico, an awareness initiative was held to build understanding of autism and promote inclusion of individuals on the spectrum. The intention was to address misconceptions, raise awareness and create an inclusive atmosphere.

Similarly, Motherson supported a ‘Walk to End Alzheimer’s’ initiative in Cottondale, USA, aimed at raising awareness and contributing to Alzheimer’s disease research in the community. The activity brought community members together to highlight the importance of understanding the condition, supporting those affected, and encouraging contributions towards ongoing research efforts. Collectively, these initiatives helped build more informed and empathetic communities, with a stronger focus on neurology and related health conditions.

A dedicated campaign called the ‘Yellow campaign’ in Brazil was undertaken with the support of Motherson to raise awareness around suicide prevention, with a structured programme that included a session led by a psychologist and interactive activities focused on mental well-being. The initiative encouraged open dialogue, helping to normalise conversations around mental health and emphasise the importance of seeking timely support.

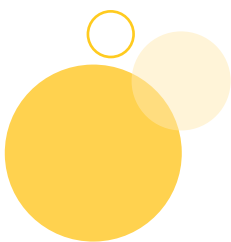
Motherson strengthened men’s health awareness through its Blue November initiatives in Atibaia, Brazil and Chihuahua, Mexico, with a strong focus on prostate cancer prevention and early detection.



Walking together to raise awareness for Alzheimer’s disease in Cottondale, USA.



Advancing men’s health awareness through the Blue November initiative in Atibaia, Brazil.





Distributing complimentary deworming doses as part of the annual campaign in Chihuahua, Mexico.

Through awareness efforts and prostate-specific antigen testing campaigns for community members over 40 years of age, the initiatives encouraged open conversations about men's health, challenged existing taboos, and reinforced the importance of regular health screenings and preventive care.

Building on this focus on preventive health, further efforts were directed towards raising awareness on sexual health and promoting informed, responsible practices within the community.

Under Motherson's guidance, comprehensive sexual health awareness initiatives were conducted across locations to promote informed choices, preventive care, and overall community well-being. In Huehuetoca, Mexico, the programme focused on sharing information on contraceptive methods, responsible family planning, and the prevention of sexually transmitted infections.

Extending these preventive health efforts in the same location, targeted initiatives were also undertaken to address and dispel common myths and misconceptions surrounding HIV and AIDS, promoting accurate understanding and informed awareness within the community.

In Mexico, Motherson, through its Medical Services team, organised a visual health campaign in collaboration with Santa Lucía Clinic, a dedicated vision care centre, to improve access to essential eye care within the community. The initiative focused on early detection and prevention of vision-related conditions by offering on-site eye examinations and facilitating access to corrective eyewear.

Motherson facilitated a hearing health awareness campaign in Zitlaltepec, Mexico, to promote the importance of auditory care and the prevention of hearing loss within the community.

The initiative included education on protective measures, safe listening practices, and the importance of early detection through timely check-ups.

In our Chihuahua facility, an annual deworming campaign was conducted, distributing complimentary doses while educating the wider community about the benefits of these preventive care measures for individuals, their families, and society at large.

Through thoughtful partnerships, educational sessions, and community-focused campaigns, Motherson supports vital awareness programmes on cancer, mental health, chronic diseases, and beyond. The goal is to empower global communities to lead healthier lives, reduce health disparities, and build lasting well-being for generations to come.



Promoting early detection through health screening campaigns across the Americas.



Food donation and support for the vulnerable

In Apaseo el Grande, Mexico, Motherson facilitated community support initiatives in collaboration with Casa Cuna, a shelter that provides care and protection to children in vulnerable situations without family support, and with Una Nueva Esperanza, which assists children in sensitive situations and families undergoing cancer treatment. The initiatives involved collecting and distributing food, toys, clothing, and personal hygiene items to help meet essential daily needs and bring moments of comfort, care, and joy during difficult times.

Motherson facilitated a support initiative for the Centro Gerontológico de Apaseo el Grande, a specialised community centre in Guanajuato, Mexico, which included the donation of mobility aids, such as a walker and a cane, along with food and personal hygiene essentials. The initiative aimed to address the daily care, mobility, and health needs of older adults, contributing to a safer and more supportive living environment. It helped the community by improving the quality of life for elderly individuals and enhancing access to essential care resources.

In Troy, USA, with the support of Motherson, participation in the Bark & Brew 5K helped advance the efforts of Leader Dog for the Blind, an organisation dedicated to supporting individuals with visual impairments. Through this initiative, contributions were made towards programmes that provide guide dogs, mobility training, and essential support services. Community members also found greater confidence to navigate the world.

In Acuña, the organisation supported a health brigade initiative by distributing mosquito repellent sprays as a small step towards helping prevent the spread of Dengue Fever in the community.

Additionally, the site extended support to the Divina Providencia Nursing Home, which provides elderly care, by donating blankets, helping to provide comfort and care to elderly residents. This small gesture helped improve daily living conditions, offering warmth and support while reinforcing a sense of dignity and well-being among the residents.

In Taubaté, Brazil, the employees came together to donate food and hygiene items to a local institution supporting individuals undergoing cancer treatment. The initiative aimed to address essential daily needs, helping ease the burden on patients and their families during a challenging time. A similar donation was made at our Curitiba site in Brazil, where the resources were channelled to a local hospital to support the care of admitted patients.



Running together to support the mission of Leader Dog for the Blind in Troy, USA.



Providing essential food and hygiene support for cancer patients in Taubaté, Brazil.



In line with World Food Day, Motherson facilitated a nutrition-awareness initiative to encourage healthier eating habits in the community. An informative video was shared as practical guidance, offering simple, actionable tips for maintaining a balanced diet. The initiative prompted reflection on daily eating habits and sparked sharing of healthy practices, nurturing a culture of proactive self-care.

Through Motherson's active involvement, community outreach visits were organised to Santa. Maria Children's Shelter, Hogar de Amor y Superación, and Asilo Ancianos Desamparados, in Juarez, Mexico, creating opportunities for meaningful engagement with both children and elderly residents. The visits included interactive activities such as games, shared meals, and celebratory moments, aimed at bringing joy, companionship, and a sense of connection to those in care. As a result, the community benefited from strengthened emotional well-being and the creation of positive, memorable experiences for vulnerable groups.

In the same location, Motherson backed the Doctores de la Risa - Nariz a la Orden, a volunteer organisation in Chihuahua that brings relief to vulnerable populations, where volunteers dressed as clowns delivered joy and morale-boosting entertainment to hospitalised patients.

Motherson supported the Peanut Butter & Jelly Truck by Luke 3:11 Ministries in Marion, USA, through a modest monetary donation to help cover food purchases and mobile meal distribution. This assistance reached those experiencing homelessness and food insecurity, providing essential nourishment and reminding vulnerable community members they are not alone.

In Chihuahua, Motherson backed a community outreach initiative during the festive season, in collaboration with Foster Home Yireh, Brindemos, and Nursing Home Micaela Ortiz, Alegría, to extend support to children, elderly individuals, and persons with disabilities. The initiative involved dedicating time to share meals, engage in activities, and distribute thoughtfully arranged gifts, creating moments of joy, comfort, and connection for those in care.

Vaccination campaigns

Motherson places a strong emphasis on community health by supporting preventive care initiatives, such as vaccination campaigns, across its locations. Such efforts help improve access to essential healthcare services, strengthen community immunity, and contribute to safer, healthier environments for all community members.

Across its locations in various cities in Mexico and Brazil, Motherson facilitated influenza vaccination campaigns as a preventive measure ahead of the winter season, helping reduce the risk of seasonal respiratory illnesses, including influenza-related complications, while also extending its efforts to include COVID-19 vaccinations to strengthen overall community protection.

The employees further led a series of health brigade initiatives, including tetanus vaccinations and basic health screenings such as glucose and blood pressure checks, across multiple locations, aimed at improving access to essential healthcare services and promoting preventive well-being within the community.



Bringing moments of joy and comfort to hospitalised patients in Chihuahua, Mexico.



Bringing support and comfort to children and families facing cancer in Mexico.

The company supported the Arraiá do Bem, also known as the Good Deeds Festival, a community initiative focused on addressing food insecurity and supporting vulnerable groups. Through this effort, essential food supplies were collected and distributed to Casa Abrigo Lar Mãe Maria and Amigos do Caximba, non-profit organisations in Brazil, helping provide nutritious meals to children, adolescents, elderly individuals, and expectant mothers. The initiative aimed to support basic health and well-being by improving access to nutrition and providing meaningful support for those in need.

Motherson facilitated a meal-support initiative by delivering dinners to families in Puebla, Mexico, who were waiting outside city hospitals, providing care during emotionally and physically challenging times. The initiative aimed to ease the burden on families supporting loved ones undergoing treatment, ensuring they had access to nutritious meals without leaving the hospital premises.



Supporting community health through preventive vaccination campaigns in Chihuahua, Mexico.



Encouraging healthier communities through preventive influenza vaccinations across the Americas.



Health and safety

Motherhood undertook multiple awareness initiatives across its facilities to promote health and safety within the community. These efforts encouraged preventive practices, strengthened preparedness, and supported safer environments by enabling individuals to make informed decisions about their well-being.

Motherhood, with support from its Training, Medical Services, and EHS teams, conducted a First Aid and Fire Extinguisher Handling programme for members of the society to strengthen emergency preparedness. The initiative focused on building both theoretical and practical knowledge, including basic first aid, identification of emergencies and fire types, proper use of fire extinguishers, and safe responses in critical situations.

To promote health initiatives, Motherhood organised a health brigade in collaboration with DIF Saltillo, the municipal public institution of social assistance in Saltillo, to improve access to essential healthcare services within the community. The initiative provided a range of services, including medical consultations, dental care, psychological support with referrals, vision testing with access to corrective eyewear, and glucose and blood pressure screenings. The community gained timely health insights, easier access to essential care services, and a deeper understanding of preventive practices.

In Curitiba, Brazil, Motherhood supported the Yellow May initiative, a global movement focused on raising awareness about preventing road traffic accidents. As part of the campaign, interactive sessions and discussions were held with community members, highlighting the importance of road safety and encouraging awareness-sharing within families.

In the same location, Motherhood hosted a festive event blending Halloween cheer with health awareness, offering an inviting space for preventive care. The Shadow Check-up



Advancing health awareness through engaging festive events in Curitiba, Brazil.

corner provided quick screenings for blood pressure, blood sugar, and weight, while light-hearted safety messages were delivered creatively, sparking engagement. Communities gained easier access to health care, fresh preventive insights, and enthusiastic buy-in, showing that well-being can thrive through approachable fun, too.

In Mexico, on International Men's Day, Motherhood backed PSA screening camps to foster early awareness of men's health concerns among community members. With free screenings and advice on routine check-ups, the initiative boosted access to preventive care, empowered proactive health choices, and had a positive ripple effect on families, nurturing a healthy community through simple, vital steps.



Raising awareness on road safety through the Yellow May Campaign in Curitiba, Brazil.



Supporting physical and emotional well-being

Motherhood nurtures community well-being across the Americas through dedicated physical and mental wellness initiatives.

In Mexico, Motherhood launched the 'FIT Challenge', a health awareness initiative designed to encourage balanced nutrition and regular physical activity within the community. The programme aimed to support overall well-being by promoting healthier lifestyle choices and improving both physical and mental health.

In Chihuahua, through the support of Motherhood, community members participated in the annual Index Race, which brought together thousands of participants in a shared celebration of fitness, perseverance, and community spirit. The initiative encouraged healthier, more active lifestyles while strengthening awareness of physical well-being and the importance of regular activity.

