



## Samvardhana MotherSON International Limited

(formerly MotherSON Sumi Systems Limited)

Head Office: C-14, A & B, Sector 1, Noida – 201301 Distt. Gautam Budh Nagar, U.P. India

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September 25, 2023

BSE Limited  
1<sup>st</sup> Floor, New Trading Ring  
Rotunda Building  
P.J. Towers, Dalal Street  
Fort  
MUMBAI – 400001, India

**Scrip Code : 517334**

**Ref: Business Responsibility and Sustainability Report ('BRSR') for financial year 2022-23**

Dear Sir/ Madam,

With reference to e-mail dated September 21, 2023 w.r.t. submission of BRSR for financial year 2022-23, following is submitted:

- (a) The Company had submitted Annual Report for financial year 2022-23 with BSE Ltd. on August 3, 2023, including BRSR Report (from page number 151 to 203).
- (b) Further, the Company had also submitted BRSR in XBRL format on August 4, 2023 with BSE Ltd.
- (c) Acknowledgement of aforesaid submissions are enclosed herewith as Annexure – I and Annexure – II respectively.

In terms of further requirement of BSE Ltd. vide e-mail dated September 21, 2023 with respect to submission of BRSR in PDF format separately, the Company is uploading the same.

Thanking you,

Yours truly,  
For Samvardhana MotherSON International Limited  
(formerly MotherSON Sumi Systems Limited)

Alok Goel  
Company Secretary

Regd Office:  
Unit – 705, C Wing, ONE BKC, G Block  
Bandra Kurla Complex, Bandra East  
Mumbai – 400051, Maharashtra (India)  
Tel: 022-61354800, Fax: 022-61354801  
CIN No.: L34300MH1986PLC284510  
Email: [investorrelations@motherSON.com](mailto:investorrelations@motherSON.com)

Date & Time of Download : 25/09/2023 17:39:49

**BSE ACKNOWLEDGEMENT**

<b>Acknowledgement Number</b>	5955868
<b>Date and Time of Submission</b>	8/3/2023 7:29:37 PM
<b>Scripcode and Company Name</b>	974555 - Samvardhana Motherson International Ltd
<b>Subject / Compliance Regulation</b>	Annual Report And AGM Notice
<b>Submitted By</b>	Alok Goel
<b>Designation</b>	Designated Officer for Filing

**Disclaimer** : - Contents of filings has not been verified at the time of submission.

**BSE LTD**  
**ACKNOWLEDGEMENT**

Acknowledgement No	: 04082023124848	Date & Time	: 04/08/2023 12:48:48
Scrip Code	: 517334		
Entity Name	: SAMVARDHANA MOTHERSON INTERNATIONAL LIMITED		
Compliance Type	: BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING		
Quarter / Period	: 01/04/2022		
Mode	: XBRL E-Filing		

IATF16949 accreditation, the organisation is duly certified with ISO14001:2015 accreditation across the business focusing on environmental aspects.

We are carefully monitoring all aspects of the environmental footprint of our operations and our products. From the choice of materials and product design to management of our supplier base, from energy use and waste handling to product delivery, there are great sustainability initiatives taking place across the group. The organisation is progressively increasing the share of solar power and wind power in its energy consumption and is graduating to energy-efficient lighting with the adoption of LED lights across its facilities.

The United Nations Framework Convention on Climate Change (UNFCCC) and the Paris Climate agreement provide the framework of a collective commitment to minimize the effects of global warming. The Paris Agreement acknowledges the urgent need to scale up global response to climate change. This requires international business across all industries to play their part in addressing the challenge. We at Motherson are committed in contributing to passing on to our next generation a clean environment and making every effort in preserving earth's future by adopting environment friendly technologies, business practices and innovation which lead to a clean and green future. For Motherson and our stakeholders this is an issue of very high material importance where we have the ambition to make a positive contribution. In this respect, Motherson is actively working on following Principles to minimize

the environmental impact of its current operations and supply chain, focusing on the following areas:

- (a) Minimise and wherever possible eliminate the emission of greenhouse gases.
- (b) Improve energy efficiency in all areas and maximise access to sources of renewable energy.
- (c) Improve water utilisation efficiency and harvesting.
- (d) Minimise and wherever possible eliminate waste focusing on the increased application of recycling solutions.
- (e) Focus on climate positive actions and maximising economic circularity.
- (f) Adapt and maintain compliance to evolving regional and country specific environmental goals.

Further, to emphasize the fundamental principles shaping the responsibility of Motherson with regard to Climate Change, the Board of Directors of the Company on August 26, 2021 inter-alia, adopted a Climate Change Policy which is available on the website of the Company at <https://www.motherson.com/storage/Group-Policies/Climate-Change-Policy.pdf>

Further, the Company is also committed to passing on to future generations a clean environment and a sustainable business. The Board of Directors of the Company on May 19, 2023 inter-alia, adopted an Environment Policy which is available on the website of the Company at <https://www.motherson.com/storage/Group-Policies/Group-Environment-Policy.pdf>.

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L34300MH1986PLC284510
2	Name of the Listed Entity	Samvardhana Motherson International Limited (Formerly Motherson Sumi Systems Limited)
3	Year of incorporation	1986
4	Registered office address	Unit 705, C Wing, ONE BKC, G Block, Bandra Kurla Complex, Bandra East Mumbai - 400051, Maharashtra, India
5	Corporate address	Motherson Corporate Tower, Plot No. 1, Sector 127, Noida - 201301, Uttar Pradesh, India
6	E-mail	investorrelations@motherson.com
7	Telephone	+91 22 61354800
8	Website	www.motherson.com
9	Financial year for which reporting is being done	2022-23
10	Name of the Stock Exchange(s) where shares are listed	1. BSE Limited 2. National Stock Exchange of India Limited
11	Paid-up Capital	INR 6,776,421,366
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	1 Mr. Barrie Painter +91 120 6679500 sustainability@motherson.com Mr. Barrie Painter is Chief Sustainability Officer employed in wholly owned subsidiary of Samvardhana Motherson Automotive Systems Group B.V., Netherlands ('SMRP B.V.'). SMRP B.V. is a wholly owned subsidiary of the Company. Mr. Painter is heading all sustainability and ESG development goals of Motherson Group. 2 Mr. Pankaj Mital Chief Operating Officer +91 120 6752100 sustainability@motherson.com

13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).

The disclosure under this report are made for entities which are fully consolidated in the financials.

The data management techniques used and basis of calculations and estimates have been mentioned in the relevant areas of this report. For any material change in basis or assumption from the previous year, the Company intends to provide specific reference for such change. The Company does not believe there is any substantial divergence from the requested reporting convention.

The data is sourced from various operating units and compiled at the central level. The management intent is to include all its consolidated joint ventures partners and associates for adoption of policies, sustainability goals and reporting for the company. Any increase / change in reporting boundaries and/or re-classification of data points to bring higher alignment with respective data point, may result into variation of reported for previous year. The Company intends to provide specific reference for any such material change(s), if any, and having impact on achieving sustainability goals of the Company.

No independent assessment / evaluation / assurance has been carried out by an external agency.

## II. Products/services

14. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Sale of manufacturing product	Manufacturing of goods	96%

15. Products/Services sold by the entity (accounting for 90% of the entity's Turnover)\*:

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Polymer & Modules	29302	54%
2	Wiring Harness	29304	25%
3	Vision Systems	29302	18%

\*excludes revenue of joint ventures & associates accounted for as per equity method

## III. Operations

16. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	73	9	82
International	142	36	198

17. Markets served by the entity:

- a. Number of locations

Location	Number
National (No. of States)	28 States + 8 Union Territories
International (No. of Countries)	58

- b. What is the contribution of exports as a percentage of the total turnover of the entity?

Out of the consolidated revenue from operation of the entity, export from India to external customer is 1.3%, while revenue from external customer outside India is INR 700,644 million

- c. A brief on types of customers

Revenues of the group are largely on a Business to Business basis to OEM customers as a tier 1 supplier, or to other tier 1 suppliers in the interest of supply chain optimisation as requested by the OEMs.

## IV. Employees

18. Details as at the end of Financial Year:

- a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1	Permanent (D)	25831	18890	73%	6941	27%
2	Other than Permanent (E)	2732	2024	74%	708	26%
3	<b>Total employees (D + E)</b>	28563	20914	73%	7649	27%
<b>WORKERS</b>						
4	Permanent (F)	41588	18922	45%	22666	55%
5	Other than Permanent (G)	22292	13178	59%	9114	41%
6	<b>Total workers (F + G)</b>	63880	32100	50%	31780	50%

225 workers are not part of the HC as they are mentioned in others gender category and not included in the total HC number.

