



Motherson Global
Citizenship Report | 2020-2021

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Mission Statement.

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



The Motherson Citizenship and Strategy reflects the group’s commitment to the social element in its credo, which was formulated in 1995. This approach is ingrained in the culture of Motherson. Our Citizenship and Strategy aims to touch lives and create a long-lasting impact on the people and communities where Motherson has its footprint. Projects are designed to ensure both sustainability and scalability in the way they affect change.

Chairman's Quote.



At Motherson, our aim is to create value for all our stakeholders. We focus on supporting our customers, investors, employees and their families however and wherever we can, but we also strive to strengthen the communities in which we operate all over the world.

We believe there is a clear connection between a healthy community and a successful business; they are intertwined, and each can reinforce the other. Therefore, the idea of community support has long been part of our mission statement: "to

set new standards in good corporate citizenship". Our global citizenship efforts address community challenges in the fields of employability, community development, education, health and the environment. We look forward to further strengthening these initiatives and helping improve more lives through a focus on partnerships and community engagement.

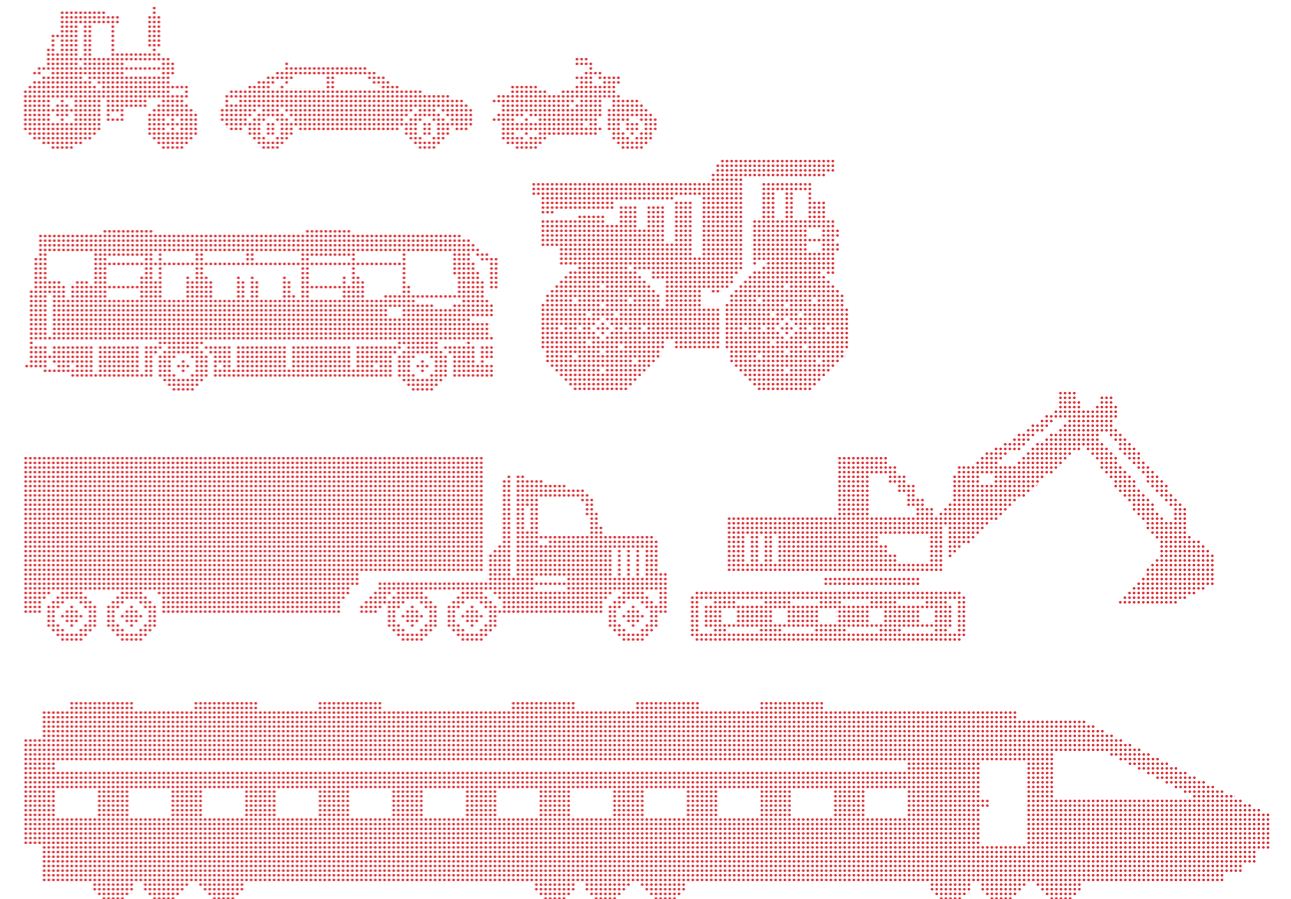
Vivek Chaand Sehgal
Chairman, Motherson Group

About Motherson Group.

The Motherson Group is a diversified global manufacturing specialist and one of the world's largest and fastest-growing automotive suppliers for OEMs. Motherson supports its customers from more than 270 facilities across 41 countries, with a team of over 150,000 dedicated professionals. Thanks to the trust of its customers, the group recorded revenues of USD 9.80 billion during 2020-21 and is ranked 21st among the world's largest automotive suppliers.