At our Russell Springs facility in the USA, Motherhood supported healthier lifestyles by organising an Exercise Day, encouraging walking activities that promote fitness, reduce stress, and build positive habits. A 'Biggest Loser Fitness' challenge celebration further recognised individual efforts, helping motivate the community to continue prioritising health and well-being.

Furthering our commitment to physical well-being, an inter-facility football match was organised, bringing together teams from Amozoc, Puebla, and Zitla in Mexico. Beyond competition, the initiative highlighted the importance of regular physical activity in improving health, reducing stress, and strengthening social connections.

In Brazil, during Yellow September, a campaign dedicated to valuing life and promoting mental health awareness, Motherhood undertook initiatives to highlight the importance of emotional well-being within the community. The effort

focused on breaking stigma, encouraging open conversations, and fostering empathy around mental health challenges, while guiding individuals to seek support during difficult times.

These initiatives encouraged individuals to adopt positive practices such as engaging in hobbies, spending time with family, and staying physically active, helping create a more supportive and aware community.

Across its locations in the USA and Mexico, Motherhood continued to strengthen awareness of mental health and emotional well-being through initiatives that encourage understanding, empathy, and open dialogue within communities. In Newark, USA, activities organised during Mental Health Awareness Month highlighted the importance of emotional well-being. They helped address the stigma associated with mental health challenges, reinforcing the message that mental health is as essential as physical health. In Mexico, awareness sessions and campaigns aligned with suicide prevention initiatives focused on recognising early warning signs, encouraging meaningful conversations, and guiding individuals towards seeking timely support. Informative materials and key messages further promoted reflection, compassion, and informed understanding, helping create safer and more supportive community environments where individuals feel seen, valued, and encouraged to prioritise mental well-being.

In Zitlaltepec, Motherhood's Depression Awareness campaign highlighted the impact of mental health challenges on individuals, families, and workplaces, encouraging understanding, open dialogue, and early support to reduce stigma and reinforce help-seeking as a sign of strength. The initiative encouraged meaningful conversations, helped participants recognise early signs, and strengthened empathetic support networks within the community.



Running towards healthier lifestyles through community spirit in Chihuahua, Mexico.



Advancing community well-being through mental health awareness initiatives in Brazil.





Celebrating teamwork, fitness, and camaraderie through inter-facility football in Puebla, Mexico.

Community welfare and donation

Motherson organised a Christmas social initiative in Curitiba, Brazil, that brought the community together in a collective act of giving, encouraging teams to contribute panettone and chocolate cakes. The proceeds from the donation drives were distributed to various non-profit organisations and institutions supporting children, adolescents, pregnant women, older adults, and individuals in vulnerable situations, helping to bring comfort, nourishment, and a sense of care during the festive season.



Creating meaningful impact through festive giving in Curitiba, Brazil.

Healthcare and rehabilitation support



Contributing towards life-changing care for children in need in San Luis Potosi, Mexico.

In San Luis Potosi, Mexico, Motherson led a voluntary contribution initiative to support children undergoing cleft lip and palate surgeries, helping improve access to essential medical care and enhancing their quality of life. The initiative positively impacted the lives of children and their families by supporting their health, confidence, and overall well-being, while also fostering empathy and solidarity.



Europe.

Serving the critically ill and intellectually challenged

Motherson continues to strengthen its commitment to health and well-being across Europe by actively supporting individuals facing critical illness and contributing to community-led healthcare initiatives in the regions where it operates.

In Teruel, Spain, Motherson contributed to a charity race organised in support of the Tandem Solidario Association, a non-profit promoting inclusion and social support through tandem cycling, with funds raised directed towards the treatment of a child suffering from a rare disease. Furthermore, reflecting sensitivity towards patients battling life-threatening illnesses such as leukaemia, the company also extended support in this region by purchasing handmade products created by leukaemia patients, thereby contributing to their care and rehabilitation in a dignified manner.

Motherson facilities across Spain undertook multiple cancer-support initiatives in collaboration with local organisations. At Vitoria, we partnered with the Vitoria-Alava Cancer Association. We participated in a charity walk against cancer to raise funds for research projects and stand in solidarity with patients. Along similar lines, the Medina facility organised a 'March Against Cancer', where our employees and community volunteers came together to raise funds to support cancer patients in the region. At Palencia, the team collaborated with AECC (Asociación Española Contra el Cáncer), a Spanish association against cancer, through a 'Race Against Cancer', with proceeds directed towards advancing cancer research. These initiatives collectively underscore Motherson's focus not only on financial contributions but also on active participation in awareness and community engagement.

In addition to supporting critically ill patients, Motherson also extended its efforts towards enhancing the well-being of individuals with intellectual disabilities. The Polinya and Castellbisbal facilities in Spain participated in the 3rd Collaboration Day with the Atendis Foundation, a non-profit organisation dedicated to supporting individuals with intellectual disabilities and their families in the Vallès Occidental region. During this initiative, our team worked with residents to create autumnal garlands to decorate shared spaces, fostering an inclusive and joyful environment.





*March Against Cancer
organised at Medina, Spain.*

In Oldenburg, Germany, a charity run was organised to benefit Ammerland Hospiz, a specialised inpatient facility dedicated to providing palliative care for people with advanced, terminal illnesses.

Such interactions reflect Motherson's belief in promoting dignity, inclusion, and dedication towards critically ill people in the community where we operate.



*Charity Walk Against Cancer supporting
research and awareness held in Palencia, Spain.*

Community welfare and donations

Motherson continues to drive meaningful impact across Europe through a wide range of community welfare initiatives and donation drives. A strong focus area has been promoting nutrition and healthy living, particularly among children and local communities.

In Tschirn, Germany, fresh fruits and vegetables were donated to St. Josef Kindergarten in Wilhelmsthal to support healthy breakfast habits among children. Efforts to support emotional well-being and social inclusion have also been a key priority. In Mosonszolnok, Germany, teddy bears were collected and donated to children's homes to bring comfort and happiness to young residents. Sustainable and community-focused initiatives were also undertaken to maximise resource utilisation for social good. In Neuses, Germany, unused packaging materials were repurposed and sold, with the proceeds donated to Lebenshilfe in Kronach, an organisation supporting children with developmental challenges. At Meerane, Germany, fruit baskets were regularly distributed within the community to support nutritional needs, demonstrating a sustained commitment to well-being.

Extending support efforts, facilities in Castellbisbal, Polinya, and Palencia, Spain, organised 'Fruit Day' initiatives to encourage the inclusion of fruits in daily diets. This was further complemented by collaboration with local grassroots football organisations to promote healthy lifestyle habits among young children, thereby combining nutrition awareness with physical activity. Furthermore, Motherson facilities have actively contributed to health awareness and the promotion of physical activity. In Polinya and Castellbisbal, Spain, collaboration with the local town hall supported initiatives encouraging physical activity among residents.



*Fruit Day, encouraging healthy daily
diets observed in Palencia, Spain.*





Extending support through clothing and toy donation in Čuprija, Serbia.



Enabling digital learning through laptop support for meritorious students in Smederevo, Serbia.

Beyond local communities, Motherson has extended its outreach to global causes. In Kecskemét, Hungary, a glasses collection drive was organised to support a medical mission in Nigeria, enabling access to essential vision care for underserved populations. Similarly, in Mladá Boleslav, Czech Republic, financial and material support was extended to social organisations, retirement homes, and animal welfare initiatives, in collaboration with the Achilles social organisation, which primarily focuses on providing assistance. Vitamin packages were also distributed among the community members to promote immunity and preventive healthcare, particularly around World Cancer Day.

In Nitra, Slovakia, initiatives such as 'Cherries with Love' provided fresh and nutritious food to elderly residents, promoting both physical health and emotional well-being. In addition, a donation drive was organised for the Borinka Social Services Facility on World Alzheimer's Day, to support individuals living with Alzheimer's disease and raise awareness of the condition.

Through these diverse initiatives, Motherson continues to demonstrate its commitment to community welfare.

In Picassent, Spain, multiple activities were held to raise cancer awareness, including bracelet donations on International Cancer Day and a step-count challenge that translated collective team efforts into contributions to cancer research. Furthermore, in Pamplona, Spain, a 'Toy and Book Donation' campaign was organised for local schools, aiming to create a positive and joyful environment for children.

Several initiatives were undertaken to support underprivileged communities through essential donations. In Čuprija, Serbia, in collaboration with the Red Cross, clothing was donated to individuals living in difficult conditions, and toys were distributed to local kindergartens to bring joy to children. Similarly, in Požarevac, Serbia, hygiene kits comprising essential items such as toothpaste, toothbrushes, and personal care products were donated to schools, promoting health, hygiene, and dignity among students. In Smederevo, Serbia, donations, including T-shirts for school competitions and laptops, were provided to encourage cognitive development and equip them with the latest technology. Additionally, fruits and other nutritious items were distributed to raise awareness of balanced diets.

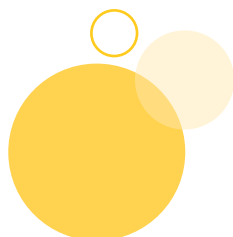
Further strengthening its contribution to public healthcare, Motherson facilities in Starachowice and Radomierz, Poland, participated in the 34th finale of the Great Orchestra of Christmas Charity, a nationwide initiative supporting hospitals with medical equipment. The fundraiser focused on improving the diagnosis and treatment of gastrointestinal diseases in children, reflecting Motherson's commitment to advancing healthcare outcomes at scale. At this facility in Poland, financial support was also extended to the 'GOL' football school to purchase prizes, and in-kind contributions were made to the Kolorowa Kraina kindergarten, including equipment for preparing healthy smoothies, thereby reinforcing healthy habits from an early age.



Collaboration with local grassroots football organisations in Castellbisbal, Spain.



Providing fresh and nutritious food to elderly residents through Cherries with Love initiative in Nitra, Slovakia.



Mental health and well-being

Motherson places strong emphasis on fostering mental health and emotional well-being.

At Portchester, UK, the facility consistently organised the 'Wear it Green' initiative during Mental Health Awareness Week across all quarters of the year, where green coloured clothes helped reinforce the importance of sustained engagement with mental well-being in the community. This initiative aimed to celebrate the power of community and highlight its critical role in supporting mental health through open dialogue and stronger relationships.

Healthcare awareness campaigns



Encouraging autism awareness through the observance of World Autism Awareness Day in Nitra, Slovakia.

Motherson continues to promote health awareness across Europe through targeted campaigns that focus on prevention, early disease detection, and informed lifestyle choices in the communities where we operate.

In Barcelona, Spain, a campaign was conducted to prevent heat-related health risks by displaying informational posters on extreme heat and its impact at the local community centre, helping people take necessary precautions against heat stroke. Our facility in Pamplona, Spain, marked World Cancer Day by organising an awareness campaign to share practical tips for prevention and early detection. This initiative aligns with Motherson's broader approach of contributing to community well-being through awareness, education, and proactive engagement across regions.

In Bötzingen, Germany, the 'Rock Your Socks' initiative was organised to raise awareness about Trisomy 21 (Down syndrome). Our teams participated by wearing mismatched socks and were supported by informational displays that encouraged conversations about it with the wider community. Our Karlsruhe facility in Germany observed World Health Day by sharing fitness and health tips while encouraging healthy habits among employees. This initiative aimed to raise awareness of early detection and prevention of various diseases, as well as of health preservation.

Along similar lines, in Čuprija, Serbia, World Health Day was marked with awareness sessions led by representatives from a medical school, focusing on virus prevention and influenza prevention for the community at large. Health check-ups, including blood pressure and blood sugar measurements, were also conducted to promote early detection of illness.