- b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1	Permanent (D)	398	296	74%	102	26%
2	Other than Permanent (E)	8	5	63%	3	38%
3	<b>Total differently abled employees (D + E)</b>	406	301	74%	105	26%
<b>DIFFERENTLY ABLED WORKERS</b>						
4	Permanent (F)	630	344	55%	286	45%
5	Other than permanent (G)	36	17	47%	19	53%
6	<b>Total differently abled workers (F + G)</b>	666	361	54%	305	46%

19. Participation/Inclusion/Representation of women

	Total			No. and percentage of Females		
	(A)	No. (B)	% (B / A)	(A)	No. (B)	% (B / A)
Board of Directors	10	1	10%			
Key Management Personnel	3	0	0			

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2022-23			FY 2021-22			FY 2020-21		
	(Turnover rate in current FY)			(Turnover rate in previous FY)			(Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	17%	17%	17%	7%	11%	8%	Not available at a consolidated level for the previous fiscal year		
Permanent Workers	52%	58%	55%	21%	24%	23%			

Variance in turnover data from FY 23 to FY 22 is largely driven by a change of working practice being applied in certain regions of the world, re-classifying contracts issued to temporary workers as permanent thus increasing the reported turnover rate.

V. Holding, Subsidiary and Associate Companies (including joint ventures)

21. (a) Names of holding / subsidiary / associate companies / joint ventures

Sl. No.	Name of the holding / subsidiary/ associate companies / joint ventures	Indicate whether holding/ subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	MSSL Mauritius Holdings Ltd. (MMHL)	Subsidiary	100%	Yes
2	Motherson Electrical Wires Lanka Pvt. Ltd.	Subsidiary	100%	Yes
3	MSSL Mideast (FZE)	Subsidiary	100%	Yes
4	MSSL (S) Pte Ltd.	Subsidiary	100%	Yes
5	Motherson Innovations Tech Limited	Subsidiary	100%	Yes
6	Samvardhana Motherson Polymers Limited (SMPL)	Subsidiary	100%	Yes
7	MSSL (GB) Limited (Jointly held by the Company and MSSL Mideast (FZE))	Subsidiary	100%	Yes
8	Motherson Wiring System (FZE) (held by MSSL Mideast (FZE))	Subsidiary	100%	Yes
9	MSSL Tooling (FZE) (held by MSSL Mideast (FZE))	Subsidiary	100%	Yes
10	Motherson Air Travel Pvt. Ltd. (held by MSSL Mideast (FZE))	Subsidiary	100%	Yes
11	MSSL GmbH (held by MSSL Mideast (FZE))	Subsidiary	100%	Yes
12	MSSL Advanced Polymers s.r.o. (held by MSSL GmbH)	Subsidiary	100%	Yes
13	Motherson Air Travel Agency GmbH (held by MSSL GmbH)	Subsidiary	100%	Yes
14	MSSL s.r.l. Unipersonale (held by MSSL (GB) Limited)	Subsidiary	100%	Yes
15	Motherson Techno Precision México, S.A. de C.V (held by Motherson Air Travel Agency GmbH)	Subsidiary	100%	Yes

Sl. No.	Name of the holding / subsidiary/ associate companies / joint ventures	Indicate whether holding/ subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
16	MSSL Australia Pty Ltd. (held by MSSL Mauritius Holdings Limited)	Subsidiary	80%	Yes
17	Motherson Elastomers Pty Ltd. (100% held by MSSL Australia Pty Limited)	Subsidiary	80%	Yes
18	Motherson Investments Pty Ltd. (100% held by MSSL Australia Pty Limited)	Subsidiary	80%	Yes
19	MSSL Ireland Private Limited (held by MSSL (GB) Limited)	Subsidiary	100%	Yes
20	MSSL Global RSA Module Engineering Limited (held by MMHL)	Subsidiary	100%	Yes
21	MSSL Japan Limited (held by MSSL (S) Pte Ltd.)	Subsidiary	100%	Yes
22	Vacuform 2000 (Proprietary) Limited (held by MMHL)	Subsidiary	51%	Yes
23	MSSL México, S.A. De C.V. (held by MSSL (S) Pte Ltd.)	Subsidiary	100%	Yes
24	MSSL WH System (Thailand) Co., Ltd (held by MSSL (S) Pte. Ltd.)	Subsidiary	100%	Yes
25	MSSL Korea WH Limited (held by MSSL (S) Pte. Ltd.)	Subsidiary	100%	Yes
26	MSSL Consolidated Inc. (held by MSSL (GB) Limited)	Subsidiary	100%	Yes
27	MSSL Wiring System Inc. (held by MSSL Consolidated Inc.)	Subsidiary	100%	Yes
28	Alphabet de Mexico, S.A. de C.V. (held by MSSL (GB) Limited)	Subsidiary	100%	Yes
29	Alphabet de Mexico de Monclova, S.A. de C.V. (held by MSSL (GB) Limited)	Subsidiary	100%	Yes
30	Alphabet de Saltillo, S.A. de C.V. (held by MSSL (GB) Limited)	Subsidiary	100%	Yes
31	MSSL Wirings Juarez, S.A. de C.V. (held by MSSL (GB) Limited)	Subsidiary	100%	Yes
32	Samvardhana Motherson Global Holdings Ltd. (SMGHL) (jointly held by MSSL Mauritius Holdings Ltd. & Samvardhana Motherson Holding (M) Pvt. Ltd.)	Subsidiary	100%	Yes
33	Samvardhana Motherson Automotive Systems Group B.V. (SMRPBV) (held by SMGHL and SMPL)	Subsidiary	100%	Yes
34	Samvardhana Motherson Reflectec Group Holdings Limited (SMR) (held by SMRPBV)	Subsidiary	100%	Yes

Sl. No.	Name of the holding / subsidiary/ associate companies / joint ventures	Indicate whether holding/ subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
35	SMR Automotive Technology Holding Cyprus Limited (held by SMR)	Subsidiary	100%	Yes
36	SMR Automotive Mirror Parts and Holdings UK Ltd (held by SMR)	Subsidiary	100%	Yes
37	SMR Automotive Holding Hong Kong Limited (held by SMR)	Subsidiary	100%	Yes
38	SMR Automotive Systems India Limited (Jointly held by the Company and SMR Automotive Technology Holding Cyprus Limited)	Subsidiary	100%	Yes
39	SMR Automotive Systems France S.A. (held by SMRC Automotive Holdings Netherlands B.V.)	Subsidiary	100%	Yes
40	SMR Automotive Mirror Technology Holding Hungary KFT (held by SMR Automotive Technology Holding Cyprus Limited)	Subsidiary	100%	Yes
41	SMR Patents s.a.r.l. (held by SMR Automotive Mirror Parts and Holdings UK Ltd.)	Subsidiary	100%	Yes
42	SMR Automotive Technology Valencia S.A.U. (held by SMR Automotive Mirror Parts and Holdings UK Ltd.)	Subsidiary	100%	Yes
43	SMR Automotive Mirrors UK Limited (held by SMR Automotive Mirror Parts and Holdings UK Ltd.)	Subsidiary	100%	Yes
44	SMR Automotive Mirror International USA Inc. (held by SMR Mirrors UK Limited)	Subsidiary	100%	Yes
45	SMR Automotive Systems USA Inc. (held by SMR Automotive Mirror International USA Inc.)	Subsidiary	100%	Yes
46	SMR Automotive Beijing Company Limited (held by SMR Automotive Holding Hong Kong Limited)	Subsidiary	100%	Yes
47	SMR Automotive Yancheng Co. Limited (held by SMR Automotive Holding Hong Kong Limited)	Subsidiary	100%	Yes
48	SMR Automotive Mirror Systems Holding Deutschland GmbH (held by SMR Automotive Mirror Parts and Holdings UK Ltd.)	Subsidiary	100%	Yes
49	SMR Holding Australia Pty Ltd. (held by SMR Automotive Mirror Technology Holding Hungary Kft)	Subsidiary	100%	Yes
50	SMR Automotive Australia Pty Ltd. (held by SMR Holding Australia Pty Ltd.)	Subsidiary	100%	Yes