Motherson operates as a full system solutions provider for its customers. The product portfolio includes electrical distribution systems, fully

assembled vehicle interior and exterior modules, automotive rear vision systems, moulded plastic parts and assemblies, injection moulding tools, moulded and extruded rubber components, lighting systems, electronics, precision metals and modules, Industrial IT solutions and services and new innovative technologies such as wireless power, etc. The group has expanded its presence to support customers in new segments including health and medical, aerospace and logistics. The diversified range of technologies and capabilities allows Motherson to support a wide spectrum of sectors, with automotive as the main industry served.



Principal focus areas.



Citizenship programmes and their linkage to Sustainable Development Goals (SDGs).

Motherson is committed to being a responsible corporate citizen. We strive to create a positive impact in the communities where we operate and our business practices are founded on strong moral and ethical standards. We undertake initiatives designed to meet local needs that enhance the society and the environment in which they operate. Together, we try to make a small difference in the lives of the people who matter to us.

Through our citizenship initiatives, we intend to have a measurable positive influence on society. To

guide our initiatives and our work towards global development goals, we have identified several focus areas and their connection with SDGs (illustrated in subsequent pages):

Further, our Citizenship Report includes efforts made by Motherson Sumi Systems Limited (MSSL) towards Corporate Social Responsibility (CSR) obligation under the provisions of [Indian] Companies Act, 2013. MSSL CSR Report for the year ended March 31, 2021 is part of the Annual Report for FY2020-21.



01 Livelihood and Community Development.



- Imparting special knowledge and employability-enhancing vocational skills, especially to 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 the citizens on specific industries and make them aware of potential work opportunities



02 Education.



- General education: academics, performing arts, sports and value education
- Promoting digital literacy
- Support in acquiring 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 on career and personal development opportunities



03 Health and Well-being.



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



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



01 Livelihood and Community Development.

Skill development

Skill development among community members is critical to both future productivity and employability, which in turn foster social and economic development. Working-age people are faced with the challenge of finding a place to stand amid rising professional competition, a difficulty currently exacerbated by, as a fallout of the pandemic.

The Motherson Group employs over 150,000 people across the globe, with the majority of the workforce employed on the shop floor; thus, we understand the significance of skill development and have made it one of our key focus areas.

We aim to bridge the gap between the demand for and supply of skilled manpower, in part by providing aspiring workers from underserved communities the opportunity to build and enhance their skillset.

Community development

Motherson is committed to the communities in which it operates. We take a holistic approach to community development and try to support and sustain all levels of the population. Most activities have a participative approach where community members are actively engaged in programme implementation.



| South Asia:

Skill development

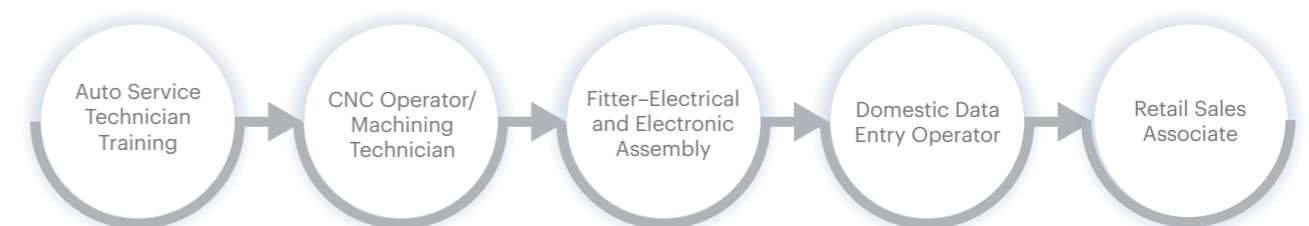
In India, Motherson and the Sambhav Foundation, its implementing partner, have set up multi-skilling centres to train candidates in five vocational trades in Noida, Uttar Pradesh, where Motherson has its South Asia headquarters.

Our partner organisation arranges daily lectures where candidates are introduced to the SSC (Sector Skill Council) and NSDC (National Skill Development Corporation) certified course curriculum. These sessions give candidates insights into trade-specific industry practices helping them to acquire the skills necessary to meet industry demands and expectations.

The Sambhav Foundation is also responsible for training and providing certifications. This partnership has enabled Motherson to reach out to unemployed and economically challenged youth by helping them to build skills that can lead to sustainable livelihood.

The Sambhav Foundation accompanies candidates throughout their journey, from their entry into the programme until they have attained gainful employment using the skills acquired in the multi-skilling centres.

Key intervention areas





Driving school

Motherson is also establishing the Swarn Lata Motherson Centre for Excellence, an upskilling centre for the automotive industry with a world-class facility for training drivers in LMV (Light Motor Vehicle), HMV (Heavy Motor Vehicle), and Car Carrier Trailers. The project is supported by the Logistics Solutions division of Motherson,

which in turn will benefit from the opportunity to bring the centre's highly skilled graduates into its fleet. These drivers will help meet the transportation needs of the group as a whole, creating value for our customers. The facility will also offer other courses with certifications relevant to the automotive industry.

Community development

Motherson is proud to be part of the KRISH Sustainable Habitat project, which promotes sustainable practice in food, health, livelihood and environment in the city of Vrindavan and Mathura in Uttar Pradesh, India. In partnership with ISKCON, Motherson has designed a multi-level initiative addressing the sustainable development of the city. The project is focused on creating livelihoods and supporting the inhabitants through cattle rearing, organic food, and dairy enterprises and youth education. KRISH 2, an extension of this project, aims to solve infrastructural gaps in the local cow breeding shelter. It also establishes a value chain of dairy entrepreneurship, starting from the KRISH Farm Units and extending to the marketing of branded products. It includes the establishment of Rural Entrepreneurship and Incubation Centre, a 1600-square-foot facility where farmers will be screened, trained, and mentored for KRISH Farm Units. The centre will also handle the marketing of various KRISH dairy products through boutique displays and online interventions.