In line with this commitment, our facility in Nitra, Slovakia, organised a World Autism Awareness Day campaign at a special school for children with autism and Down syndrome. The initiative focused not only on engaging with the children but also on encouraging broader community awareness and acceptance, with activities centred around shared experiences, interaction, and thoughtful gestures.

Building further on health awareness, the Nitra facility also participated in the global Pink October initiative to promote breast cancer prevention. Colleagues wore pink ribbons and received educational materials on early detection. At the same time, contributions were extended to the League Against Cancer, a Slovak non-profit organisation supporting cancer patients and advancing prevention and health education. The inclusion of the pink braid ribbon symbolised unity and collective strength, reinforcing Motherson's emphasis on standing together for meaningful causes.





Promoting breast cancer awareness through Pink October in Nitra, Slovakia.

Blood donation drives

Blood donation drives across Motherson locations continued to reflect our commitment to saving lives and supporting healthcare systems.

In Túrkeve, Hungary, Motherson participated in a community-wide campaign centred on the message that one person can help save up to three lives through blood donation, reinforcing the importance of individual contribution to a larger cause.

Building on similar efforts across Europe, blood donation camps were organised at our facilities in Bratislava, Slovakia; Panevezys and Klaipeda, Lithuania; Le Plessis-Robinson, France; and Picassent, Spain, to support critically ill patients and address broader community healthcare needs. Likewise, in Polinyà, Spain, employees contributed to a blood donation drive supported by the Blood and Tissue Bank of Catalonia, highlighting how each donation can be separated into components such as red blood cells, plasma, and platelets to benefit multiple patients. Similarly, in Medina, Spain, a blood donation drive was conducted in collaboration with the Blood and Tissue Bank of Castilla León to support patients in critical need. At the same time, in Salceda de Caselas, Spain, the team partnered with ADOS, a public health organisation responsible for managing blood, organ, and tissue donations across the Galicia region, to help meet the daily demand for blood donations for the public healthcare system.

In Germany, our Karlsruhe facility organised a blood donation initiative in cooperation with BEOS Park, the local technology park and Siemens. This organisation manages the development at the hub to support local hospitals, particularly in response to the shortage of blood reserves in the city.

Across our facilities in Tczew and Starachowice, Poland, ongoing health campaigns such as breast cancer awareness and vaccination drives were organised to promote preventive healthcare and regular medical check-ups. Building on this, the Starachowice facility also conducted a dedicated campaign on bone marrow donation in collaboration with a local medical institution, highlighting its importance for patients undergoing cancer treatment and raising awareness.

A broader approach to awareness and engagement was seen in Klaipeda, Lithuania, where a Health Week was organised involving employees, their families, and community volunteers. Activities included guided exercise sessions and initiatives aimed at encouraging sustainable healthy habits that could be adopted both at work and at home.

Similarly, our facility in Portchester, UK, organised a series of awareness days and weeks to highlight key health and well-being topics. These included Diabetes Week to increase understanding of diabetes and Samaritans Awareness Day to highlight the importance of emotional support, with reference to the Samaritans charity, which provides 24/7 assistance to individuals in distress. In addition, initiatives such as Cycle to Work promoted fitness and community engagement, while Wear it Pink Day supported breast cancer awareness. Neurodiversity Celebration Week further recognised and celebrated neurodiverse individuals. Through these initiatives, the site aimed to encourage healthier habits and create a more informed and supportive environment for the community we operate with at large.



Supporting life-saving healthcare through voluntary blood donations in Salceda, Spain.



Our Oulu facility in Finland actively helped address the national shortage of blood donors by encouraging year-round participation. With only a small proportion of the population donating blood and a consistent daily requirement to meet patient needs, such initiatives play a critical role in supporting accident victims, cancer patients, and mothers in labour.

Further strengthening these efforts, employees in Radomierz, Poland, participated in the 'Picnic for Blood' initiative, combining community engagement with life-saving contributions. In France, our Rougegoutte facility collaborated with a blood donation drive organised in the nearby town of Giromagny, encouraging employees to take part and support local needs.

Hungary also saw continued participation across multiple locations. Facilities in Kecskemét organised blood donation initiatives several times throughout the year, encouraging employees to contribute regularly towards helping individuals with serious health conditions. In addition, both the Mosonmagyaróvár and Mosonszolnok sites held donation camps in which employee participation directly supported life-saving treatments in the community.

Through these sustained initiatives across regions, Motherson continues to contribute to public health systems by encouraging voluntary blood donation and supporting those in critical need.



Blood donation camps organised at multiple locations.

Sports and physical wellness

Across its locations, Motherson continued to promote sports and physical wellness as integral to encouraging healthier lifestyles, team spirit, and community engagement.

In Germany, multiple locations contributed through organised runs and sporting initiatives. The Karlsruhe facility participated in the B2Run City Run, promoting sports and fitness while also supporting charitable causes through contributions linked to participation, including aid for organisations working in the field of blood cancer. Similarly, Leipzig hosted a city run focused on diversity, team cohesion, and fundraising for various charity projects. At the same time, Meerane organised a run in Zwickau to raise awareness of health and fitness among citizens. In Barchfeld, Germany, the facility supported physical activity by sponsoring a local school class during a company run, helping raise awareness about the benefits of regular exercise from an early age.

Similarly, in Czaplinek, Poland, the team actively supported the 8th Fisherman's Run, an annual community event featuring children's and adult races, as well as Nordic walking. The event not only encouraged participation across age groups but also

fostered community interaction through shared activities and celebrations. Building on this, the same location also supported the Women's Run in Białogard by providing financial assistance to participants. This initiative combined physical activity with a larger purpose by promoting breast cancer prevention and highlighting the importance of regular health check-ups.

Extending these efforts, our facility in Épila, Spain, participated in a race and a hiking march to promote healthy living among employees and the wider community. In addition, the team collaborated with Club de Fútbol Épila to support local football activities, encouraging sports participation among children and teenagers and strengthening community ties. Further reinforcing this approach, our Pamplona facility in Spain participated in the Companies Sport Challenge in collaboration with Desafío de Empresas, engaging with other organisations in a regional sporting initiative to promote employee health, team spirit, and shared values. Participation in company runs also supported cohesion and encouraged consistent engagement in physical activities.

In Salceda de Caselas, Spain, Motherson

supported the CB Salceda de Caselas basketball club in promoting sports and physical wellness among children aged 6 to 18. This initiative enabled children to actively participate in basketball and develop teamwork, discipline, and healthy lifestyles.

Our Mlada Boleslav facility in the Czech Republic participated in various community sports challenges to promote a healthy lifestyle and strengthen team spirit. Along the same lines, the Salceda facility in Spain took part in the XII edition of Corre x Salceda, helping promote an active lifestyle within the local community, which saw strong participation.

In Portugal, the Palmela facility promoted sports through initiatives such as supporting a local padel team, further encouraging a healthy lifestyle while building team connections.

Through these regional initiatives, Motherson continues to emphasise the importance of physical wellness by integrating sports, community participation, and team engagement into its broader approach to social responsibility.





Supporting Women's Run to promote health awareness in Białogard, Poland.



Fitness and charity support through city run participation in Karlsruhe, Germany.



Encouraging fitness through company run held in Barchfeld, Germany.

Encouragement for healthy lifestyle

Encouraging a healthy lifestyle remained a key focus across Motherson locations. In Bötzingen, Germany, community members were encouraged to adopt active routines through initiatives such as a mountain bike tour in Kaiserstuhl, which provided an opportunity to engage in physical activity beyond work hours. This was further supported by organising daily runs to motivate participants to stay fit and incorporate regular exercise into their daily lives.

Complementing physical activity initiatives, our facility in Bratislava, Slovakia, focused on promoting overall well-being by distributing vitamin tablets and supplements and encouraging preventive health practices. In addition, cleaning and hygiene products were distributed to improve living conditions, reinforcing the importance of a healthy, hygienic environment as part of a holistic approach to well-being.



Mountain biking tour organised to promote active routines in Bötzingen, Germany.

Health check-ups and vaccinations

Promoting preventive healthcare through regular check-ups and vaccinations remained a key focus across Motherson locations, supporting well-being and community health. In line with this approach, initiatives were undertaken to raise awareness about the importance of routine medical checkups and timely doctor consultations.

In Barchfeld, Germany, a skin screening campaign was organised to encourage early detection and preventive care, particularly benefiting individuals who may otherwise struggle to access timely medical appointments. Such initiatives also helped extend awareness to the wider community.

Similarly, in Karlsruhe, Germany, vaccination campaigns were organised for both COVID-19 and influenza to reduce infection risk and safeguard the broader community. These efforts were further mirrored at our Pamplona facility in Spain, where similar vaccination initiatives were conducted to promote immunisation and community protection.

Building on preventive care, our facility in Bratislava, Slovakia, provided free flu vaccinations to the members of the local community, reinforcing the importance of protection against seasonal illnesses.



Safety and welfare initiatives

In Starachowice, Poland, International Health and Safety Day was marked with a series of activities focused on raising awareness of first aid and emergency response. At our Epila facility in Spain, in addition to first-aid awareness, we sensitised our teams and the surrounding community to safety practices in daily life.

Further strengthening this focus, our facility in Pamplona, Spain, emphasised the importance of a proactive safety

culture by identifying and mitigating potential hazards before incidents occur. These efforts were supported through training initiatives led by Health, Safety, and Environment programmes, aimed at building awareness, preparedness, and responsible behaviour for everyone.

Through such initiatives, Motherson continues to prioritise safety and welfare by fostering awareness and preventive action.

Supporting women through health and community care

Supporting women's health and well-being remained a key focus across Motherson's locations, with initiatives aimed at raising awareness, improving access to essentials, and strengthening community support.

In Spain, multiple locations contributed through participation in women-focused health initiatives. At Castellbisbal, the team took part in the Women's Race Against Breast Cancer. In this large charity sporting event, funds raised support cancer research, particularly through the Spanish Association Against Cancer, as well as other organisations working with women in vulnerable situations. Similarly, our Polinyà facility participated in this initiative, further strengthening support for breast cancer awareness and research.

In Barcelona, Spain, the facility contributed by organising a women's race to raise awareness and support associations working on cancers affecting women, reinforcing the importance of early detection and support systems.

Extending this commitment, our facility in Bratislava, Slovakia, collaborated with a girls' association through a unique facility initiative, in which proceeds from coffee sales were directed to support girls' safety and well-being. This initiative highlighted how small, collective contributions can create a meaningful impact.

In Turkey, the Bursa-Istanbul facility supported schoolgirls in nearby communities through sanitary pad donation drives, addressing challenges related to access to basic hygiene products and promoting dignity and health among young girls.

Our Tallinn facility in Estonia maintained ongoing cooperation with the Tallinn Women's Crisis Centre by donating hygiene products to support women in crisis, helping to meet their essential needs and support their well-being. Focus was also extended to specific health topics through World Menopause Day in Portchester, UK, aimed at supporting women's health and well-being, and Stress Awareness Day, which encouraged open conversations and practical approaches to managing stress.

Through these initiatives, Motherson continues to support women's health by combining awareness, community engagement, and access to essential resources across its locations.



Promoting cancer awareness through women's race, Barcelona, Spain.



Southeast Asia, Australia, and Japan.

Blood donation

To strengthen access to critical healthcare services, Motherson extended its support to blood banks in Rayong, Thailand and the Philippines. In collaboration with the Philippine Red Cross and the Rayong Red Cross Chapter, the initiative was centred on enabling a safe and reliable blood supply for communities in need, recognising the vital role of timely transfusions in saving and improving lives.