Sl. No.	Name of the holding / subsidiary/ associate companies / joint ventures	Indicate whether holding/ subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
51	SMR Automotive Mirror Technology Hungary BT (jointly held by SMR Automotive Technology Holding Cyprus Limited and SMR Automotive Mirror Parts and Holding UK Ltd.)	Subsidiary	100%	Yes
52	Motherson Business Service Hungary Kft. (held by SMR Automotive Mirror Technology Hungary BT)	Subsidiary	100%	Yes
53	SMR Automotive Modules Korea Ltd. (held by SMR Automotive Mirror Systems Holding Deutschland GmbH)	Subsidiary	100%	Yes
54	SMR Automotive Beteiligungen Deutschland GmbH (held by SMP)	Subsidiary	100%	Yes
55	SMR Hyosang Automotive Ltd. (held by SMR Automotive Modules Korea Ltd.)	Subsidiary	100%	Yes
56	SMR Automotive Mirrors Stuttgart GmbH (held by SMR Automotive Mirror Systems Holding Deutschland GmbH)	Subsidiary	100%	Yes
57	SMR Automotive Systems Spain S.A.U. (held by SMR Automotive Mirrors Stuttgart GmbH)	Subsidiary	100%	Yes
58	SMR Automotive Vision Systems Mexico S.A de C.V. (Jointly held by SMR Automotive Mirrors Stuttgart GmbH and SMR Automotive Systems Spain S.A.U.)	Subsidiary	100%	Yes
59	Samvardhana Motherson Corp Management Shanghai Co Ltd. (held by SMR Automotive Mirrors Stuttgart GmbH)	Subsidiary	100%	Yes
60	SMR Grundbesitz GmbH & Co. KG (held by SMR Automotive Mirror Systems Holding Deutschland GmbH)	Subsidiary	93.07%	Yes
61	SMR Automotive Brasil Ltda. (held by SMR Automotive Mirror Technology Holding Hungary Kft)	Subsidiary	100%	Yes
62	SMR Automotive System (Thailand) Limited (held by SMR Automotive Technology Holding Cyprus Limited)	Subsidiary	100%	Yes
63	SMR Automotives Systems Macedonia Dooel Skopje (held by SMR Automotive Mirror Technology Holding Hungary Kft)	Subsidiary	100%	Yes
64	SMR Automotive Operations Japan K.K. (held by SMR Automotive Mirror Technology Holding Hungary Kft)	Subsidiary	100%	Yes

Sl. No.	Name of the holding / subsidiary/ associate companies / joint ventures	Indicate whether holding/ subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
65	SMR Automotive (Langfang) Co. Ltd (held by SMR Automotive Mirror Systems Holding Deutschland GmbH)	Subsidiary	100%	Yes
66	SMR Automotive Vision System Operations USA INC (held by SMR Automotive Mirror Parts and Holdings UK Ltd)	Subsidiary	100%	Yes
67	SMR Mirror UK Limited (held by SMR Automotive Vision System Operations USA INC)	Subsidiary	100%	Yes
68	Motherson Innovations Company Limited (held by SMR)	Subsidiary	100%	Yes
69	Motherson Innovations Deutschland GmbH (held by Motherson Innovations Company Limited)	Subsidiary	100%	Yes
70	Samvardhana Motherson Global (FZE) (held by SMR)	Subsidiary	100%	Yes
71	SMR Automotive Industries RUS Limited Liability Company (jointly held by SMR Automotive Mirror Technology Holding Hungary Kft and SMR Automotive Technology Holding Cyprus Ltd.)	Subsidiary	100%	Yes
72	SMR Plast Met Molds and Tools Turkey Kalp Imalat Anonim Şirketi (held by SMR Automotive Mirrors Stuttgart GmbH)	Subsidiary	75%	Yes
73	SMR Plast Met Automotive Tec Turkey Plastik Imalat Anonim Şirketi (held by SMR Automotive Mirrors Stuttgart GmbH)	Subsidiary	75%	Yes
74	Samvardhana Motherson Peguform GmbH (SMP) (held by SMRPBV)	Subsidiary	100%	Yes
75	SMP Automotive Interiors (Beijing) Co. Ltd. (held by SMRPBV)	Subsidiary	100%	Yes
76	SMP Deutschland GmbH (held by SMP and SMGHL)	Subsidiary	100%	Yes
77	SMP Logistik Service GmbH (held by SMP Deutschland GmbH)	Subsidiary	100%	Yes
78	SMP Automotive Solutions Slovakia s.r.o. (held by SMP Deutschland GmbH)	Subsidiary	100%	Yes
79	Changchun Peguform Automotive Plastics Technology Co., Ltd. (held by SMP Deutschland GmbH)	Subsidiary	50% + 1 Share	Yes

Sl. No.	Name of the holding / subsidiary/ associate companies / joint ventures	Indicate whether holding/ subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
80	Foshan Peguform Automotive Plastics Technology Co. Ltd. (100% held by Changchun Peguform Automotive Plastics Technology Co., Ltd.)	Subsidiary	50% + 1 Share	Yes
81	Tianjin SMP Automotive Component Company Limited (100% held by Changchun Peguform Automotive Plastics Technology Co., Ltd.)	Subsidiary	50% + 1 Share	Yes
82	Shenyang SMP Automotive Trim Co., Ltd (100% held by Changchun Peguform Automotive Plastics Technology Co., Ltd.)	Subsidiary	50% + 1 Share	Yes
83	Zhaoqing SMP Automotive Components Co., Ltd (100% held by Changchun Peguform Automotive Plastics Technology Co., Ltd.)	Subsidiary	50% + 1 Share	Yes
84	SMP Automotive Technology Iberica S.L. (held by SMRPBV)	Subsidiary	100%	Yes
85	Samvardhana Motherson Peguform Barcelona S.L.U (held by SMP Automotive Technology Iberica S.L.)	Subsidiary	100%	Yes
86	SMP Automotive Technologies Teruel Sociedad Limitada (held by SMP Automotive Technology Iberica S.L.)	Subsidiary	100%	Yes
87	Samvardhana Motherson Peguform Automotive Technology Portugal S.A. (held by SMP Automotive Technology Iberica S.L.)	Subsidiary	100%	Yes
88	SMP Automotive Systems Mexico S.A. de C.V. (held by SMP Automotive Technology Iberica S.L.)	Subsidiary	100%	Yes
89	SMP Automotive Produtos Automotivos do Brasil Ltda. (held by SMP Automotive Technology Iberica S.L.)	Subsidiary	100%	Yes
90	SMP Automotive Exterior GmbH (held by SMP)	Subsidiary	100%	Yes
91	Samvardhana Motherson Innovative Autosystems B.V. & Co. KG (held by SMP)	Subsidiary	100%	Yes
92	Samvardhana Motherson Innovative Autosystems Holding Company BV (held by SMR)	Subsidiary	100%	Yes
93	SM Real Estate GmbH (held by SMGHL & SMP Automotive Exterior GmbH)	Subsidiary	100%	Yes
94	Samvardhana Motherson Innovative Autosystems de Mexico, S.A. de C.V. (held jointly by SMR & SMP)	Subsidiary	100%	Yes



Sl. No.	Name of the holding / subsidiary/ associate companies / joint ventures	Indicate whether holding/ subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
95	SMP Automotive Systems Alabama Inc. (held by SMR Automotive Mirror International USA Inc.)	Subsidiary	100%	Yes
96	Celulosa Fabril (Cefa) S.A. (held by SMP Automotive Technology Iberica S.L.)	Subsidiary	50%	Yes
97	Modulos Ribera Alta S.L.Unipersonal (100% held by Celulosa Fabril (Cefa) S.A.)	Subsidiary	50%	Yes
98	Motherson Innovations Lights GmbH & Co KG (held by SMP)	Subsidiary	100%	Yes
99	Motherson Innovations Lights Verwaltungs GmbH (held by Motherson Innovations Lights GmbH & Co KG)	Subsidiary	100%	Yes
100	SMP Automotive Interior Modules d.o.o. Cuprija (held by SMRC Automotive Modules France SAS)	Subsidiary	100%	Yes
101	MSSL Estonia WH OÜ (held by MSSL (GB) Limited)	Subsidiary	100%	Yes
102	PKC Group Oy (held by MSSL Estonia WH OÜ)	Subsidiary	100%	Yes
103	PKC Wiring Systems Oy (held by PKC Group Oy)	Subsidiary	100%	Yes
104	PKC Group Poland Sp. z o.o. (held by PKC Eesti AS)	Subsidiary	100%	Yes
105	PKC Wiring Systems LLC (held by PKC Wiring Systems Oy)	Subsidiary	100%	Yes
106	PKC Group APAC Limited (held by PKC Wiring Systems Oy)	Subsidiary	100%	Yes
107	PKC Group Canada Inc. (held by PKC Wiring Systems Oy)	Subsidiary	100%	Yes
108	PKC Group USA Inc. (held by PKC Wiring Systems Oy)	Subsidiary	100%	Yes
109	PKC Group Mexico S.A. de C.V. (held by PKC Wiring Systems Oy)	Subsidiary	100%	Yes
110	Project del Holding S.a.r.l. (held by PKC Wiring Systems Oy)	Subsidiary	100%	Yes
111	PK Cables do Brasil Ltda (jointly held by PKC Wiring Systems Oy and Project Del Holding S.a.r.l.)	Subsidiary	100%	Yes
112	PKC Eesti AS (held by PKC Wiring Systems Oy)	Subsidiary	100%	Yes
113	TKV-sarjat Oy (held by PKC Wiring Systems Oy)	Subsidiary	100%	Yes
114	Motherson Rolling Stocks S. de R.L. de C.V. (Jointly held by TKV-sarjat Oy and MSSL (GB) Limited)	Subsidiary	100%	Yes