Work is in progress to develop model organic villages intended to become a social enterprise that enables growth in that region. These villages will supply chemical-free food and generate employment for villagers. ISKCON, the implementing partner for this project, is a non-profit organisation established in 1966 with centres around the globe supporting cultural and charitable activities. Some of its key interventions include establishing eco-villages and farm communities worldwide that promote rural development and livelihood transformation through farming.

Key intervention areas:

- Establishing new installations, including a unit for sick cows, a calving pen and an extra dormitory for the cow keepers
- Setting up new artificial insemination and natural-breeding

training centres

- Procuring fodder-transportation machinery and new, clean milking machines
- Building a state-of-the-art dairy-processing facility
- Marketing 100% organic products under one umbrella brand and establishing a premium dairy brand, KRISH, and the flagship ghee brand, Vrindaranyam Ghrit ("the ghee that heals")
- Establishing and managing the Rural Entrepreneurship and Incubation Centre
- Setting up a 25-room residential facility (15,000 sq. ft) for students from remote villages of the Mathura district as well as outstation candidates

Motherson also supports several welfare activities aimed at improving the safety and security of local communities, such as distributing reflective safety jackets and batons to the local police department in Chennai, India, and providing them with CCTV cameras to be installed in several locations in the city.

In collaboration with Goonj, an NGO that uses urban discard as a tool to alleviate poverty and enhance the dignity of underprivileged people, Motherson organised donation camps in its Noida facilities for the collection of used clothes and home articles. All material collected then goes through a rigorous process of sorting, segregating, repairing and packing in the Goonj Processing Centre before dispatching it to the remotest villages of India for reuse. Goonj promotes a circular economy by ensuring maximum use of each material, a practice aligned with the sustainability goals of Motherson.

Motherson also partnered with the Foundation of Krishna Kala and Education Society to provide financial assistance to 100 artists who performed during the Online Virtual Festival in December 2020.





Americas:

Skill development

Across the American continent, Motherson is launching initiatives focused on helping youth acquire the requisite skills for gainful employment through structured training programmes. For example, in the USA, high schoolers in Tuscaloosa county, Alabama schools are being trained in modern manufacturing as a means of preparing them for future career opportunities.

We are also supporting Michigan Works' Young Professional Training Programme, which aims to

build a skilled workforce by providing tuition and professional certification/licensing assistance, personalised coaching, etc., to 18-24-year-olds.

In Brazil, young people are being trained in industrial skills under the Motherson Journey-Young Apprentice Programme, and we are also supporting fire-safety brigade training in Jaguariúna to prepare participants to join the fire brigade and help their communities in case of emergencies.



Community development

Motherson is working to uplift the underprivileged in countries like Brazil, USA and Mexico through collaboration with NGOs like Sitio Agar and Casa do Caminho de Atibaia, Atibaia; Ação Vida in Guarulhos, São Paulo and Centro de Amparo Nossa Senhora do Monte Claro, Curitiba to distribute clothes, chocolates, toys and food items. We are also reaching out to other vulnerable areas of society such as the elderly in nursing facilities and providing for their regular requirements. On holidays such as Christmas, Easter, and Children's Day, many Motherson units reached out to the local inhabitants and donated items essential for their daily needs.

We are also carrying out community outreach programmes to help COVID-19 affected families with food donations.

We supported the Juntos Association in San Luis Potosi, Mexico by donating blankets for low-income families during the winter. We also supported similar initiatives like "Stuff the Bus" in Marysville (Michigan), USA, and "Winter Wardrobe" in Torreon, Mexico that helped needy families obtain the clothing they need to stay warm during the winter.

In Chihuahua, Mexico, Motherson donated recyclables such as cardboard, wood, office paper and plastic to raise funds for Down's Institute, an organisation working for those affected with Down's Syndrome.

In Jaguariúna, Brazil, the company organised an event to raise awareness among the local populace about firefighting equipment, first aid and safety precautions to be taken during electrical installations in this region.

The company also supports art and culture in the Americas, such as in Juárez, Mexico, where Motherson distributed food baskets to dancers who participated in annual traditional events.

We also partnered with the United Way in Portland (Indiana), USA, helping to organise a fundraiser to help the needy in the community. In Torreon, Mexico we donated and installed fire-alarm systems at the Asilo de Ancianos P. Estala nursing home.

| Europe:

Livelihood programmes



In Medina de Rioseco, Spain, Motherson is collaborating with local and regional administrations to provide the youth with vocational training in polymer injection to make them job-ready. In Hungary, the company is partnering with Neumann János University to provide the specially-abled with instruction in basic computing skills to help them join the workforce.

Motherson is also hiring novice trainees as new operators and is bringing partially disabled people into suitable areas of production. In Germany, the company also supports Frei Feuerwehr Schierling, a volunteer fire department, in training local youth as firefighters.

Community development



In Hungary, we brought the municipality of Kecskemét closer to the residents by setting up a mobile administrative unit. The "Xmas Shoebox" initiative distributed presents to the pupils of Kossuth school during the holiday season. In addition, to strengthen community spirit, the company participated in the Family Day programmes organised for the police, health and fire departments.

Notable interventions to help children at risk of social exclusion are being carried out in Germany, Spain and Finland. We are making donations in cash and kind to NGOs like Hope – Yhdessä & Yhteisestiry, Finland; Kinderzentrum Wackelpeter Emden, Germany; Aldeas Infantiles, Spain; the Red Cross and the local foundation of Social Solidarity, Portugal all of which aim to provide opportunities to underprivileged children and local residents. Additionally, employees of several group companies in Spain have started to donate a small part of their monthly salary to support the welfare activities of Aldeas Infantiles.