By encouraging voluntary participation and raising awareness, the initiative strengthened a culture of shared responsibility towards healthcare, enhancing community readiness during emergencies and support for more resilient public health systems.

Promoting physical and mental well-being

Globally, Motherson continues to support the holistic development of community members, focusing on both physical and mental well-being to cultivate healthier, more resilient communities.

In our Bendigo facility in Australia, as part of its sustained focus on community well-being, Motherson commemorated 'R U OK?' Day to encourage greater awareness around mental health. The initiative encouraged community members to engage in meaningful conversations and foster a culture of openness, empathy, and active listening.

By encouraging simple, meaningful conversations, the initiative helped reduce mental health stigma and made it easier for individuals to express their thoughts and concerns.

Across locations, facilities brought physical well-being to the forefront through dynamic and engaging activities that encouraged active participation.





Encouraging healthy lifestyles through a community walking event in Sayama, Japan.

At our Sayama facility in Japan, the community came together for a walking event for members and their families, transforming nature into a space for wellness and connection. Community members discovered joy in movement within a serene setting, cultivating daily wellness habits and easing everyday stresses. Beyond fitness, the initiative wove tighter ties within family and community, rooted in health awareness.

Safety and welfare initiatives

In collaboration with a social security-affiliated medical facility and officers from Pluak Daeng Police Station, random drug screening was conducted across the facilities to support a safe, healthy, and drug-free environment for the community.

The initiative confirmed a drug-free environment, leading to recognition as a certified 'White Factory'. More importantly, it helped safeguard the well-being of community members by ensuring a secure, supportive, and compliant workplace.

Regular health checkups and trainings

In partnership with the Rayong Provincial Health Promotion Foundation in Thailand, a workplace health promotion training programme was organised to support the community's overall well-being.

The initiative focused on building awareness and practical understanding of physical and mental health, equipping community members with the knowledge to adopt healthier lifestyles and reduce potential health risks.

Through this effort, the community gained access to insights into preventive healthcare and everyday wellness practices.

Annual checkups were also scheduled regularly to support the community's overall well-being and enable early detection of potential health concerns. By promoting early diagnosis and preventive care, the initiative contributed to healthier lifestyles and a more resilient community.



Supporting healthier communities through health education initiatives in Rayong, Thailand.



China.

Encouraging physical activity

In Liao Yang, China, Motherson supported initiatives such as the fun Tug-of-War Competition, which were designed with the community at their core, creating inclusive spaces where individuals could come together, engage, and promote healthy lifestyles. Open to all community members, the initiative encouraged participation in group activities aligned with broader national fitness movements, fostering a sense of unity and shared purpose.

The event was organised with a strong focus on safety and inclusivity, with preparations including venue selection, trained referees, awards, and safety and first-aid support for all participants.

Community welfare and awareness

As part of its ongoing commitment to community well-being, Motherson supported the 'Health Together, Care Always' themed health clinic held in our Hefei facility in China. The initiative was designed to bring essential healthcare services closer to the community, enabling community members to access in-person medical consultations and basic healthcare and support.

Community members received personalised health consultations covering traditional Chinese medicine, chronic disease management, and general wellness to support informed and proactive healthcare decisions. The initiative also included basic health screenings, such as blood pressure and blood sugar checks, encouraging early detection and preventive care.

Beyond providing immediate medical support, the initiative helped strengthen health awareness and accessibility within the community.





Strengthening community health through basic health screenings in Hefei, China.

Supporting the older people

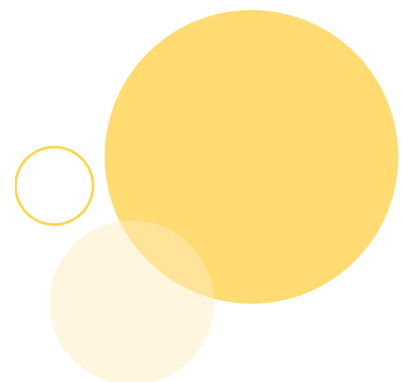
Motherson supported initiatives to engage with isolated and low-income elderly community members through meaningful outreach and care.

The initiative included home visits to seniors living alone, interactive activities such as handicrafts and reminiscence sessions, and the distribution of care packages containing essential daily items and nutritious food.

This initiative helped alleviate loneliness by fostering companionship and engagement, while also encouraging greater community awareness and support for vulnerable elderly individuals.



Extending care and companionship to seniors living alone in Shanghai, China.



04. Environmental Sustainability

- Promoting reforestation through planting trees
- Supporting animal-protection campaigns
- Engaging in waste management and recycling
- Organising eco-challenges, such as clean-up activities
- Taking pollution-preventive measures
- Promoting sustainable and innovative products





Introduction

At Motherson, environmental sustainability transcends mere obligation; it is a profound, long-term commitment to the communities and ecosystems we serve. This dedication is brought to life through proactive ecological campaigns and diverse sustainability initiatives designed to create a measurable global impact. By addressing urgent environmental challenges across the regions where we operate, we strive to ignite a shared sense of responsibility, empowering our global family to take the collective action necessary for a greener, more resilient future.

We operate under the fundamental principle that the health of our planet is inextricably linked to human well-being. Through our steadfast support for sustainable practices and community-driven projects, Motherson actively works to restore local vitality and improve global air quality. Through these efforts, we are laying the foundation for a sustainable future, ensuring that the ecosystems supporting our communities remain vibrant and healthy for years to come.





South Asia.

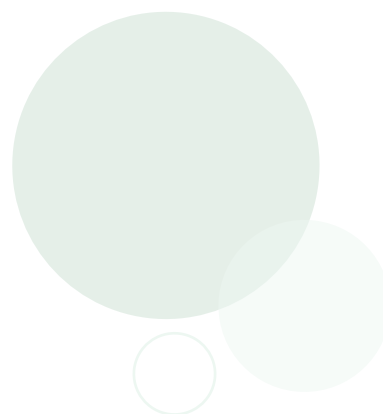
Project S.O.R.T.

Reimagining waste as a resource

Across multiple urban centres in India, including Delhi NCR, Mumbai, Pune, Bengaluru, Chennai, Ahmedabad, and Puducherry, Motherson continues to drive the Segregation of Waste and its Recycling & Treatment (S.O.R.T.) initiative. Implemented in partnership with the Indian Pollution Control Association (IPCA) and PLAN Foundation, the programme reflects a shift from conventional waste disposal to decentralised, community-led waste management systems that prioritise sustainability, accountability, and a positive environmental impact.

Rapid urbanisation and rising consumption have intensified the pressure on existing waste management systems, leading to overburdened landfills, increased greenhouse gas emissions, and environmental degradation. A significant proportion of waste, particularly organic waste, remains unsegregated, leading to inefficient disposal and the loss of valuable resources. At the same time, improper handling of dry waste, especially plastics, continues to contribute to marine pollution and ecosystem damage.

The S.O.R.T. initiative addresses these challenges by promoting source segregation, decentralised processing, and behaviour change, thereby transforming waste from an environmental burden into a recoverable resource.





Community sensitisation and aerobin distribution programme organised for waste management.

Decentralised composting, bringing waste processing closer to source

At the core of the initiative is the deployment of Aerobin composting systems across residential societies, schools, and community spaces. Designed as an advanced aerobic composting solution, Aerobin enables rapid, efficient conversion of organic waste into nutrient-rich compost in a short cycle.

Its double-walled insulated structure, combined with an internal aeration core, ensures optimal microbial activity, enabling faster decomposition with minimal odour. Additional features such as leachate collection systems and pest-resistant design make it suitable for urban environments. Beyond reducing reliance on landfill, the system generates high-quality compost and liquid fertiliser, promoting the circular use of resources within communities.

Scaling impact through community

Over the years, the initiative has evolved from individual composting solutions to scalable, community-driven models. The introduction of Community Composting Centres (CCCs) marks a significant step in this direction, enabling the aggregation and processing of organic waste at the ward or panchayat level. These centres not only enhance efficiency but also reduce reliance on centralised waste systems.

Equally impactful is the development of Sanitation Parks, which function as Material Recovery Facilities (MRFs) and focus on systematic segregation and recycling of dry waste, including marine litter. By linking waste streams to authorised recycling and co-processing units such as cement plants, the initiative ensures environmentally responsible disposal while contributing to a circular economy.



Establishment of sanitation park to segregate and recycle dry waste.

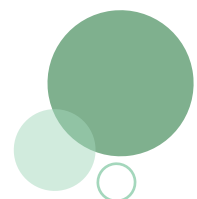
From awareness to ownership, driving behavioural change

A critical pillar of the S.O.R.T. project lies in fostering long-term behavioural change. Through structured interventions such as workshops, street plays, and training programmes, communities are encouraged to adopt responsible waste practices, including source segregation and reducing waste generation.

Hands-on training on the use and maintenance of Aerobins further strengthens community participation, enabling individuals to actively manage organic waste and utilise compost for gardening and soil enrichment. This approach builds a sense of ownership, ensuring that sustainable practices are embedded into everyday life rather than remaining one-time interventions.



Street play organised to raise awareness on waste management.



Creating environmental and social value

Collectively, these interventions help reduce dependence on landfills, lower greenhouse gas emissions, and promote resource recovery. At the same time, the project actively works to shift societal perceptions around waste, encouraging greater dignity and recognition for waste professionals who play a critical role in the ecosystem.

The initiative also supports these workers by facilitating access to government welfare schemes and organising health camps, thereby improving their socio-economic conditions and overall well-being.

Measurable impact at scale

The S.O.R.T. initiative has delivered significant environmental outcomes through large-scale waste processing and resource recovery. Substantial volumes of organic waste have been treated and converted into compost, while dry waste and marine litter have been systematically diverted for recycling and responsible processing. The initiative has also generated considerable quantities of compost and liquid fertiliser, reinforcing the principles of circularity.

In parallel, the project has reached a wide base of beneficiaries, spanning households, communities, and waste professionals, demonstrating its scalability and relevance across diverse urban contexts.

Advancing climate action through insights

A comprehensive assessment of the project's environmental impact has been undertaken in collaboration with The Energy and Resources Institute (TERI). Using globally recognised methodologies, the study evaluates emissions across the value chain, including generated and avoided emissions, as well as resource substitution benefits.

The findings highlight the project's contribution to reducing greenhouse gas emissions through decentralised composting, avoiding landfill methane, and reducing dependence on synthetic fertilisers. By embedding scientific measurement and validation, the initiative not only strengthens its credibility but also sets a benchmark for data-driven sustainability interventions.

Through S.O.R.T., the company continues to demonstrate how integrated, community-driven approaches can transform waste management systems, delivering environmental benefits, empowering communities, and advancing the transition to a more sustainable, circular future.



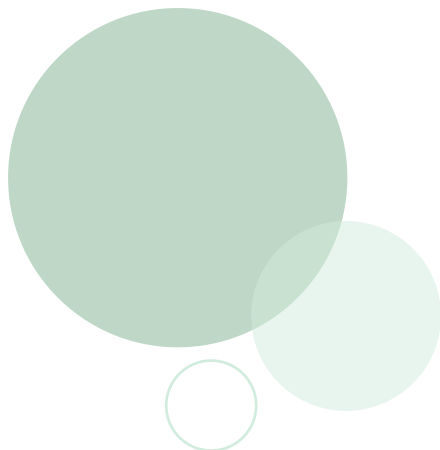
Harvesting compost for sustainable reuse.



Organic waste transformed into nutrient-rich compost.



Community initiatives driving compost utilisation for city beautification in Mumbai, India.



Case Study.