Sl. No.	Name of the holding / subsidiary/ associate companies / joint ventures	Indicate whether holding/ subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
115	PKC SEGU Systemelektrik GmbH (held by PKC Wiring Systems Oy)	Subsidiary	100%	Yes
116	Groclin Luxembourg S.à r.l. (held by PKC Group Poland Holding Sp. z o.o.)	Subsidiary	100%	Yes
117	PKC Vehicle Technology (Suzhou) Co., Ltd. (held by PKC Group APAC Limited)	Subsidiary	100%	Yes
118	AEES Inc. (held by PKC Group USA Inc.)	Subsidiary	100%	Yes
119	PKC Group Lithuania UAB (held by PKC Eesti AS)	Subsidiary	100%	Yes
120	PKC Group Poland Holding Sp. z o.o. (held by PKC Wiring Systems Oy)	Subsidiary	100%	Yes
121	OOO AEK (jointly held by PKC Eesti AS and TKV Sarjat Oy)	Subsidiary	100%	Yes
122	Kabel-Technik-Polska Sp. z o.o. (held by Groclin Luxembourg S.à r.l.)	Subsidiary	100%	Yes
123	T.I.C.S. Corporation (held by AEES Inc.)	Subsidiary	100%	Yes
124	AEES Power Systems Limited Partnership (jointly held by T.I.C.S. Corporation and AEES Inc.)	Subsidiary	100%	Yes
125	Fortitude Industries Inc. (held by AEES Inc.)	Subsidiary	100%	Yes
126	AEES Manufactuera, S. De R.L. de C.V. (held by Project del Holding S.a.r.l.)	Subsidiary	100%	Yes
127	Cableodos del Norte II, S. de R.L. de C.V. (held by Project del Holding S.a.r.l.)	Subsidiary	100%	Yes
128	Manufacturas de Componentes Electricos de Mexico S. de R.L. de C.V. (held by Project del Holding S.a.r.l.)	Subsidiary	100%	Yes
129	Arneses y Accesorios de México, S. de R.L. de C.V. (held by Project del Holding S.a.r.l.)	Subsidiary	100%	Yes
130	Asesoria Mexicana Empresarial, S. de R.L. de C.V. (held by Project del Holding S.a.r.l.)	Subsidiary	100%	Yes
131	Arneses de Ciudad Juarez, S. de R.L. de C.V. (held by Project del Holding S.a.r.l.)	Subsidiary	100%	Yes
132	PKC Group de Piedras Negras, S. de R.L. de C.V. (held by Project del Holding S.a.r.l.)	Subsidiary	100%	Yes
133	PKC Group AEES Commercial S. de R.L. de C.V. (held by Project del Holding S.a.r.l.)	Subsidiary	100%	Yes
134	Jiangsu Huakai-PKC Wire Harness Co., Ltd. (held by PKC Group APAC Limited)	Subsidiary	50%	Yes
135	PKC Vehicle Technology (Hefei) Co. Ltd. (held by PKC Group APAC Limited)	Subsidiary	50%	Yes

Sl. No.	Name of the holding / subsidiary/ associate companies / joint ventures	Indicate whether holding/ subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
136	Fuyang PKC Vehicle Technology Co., Ltd. (100% held by PKC Vehicle Technology (Hefei) Co, Ltd.)	Subsidiary	50%	Yes
137	Shangdong Huakai-PKC Wire Harness Co., Ltd. (100% held by Jiangsu Huakai-PKC Wire Harness Co., Ltd.)	Subsidiary	50%	Yes
138	Jilin Huakai PKC Wire Harness Co. Ltd. (25% held by PKC Wiring Systems Oy and 50% held by Jiangsu Huakai-PKC Wire Harness Co., Ltd.)	Subsidiary	50%	Yes
139	Motherson PKC Harness Systems FZ-LLC (held by PKC Eesti AS)	Subsidiary	100%	Yes
140	Global Environment Management (FZE) (held by MMHL)	Subsidiary	100%	Yes
141	SMRC Automotive Holdings Netherlands B.V. (held by SMRPBV)	Subsidiary	100%	Yes
142	SMRC Automotives Techno Minority Holdings B.V. (held by SMRC Automotive Holdings Netherlands B.V.)	Subsidiary	100%	Yes
143	SMRC Automotive Modules France SAS (held by SMRC Automotive Holdings Netherlands B.V.)	Subsidiary	100%	Yes
144	Samvardhana Motherson Reydel Automotive Parts Holding Spain, S.L.U. (held by SMRC Automotive Holdings Netherlands B.V.)	Subsidiary	100%	Yes
145	SMRC Automotive Interiors Spain S.L.U. (held by Samvardhana Motherson Reydel Automotive Parts Holding Spain, S.L.U.)	Subsidiary	100%	Yes
146	SMRC Automotive Interior Modules Croatia d.o.o (held by SMRC Automotive Holdings Netherlands B.V.)	Subsidiary	100%	Yes
147	Samvardhana Motherson Reydel Autotecc Morocco SAS (held by SMRC Automotive Holdings Netherlands B.V.)	Subsidiary	100%	Yes
148	SMRC Automotive Technology RU LLC (held by SMRC Automotive Holdings Netherlands B.V.)	Subsidiary	100%	Yes
149	SMRC Smart Interior Systems Germany GmbH (held by SMRC Automotive Holdings Netherlands B.V.)	Subsidiary	100%	Yes
150	SMRC Automotive Solutions Slovakia s.r.o. (held by SMRC Automotive Holdings Netherlands B.V.)	Subsidiary	100%	Yes

Sl. No.	Name of the holding / subsidiary/ associate companies / joint ventures	Indicate whether holding/ subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
151	SMRC Automotive Holding South America B.V. (held by SMRC Automotive Holdings Netherlands B.V.)	Subsidiary	100%	Yes
152	SMRC Automotive Modules South America Minority Holdings B.V. (held by SMRC Automotive Holdings Netherlands B.V.)	Subsidiary	100%	Yes
153	SMRC Automotive Tech Argentina S.A. (jointly held by SMRC Automotive Holding South America B.V. and SMRC Automotive Modules South America Minority Holdings B.V.)	Subsidiary	100%	Yes
154	SMRC Fabricacao e Comercio de Produtos Automotivos do Brasil Ltda (held by SMRC Automotive Holding South America B.V.)	Subsidiary	100%	Yes
155	SMRC Automotive Products India Limited (held by SMRC Automotive Holdings Netherlands B.V.)	Subsidiary	100%	Yes
156	SMRC Automotive Smart Interior Tech (Thailand) Ltd. (held by SMRC Automotive Holdings Netherlands B.V.)	Subsidiary	100%	Yes
157	SMRC Automotive Interiors Japan Ltd. (held by SMRC Automotive Holdings Netherlands B.V.)	Subsidiary	100%	Yes
158	Shanghai SMRC Automotive Interiors Tech Consulting Co. Ltd. (held by SMRC Automotive Holdings Netherlands B.V.)	Subsidiary	100%	Yes
159	PT SMRC Automotive Technology Indonesia (jointly held by SMRC Automotive Holdings Netherlands B.V. & SMRC Automotives Techno Minority Holdings B.V.)	Subsidiary	100%	Yes
160	Yujin SMRC Automotive Techno Corp. (held by SMRC Automotive Holdings Netherlands B.V.)	Subsidiary	100%	Yes
161	SMRC Automotives Technology Phil Inc. (held by SMRC Automotive Holdings Netherlands B.V.)	Subsidiary	100%	Yes
162	Re-Time Pty Limited (held by SMR Automotive Australia Pty Ltd.)	Subsidiary	96.58%	Yes
163	Wisetime Oy (held by PKC Wiring Systems Oy)	Subsidiary	100%	Yes
164	Motherson Consultancies Service Limited	Subsidiary	100%	Yes
165	Samvardhana Motherson Finance Service Cyprus Limited	Subsidiary	100%	Yes
166	Samvardhana Motherson Holding (M) Private Limited	Subsidiary	100%	Yes

Sl. No.	Name of the holding / subsidiary/ associate companies / joint ventures	Indicate whether holding/ subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
167	Samvardhana Motherson Auto Component Private Limited	Subsidiary	100%	Yes
168	MS Global India Automotive Private Limited	Subsidiary	100%	Yes
169	Samvardhana Motherson Maadhyam International Limited	Subsidiary	100%	Yes
170	Samvardhana Motherson Global Carriers Limited	Subsidiary	100%	Yes
171	Samvardhana Motherson Innovative Solutions Limited (SMISL)	Subsidiary	100%	Yes
172	Samvardhana Motherson Refrigeration Product Limited (held by SMISL)	Subsidiary	100%	Yes
173	Motherson Machinery and Automations Limited (held by SMISL)	Subsidiary	100%	Yes
174	Samvardhana Motherson Auto System Private Limited (held by SMISL)	Subsidiary	100%	Yes
175	Motherson Sintermetal Technology B.V. (held by SMISL)	Subsidiary	100%	Yes
176	Motherson Invenzen XLab Private Limited	Subsidiary	100%	Yes
177	Motherson Technology Services Limited (MTSL)	Subsidiary	90.44%	Yes
178	Motherson Technology Services USA Limited (100% held by MTSL)	Subsidiary	90.44%	Yes
179	Motherson Technology Services GmbH (100% held by MTSL)	Subsidiary	90.44%	Yes
180	Motherson Technology Service SG Pte. Ltd. (100% held by MTSL)	Subsidiary	90.44%	Yes
181	Motherson Technology Services Kabushiki Gaiisha (85.71% held on Motherson Technology Service SG Pte. Ltd.)	Subsidiary	90.44%	Yes
182	Motherson Technology Service Mid East FZ-LLC (100% held by MTSL)	Subsidiary	90.44%	Yes
183	Motherson Technology Services United Kingdom Limited (100% held by MTSL)	Subsidiary	90.44%	Yes
184	Motherson Auto Engineering Service Limited (100% held by MTSL)	Subsidiary	90.44%	Yes
185	Samvardhana Motherson Health Solutions Limited (100% held by MTSL)	Subsidiary	90.44%	Yes
186	SMI Technologies Inc. (100% held by MTSL)	Subsidiary	90.44%	Yes
187	Motherson Technology Services Spain S.L.U. (100% held by MTSL)	Subsidiary	90.44%	Yes