In Poland, packages with sweets and gadgets were given to the residents of the House of Young Mothers with Young Children, and in Germany, underprivileged children received toys through the Christmas Wish Tree initiative organised by Motherson. The company also buys office materials for its offices from local suppliers to boost local economic development.



| Southeast Asia and Australia:

Community development

In Southeast Asia and Australia, Motherson has been focused on supporting the welfare of rural communities. In South Korea, donations have been

made under the Village Cooperation Fund for improving the lives of village residents.



| China

Community development

Livelihood and community development have been key engagement areas in China, where Motherson has helped raise funds for marginalised communities with the aim of improving their standard of living.

Motherson raised funds for the Tianjin Disabled Person Association to help specially-abled people

secure jobs. Our contributions have already benefited several candidates, and we aim to touch as many lives as possible with this programme. Students of the School for the Handicapped in Suzhou are being taught photography and computer skills to help them access job opportunities in their fields of interest.

02 Education.

Motherson is also deeply invested in education as a good education is a proven path to social mobility and economic prosperity. The group is principally active in building infrastructure to aid learning and supporting primary, secondary and/or higher education for underprivileged children. In certain loactions, additional emphasis is given to educating young girls.



| South Asia:

Building infrastructure

In India, Motherson has launched several important educational initiatives in conjunction with Vidya & Child, a grassroots foundation aiming to provide children with a strong educational foundation. Vidya & Child supports students throughout their educational journey and also reaches out to involve and support their parents.

One of the most important initiatives launched in 2017 by Motherson and Vidya & Child was the Water, Sanitation, Hygiene and Education (WASHE) project. This education-centric initiative promotes the holistic development of children through building and maintaining infrastructure in schools, improving sanitation and hygiene, providing counselling and helping students build life skills.

Motherson is currently providing infrastructure support to 10 government schools selected in consultation with local administrations in Noida, Bawal and Pune, in India. One of the key projects was the renovation of Hazipur Primary School, which has been transformed into a modern, 8,000-square-foot, multilevel school facility with all requisite safety protocols, smart classrooms, and projectors and screens for digital content. The facility features separate male and female washrooms for better hygiene and has been designed to provide ample natural lighting and cross ventilation.

The school will eventually be fitted with solar panels to optimise electricity costs and to ensure an uninterrupted power supply.

Motherson has also collaborated with Vidya & Child to support their existing schools and learning centres, and Vidya & Child has also been involved in the government primary schools in Noida – Greater Noida that Motherson has adopted, helping introduce academic learning and life-skills programmes to foster child development.

Elsewhere in India, Motherson has also worked towards enhancing existing schools with major infrastructure upgrades in Pune, and has donated sports equipment to the students of a primary government school in Bengaluru.



Key intervention areas

Infrastructure support

- Repair and reconstruction of toilets with running water facilities
- Construction of a bore-well for access to clean water
- Installation of water tanks
- Donation of furniture (tables, chairs and blackboards)
- Installation of fans, tube lights, inverters and submersible water pumps
- Painting artwork on school boundary walls to facilitate BaLA (Building as Learning Aid); levelling land to create a playground; installing swings
- Fencing off school boundary wall to provide safety and security



Facilitating education

Motherson has collaborated with Vidya & Child to provide academic, financial and mentoring support to students from classes 9 to 12 to help prepare them for a professional or vocational career, based on their interests and aptitudes. This initiative provides four hours of academic support in all subjects to the students every day after school.

Key intervention areas



For millions of economically disadvantaged girls across India, education is the most powerful weapon that can help them grow, learn, play and realise their full potential. Motherson supports the Nanhhi Kali project by Mahindra to provide girls with access to a full 10 years of quality education.



Digital Transformation Van

Motherson has partnered with Hewlett-Packard (HP) & the NIIT Foundation to provide digital-literacy support to underserved communities in Noida and Greater Noida through the Digital Transformation Van (DTV).

The DTV is a three-year project aimed at government primary schools that lack the necessary infrastructure and/or financial resources to set up a permanent computer lab inside the school campus. Once a week, a van fully equipped with state-of-the-art digital technology visits these schools, and students receive training in digital skills.

The full-time faculty of DTV serves not only the students and faculty of the schools but also the community at large. This outreach to the surrounding communities is vital as many citizens have had limited opportunities for such education.

The NIIT FOUNDATION (NF), one of the partner organisations in this unique initiative, is an independent NGO dedicated to offering

underprivileged populations access to education and skill development. NF provides affordable and accessible training and has an established track record in digital education.

Key intervention areas

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



Americas:

Facilitating education

Motherson is invested in helping provide equitable educational access to students across the Americas. In Guarulhos, Brazil, the group has donated computers to a local school to help special-needs students develop basic computing skills. We have also hosted open-door events for students in Campo Alegre, Brazil to introduce them to the working processes of a production plant.

In the USA, the company raised funds for the Athletic Factory, an institute dedicated to providing opportunities to youth who want to participate in higher-level sports by helping them with educational tutoring and student-athlete college preparation. We also organised a High School Work Programme in Marysville (Michigan), USA to give high school students an inside look at

manufacturing work. Our facilities in Marysville and Portland (Indiana) also donated cans and plastic bottles to raise funds for the Boy Scouts of America, one of the nation's largest and most prominent values-based youth development organisations.

In Mexico, the company provides school supplies to various institutions. We have also donated vehicles to the students of the Technological University of Puebla to help them commute with ease. In Torreon, Motherson supports Conalep Torreón, an educational institution for students aged 16-18 who receive training in technical skills that complement their academic development. Over 50 students have received training under this initiative.