Project S.O.R.T. Transforming waste into a resource

Bengaluru, Karnataka, India | Residential composting programme

Motherson, through S.O.R.T. project and in collaboration with IPCA, an organisation specialising in sustainable waste management solutions, helped transform waste management practices at Mantri Paradise, a residential community in Bengaluru, Karnataka, in India.

For years, the housing society lacked an effective system to manage wet waste, resulting in missed opportunities for resource recovery and sustainable living. Recognising this challenge, Motherson supported the introduction of on-site composting solutions like Aerobin, which converts organic waste into nutrient-rich compost, enabling residents to adopt a more environmentally responsible approach to waste management. The initiative not only reduced the volume of waste sent to landfills but also demonstrated how everyday waste could be transformed into a valuable resource for the community.

The benefits quickly became visible as compost and leachate generated through the process were used to revive previously neglected green spaces within the society, including a barren lemon tree and a copper plant hedge, resulting in

healthier vegetation and a greener living environment. Residents also benefited from reduced manure costs, generating significant savings while creating a self-sustaining model through the sale of excess compost.

Beyond environmental and economic gains, the initiative built greater awareness of responsible waste management and encouraged community members to adopt more sustainable habits in their daily lives. The success of the programme inspired neighbouring residential communities to adopt similar composting practices, extending its impact beyond the society's boundaries.

Through S.O.R.T. project, Motherson helped create a model of sustainable community living in which waste is viewed not as a problem but as a resource. The initiative strengthened environmental stewardship, improved the quality of shared green spaces, reduced waste-related costs, and empowered residents to actively contribute to a healthier and more sustainable future for their community.



Community composting success driving sustainable living in Mantri Paradise (a residential complex), Bengaluru, India.





Americas.

Environmental awareness campaigns

Across the Americas, Motherson has undertaken a range of thoughtful initiatives to raise awareness about the urgent need for environmental action. These efforts are designed to engage the community, encourage responsible practices, and inspire collective participation in conservation and long-term sustainability, reinforcing a shared commitment to protecting the environment.

At the Newark facility, on the International Day for Biological Diversity, Motherson conducted awareness initiatives to highlight the importance of ecosystems and the need to preserve biodiversity. These efforts helped the community better understand their role in maintaining ecological balance and adopting responsible environmental practices.

Similarly, in the same facility, on the occasion of Earth Day, activities were organised in line with the theme 'Our Power, Our Planet', engaging the community in conversations around environmental responsibility, sustainable practices, and the collective role individuals play in protecting the planet. Such initiatives help strengthen awareness around environmental responsibility and the collective role communities play in protecting natural ecosystems.

In Limeria, Brazil, a series of awareness-building activities marked key environmental observances, including Environment Day, World Water Day, and Arbour Day. While in Atibaia, Brazil, the Motherson Journey was conducted to enhance apprentices' understanding of sustainability. The initiative provided learning opportunities that encouraged environmentally responsible thinking and reinforced the importance of sustainable practices in everyday life.

Motherson organised a river clean-up campaign in Zitlaltepec, Mexico, to promote environmental conservation and protect vital water resources within the community. The initiative encouraged active participation in waste removal, fostering a sense of responsibility towards maintaining clean and sustainable ecosystems.



Motherhood brought environmental awareness to life in Huehuetoca, Mexico, through a month-long initiative focused on transforming everyday actions into meaningful impact for the community and the planet. Blending learning with engagement, the programme centred on energy conservation and disaster preparedness through an interactive, trivia-style activity. Community members participated enthusiastically, answering questions, exchanging ideas, and earning recognition, transforming awareness into an engaging and memorable experience.

A similar initiative was organised at our Columbus facility, where participants explored practical ways to contribute to environmental protection through interactive quizzes and activities, reinforcing the idea that meaningful change begins with small, individual actions.

Across Motherhood sites, 'Environmental Week' unfolded like a green awakening, drawing communities into sustainability's embrace.

In Russell Springs, the initiative took a hands-on approach, engaging community members in activities such as planting pollinator gardens, nurturing trees and flowering plants, and 'greening' workspaces, demonstrating how small actions can create visible and meaningful environmental impact.

Extending this effort to Jaguariúna, Brazil, the programme focused on building awareness through training sessions and interactive activities, including sustainability workshops, waste segregation drives, energy conservation sessions, quizzes, and discussions on eco-friendly practices.

The initiatives encouraged environmental awareness and responsible action through practical, community-driven efforts. As a result, the environment benefited from increased green cover and biodiversity, while the community experienced healthier surroundings, deeper awareness, and a stronger sense of responsibility towards a sustainable future.



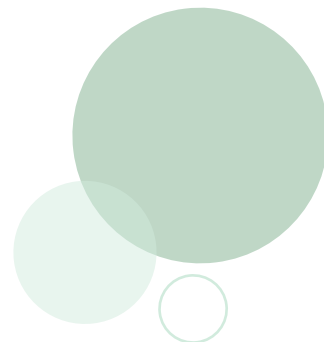
Turning awareness into action by celebrating Earth Day in Columbus, USA.



Raising environmental awareness through interactive activities that inspire sustainable changes in Columbus, USA.



Promoting sustainability through learning, participation and action in Columbus, USA.



Reforestation

Motherson supports reforestation through tree plantation drives and community-led green initiatives that help restore natural ecosystems and increase green cover.

To mark Earth Day, Motherson's Chattanooga facility promoted sustainable living by distributing planting kits that enabled community members to grow herbs, vegetables, and plants at home. Community members were guided to adopt eco-friendly habits, improve environmental health, and build community green spaces, reinforcing collective responsibility for sustainability.

At La Malinche National Park in Puebla, Mexico, with the support of Motherson, a reforestation campaign was organised, bringing together community members to plant pine trees in designated areas of the park. The initiative contributed to the recovery of areas affected by erosion and environmental degradation, supporting ongoing efforts to restore damaged soils, strengthen local ecosystems, and counter the effects of illegal logging.

In Monclova, Mexico, Motherson donated wooden pallets to the local eco-park to support the development of a community farm as part of the park's ongoing restoration efforts.

The initiative aimed to create greener, nature-connected spaces where community members could engage with the environment, learn about sustainable practices, and enjoy shared outdoor experiences.

In Campo Alegre in Brazil, with Motherson's steadfast backing, a range of sustainability initiatives aimed at protecting and enhancing the natural environment were implemented. A key activity included tree plantation drives in areas surrounding the facilities, where community members actively participated in planting native trees and promoting environmental

education on ecosystem preservation. These efforts were complemented by broader initiatives such as waste-reduction and recycling programmes, responsible use of natural resources, and awareness campaigns that encourage sustainable practices.

In Russell Springs, USA, a pollinator garden near the outdoor seating area was constructed to support native insects by creating a natural habitat that provides food and shelter. The initiative aimed to promote biodiversity, strengthen environmental stewardship, and contribute to healthier local ecosystems.

In Zitlaltepec, Mexico, Motherson spearheaded a powerful reforestation drive, planting trees to revive ecosystems and ensure long-term sustainability. These efforts deliver measurable gains: enhanced air quality, increased biodiversity, and strengthened climate resilience, while preserving critical resources. Beyond environmental impact, the initiative inspired the community to take ownership of conservation efforts, reinforcing a shared commitment to protecting and nurturing the planet for future generations.

At its Puebla and Curitiba facilities, Motherson's support championed tree-planting drives to bolster reforestation and green cover in surrounding communities. The activities included planting trees in local schools and across surrounding areas, contributing to environmental restoration and creating healthier spaces for community members.

For World Environment Day, a range of sustainability-focused activities to promote environmental responsibility were organised for local communities in Mexico. These initiatives included cleanup and tree-planting drives, environmental awareness conferences in schools, and campaigns encouraging community members to adopt sustainable habits such as mindful waste reduction and recycling.



Strengthening greener communities through tree-plantation drives in Puebla, Mexico.



Enabling environmental restoration through donation in Monclova, Mexico.



Energy saving

As part of its ongoing commitment to environmental stewardship, Motherson's Piedras Negras facility in Mexico has undertaken a carbon offset initiative designed to strengthen local ecological resilience and benefit the wider community. Under this initiative, Evergreen Oak trees were planted at Macroplaza II, the neighbourhood's town square, contributing to a greener, healthier public space. These trees are expected to absorb approximately 1,560 kg of CO₂ annually, helping reduce environmental impact while improving air quality for residents. This effort offsets around 11% of the facility's annual emissions from electricity consumption.

The effort enables Motherson to reduce emissions while cultivating greener public realms, bestowing lasting environmental and social value on the community.

Animal welfare

At Motherson Group, we are committed to animal welfare by collaborating with diverse shelters and advocacy groups across regions. Our targeted support delivers essential resources and care, transforming the lives of abandoned, abused, and stray animals.

As part of its community support initiatives, Motherson donated food supplies to the Seres que Sienten, a shelter in Apaseo el Grande, Guanajuato, Mexico, to support the care and well-being of rescued dogs and cats. The teams ensured proper nutrition for animals rescued from the streets while also supporting the dedicated caregivers and volunteers who work tirelessly to protect and rehabilitate them.

In Puebla, Mexico, with Motherson's support, a 'Vulnerable Cat Adoption Campaign' was implemented to support the welfare and protection of cats found

within company premises. The campaign provided temporary shelter and care while encouraging responsible adoption among employees and the wider community.

The facilities in Brazil's Atibaia and Jaguariúna carried out recycling initiatives, collecting plastic bottle caps and converting them into funds to support a local nursing home and provide pet food for animal shelters.

Motherson, in collaboration with the local dog and cat shelter, Luz de Asis, in Acuna, Mexico, donated pet food to support the care and well-being of rescued and abandoned animals. Through targeted support, the shelter obtained key resources for nutritious feeding and holistic care of vulnerable animals, amplifying the impact of its devoted caregivers and volunteers.



Supporting compassionate care for rescued and abandoned animals in Acuna, Mexico.



Promoting animal welfare through rescue, care and adoption initiatives in Puebla, Mexico.



Engaging youth and children

In Argentina, Motherson organised a volunteer initiative at the Maria Guadalupe Foundation School to help create a more welcoming and sustainable environment for students. As part of the activity, vegetable gardens and benches were donated and installed, and a lemon tree was planted to provide natural shade during the summer months.

The initiative was carried out alongside Grade 3 students, encouraging participation, environmental awareness, and hands-on learning.

In Atibaia, Brazil, Motherson organised a drawing competition for the children of a local school to promote environmental education and inspire awareness about caring for the planet. The initiative encouraged young participants to express their creativity while exploring themes related to sustainability and environmental responsibility.



Building spaces that encourage learning and sustainability in Argentina.

Community clean-up drives

To mark Earth Day, clean-up drives were organised in Sterling Heights and Troy in the USA. Community members joined forces to preserve and improve a shared public area, creating an eco-friendly space for all and inspiring ongoing environmental accountability through teamwork.

Building on the momentum of Earth Day, our Cottdendale facility hosted cleanup drives to remove waste from local roads and waterways. The community came together to help restore shared public spaces, prevent pollution from entering natural water systems, and support a cleaner environment for surrounding neighbourhoods.



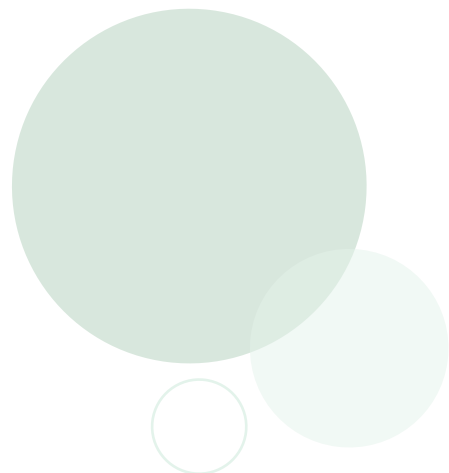
Celebrating Earth Day by restoring public spaces across the Americas.