Sl. No.	Name of the holding / subsidiary/ associate companies / joint ventures	Indicate whether holding/ subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
188	Samvardhana Motherson Virtual Analysis Limited (100% held by MTSL)	Subsidiary	90.44%	Yes
189	SAKS Ancillaries Limited (Jointly held by the Company and SMISL)	Subsidiary	98.32%	Yes
190	Samvardhana Motherson Hamakyorex Engineered Logistics Limited (held by Samvardhana Motherson Global Carriers Ltd.)	Subsidiary	50%	Yes
191	Motherson Techno Tools Limited (held by SMISL)	Subsidiary	60.06%	Yes
192	Motherson Techno Tools Mideast FZE (100% held by Motherson Techno Tools Limited)	Subsidiary	60.06%	Yes
193	Motherson Molds and Diecasting Limited (jointly held by the Company and CTM India Limited)	Subsidiary	100%	Yes
194	Motherson Air Travel Agencies Limited	Subsidiary	74%	Yes
195	CTM India Limited	Subsidiary	41%	Yes
196	Motherson Auto Solutions Limited (held by SMISL)	Joint Venture	66%	No
197	Fritzmeier Motherson Cabin Engineering Private Limited	Subsidiary	100%	No
198	Motherson Electronic Components Private Limited	Subsidiary	100%	Yes
199	CIM Tools Private Limited	Subsidiary	55%	Yes
200	Aero Treatments Private Limited (83% held by CIM Tools Private Ltd.)	Subsidiary	55%	Yes
201	Motherson Automotive Giken Industries Corp Ltd. (held by MSSL Japan Ltd.)	Subsidiary	50%	Yes
202	MSSL Germany Real Estate B.V. & Co. KG (jointly held by MSSL GmbH and SMRPBV)	Subsidiary	100%	Yes
203	SMP Automotive Ex Real Estate B.V. & Co. KG (jointly held by SM Real Estate GmbH and MSSL GmbH)	Subsidiary	100%	Yes
204	SMP D Real Estates B.V. & Co. KG (jointly held by SMP Deutschland GmbH and MSSL GmbH)	Subsidiary	100%	Yes
205	Purpurin Grundstücks-verwaltungsgesellschaft GmbH & Co. Vermietungs KG (held by SMP Deutschland GmbH)	Subsidiary	100%	Yes
206	Kyungshin Industrial Motherson Private Limited	Joint Venture	50%	No
207	Calsonic Kansei Motherson Auto Products Private Limited	Joint Venture	49%	No

Sl. No.	Name of the holding / subsidiary/ associate companies / joint ventures	Indicate whether holding/ subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
208	Ningbo SMR Huaxiang Automotive Mirrors Co. Ltd. (100% held by SMR Automotive Mirror Systems Holding Deutschland GmbH)	Joint Venture	50%	No
209	Chongqing SMR Huaxiang Automotive Products Limited (100% held by Ningbo SMR Huaxiang Automotive Mirrors Co. Ltd.)	Joint Venture	50%	No
210	Tianjin SMR Huaxiang Automotive Part Co. Limited (100% held by Ningbo SMR Huaxiang Automotive Mirrors Co. Ltd.)	Joint Venture	50%	No
211	Nanchang JMCG SMR Huaxiang Mirror Co. Ltd. (100% held by Ningbo SMR Huaxiang Automotive Mirrors Co. Ltd.)	Joint Venture	50%	No
212	Eissmann SMP Automotive Interieur Slovensko s.r.o (through SMP Deutschland GmbH)	Joint Venture	49%	No
213	Motherson Sumi Wiring India Limited	Joint Venture	33%	No
214	Anest Iwata Motherson Coating Equipment Private Limited (through SMISL)	Joint Venture	49%	No
215	Anest Iwata Motherson Private Limited (through SMISL)	Joint Venture	49%	No
216	Marelli Motherson Automotive Lighting India Private Limited	Joint Venture	50%	No
217	Marelli Motherson Auto Suspension Parts Private Limited	Joint Venture	50%	No
218	Valeo Motherson Thermal Commercial Vehicles India Limited	Joint Venture	49%	No
219	Matsui Technologies India Limited	Joint Venture	50% - 1 Share	No
220	Frigel Intelligent Cooling Systems India Private Limited (50% held by Matsui Technologies India Limited)	Joint Venture	25%	No
221	Nissin Advanced Coating Indo Co. Private Limited (through SMISL)	Joint Venture	49%	No
222	Motherson Bergstrom HVAC Solutions Private Limited	Joint Venture	50%	No
223	Youngshin Motherson Auto Tech Limited	Joint Venture	50%	No

Sl. No.	Name of the holding / subsidiary/ associate companies / joint ventures	Indicate whether holding/ subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
224	AES (India) Engineering Limited (held by SMISL)	Joint Venture	26%	No
225	Lauak CIM Aerospace Private Limited (Through CIM Tools Private Limited)	Joint Venture	49.90%	No
226	Hubei Zhenggao PKC Automotive Wiring Company Ltd. (held by PKC Group APAC Limited)	Associate	40%	No

Note: The entities which are considered in business responsibility report are such where the Company has consolidated its revenue in accordance with the Indian Accounting Standards. Further, the entities which are not considered in business responsibility report are such where the Company has not consolidated its revenue but consolidated its financials as per equity method.

#### VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) Yes
- (ii) Turnover (in Rs.) 73,550 million\*
- (iii) Net worth (in Rs.) 3,08,549 million\*
- \* SAMIL Standalone

#### VII. Transparency and Disclosures Compliances

23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		No. of complaints filed this year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed this year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	NA	0	0	NA
Investors (other than shareholders)	Yes	0	0	NA	0	0	NA

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		No. of complaints filed this year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed this year	No. of complaints pending resolution at close of the year	Remarks
		Shareholders	Yes	2	4	SAMIL is a listed company with BSE Ltd. and National Stock Exchange of India Limited. As on March 31, 2023, SAMIL had more than 10,27,023 shareholders. The reported complaints mainly related to transmission of shares, change of name of shareholder etc. and the outcome is on external factors.	0
Employees and workers	Yes	217	720	The reported cases mainly relate to ongoing labour matters where the outcome depends upon external factors.	77	632	NA
Customers	Yes	4	18	NA	1	14	NA
Value Chain Partners	Yes	0	2	NA	0	2	NA
Others (please specify)	Yes NA	0	0	NA	0	0	NA

For detailed policies for grievance redressal mechanisms please refer to <https://www.motherson.com/performance/samil-investors/queries-and-grievances>. For detailed policies for Human Rights, please refer to <https://www.motherson.com/storage/Group-Policies/Human-Rights-Policy.pdf>

#### 24. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format.

S. No.	Material Issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Operational Waste	Opportunity & Risk	O: Environment benefit, reduce waste, manage unavoidable waste, improved economic circularity and performance R: Increase in waste could increase cost and adversely impact reputation	Intent to enhance and optimise waste management process.	Positive as opportunity exists to reduce waste by taking appropriate measures thus having financial savings in absence of same the impact remains negative.
2	Water	Opportunity & Risk	O: Reduction in consumption in our operations and processes, R: Operating in water stressed countries	Actively reducing reliance and consumption while expanding water preservation initiatives	Minor financial impact
3	Emissions & Climate and environmental action	Opportunity & Risk	O: Pro-activity as a sustainable solution provider enabling growth, potential competitive advantage R: Global warming and industry transition, failure to meet stakeholder expectation and challenging roadmap to address scope 3 emissions	Climate change and industry transition is now imbedded in company risk management process. Aligned with TCFD framework. Decarbonisation ambition established across the company. Clear roadmap for scope 1&2 and collaboration strategies in process to address scope 3	Positive impact through meeting customer expectations, and increasing trust, providing growth opportunities however can have negative financial implications associated with not successfully adopting mitigation strategies
4	Energy	Opportunity & Risk	O: Improved efficiency/reduced consumption and introducing own renewable energy sources R: Increasing energy costs and potential availability restrictions	Active energy management and transition to ISO50001	Negative financial implications associated with rising energy cost and investment in mitigation - 'there is a positive impact through improved energy efficiency'.
5	Materials	Opportunity & Risk	O: Use of NextGen, reclaimed, recycled, and repurposed materials R: Risk of supply and availability of feed stock of current and future materials	Develop new materials and collaborations with both customers and supplier/partners	In the short term negative financial impact for investing in new materials. In the long term there is positive financial impact alignment to industry expectations