Europe and Russia:

Facilitating education

Across Europe, Motherson is supporting several educational initiatives that provide infrastructural support and employment opportunities; the group also promotes continuous learning by partnering with middle schools, high schools and universities.

In Germany, student welfare lies at the core of most of the initiatives; such as our donation of bicycles to the students of Grundschule Drielake, an elementary school in Oldenburg. In Michelau, to celebrate National Reading Day, Motherson organised a reading project and book donation for students ages 6-10. The company also participated in Girls' Day in Teltow and Isenbüttel to educate girls on their career opportunities in technical professions.

In Boettingen, Germany, to help the specially-abled acquire basic technology skills, computers were donated to a local school for special-needs students. Förderverein der Staatlichen Berufsschule Lichtenfels in Michelau, Schulkindergarten Zauberberg in Boettingen, Placidius Heinrich Schule and four kindergartens in Schierling received donations from Motherson to help their students get access to quality education.

In Spain, the company is participating in the Red Cross Educational Project in Polinya to provide an afternoon educational space where volunteers help children do their homework and prepare for exams. In Castellbisbal, Motherson donated books to a local Bookshop La Barretina to provide children easy access to reading material.

The company supports various internship and apprenticeship programmes in the UK, Poland, France and Serbia to help final-year students gain insight into the professional world.

In Hungary, Motherson has initiated the Lego Mentor programme to inspire marginalised students in the community through technical mentoring. The programme teaches engineering and technology skills through interactive LEGO building experiences. It inspires innovation and fosters self-confidence, communication, and leadership amongst the students.

In Russia, the company participated in a job fair for high school students to inform them about career and employment prospects. The company also donated a computer and a projector to a local vocational school in Kostomuksha.



| Southeast Asia and Africa:

Facilitating education

In Southeast Asia and Africa, Motherson supports initiatives that focus on removing barriers to educational access and improving the quality of learning.

The company donated funds to an NGO in South Africa that works towards assisting black women and girls to access both education and career support.

In Thailand, the company collaborated with Rajamangala University of Technology Isan Khonkaen Campus to help students with internship opportunities. We also supported the students of Ban-Phan-Sa-Dej-Nork School with scholarship programmes and sports equipment donations to contribute to their overall development.



| China:

Facilitating education

In China, Motherson has concentrated its efforts in education research and development to focus on new ideas and practices that have the potential to significantly improve the trajectory of student learning.

The company organises several open-door events for school students to help them understand different production processes in the manufacturing industry and to make them aware

of the career options in this region.

We also partnered with Shiyan Vocational Technical School to provide internship opportunities to its students.

Donations of computers, stationery and books have also been made in several schools to facilitate quality education across the country.

03 Health and Well-being.

Motherson is committed to the health and well-being of the individuals, families, and communities with whom it is involved with special emphasis on reaching out to disadvantaged and marginalised groups across the globe. The group supports a range of public health initiatives with contributions towards healthcare, nutrition, water and sanitation.



| South Asia:

COVID-19 support

In India, when the pandemic reached catastrophic levels, with multiple waves of infections hitting the country and worsening conditions on the ground, Motherson understood the gravity of the situation and developed various channels to support the personnel, frontline workers, and the government with both technological and humanitarian solutions.

In Delhi and National Capital Region (NCR), the lack of oxygen was claiming lives at a rapid pace, and oxygen cylinders, carriers, and medical supplies were becoming scarce. Motherson CAREs – a project launched in collaboration with the Save LIFE Foundation— aimed to plug the supply gap of oxygen in these regions by providing oxygen cylinders to the hospitals and the care centres where COVID-19 patients were admitted. An array of medical equipment — including oxygen concentrators, cylinders and flowmeters — was also provided to the hospitals, frontline workers and even directly to the government in Delhi, Noida, Pune, Sanand and Bawal. Furthermore, Motherson also lent support in building two oxygen plants in Noida and Shahajahanpur, Uttar Pradesh.

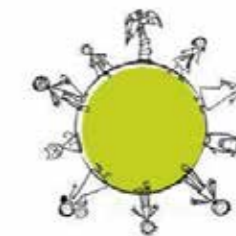
In addition to the medical supplies, donations were made to the PM Cares Fund, a national fund initiated by the Prime Minister of India for COVID-19 relief.

In Chennai, food packets were handed out to the underprivileged, migrants and labourers who were struggling to cope with the nationwide lockdown, which strained their financial means. In Indore and Delhi, over 16,000 such food packages were distributed to the needy. Wholehearted efforts were made to provide financial assistance for acquiring necessary equipment for medical workers and also for sanitising the localities. In Tamil Nadu, Motherson raised funds for COVID-19 relief that were donated to the Tamil Nadu State Disaster Management Authority. Motherson also supplied oxygen concentrators to the government of Tamil Nadu.

Assisting the underprivileged

In association with the Samarpan Foundation, a charitable, not-for-profit entity in New Delhi, Motherson is working towards providing proper nutrition for women and children, improving

school attendance through remedial coaching assistance, bolstering community education and health and providing shelters for homeless women in Delhi.



**SAMARPAN
FOUNDATION**
LOVE. PEACE. HAPPINESS. KINDNESS.

Motherson also supports Samarpan Foundation with their work in operating the Samarpan School in Aya Nagar and maintaining the women's shelter at Regarpura. The company provides food, pays the salaries of the cooks and assistants, and contributes to the overall well-being of the women and children staying there.

The Samarpan Foundation also works towards the eradication of malnutrition and the overall mental and physical development of children.