Coming together to create greener and more sustainable community spaces in Troy, USA.

Waste management

Motherson actively contributes to responsible waste management through initiatives focused on waste reduction, recycling, resource conservation, and community clean-up activities across its locations. By promoting sustainable practices within operations and engaging employees and local communities in environmental action, Motherson helps reduce environmental impact while supporting cleaner, healthier, and more sustainable communities.

In Mexico, with Motherson's backing, the 7 Wastes and CLIC (Continuous Leadership Improvement Cohort) improvement Ideas programme were organised for all community members to strengthen awareness of operational efficiency and waste reduction. By promoting a structured culture of innovation and accountability, the programme supported more efficient resource utilisation and stronger cost control practices. The sessions included practical learning on the seven wastes within production environments and analysis of real operational scenarios for the workforce in and around the industrial area.





Responsible waste management

Motherson implemented an ongoing recycling campaign in Chihuahua, Mexico, focused on the responsible collection and disposal of electronic waste, paper, and batteries to encourage sustainable waste management practices, strengthen environmental awareness, and reduce pollution through safe disposal.

In Russell Springs, USA, Motherson organised a Plastic Bag Reduction and Recycling initiative to help reduce plastic waste within the community. Members of the community were encouraged to collect and recycle used grocery bags, promoting environmentally responsible habits and greater awareness around sustainable waste management.



Supporting the community through responsible e-waste disposal in Chihuahua, Mexico.

Reducing pharmaceutical waste

In San Luis Potosi, with Motherson's support, unused and expired medications were collected for safe, environmentally responsible disposal, helping prevent health and environmental risks associated with improper pharmaceutical waste disposal. Many usable medicines were collected for donation to individuals and communities in need, thereby supporting access to essential healthcare resources.

By ensuring proper disposal of unused and expired medicines, the initiative helped prevent harmful pharmaceutical waste from contaminating local ecosystems.

Recycling with purpose

In Mexico, Motherson supported the initiatives of Banco de Tapitas A.C. - The Earth Saviours Foundation, an organisation that collects and recycles plastic bottle caps to raise funds for children and young people under the age of 21 years undergoing cancer treatment through AMANC - the Children with Cancer Association. Community members were encouraged to donate plastic caps that would otherwise be discarded, transforming recyclable waste into meaningful social support and helping fund medical treatments and care programmes.

Similarly, in Brazil, Motherson launched a plastic bottle cap collection campaign that gathered caps, promoting recycling and reducing waste while strengthening

environmental awareness.

In Puebla, participation in a recycling campaign that collected soda cans and transformed them into resources supported environmental responsibility while improving facilities at a local educational centre.

Further advancing its commitment to circular economy practices, Motherson also participated in the ReVeste Project, which repurposed used uniforms into blankets for donation to communities in need. By extending the life cycle of textile materials through responsible reuse, the initiative reduced environmental impact while supporting vulnerable individuals and families.

Best out of waste

For Environment Week, community members came together for a series of activities focused on sustainability and environmental responsibility.

One of the key highlights was the 'Recycle with Art' contest, which encouraged participants to transform recyclable materials into useful and artistic objects creatively. Through these activities, Motherson fostered greater environmental awareness by reducing plastic consumption, encouraging recycling practices, and emphasising the importance of waste collection.



Collecting plastic caps to support treatment journeys for cancer patients in Mexico.



Case Study.

Recycling plastic bottle caps into lifelines

Mexico | Recycling for childhood cancer support

At Motherson, we believe meaningful change often begins with simple, collective actions. By supporting initiatives that bring together community participation and social impact, we aim to create sustainable and inclusive outcomes that improve lives.

One such initiative is Banco de Tapitas in Mexico, a powerful community-led movement that transforms plastic bottle caps into support for children undergoing cancer treatment. What began as a simple idea - to create hope from everyday waste - has evolved into a far-reaching initiative, supported by strong partnerships and community engagement.

Through this programme, vital support is extended to children and their families, including access to wigs, safe accommodation, meals, and other essential assistance during treatment, helping ease both emotional and financial burdens.

Motherson contributes by encouraging employee participation in collecting and recycling plastic caps, strengthening the initiative's ability to generate funds for critical care. This collective effort not only supports access to essential services but also reinforces a deeper connection to the cause.

Beyond its tangible impact, the initiative plays a key role in raising awareness and promoting a culture of responsibility, linking environmental action to social purpose. Employees and their families come together around a shared goal, transforming small, everyday contributions into meaningful outcomes.

By supporting initiatives like Banco de Tapitas, Motherson continues to enable communities to come together, demonstrating how collective intent can turn simple actions into lasting impact, creating hope, supporting recovery, and strengthening lives.



Transforming everyday contributions into meaningful impact in Banco de Tapitas, Mexico.



Europe.

Environmental awareness programmes

In Neustadt, Germany, the Energy & Environment Action Days explored topics such as energy supply, circular economy, waste processing, and energy recovery. Through facility tours, workshops, and external visits to recycling and waste-to-energy facilities, participants gained firsthand insight into responsible resource use. The programme concluded with the creation of an insect hotel, symbolising a lasting commitment to biodiversity and environmental stewardship. In Berlin, reusable bags accompanied by upcycling guides were distributed to community members, encouraging everyday habits that support sustainability and reduce waste. Meanwhile, in Meerane, innovation and resource efficiency were demonstrated by 3D-printing replacement parts for paper dispensers, thereby avoiding unnecessary purchases and reducing costs.

Across Poland, Serbia, and the UK, teams came together to mark World Environment Day as a platform to promote environmental awareness and inspire collective responsibility for the planet. In Starachowice and Tczew, Poland, community participation focused on raising awareness and encouraging greater care for nature and the preservation of Earth. Similarly, in Smederevo and Požarevac, Serbia, initiatives were centred on raising awareness of pressing environmental issues, reinforcing the need for continued dialogue and action around sustainability. In Porchester, UK, activities extended this message to the wider community, using the occasion to promote education and engagement.

Across Spain, a range of awareness programmes highlighted the importance of environmental responsibility through education, workplace engagement, and everyday action. In Teruel, children participated in creative drawing activities designed to encourage care for the environment from an early age, using art as a medium to foster ecological awareness.

In Vitoria, an informative presentation on ocean pollution was displayed in shared spaces to mark World Oceans Day, helping community members better understand the urgent need to protect marine ecosystems. Meanwhile, in Barcelona, campaigns focused on reducing water and energy consumption through practical reminders and behavioural change initiatives. The Pamplona site in Spain further strengthened sustainability awareness through its "Reduce, Reuse and Recycle" initiative, which promotes the importance of clothing reuse and responsible consumption.





Creation of insect hotels promoting environmental sustainability in Neustadt, Germany.



Strengthening sustainability awareness through 'Reduce, Reuse, Recycle' initiative in Pamplona, Spain.

Afforestation and tree plantation

Tree plantation drives and afforestation are the easiest first steps towards environmental stewardship, and the company in Europe has prioritised these initiatives across the region.

In Bötzingen, Germany, participation in the B2Run Freiburg supported large-scale tree planting efforts in Ethiopia in partnership with Menschen für Menschen, a charitable foundation in the region. With thousands of trees already planted towards an ambitious collective goal, the initiative contributed to global reforestation and long-term environmental resilience. On the other hand, the Schierling facility invested in local greening efforts by purchasing and planting palm trees to enhance the neighbourhood ecosystem and strengthen the community's quality of life.

In Kecskemét, Hungary, tree planting at Zöldike Kindergarten created a greener environment for young children, reinforcing the connection between sustainability and future generations. The employees at the same facility also planted a series of shrubs and flowers in and around the kindergarten to create a greener, friendlier environment for young minds. This site saw Christmas as an opportunity to plant various Christmas trees in the neighbourhood to serve as a voice of balance.

In Radomierz, Poland, employees participated in a tree-planting drive on Gapa Hill in Jelenia Góra as part of the Clean Energy event, helping plant seedlings sourced from local forestry and national park partners. By restoring non-forested recreational areas, the initiative contributed to reduced emissions, improved oxygen production, and better soil moisture retention, benefiting both nature and visitors to the region.



Creating greener surroundings for children through plantation drives in Kecskemét, Hungary.



Tree plantation drive in Gapa Hill, Radomierz, Poland.



In Starachowice, the teams encouraged community members and their families to actively engage in environmental protection by planting new trees and collecting waste from surrounding forests. This was complemented by Forest Day activities aimed at raising awareness about pollution in natural spaces and the urgent need to safeguard environmental resources.

In Panevėžys, Lithuania, employees, volunteers, and their families came together for a national tree planting initiative aimed at strengthening environmental sustainability and community engagement. Working in dedicated areas in collaboration with the Panevėžys City Municipality, participants contributed to expanding green spaces and supporting long-term ecological balance.

In Bursa, Istanbul, Turkey, employees came together to support the TEMA Foundation (Turkish Foundation for Combating Soil Erosion, for Reforestation and the Protection of Natural Habitats) through a collective donation initiative to protect nature and advance children's education. Funds raised from employees were contributed to the organisation, reflecting a shared commitment to both environmental conservation and social development.



Expanding green spaces through a national tree planting initiative in Panevėžys, Lithuania.

Clean-up drives

Clean-up drives and engagement are effective on-ground activation methods that inspire local communities by encouraging participation. To mark the Environment Day, teams in Kempele and Oulu, Finland, came together to take meaningful action towards a cleaner environment. In Kempele, employees participated in a community driven litter picking activity around the office premises, contributing to the upkeep of their immediate surroundings. Simultaneously, in Oulu, teams dedicated time to collecting waste from local areas, reinforcing a shared commitment to environmental responsibility.

Across Germany, teams came together through a series of clean-up and awareness initiatives. In Bötzingen, employees utilised their lunch breaks to collect litter around the facility, directly improving the surrounding environment and supporting local flora and fauna. Community engagement was further reflected in a clean-up drive around the Neustadt facility, where trainees helped improve the surrounding environment.

Similarly, in Oldenburg, efforts aligned with World Oceans Day saw teams collecting waste along riverbanks, preventing it from flowing into the North Sea and contributing to ocean conservation. Meerane marked Environmental Week with a dedicated litter collection drive in and around the factory, reinforcing responsibility towards nature and wildlife.

In Berlin and Leipzig, employees organised clean-up actions across facility premises and neighbouring areas, including shared public spaces, fostering a sense of community ownership and collaboration. Karlsruhe extended this spirit further through the Rhine Clean-Up initiative, in which employees and their families volunteered to clean the banks of the Rhine in Germany.



Community driven trash picking drive organised in Kempele, Finland.



Efforts in Michelau and Tschirn, Germany, highlighted strong local partnerships. In Michelau, teams supported the Main River clean-up alongside the Water Rescue Service, improving pathways and recreational spaces while benefiting regional biodiversity. This was complemented by additional support through participation, coordination, and provision of refreshments. In Tschirn, employees collaborated with the Bavarian State Forest and local associations to remove waste from natural surroundings.

In Starachowice, Poland, employees organised a waste collection campaign in nearby areas, actively contributing to reducing local pollution while raising awareness around environmental responsibility within the community. In Czaplinek, a larger, collaborative effort unfolded through the "Great Cleanup of the Bottom of Lake Drawsko," where employee volunteers joined forces with local divers, organisations, and institutions. This initiative not only helped restore the lake, a shared natural asset, but also demonstrated the power of cross-sector collaboration to protect vital ecosystems.