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Supply Chain Sustainability Responsibility	Opportunity & Risk	O. New sustainable solutions R. Challenging environment to address scope 3 and introduce sustainable materials. Transparency on adherence to laws and regulations principles and policies	Collaboration strategies in process to engage with supplier/partners, integration and deployment of principles and policies to supply chain code of conduct and performance assessments	Positive financial impact with risk of having negative financial impact if falling short of industry and societal requirements
7	Employee Safety	Opportunity & Risk	O. Continuous levelling up across the world to Health and Safety best practices in line with our global OHS principles & policies R. Failure to adhere to varying regulations.	Ongoing due diligence surrounding regulatory changes, and deployment of safety training	Neutral financial impact
8	Human Rights	Risk	Potential short term business interruption associated with any accusations of breach of Human Rights	Committed to UNGC principles and global deployment on the Human Rights policy	Minor negative financial impact
9	Diversity & Inclusion	Opportunity & Risk	R. Insufficient diversity across all levels and disciplines of the group. O. Increase gender balance and diversity in management levels.	Improved employer and deployment of internal development initiatives	Positive
10	Community	Opportunity & Risk	O. Talent attraction and retention. R. Potential for geopolitical/regional/ economic disruption.	Expand focus of local issues at site level, supported by regional offices.	Neutral financial impact
11	Employee Engagement	Opportunity & Risk	O. Increased loyalty, productivity and empowerment motivate the creativity of employees R. Employee satisfactions and retention.	Standardised employee engagement process.	Neutral financial impact
12	Ethics and Compliance	Risk	Regulatory risk with respect to operating in multiple jurisdictions and risk of reputational damage.	Structure of Regional Chairman's Office (RCO's) and legal council for regional oversight	Possible negative financial impact for regulatory breach
13	Products and Innovation	Opportunity & Risk	O. Product enhancement, diversification and value add aligned to industry trends R. Failure to meet customer expectations in terms of product sustainability.	Product and innovation road mapping process aligned to customer requirements.	Positive

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	IATF 16949		ISO 45001; UNGC		UNGC	ISO 14001, ISO 50001			
*Our first sites have already achieved ISO 50001 accreditation - and we are confident we will reach our target. By measuring energy consumption at every step of every process, Motherson will identify opportunities to increase efficiency through process adjustments and/or introducing next-generation, energy-efficient production machinery									
5. Specific commitments, goals and targets set by the entity with defined timelines, if any		Engagement with stakeholders over increased used of recycle to meet customer objectives				Carbon Net Zero across our current global operations by 2040*. Implementation of water preservation initiatives at all owned facilities by 2030*			

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.						Climate transition plans			
*Baseline of FY23									
<b>Governance, leadership and oversight</b>									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Refer to page number 16 & 39.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Board of Directors of the Company has constituted a Global Sustainability Committee to drive the sustainability goals of the Company. Mr. Barrie Painter, Chief sustainability Officer - General Management is responsible for implementation and oversight of Business Responsibility policies, and development of strategies for Motherson under the supervision and directions of the Board of Directors and/or the Global Sustainability Committee of the Company and development of strategies.								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. The Board of Directors of the Company has constituted a Global Sustainability Committee to drive the sustainability goals of the Company. The constitution of the aforesaid committee is available in the Corporate Governance Report forming part of the Annual Report.								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/Quarterly/ Any other - please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No	No	No	No	No	No	No	No	No

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

#### SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

#### PRINCIPLE 1- Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable

##### ESSENTIAL INDICATORS

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programs held	Topics / Principles covered under the training and its impact	% of persons in respective category covered by the awareness programs
Board of Directors	4	BRSR principles, Human rights, UN Global Compact, climate transition.	100%
Key Managerial Personnel	4	BRSR principles, Human rights, UN Global Compact, climate transition.	100%
Employees other than BoD and KMPs	6995	Motherson code of conduct, Human rights, Anti bribery, Health & safety	60%
Workers	9848	Motherson code of conduct, Human rights, Anti bribery, Health & safety. In addition, there are related training initiatives that focus on specific on-the-job related skills and competence development.	59%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory/enforcement	Amount (In INR)	Brief of the Case	Has an appeal been
Penalty/ Fine	Nil	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding fee	Nil	Nil	Nil	Nil	Nil

Non-Monetary					
	NGRBC Principle	Name of the regulatory/enforcement	Brief of the Case	Has an appeal been	
Imprisonment		Nil	Nil	Nil	Nil
Punishment		Nil	Nil	Nil	Nil

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Rev preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
NA	NA

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.  
Yes. The policy is available on the website at <https://www.motherson.com/storage/Group-Policies/Anti-Bribery-Gifts-Meals-&Entertainment-Policy.pdf>
5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

	FY 2022 - 23 Current Financial Year	FY 2021 - 22 Previous Financial Year
Directors	0	0
KMPs	0	0
Employees	0	1
Workers	0	0

6. Details of complaints with regard to conflict of interest:

	FY 2022 - 23 Current Financial Year		FY 2021 - 22 Previous Financial Year	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	N.A.	0	N.A.
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	N.A.	0	N.A.

Note: The information is for SAMIL India operations (i.e. including Indian Subsidiaries).

7. Provide details of any corrective action taken or underway on issues related to fines /penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest. Not Applicable

#### LEADERSHIP INDICATORS

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of training and awareness programs held	Topics / Principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programs
2	Social, Governance , Environment principles	80%

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

Yes, Company has Code of Conduct of Directors which clearly states that every director representing Motherson shall endeavour to avoid conflict of interest and is expected to act in the best interests of Motherson.

#### PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe

##### ESSENTIAL INDICATORS

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively. (Brandon Hess to provide)

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	18%	23%	Pre-production R&D expenses for 100% Electric Vehicles, Rail and other divisional specific programs
Capex	29%	22%	Capex and tooling additions for 100% Electric Vehicles, Rail, Energy Generation and energy reduction programs.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)  
b. If yes, what percentage of inputs were sourced sustainably?  
2.a Yes. Every supplier is requested to sign a code of conduct which includes a range of Sustainability focussed commitments. In addition our supplier performance assessment platform now includes a measure regarding our supplier's overall level of Sustainability related progress covering environmental, governance and social matters  
2.b 18% related to awarded business since introduction of sustainable sourcing criteria in 2022.
3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste ( c)Hazardous waste and (d) other waste.  
We are not yet involved in the end of life recovery with our customers. However packaging sheets per part number define which reusable packaging is to be used. The majority of Motherson sites globally operate within environments where recycling facilities exist for all types of waste, and use of recycled materials and packaging is adopted wherever possible. For locations where such facilities do not exist then all waste is disposed of in compliance with regulatory requirements
4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.  
Not applicable



### LEADERSHIP INDICATORS

- Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product/Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
29302	Polymer & Modules	54%	Cradle to gate	Yes	No
29304	Wiring Harness	25%	Cradle to gate	Yes	No
29302	Vision Systems	18%	Cradle to gate	Yes	No

LCA calculation methodologies have been established within each category reported in the table above, with some specific representative product family LCAs already completed within each of the categories listed. The % revenues indicated are for the relevant product families with each category

- If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Products currently produced by Motherson do not pose any significant social or environmental concerns or risks during their life cycle.

Name of Product / Service	Description of the risk / concern	Action Taken
None	None	None

- Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 23 Current Financial Year	FY22 Previous Financial Year
	figure shown above is percentage of total value of stated input material	

The company is actively working to increase the use of recycled or re-used material in its products in alignment with customers and with the overall objective of reducing the product carbon footprint (PCF), reducing waste and increasing the level of economic circularity, however, it does not currently have the ability to report this on a by value' as a proportion of total material.

- Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY Current Financial Year FY2022-23			FY Previous Financial Year FY2021-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	NA	NA	NA	NA	NA	NA
E-waste	NA	NA	NA	NA	NA	NA
Hazardous waste	NA	NA	NA	NA	NA	NA
Other waste	NA	NA	NA	NA	NA	NA

Not applicable at this time

Motherson directly supplies products to OEM customers as a B2B tier 1 supplier and is not yet operating a business model engaged in end of life recovery of products. We work closely aligned with our OEM customers to support their needs and evolving objectives with respect to end of life recyclability of our products & components supplied to them

- Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category		
None	NA	NA	NA

Not applicable, see note for question 4 above

**PRINCIPLE 3 - Businesses should respect and promote the well-being of all employees, including those in their value chains**

### ESSENTIAL INDICATORS

- a. Details of measures for the well-being of employees:

Category	% of Employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Benefits	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Employees</b>											
Male	18890	13244	70%	12328	65%	424	2%	4361	23%	505	3%
Female	6941	3825	55%	3222	46%	2329	34%	374	5%	168	2%
Total	25831	17069	66%	15550	60%	2753	11%	4735	18%	673	3%
<b>Other than Permanent Employees</b>											
Male	2024	485	24%	1048	52%	3	0%	100	5%	254	13%
Female	708	231	33%	239	34%	108	15%	69	10%	7	1.0%
Total	2732	716	26%	1287	47%	111	4%	169	6%	261	10%

It is noted that there is a reported cross gender coverage of maternity benefits for some males and paternity benefits for some females, owing to varied legislative, privacy and mandatory access requirements in various countries.

b. Details of measures for the well-being of workers:

Category	% of Employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Benefits	
	Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)	
<b>Permanent Workers</b>											
Male	18922	11667	62%	8220	43%	345	2%	6502	34%	207	1%
Female	22666	9933	44%	4696	21%	7763	34%	937	4%	102	0.5%
Total	41588	21600	52%	12916	31%	8108	19%	7439	18%	309	1%
<b>Other than Permanent Workers</b>											
Male	13178	2438	19%	5664	43%	589	4%	1085	8%	590	4%
Female	9114	2056	23%	2852	31%	3291	36%	1390	15%	221	2%
Total	22292	4494	20%	8516	38%	3880	17%	2475	11%	811	4%

It is noted that there is a reported cross gender coverage of maternity benefits for some males and paternity benefits for some females, owing to varied legislative, privacy and mandatory access requirements in various countries.

2. Details of retirement benefits, for Current FY and Previous Financial Year.

Benefits	FY2022-23 Current Financial Year			FY2021-22 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
Employee State Insurance	100%	100%	Y	100%	100%	Y

Others, please specify All the compliances are ensured by the corporation. Also, the data presented here for gratuity is for permanent workforce only. In case of ESI all the applicable employees are covered as per laid down regulations.

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Our premises and offices have been purposefully designed to ensure accessibility for employees and workers with different abilities, in compliance with the Rights of Persons with Disabilities Act, 2016, and similar legislation applicable in all the locations where we operate globally.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

The Code of Conduct of Motherson is available at <https://www.motherson.com/storage/Group-Policies/Codeof-conduct-for-Employees.pdf>. Clause 3.7 of Code of Conduct provided that 'Equal Employment Opportunity: The Motherson Group provides equal opportunity and inclusion for all those associated with it, through its policies and practices.

Motherson Inclusion and Diversity Policy is also available at <https://www.motherson.com/storage/Group-Policies/Inclusion-and-Diversity-Policy.pdf>.

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	94%	91%	84%	90%
Female	76%	94%	81%	95%
Total	86%	93%	82%	93%

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

	Yes / No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes/follows the policies available for global. Committee in place to receive and redress grievances
Other than permanent workers	Yes/follows the policies available for global. Committee in place to receive and redress grievances
Permanent Employees	Yes/follows the policies available for global. Committee in place to receive and redress grievances
Other than permanent employees	Yes/follows the policies available for global. Committee in place to receive and redress grievances

Motherson has implemented a range of mechanisms to receive and address grievances across the organization. Employees have multiple pathways to submit suggestions, including online portals, physical suggestion boxes, and Key Performance Indicators (KPIs) that encourage employee feedback. In cases of employee disciplinary matters, there are appeal processes outlined in policies, procedures, collective agreements, industry awards, and union processes.

Motherson has established various working groups, such as employee consultative committees, union-management committees, health and safety committees, canteen committees, and welfare committees, to address employee matters.

To facilitate confidential submissions, mechanisms for anonymous or private submissions include designated email addresses and/or telephone numbers. Trade unions play a visible role in resolving grievances where they are present. Motherson follows an open-door policy, granting all employees access to senior management, regardless of their role or position within the organization.

Additionally, Motherson has a formal Whistle-Blower Policy, providing a confidential platform for reporting grievances, which are subsequently investigated. The company also has a comprehensive policy on the prevention, prohibition, and redressal of sexual harassment in the workplace. Many of Motherson's Indian units have Internal Complaints Committees (ICCs) in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013. The ICC members are responsible for conducting inquiries related to such complaints.

7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	9251	2876	31%	12947	2570	20%
Males	6286	1960	31%	10108	2070	20%
Females	2965	916	31%	2839	500	18%
Total Permanent Workers	27724	18662	67%	25929	15940	61%
Males	11307	7803	69%	14131	8603	61%
Females	16417	10859	66%	11798	7337	62%

The company follows its policies to respect and uphold the freedom of association and right to collective bargaining of any and all employees. The dataset represents the total number of people that operate in geographies / jurisdictions where applicable unions or associations exist.

8. Details of training given to employees and workers:

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	On Health & Safety measures		On Skill Upgradation		Total (D)	On Health & Safety measures		On Skill Upgradation	
		No. B	% (B/A)	No. C	% C/A		No. E	% (E/D)	No. F	% (F/D)
<b>Employees</b>										
Male	20914	18345	88%	10378	50%	15672	6722	30%	9238	41%
Female	7649	6070	79%	4750	62%	2985	2042	61%	2586	77%
Total	28563	24415	85%	15128	53%	18657	8764	34%	11824	46%
<b>Workers</b>										
Male	32100	22028	69%	20561	64%	27929	10508	42%	20847	82%
Female	31780	21621	68%	15758	50%	27913	7224	39%	12606	68%
Total	63880	43649	68%	36319	57%	55842	17732	40%	33452	76%

The training provided includes employees who joined and left during the year, including mandatory programs such as health and safety and skill upgradation. Consequently, all employees have participated in these training programs, and some employees have undergone multiple training sessions. As a result, the coverage percentage exceeds 100% due to the multiple trainings undergone by individual employees.

9. Details of performance and career development reviews of employees and worker:

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total A	No. B	% (B/A)	Total C	No. D	% (D/C)
<b>Employees</b>						
Male	18890	8275	44%	10374	8814	85%
Female	6941	2660	38%	3333	2779	83%
Total	25831	10935	42%	13707	11593	85%
<b>Permanent Workers</b>						
Male	18922	2807	15%	17719	14284	81%
Female	22666	376	2%	19420	16575	85%
Total	41588	3183	8%	37139	30859	83%

10. Health and safety management system:

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?

Yes. The majority of Motherson's operations have implemented a health and safety management system that is certified to ISO45001/ISO18001 standards. In cases where these specific certifications have not been obtained, alternative health and safety management systems are in place that align with the ISO standards. In addition to the ISO standards, Motherson adheres to the high standards set by FM Global, a leading global insurer. FM Global is known for its expertise in operational risk management, including fire management systems, as well as the establishment of safety standards and work practices.

By adhering to these internationally recognized standards and practices, Motherson prioritizes the health, safety, and well-being of its employees and aims to create a secure working environment across all its operations.

- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

At Motherson, we take a proactive approach to hazard and risk identification and assessment. We employ a variety of methods to ensure a comprehensive evaluation of potential hazards and associated risks.

- Conducting safety inspection walks, where designated personnel inspect the workplace to identify any existing or potential hazards. We also conduct scheduled risk assessments to systematically assess risks across various activities and processes. Regular inspections are carried out to monitor ongoing compliance with safety protocols and identify any emerging hazards.
- To maintain a high standard of safety, we conduct monthly and quarterly audits, which involve a thorough review of hazard identification and risk assessment inputs. This enables us to continuously improve our safety practices and ensure that any identified risks are addressed promptly.
- From an equipment and plant perspective, we prioritize regular and scheduled preventative maintenance. This helps mitigate potential risks associated with equipment malfunctions or failures.
- We perform pre-work/start-up/production risk assessments to evaluate potential hazards before commencing any tasks.

- c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)

Yes, we have established a system for all workers to submit hazard reports for prompt resolution. This system ensures that individuals can report any potential hazards they come across in the workplace. By

actively encouraging hazard reporting, we aim to create a culture of proactive identification and resolution of safety risks.

- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?

We have established tie-ups with panel hospitals, ensuring that employees have convenient access to medical facilities for their healthcare needs.

For some locations we also have on-site medical professionals available, including doctors, nurses, and/or physiotherapists, who can provide immediate medical attention and support within our premises. This on-site presence ensures prompt and efficient healthcare services for our employees.

11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category	FY 2022-23 Current Financial Year		FY 2021-22 Previous Financial Year	
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	1.19	0.75		
	Workers	1.61	0.88		
Total recordable work-related injuries	Employees	63	164		
	Workers	191	78		
No. of fatalities	Employees	0	0		
	Workers	1	0		
High consequence work-related injury or ill-health (excluding fatalities)	Employees	2	2		
	Workers	4	0		

past years plants were operating on a restricted capacity due to COVID, thus less accidents were registered.

'FY2021-22 data has 85% headcount coverage due reporting limitations for previous year'.