Motherson also collaborated with the Earth Saviours Foundation, an NGO in Gurgaon, Haryana, that runs a senior citizens' home and a rescue centre for helping mentally challenged people and senior citizens. In addition it provides shelter to homeless men and women and also runs campaigns to reduce noise pollution.

Key intervention areas

- Feeding around 500 poor and disabled people every day
- Distributing ceiling fans to underserved populations to provide relief from the summer heat
- Providing iron trunks for food storage
- Providing water storage tanks with a storage capacity of 2000 litres
- Distributing toiletries such as soap, hair oil, toothbrushes and toothpaste for 520 abandoned seniors and disabled inhabitants of the shelter

Blanket Donation

Blankets were donated in various localities and orphanages in Noida to protect people from extreme cold weather conditions.

Americas: Covid-19 support



In the wake of the COVID-19 crisis, the group initiated activities in the Americas that created awareness about the virus and provided support to the surrounding communities.

In Mexico, Motherson launched awareness campaigns to provide relevant information about the symptoms and prevention of COVID-19. In Puebla, activities included organising contests, talks and providing medical guidance to the communities. To support frontline workers, Motherson donated face masks to hospitals in both Puebla and San Luis Potosi. In Monclova, Motherson sanitised public common spaces and donated antibacterial gel, sanitisers, chlorine and face shields to the general public.

In Brazil, the company donated food baskets to vulnerable families and specially-abled persons who were struggling due to the pandemic in Jaguariúna. When the pandemic was at its peak, Motherson also launched a Solidarity Quarantine Campaign in Jaguariúna to collect food donations, blankets and other essentials for the families registered in the Jaguariúna City Hall. In Campo Alegre, Brazil, employees were encouraged to donate non-perishable food items to be distributed in local hospitals. In Portland (Indiana), USA, local food drives were organised to extend a helping hand to affected families and people who had lost their jobs.

Awareness and support campaigns

Preventive healthcare is another focus area for Motherson in the Americas.

The company has made women's health issues an especial priority, by participating in breast cancer awareness campaigns to encourage preventative practices. In Tuscaloosa, USA, the teams arranged a luncheon to raise funds for the Breast Cancer Research Foundation of Alabama (BCRFA).



A Pink Out Campaign was organised to raise funds for the Donna Neister Fund at McLaren Hospital in Marysville (Michigan), USA; the fund provides assistance to uninsured women who need mammograms, biopsies, treatment and breast prosthetics.

The group also takes a keen interest in the physical, social and emotional well-being of children. Motherson devotes a generous amount of time and resources to programmes for children, such as a recent campaign in San Luis Potosi, Mexico in which funds were donated to the Regalando Una Sonrisa Foundation, a non-profit organisation that helps newborns and kids with cleft-lip and cleft-palate problems.

Motherson also collected aluminium-can tabs as part of a fundraiser to raise awareness and also to cover the medical expenses for children fighting leukaemia in Puebla, Mexico. In Chihuahua, Mexico we have also teamed up with the AMANC Association (Mexican Association for Aid for Children with Cancer), which is dedicated to helping cover the medical expenses of children suffering from cancer through plastic-bottle-cap recycling fundraisers.

A similar activity was also carried out in Juarez, Mexico, where we teamed up with Apanical, a



local children's charity that helps finance cancer treatments. In Puebla, Mexico, Motherson collected over 15,000 caps for Una Nueva Esperanza A.B.P, a children's cancer charity that provides financial aid. We also partnered with the Donando con Corazón Association in Monclova, Mexico, donating plastic caps to them every month to fund chemotherapy treatments for children. In collaboration with the American Heart Association, Motherson carried out a campaign for awareness and prevention of heart diseases in Marysville (Michigan), USA.



A blood-donation awareness campaign was organised to encourage donations to the National Blood Transfusion Centre in Chihuahua, Mexico. Our units in Portland (Indiana), USA followed suit and carried out a blood donation drive with the American Red Cross Society.

In Tuscaloosa, USA, Motherson organised a Race for Autism to raise awareness about the illness and to help in the development, expansion and support of autism programmes and services. For this initiative, we teamed up with the National Foundation for Autism Research (NFA), which helped us contribute to this great cause.

Motherson organised a Roof Sit Fundraiser in Marysville (Michigan), USA to raise money for awareness and prevention of child abuse in the county; the money was donated to the St. Clair County Child Abuse & Neglect Council. In partnership with Asociacion Musas, A.C., a non-profit organisation supporting victims of domestic violence, Motherson also carried out a charity event to help domestic violence survivors live a better life.



Motherson commemorated national awareness days like World Blood Donor Day, World End Violence Against Women Day, etc. by organising month-long campaigns around these themes to engage different segments of the community.

In Jaguariúna, Brazil, traffic-awareness campaigns were carried out introducing dialogue, rules, do's and don'ts to the community. Later in the year, a programme dedicated to raising awareness about preventing viral hepatitis was launched. Motherson participated in similar events addressing mental health, emotional wellbeing and the awareness and prevention of three diseases: Alzheimer's, lupus and fibromyalgia. Through these initiatives, we were able to reach out across our communities to disseminate valuable knowledge.

Assisting the underprivileged

Motherson has always believed in improving the welfare of the communities in which it operates, often by offering aid to the needy and the underprivileged. For example, multiple food-donation campaigns were run throughout the year in the Americas. In Acuna, Mexico, over 800 kilos of non-perishable food items were collected along with toys and goods for underprivileged children and were donated to Vision de Amor, a local children's shelter. We also carefully monitored our internal food practices and avoided wastage by donating leftover food from our events to the Salvation Army in Tuscaloosa, USA. In Torreon, we donated food to local organisations that served nutritious meals to underprivileged children.