In Čuprija, Serbia, employees celebrated World Environment Day by dedicating their lunch breaks to collecting litter around the industrial area, directly improving the surrounding environment and supporting local biodiversity. Meanwhile, in Medina, Spain, teams participated in Basuraleza Day, a major annual citizen science and cleanup campaign, focusing on removing non-biodegradable waste from roads and surrounding areas, contributing to cleaner public spaces and a healthier environment for both the community and wildlife.



Collaborative cleanup of Lake Drawsko supporting ecosystem restoration in Czaplinek, Poland.



Community driven trash picking drive organised in Kempele and Oulu, Finland.



Advancing animal care and welfare initiatives

Across Europe, a series of thoughtful, biodiversity-focused, and animal-welfare initiatives highlighted a strong commitment to environmental sustainability, extending beyond cleanup drives to actively support ecosystems and vulnerable animals.

In Neuses, Germany, Motherson demonstrated its dedication to ecological balance by building and donating six insect hotels, creating safe habitats that support insect diversity around the facility. Complementing this, the Schierling facility in Germany made a significant contribution to biodiversity by establishing three bee colonies, home to approximately 80,000 bees. As vital pollinators, these bees play a crucial role in maintaining ecosystem stability and promoting species diversity in the surrounding environment.

In Schierling, employees organised a pet food donation campaign to support the Freiburg animal shelter following a fire, ensuring animals and caregivers had access to essential supplies during a critical time. Similarly, in Neuses, a large-scale food donation drive delivered tonnes of animal feed to a shelter in Lichtenfels, directly benefiting animals including dogs, cats, birds, and chickens.

In Stuttgart, employees combined creativity with compassion by organising a homemade cake sale, raising a considerable amount to support local animal welfare organisations dedicated to rescuing and caring for abandoned and neglected animals. Meanwhile, in Berlin, teams took a hands-on approach to wildlife protection by actively monitoring facility premises and coordinating with local shelters to safely rescue animals such as hedgehogs, reinforcing a culture of care and responsibility towards all living beings.

Across Poland, teams came together to support animal welfare through a series of donation and awareness initiatives. In Radomierz, employees organised a large-scale food donation drive, collecting and delivering animal feed to a shelter in Jelenia Góra, directly benefiting animals including dogs, cats, birds, and chickens. Similarly, in Starachowice and Tczew, teams led collection campaigns for local dog shelters, gathering essential supplies such as food, blankets, and toys while raising awareness about the challenges faced by abandoned animals. In Czaplinek, an annual shelter collection drive brought together employees to donate food, blankets, and playpens, which were delivered to the shelter in Pławno.



Animal feed donation drive supporting shelter care in Neuses, Germany.



Supporting animal welfare through feed donation initiative in Radomierz, Poland.



Extending care through pet food support in Kecskemét, Hungary.



Providing essentials for shelter animals through annual collection drive in Czaplinek, Poland.



In Porchester, UK, employees actively contributed to animal welfare through a series of meaningful donation initiatives, inspiring local communities. As part of the care-to-give challenge, teams collected and donated pet food to support animals in need through Blue Cross, a UK-based charity dedicated to caring for sick, injured, abandoned, and homeless pets. Continuing this spirit of giving, the Employee of the Month initiatives for September and October were aligned with the support of animal welfare organisations. Contributions in September were directed towards The Bulldog Rescue & Rehoming Trust, which focuses on rescuing, rehabilitating, and rehoming bulldogs through a strong volunteer network. In October, support was extended to The Cat Welfare Group, an organisation committed to rescuing and caring for stray, abandoned, and feral cats and kittens, ensuring they receive medical attention and are placed in safe, loving homes.

In Bratislava, Slovakia, employees organised a collection drive for a local dog shelter, bringing together both employees and the wider community to donate essential supplies. In Salceda de Caselas, Spain, an initiative focused on donating pet food

to Protectora Aloia Tui, an animal shelter run by dedicated volunteers. Further strengthening this commitment, teams in Polinyà and Castellbisbal, Spain, collaborated with the Association for the Defence of Equines (ADE) by volunteering at the facility. Their efforts supported the maintenance of the shelter and the well-being of rescued animals, particularly equines that have been saved from mistreatment and given a second chance at life.

In Bursa, Istanbul, Turkey, employees extended care to stray animals around the facility area by organising feeding activities, with colleagues coming together to provide food for cats and dogs in the vicinity, ensuring their basic needs were met. In Kecskemét, Hungary, employees organised a pet food collection drive for an animal charity, ensuring that dogs and cats under their care received additional nourishment and support. In Rougegoutte, France, the initiative centred on providing food for stray cats in Giromagny and surrounding areas. Through this effort, employees helped local associations continue their work caring for and feeding stray animals, addressing an important community need.



Community collection drive supporting local dog shelter in Bratislava, Slovakia.



Strengthening sustainable waste practices

In Lithuania, teams in Panevėžys and Klaipėda engaged employees and their families through creative, sustainability driven initiatives that promoted environmental awareness in an interactive and inclusive way. Through the 'Trashformation' contests, participants were encouraged to transform plastic waste into functional, usable items, highlighting the importance of recycling and innovative thinking in reducing environmental impact. These activities sparked creativity while reinforcing the idea that everyday waste can be repurposed into something valuable to society at large. Building on this momentum, sustainable Christmas ornament contests invited employees and their families to craft decorations using eco-friendly and recycled materials, which were then donated to the local community celebrations.

In Serbia, teams in Smederevo and Požarevac implemented targeted waste-reduction initiatives focused on collecting and recycling cigarette packaging, addressing a commonly overlooked source of environmental pollution. Employees across both sites organised collection drives for empty cigarette packs, ensuring that this waste was diverted from landfill and sent to recycling facilities. Beyond immediate clean-up efforts, the campaigns also played a role in raising awareness about the environmental impact of everyday waste. By preventing landfill disposal, these actions support broader efforts to reduce greenhouse gas emissions and encourage more responsible behaviour within the community.



Transforming waste into utility through sustainability initiatives in Panevėžys and Klaipėda, Lithuania.

In Rennes, France, a practical and innovative approach to sustainability was adopted by repurposing plastic waste into usable garbage bags across the industrial area near the facility. This initiative reinforced circular practices within the industrial workplace, encouraging shared responsibility across teams.

In Oldenburg, unused KLT boxes, used for industrial packaging from the facility, were donated to a school, providing storage solutions while promoting reuse and reducing waste.

Nurturing sustainability across communities

In Nitra, Slovakia, World Environment Day was marked with a gesture that blended care for people and the planet. Employees were encouraged to take home fresh herbs to nurture, while also supporting local farmers affected by crop fires, demonstrating how even small acts can carry a powerful message of resilience and responsibility.

In Oldenburg, Germany, sustainability took a natural course as honey from on-site bee colonies was shared, reflecting the vital role of pollinators in supporting ecosystems and reinforcing the connection between environmental stewardship and tangible outcomes. Similarly, in Bötzingen, an innovative 'sheep powered' approach to land management used grazing as a natural, eco-friendly solution, improving soil health, reducing emissions, and creating a harmonious balance between operational efficiency and environmental care.

Community engagement remained at the heart of initiatives in Czaplinek, Poland. The Ecological Picnic brought together a diverse set of participants, including families, students, and local organisations, to learn about sustainable practices through interactive workshops, activities, and exhibitions. Complementing this, an eco-lesson at a local kindergarten introduced young children to environmental responsibility, combining education with action through tree planting and hands-on learning.



Ecological picnic organised to promote sustainable practices, Czaplinek, Poland.





E-Waste and recycling practices



Safe processing of e-waste through responsible recycling in Panevėžys, Lithuania.



Across Germany, teams took meaningful steps to reduce environmental impact by promoting responsible e-waste disposal and recycling practices, reinforcing a culture of sustainability and awareness in workplaces and communities. In Schierling, employees participated in the 'Recycling4Smile' initiative, donating old mobile phones and printer cartridges to support a programme that combines environmental protection with social impact, turning recyclable waste into contributions that bring joy to hospital patients.

Multiple locations, including Bötzingen, Meerane, Oldenburg, Karlsruhe, Hannover, Barsinghausen, Wolfsburg, and Barchfeld, led e-waste collection campaigns, encouraging employees and the wider community to bring in electronic waste from both offices and homes. These initiatives ensured safe, compliant recycling while raising awareness of the environmental risks of improper disposal. By partnering with certified recycling organisations, the collected materials were processed responsibly, benefiting both the environment and local communities by reducing pollution and improving local surroundings.

In Stuttgart, a focused used-battery collection initiative addressed hazardous waste management and promoted safe disposal practices. Similar battery recycling efforts in Wolfsburg, Hannover and Barsinghausen further strengthened awareness around material recycling and encouraged environmentally conscious habits among the community members.

In Lithuania, teams in Panevėžys and Klaipėda demonstrated how consistent, everyday actions can translate into meaningful environmental impact, combining waste reduction, recycling, and resource efficiency with strong community outcomes. In Panevėžys, significant progress was made in responsible e-waste management, with a huge number of electronic devices and batteries collected and handed over for proper recycling.



E-waste collection campaign organised in Bötzingen, Germany.





Promoting sustainability through e-waste and clothing recycling in Pamplona, Spain.

A strong focus on reducing plastic consumption was also evident through the installation of water stations across the neighbourhood, enabling community members to refill reusable bottles. This simple yet effective initiative led to the saving of over 10,000 plastic bottles, highlighting how behavioural change can significantly reduce environmental pollution over time. In Klaipėda, employees actively participated in collecting PET bottles for recycling, not only reducing waste but also turning recycling into a force for good. Funds generated from these efforts were donated to charitable causes.

Across Spain, teams implemented a range of initiatives focused on responsible recycling, resource recovery, and environmental awareness. In Palencia, an in-facility e-waste collection drive enabled workers in the industrial area to safely dispose of unused and non-functional electronic devices. By partnering with certified recycling organisations, the initiative ensured proper handling of hazardous materials while promoting awareness. Similarly, in Épila, employees actively contributed to the collection of e-waste from both the neighbourhood and workplaces, reinforcing sustainable habits beyond the facility environment.

In Vitoria, focused on targeted recycling campaigns, collecting printer cartridges, which can take centuries to decompose, and repurposing computer equipment through partnerships that support social projects, particularly benefiting underserved communities.

Through the 'Power Up the Planet' initiative in Nitra, Slovakia, collected batteries were channelled to authorised recycling providers, ensuring safe disposal of hazardous materials and preventing environmental contamination. Additionally, an e-waste collection drive enabled people to safely dispose of unused or non-functional electronic devices at the local community centre. In Starachowice, Poland, Battery Day served as a focused initiative to raise awareness around the safe handling and recycling of hazardous waste. Through a dedicated campaign, employees actively collected used batteries at the town hall in the area, reinforcing the importance of responsible disposal practices.

In Rennes, France, a dedicated collection point for used batteries was established within the community centre, making it easier for people to dispose of hazardous waste responsibly while encouraging sustainable habits across the neighbourhood. Similarly, in Panevėžys, Lithuania, significant efforts were made to ensure proper recycling of collected materials, with electronic devices and batteries handed over for safe processing. In Bursa, Istanbul, Turkey, employees contributed by collecting empty batteries, helping to prevent environmental contamination and promote cleaner surroundings.



Ensuring safe battery collection and recycling initiative at Nitra, Slovakia.



Case Study.