Motherson also provided non-perishable food items to Piên and Campo Alegre Hospitals in both Harry Guido Greipel and São Luiz, Brazil.

In Jaguariúna, Brazil, Motherson donated non-perishable food items and hygiene products to Lar Feliz, a social programme aiming to better the lives of the children in the local shelter. In partnership with Social Assistance, a local shelter for the homeless, Motherson served around 1300 families in Jaguariúna City Hall with non-perishable food items.

In Puebla, Motherson made a donation to Rizos De Amor Y Alegría, a civil association that arranges wigs for children suffering from cancer.

During Christmas, Motherson reached out to São Vicente de Paula Asylum Institution – Atibaia in Brazil to donate personal hygiene products to the elderly people living there. In Jaguariúna, we collected numerous personal hygiene products for Lar Feliz, a community centre for children in need. Recurring blanket donations were made in the Americas, such as in Marysville (Michigan), USA, where blankets were given to the Blue Water Safe Horizons women’s shelter, and in Juarez, Mexico, where blankets were donated to a blood bank during an ongoing blood-donation drive.

The group also made a contribution to Jay Community Centre, a local non-profit for youth sports programmes in Portland (Indiana), USA.



Europe:

Assisting the underprivileged

In Europe, Motherson has centred its efforts on providing support to the less fortunate people in our communities. During Christmas in Portchester, UK, Motherson collected Christmas gifts for the Southern Domestic Abuse Society (SDAS), which provides shelter for victims of domestic abuse. Generous donations were also made to the local Alzheimer’s Society, which supports people suffering from the disease and their families. Also, in Portchester the regular Employee of the Month Campaign was carried out with a twist: as a part of their reward, the winner donated to a charity of their choice, which garnered great interest among the employees; with the result that, more than one charity benefited from this initiative. In Stuttgart, Germany, Motherson collected toys, toiletries, games, and books for children to donate to a local social facility offering shelter to the needy and homeless.



In Poland, a metal heart was purchased to collect plastic caps for a fundraiser to support the well-being of needy individuals, families, and children in Czaplinek.

Southeast Asia:

Assisting the underprivileged

In Korea, Motherson developed the Compassion Korea Campaign, which organised seminars about the mental, physical, and emotional well-being of children and provided monetary support for charities with the same goals. We were proud to take part in many such charity events for underprivileged children in the region.

China:

COVID-19 support



The impact that COVID-19 had on the livelihoods and well-being of our communities as a whole has been colossal.

As a global enterprise, Motherson closely monitored the evolving situation and determined what efforts could be made to extend support wherever feasible. In Changchun, generous donations of money, personal hygiene products, face masks, and other necessities were made to COVID-19 infected people in the community.

The group made a significant contribution to the Wuhan Charity Federation in Danyang, which both assisted COVID-19 patients and worked to contain the number of cases in and around that area.

Awareness and support campaigns

Motherson in Ningbo organised multiple campaigns in partnership with the Red Cross Charity to organise blood drives, make monetary donations and organise volunteer work. A series of blood donation drives were carried out in Suzhou, Hefei, Danyang, Shiyao and Changchun throughout the year. We coordinated a fundraiser in Ningbo to help critically ill patients suffering from chronic diseases in a nearby local hospital, an activity carried out in alliance with the Red Cross Charity.

04 Environmental Sustainability.

At the centre of the environment strategy of Motherson are waste-management and recycling awareness activities, maximising energy efficiency and productivity, reforestation, animal-protection campaigns and minimising practices that may adversely affect the utilisation of natural resources by coming generations.



| South Asia:

Environmental awareness

In India, Motherson has consistently made an effort to incorporate environmental sustainability in its working. To reduce the excessive use of natural resources, the group is gradually shifting to more sustainable practices. Facilities across the country have initiated numerous campaigns drawing attention to waste and energy usage on both personal and company levels. In Noida, a programme has been implemented to limit water waste, and a shift from diesel to PNG in the diesel generator set has reduced the consumption of diesel by 50%.

A donation was made to the Clean Ganga Fund, set up by the Central Government for rejuvenation of the river Ganga.

Animal welfare

Motherson made donations to several organisations that rescue and rehabilitate sick and needy animals in Pune.

Waste management

To deal with improper waste management, which poses risks to both the environment and public health, Motherson in collaboration with IPCA, the implementing partner has initiated Environmental Conservation, a project aimed at reducing improper waste management practices. The project encourages community participation in qualitative segregation of waste, recycling of waste material and using composters for managing organic waste. Motherson stakeholders were made aware of efficient waste-management practices, such as waste segregation at its source; how to produce healthy organic compost using kitchen and garden waste; how to use efficient segregation to increase the recycling rate of dry solid waste; and how Motherson is encouraging individual and community-level responsibility for a cleaner environment.

Resident Welfare Associations (RWAs) from Noida, Delhi, Gurgaon and Ghaziabad were engaged to promote sanitation and to increase the outreach of our environmental campaigns.

IPCA, our implementing partner is a not-for-profit NGO established in 2001 with the support of



the Indian Institute of Technology, Delhi; IPCA is enlisted with Central Pollution Control Board at the national level. The organisation was formed by a group of environmentally conscious individuals who firmly believed in promoting sustainable waste-management practices at the individual, national and group levels.

In Greater Noida, Motherson initiated waste segregation and recycling activities by setting up an electric composting machine that converts food waste into compost within 24 hours. This initiative was taken in collaboration with local district authorities to encourage sustainable waste-management practices in the region as well as to maintain and improve surrounding landscapes. Extensive research on the feasibility and installation of a small granulator/bailing machine for rendering plastic waste into smaller, recyclable pieces was also carried out with the support of Motherson.