Supporting animal welfare

Germany and Poland | Protecting wildlife and companion animals

At Motherson, our commitment to sustainability extends beyond the environment to all living beings. We believe in a world where animals are treated with care, dignity, and respect, recognising their role in a balanced and healthy ecosystem.

In line with this belief, Motherson partnered with organisations such as Mein Tierschutzverein, Pro Animale für Tiere in Not, and Stachelkugel across Germany and Poland, each dedicated to protecting, caring for, and rehabilitating animals in need. Their work also focuses on vulnerable species like hedgehogs, supporting their recovery and enabling their return to natural habitats.

However, these organisations operate under increasing pressure. Limited financial resources, rising costs of food, medical care, and shelter, and shrinking natural habitats continue to challenge their ability to meet growing needs. For species such as hedgehogs, these support systems are often critical for survival.

In response, efforts were directed towards supporting these organisations and also towards building awareness and participation within the wider community. Initiatives such as the 'Cat vs Dog' campaign encouraged associates to share images of their pets, sparking engagement, conversation, and a deeper connection to the cause.

With Motherson's support, these organisations gained access to essential resources for food, shelter, and rehabilitation, enabling them to continue their vital work more effectively. Beyond immediate impact, the initiative has helped cultivate a culture of empathy and shared responsibility.

This initiative reflects how collective intent, even through small actions, can contribute to a more compassionate and responsible ecosystem, where both people and animals can coexist and thrive.



Supporting vulnerable species through rehabilitation and protection.



Case Study.

Insect hotels - Building sustainable habitats

Germany | Creating habitats for pollinators

At Motherson, environmental sustainability is a shared responsibility that is essential to long-term progress and the well-being of the communities in which we operate. Our approach focuses on reducing environmental impact while actively contributing to the preservation and regeneration of local ecosystems.

As part of this commitment, an initiative was undertaken in Germany to build insect hotels-creating safe, supportive habitats for pollinators and small insects, while fostering greater awareness of biodiversity conservation.

Employees were encouraged to design and construct their own insect hotels, using independently sourced materials and their own creativity. This hands-on approach enabled meaningful individual contributions and also strengthened engagement with sustainability practices beyond the workplace.

Over two months, a diverse range of thoughtfully designed structures were created, reflecting both innovation and craftsmanship. The initiative also saw participation from employees' families, extending its impact into homes and reinforcing a collective sense of environmental responsibility.

The initiative culminated in a collaborative installation, with participants coming together to place the insect hotels across carefully selected outdoor areas within the facility. These locations were chosen to maximise ecological benefit, ensuring durability and long-term effectiveness of the habitats.

Enabled by Motherson's support, this collective effort has enhanced local biodiversity while strengthening awareness, collaboration, and environmental stewardship, demonstrating how small, purposeful actions can create a lasting positive impact.



Enhancing biodiversity through the installation of insect hotels in Germany.



Case Study.

Shaping tomorrow's landscape

Panevėžys, Lithuania | National forest planting initiative

Employees of Motherson, along with their families in Panevėžys City Municipality, Lithuania, participated in the National Forest Planting 2025.

Demonstrating both enthusiasm and purpose, volunteers joined hands with local foresters to transform a one-hectare open area into a thriving green landscape. Wearing their Motherson caps, they prepared the soil and planted 4,000 young saplings, including spruce, birch, and black alder. Despite the chilly spring weather, the spirit of collaboration remained strong, with shared moments around warm tea and a bonfire creating a sense of community and connection.

This initiative reflects Motherson's commitment to environmental stewardship by actively contributing

to national reforestation efforts while strengthening community well-being. It provided employees and their families with a meaningful opportunity to participate directly in shaping the natural environment and supporting long-term ecological health.

As these saplings take root and grow, they will contribute to cleaner air, richer biodiversity, and a more resilient ecosystem, benefiting both the local community and future generations.

Through initiatives such as this, Motherson continues to promote responsibility and collective action, nurturing the environment while creating a lasting legacy of sustainability and shared progress.



Planting for a greener future through collective effort in Panevėžys, Lithuania.

Case Study.

Working with nature, a sustainable path forward

Bötzingen, Germany | Sheep grazing for sustainable landscaping

At Motherson, we believe that sustainability is most effective when it works in harmony with nature. Sometimes, the simplest solutions can deliver the most meaningful impact.

At our site in Bötzingen, Germany, the team explored an unconventional yet highly effective approach to maintaining green spaces. Moving away from traditional lawn maintenance methods, the idea emerged to partner with local farmers and use grazing sheep to manage vegetation naturally.

What began as a small experiment soon demonstrated tangible benefits. Sheep grazing helped control overgrowth, enrich the soil, and support plant diversity, all without the need for fuel, noise, or intensive intervention. This natural approach also helped reduce the site's carbon footprint while making

maintenance more efficient and cost-conscious.

Beyond its environmental benefits, the initiative created a unique sense of connection within the workplace. Employees welcomed the presence of sheep, finding in them a simple yet powerful reminder that sustainability can be gentle, intuitive, and rooted in nature.

The project reflects Motherson's belief that environmental responsibility does not always require complex solutions. Thoughtful, well-considered choices can deliver lasting impact, benefiting the land, the community, and future generations.

In its own quiet way, the flock has shown that meaningful change can come from the simplest ideas when we trust nature to lead the way.



Reducing carbon footprint through natural grazing solutions in Bötzingen, Germany.





Southeast Asia, Australia, and Japan.

Environmental awareness through tree plantation

Motherson strengthened its environmental efforts across regions through a range of initiatives centred on reforestation, ecological restoration, awareness, and collective community action. These efforts were designed to enhance natural ecosystems, encourage sustainable practices, and actively involve communities in protecting and preserving their local environments for the long term. In Rayong, Thailand, a tree-planting initiative enhanced green cover around the facility, enabling community members to actively contribute to greener spaces while raising awareness of the role of trees in sustaining ecosystems and addressing climate change. Complementing this, and guided by the vision of Her Majesty Queen Sirikit, an initiative under the theme 'Plant to Reduce for a Sustainable Future - Let's Zero Together' further emphasised the transition towards carbon-neutral practices, encouraging communities to adopt responsible and forward-looking approaches to environmental stewardship.

Across locations in Australia and New Zealand, Environment Day initiatives reinforced the importance of collective responsibility in addressing environmental challenges. Community members were engaged through focused activities, including clean-up drives and tree-planting efforts in the neighbourhood, contributing to cleaner surroundings and greater awareness of sustainable practices.

Motherson also contributed to a reforestation initiative in collaboration with WHA, an organisation leading in environmental sustainability programmes in Thailand, and local volunteers, aimed at restoring green cover within the surrounding area. The activity enabled community members to participate actively in tree planting, gaining practical experience and a deeper understanding of the role of trees in maintaining ecological balance.

Together, these initiatives enabled communities to benefit from improved environmental conditions, increased participation in sustainability efforts, and a deeper understanding of their role in building a resilient, low-carbon future.





Building awareness and greener futures through community tree plantation in Rayong, Thailand.



Waste management

Motherson supported a coastal clean-up in Rayong, Thailand, an initiative aimed at reducing waste accumulation along the shoreline, which directly impacts marine ecosystems and the well-being of surrounding communities.

The activity focused on removing non-biodegradable waste, such as plastics, glass bottles, bags, and foam debris, that pose long-term risks to marine life and environmental health. By engaging in collective cleanup efforts, community members helped restore the natural balance of coastal ecosystems, which in turn led to cleaner shorelines and greater awareness of marine protection.

Motherson also organised community clean-up activities in Incheon, South Korea, encouraging collective action to maintain cleaner, healthier surroundings.



Protecting marine life through coastal clean-up drives in Rayong, Thailand.



China.

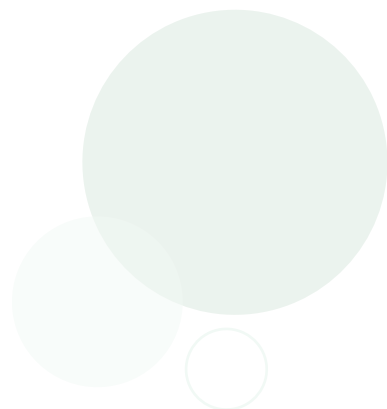
Environmental awareness campaigns

During the World Environment Week, Motherson supported a series of environmental initiatives in Suzhou, China, under the theme 'Beat Plastic Pollution'. The initiative focused on raising awareness and encouraging sustainable practices across the wider community.

Through awareness sessions and engagement activities, community members were equipped with knowledge to reduce plastic use and adopt environmentally responsible behaviours. Many individuals embraced simple yet impactful actions such as using public transport, avoiding single-use plastics, and supporting greener lifestyle choices. Voluntary participation in initiatives like the 'Green Committee' further enabled ongoing learning and collective action. To amplify the message, informative posters and articles were shared in common spaces at the local town hall, helping build greater awareness and encourage participation.

Another initiative to promote environmental awareness supported by Motherson in Shanghai, China, was aimed at embedding sustainable practices within the community. The programme combined a collaborative workshop, where community members created reusable tote bags from sustainable materials, with interactive discussions on reducing single-use plastics and adopting practical, eco-conscious habits.

Through these efforts, the community benefited from increased environmental awareness, practical guidance on sustainable living, and a stronger collective commitment towards protecting the environment.





Building environmental awareness through initiatives focused on responsible plastic use in China.

Waste management

Motherson advances responsible waste management by driving waste reduction, segregation, and recycling practices across its operations and surrounding communities.

Through focused awareness efforts and resource-efficient approaches, it supports communities in adopting sustainable waste practices, contributing to cleaner environments and long-term environmental resilience. A clean-up initiative was supported around the Langfang facility in China, aimed at reducing waste and improving the living conditions of the surrounding community using appropriate tools and waste collection materials.

Through this initiative, the local community benefited from cleaner, safer surroundings, contributing to a healthier environment and reinforcing shared responsibility for maintaining public spaces.

Encouraging compassion and animal welfare

In Yancheng, China, Motherson established an ongoing partnership with Yancheng Baiyun Small Animal Protection Base to support the care and well-being of rescued animals within the community.

The shelter currently provides refuge to rescued cats and dogs and faces increasing operational challenges, particularly during the winter season. To support its continued efforts, regular financial assistance was provided to help cover essential needs such as food, medical treatment, and shelter maintenance.

Working alongside shelter staff, community members installed protective insulation panels around existing kennels to help retain warmth and shield the animals from low temperatures. The modifications were carefully designed to ensure safety, durability, and comfort for the dogs, many of whom are rescued strays or awaiting adoption.

In addition, awareness initiatives were carried out to promote responsible pet ownership, animal welfare education, and the importance of spaying and neutering.



Helping shelters continue providing care for animals in need in Yancheng, China.





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Further Information

To learn more about Motherson's approach to sustainability and global citizenship, please visit our **Sustainability & Global Citizenship** section on the Motherson website, which provides an overview of our commitments, initiatives and progress.

<https://www.motherson.com/company/sustainability-and-global-citizenship>

Download our **Sustainability Report 2025–26**: https://www.motherson.com/storage/Sustainability/2025-26/Motherson_Sustainability_Report_2025-26.pdf

Group Policies

Global Citizenship Policy: <https://www.motherson.com/storage/Group-Policies/Global-Citizenship-Policy.pdf>

CSR Policy: <https://www.motherson.com/storage/Group-Policies/CSR-policy.pdf>

About This Report

This report has been compiled by Motherson's Global Marketing & Communications (MARCOM) team with the valuable support of our Regional Chairman's Offices across the Group.

For any questions, feedback or additional information, please contact Sustainability@motherson.com.





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