Americas:

Animal welfare



Our teams carried out various programmes promoting animal welfare in the Americas. Jaguariúna,

Brazil took the lead by launching Motherson Social Pets, an initiative that works with domestic animals. We donated food, toys and blankets for the upkeep of the animals at the Friendly Association of Campinas Animals (AAAC), which houses around 2,500 animals of different species. In Atibaia, Brazil, we donated food to institutions like Abrigo Amigo Fiel that work with abandoned animals. Similar activities were also carried out in Curitiba, Brazil where Motherson provided resources for volunteers who rescue, provide temporary shelter and care for abandoned animals.

In Campo Alegre, Brazil, employees donated caps and seals from bottles to Tampinhas da Theodora, which raises funds to help with spaying or neutering and caring for abandoned cats and dogs. The caps and seals collected are sold to generate funds for this project.

In Marysville (Michigan), USA, Motherson donated blankets to a local animal shelter, the St. Clair County Humane Society, to care for the abandoned pets in extreme weather conditions. In Puebla, Mexico, food was donated to the RUFO Pet Shelter for dogs and cats.

Environmental awareness

In the Americas, Motherson has worked relentlessly towards creating awareness of environmental



issues through its various campaigns. In Puebla, Mexico, water-footprint awareness campaigns were run to demonstrate how our actions contribute to the depletion of our limited resources. Similar activities were done in Piedras Negras, Mexico, where Motherson helped arrange a public discussion about the impact of energy

consumption.

In Jaguariúna, Brazil, Motherson observed World Environmental week by organising discussions on an array of topics such as inappropriate waste



disposal, the lack of selective collection and recycling projects, excessive consumption of natural resources, deforestation, and water waste, amongst others.

Motherson took special measures for water treatment in Campo Alegre, Brazil, in accordance with current legislation to minimise and dispose of the effluents produced by our plants in the most eco-friendly manner. Motherson also launched tree-planting drives in this area, improving both the local ecosystem and the health of the local communities.

In Puebla, Mexico, Motherson donated 1200 pine trees to the Flor del Bosque land reserve for reforestation, an initiative also intended to create awareness about the importance of protecting our flora and fauna.



Waste management



In the past year, Motherson facilities in Mexico have carefully examined their waste-disposal processes in order to implement more environment-friendly practices. Electrical appliances like air-conditioners were replaced with energy-efficient models to reduce greenhouse gas emission, and wooden pallets were replaced by recyclable pallets to eliminate the use of non-processed wood in Piedras Negras. In the Torreon plant, wooden pallets were reused, and in the Acuna plant, cable drums and harness containers were also reused, leading to a decrease in methane-gas production from burning these drums and a reduction in the amount of non-hazardous wastes. The facility also installed water-evaporation machines to reduce hazardous-waste generation.

In Chihuahua, Mexico, Motherson launched a Battery Conservation Campaign in which employees brought discarded batteries from home

for safe disposal, avoiding contamination and promoting environmental sustainability.

Similarly, in Portland (Indiana) and Tuscaloosa (Alabama), USA, similar recycling campaigns were organised where commodities like batteries, paper, and plastic lids were recycled and the science behind recycling was discussed. Motherson expects that such activities lead to a considerable reduction in greenhouse gas emissions as well as a reduction in waste sent to landfills.



In Marysville (Michigan), USA, Motherson initiated the Highway Clean-up Programme, aimed at removing garbage and debris all along the highways.



| Europe and Russia:

Animal welfare



In Czaplinek, Poland, Motherson is helping the local animal shelter by donating food, blankets, bowls, etc. to help with the upkeep of the animals. In Barchfed, Germany, Motherson made a donation to

a local animal shelter to fund the care and nutrition of the animals housed there.

In Lithuania, the group supported a local animal shelter with donations of food, toys and blankets.

Environmental awareness

The team in Czaplinek also participated in planting trees and spreading awareness about local environmental protection rules. Similar tree-planting drives were also organised in Barchfeld, Germany.

Motherson helped organise an art competition for kindergarteners in Czaplinek, Poland on the theme "We save nature. We save ourselves". Similar activities were organised in Kostomuksha, Russia on the themes "Stories in the reserve of Kostomuksha" and "Defeat Coronavirus!". These initiatives engaged local children on environmental issues and biodiversity conservation. In Palencia, Spain, Motherson organised a collection of electrical plugs and batteries and promoted reusing wooden pallets; as a result of these activities, the facility in Palencia has been awarded the PRS Green Label, a recognition for good sustainability efforts.

In Starachowice, Poland, Motherson units adopted practices for waste reduction (especially cardboard and copper), switched over to energy-saving equipment, and reduced plastic consumption.

In Teltow and Isenbüttel, Germany, Motherson organised advocacy campaigns that encouraged the use of glass bottles instead of plastic bottles and emphasised the importance of separating the garbage for recycling purposes.

In Bruchköbel, Germany, the company donated a tree decorated by children of a daycare centre to a home for the elderly. In Panevezys, Lithuania and Kostomuksha, Russia, Motherson promoted energy-conservation drives encouraging the replacement of incandescent lights with LEDs to reduce environmental impact.



| China:

Environmental awareness

In China, Motherson has organised several awareness campaigns educating people on environment-friendly practices. These activities were mainly centred in Tianjin, Chongqing, Beijing, Suzhou, Hefei, Danyang and Shiyan.

The various events helped the local community understand the gravity of the current

environmental situation and also helped identify the areas of intervention. Motherson celebrated World Environment Day with tree plantings in several operational locations.

The group also arranged local waste collecting and recycling campaigns. In Langfang, employees pledged to regularly use recycled paper.



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