12. Describe the measures taken by the entity to ensure a safe and healthy work place.

The established health and safety management systems serve as a framework for ensuring a healthy and safe workplace. This approach involves active participation from shop floor workers up to members of management, emphasizing the importance of a collective effort in maintaining safety.

Various programs are implemented to address hazard identification and risk assessment. These programs are carried out on an ad hoc basis, as well as through scheduled and pre-activity assessments. The objective is to systematically identify potential hazards and assess associated risks in order to implement appropriate control measures.

Health and safety committees play a crucial role, with representation from workers, employees, and management. These committees facilitate discussions on hazard and risk control, health and well-being initiatives, emergency response planning, and compliance with local regulations. The committees work in conjunction with the overall management systems to ensure a comprehensive approach to health and safety.

13. Number of Complaints on the following made by employees and workers:

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	319	19	-	269	164	-
Health & Safety	45	14	-	29	1	-

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Working Conditions	68%
Health & Safety	51%

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

Several improvements related to safety have been implemented at Motherson. These include the installation of safety devices and systems in equipment, such as automatic and semi-automatic presses, to prevent access to areas at risk of equipment movement. These safety measures, such as interlocks, presence curtains, security guards, and equipment programming, help ensure the safety of employees by cutting off power in hazardous situations. Authorization processes have been developed for high-risk activities, such as hot work, work at height, and work in electrical installations.

Other initiatives include compliance with applicable legal requirements, providing safety, health, and environmental induction courses to workers, delivering appropriate personal protective equipment for each activity, conducting safety audits in the process, and having medical and nursing staff available in the plant to provide immediate assistance if needed.

Monthly safety committee meetings are held to address and discuss any safety incidents that occurred during the month, as well as the actions implemented to prevent future incidents. Safety-related key performance indicators (KPIs) are available and discussed during monthly performance review meetings, enabling the monitoring and improvement of safety performance.

Each unit has identified incident investigation teams responsible for investigating any incidents and identifying remedial actions to prevent similar incidents from occurring in the future.

#### LEADERSHIP INDICATORS

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

Yes

Note: The information is for SAMIL India operations (i.e. including Indian Subsidiaries).

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

The evidence of payment of statutory dues are collected from the value chain partners on monthly basis.

3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY2022-23 (Current Financial Year)	FY2021-22 (Previous Financial Year)	FY2022-23 (Current Financial Year)	FY2021-22 (Previous Financial Year)
Employees	NIL	Nil	Nil	Nil
Workers	NIL	NIL	Nil	Nil

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

Yes. Motherson recognizes the importance of providing transitional support to employees to facilitate their continued employability and smooth transition out of employment. While there is no defined policy in place, Motherson adopts a best-fit and decentralized approach to meet the specific needs of each local context.

The availability of transitional support schemes may vary across locations where Motherson operates, and their implementation depends on the specific requirements of the business at the time. This approach allows for flexibility and adaptability in addressing the unique circumstances and challenges faced by employees during their transition.

Motherson remains committed to supporting its employees during periods of transition, and although the specific support mechanisms may not be uniformly standardized across all locations, the company endeavors to provide appropriate assistance and resources to facilitate employability and general transition to new opportunities.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	48%
Working Conditions	48%

Before engaging suppliers on-site audit is performed to assess suppliers on above mentioned parameters. Periodically suppliers are assessed via questionnaire and code of conduct. Currently we Motherson has received responses from 3115 suppliers covering 48% of total spend of supply chain on direct materials.

In addition Motherson has also partnered with EcoVadis (external agency) to assess suppliers in ESG parameters.

6. Provide details of any corrective actions taken or underway to address significant risks /concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Till now Motherson has not come across any significant risk arising from assessment of health & safety practices and working conditions of value chain partners.

**PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders**

**ESSENTIAL INDICATORS**

1. Describe the processes for identifying key stakeholder groups of the entity.

The key stakeholder groups for the entity are well known based on many years of an established enterprise serving the needs of customers, investors, shareholders and the communities in which we are present in cooperation with our suppliers and partners. Listings of all key stakeholders are maintained and amended based upon the development of the entity and its subsidiaries resulting from the deployment of the 3CX10 strategy and the vision to be a preferred sustainable solutions provider to our customers.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Othe	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Internal web portal, employee newsletters, posters and notice boards	Weekly, daily	Safety, professional growth of employees, wellbeing, training and awareness
Customers	No	Meetings, events, technology shows, online portals, website	Weekly, daily	Current and future business management, sustainable improvements
Partners	No	Meetings, events, online portals, website	Weekly	Identification and coordination of mutual opportunities, sustainable improvements
Suppliers	No	Meetings, events, online portals, website	Weekly	Scope 3 decarbonization, social and governance responsibilities across the value chain
Community	No	CSR report, local community engagements via events, charities, open days	Monthly	Identifying and addressing needs and vulnerabilities if any and Motherson's role in improvements
Investors/ Shareholders	No	As needed: Press releases and press conferences, email advisories, facility visits, in-person meetings, investor conferences, conference calls	Quarterly. Financial statements earnings call, exchange notifications, press conferences	- Educating the investor community about company integrated value creation model and business strategy for the long term. - Helping investors voice their concerns regarding company policies, reporting, strategy, etc. - Understanding shareholder expectations.

**LEADERSHIP INDICATORS**

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.  
Delegated to multiple interaction points with stakeholder groups. The feedback is shared with the board through board meetings and sustainability sub-committees of the board
2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/ No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes. Multiple responsible representatives of the group interact with stakeholders on a continuous basis providing input to the materiality assessment process of the organizations. Defined material topics are reviewed every 2 years for input to management processes, risk&opportunity assessment and strategic objectives.

- Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups.

Not applicable

**PRINCIPLE 5: Businesses should respect and promote human rights**

**ESSENTIAL INDICATORS**

- Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY2022-23 Current Financial Year			FY2021-22 Previous Financial Year		
	Total (A)	No. of employees/workers covered (B)	% (B / A)	Total (A)	No. of employees/workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	25831	19370	75%	12773	9943	78%
Other than permanent	2732	2732	100%	452	254	56%
Total Employees	28563	22102	77%	13225	10197	77%
<b>Workers</b>						
Permanent	41588	30361	73%	33788	25749	76%
Other than permanent	22292	11081	50%	6296	4855	77%
Total Employees	63880	41442	65%	40084	30604	76%

We train our employees about Human rights Policy and Code of conduct.

- Details of minimum wages paid to employees and workers, in the following format: (Details mentioned in pdf as to what does it includes)

Category	FY2022-23 Current Financial Year				FY2021-22 Previous Financial Year					
	Total (A)	Equal Minimum Wage to	More than Minimum Wage	% (C / A)	Total (A)	Equal Minimum Wage to	More than Minimum Wage	% (F / D)		
	No. (B)	% (B/A)	No. (C)	% (C / A)	No. (E)	% (E/D)	No. (F)	% (F/D)		
<b>Employees</b>										
Permanent	25,831	211	1%	25,602	99%	13,555	216	2.0%	13,339	98%
Male	18,890	151	1%	18,716	99%	10,663	169	2.0%	10,494	98%
Female	6,941	60	1%	6,886	99%	2,892	47	2.0%	2,845	98%
Other than permanent	2,732	367	13%	2,359	86%	221	27	12.0%	194	88%
Male	2,024	288	14%	1,735	86%	156	19	12.0%	137	88%
Female	708	79	11%	624	88%	65	8	12.0%	57	88%

Category	FY2022-23 Current Financial Year				FY2021-22 Previous Financial Year					
	Total (A)	Equal Minimum Wage to	More than Minimum Wage	% (C / A)	Total (A)	Equal Minimum Wage to	More than Minimum Wage	% (F / D)		
	No. (B)	% (B/A)	No. (C)	% (C / A)	No. (E)	% (E/D)	No. (F)	% (F/D)		
<b>Workers</b>										
Permanent	41,588	885	2%	40,704	98%	27,846	1,956	7%	25,890	93%
Male	18,922	679	4%	18,241	96%	15,321	922	6%	14,399	94%
Female	22,666	206	1%	22,463	99%	12,525	1,034	8%	11,491	92%
Other than permanent	22,292	6,795	30%	15,498	70%	9,093	1,741	19%	7,352	81%
Male	13,178	4,521	34%	8,576	65%	5,497	1,157	21%	4,340	79%
Female	9,114	2,274	25%	6,922	76%	3,596	584	16%	3,012	84%

- Details of remuneration/salary/wages, in the following format: All Inputs are mentioned below. Finance should cross validate this.

	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)				
Executive Directors	1	3,87,68,371	-	N/A
Non-Executive Director-Non-Independent director	4	Nil	-	N/A
Non Executive Independent Director	4	63,00,000	1	61,80,000
Key Managerial Personnel	2	2,77,53,600	-	N/A
Employees other than BoD and KMP	3,723	6,12,660	253	6,12,000
Associates	7,898	2,27,995	2,254	1,87,192

This information is based on SAMIL Standalone legal entity

There are three KMP's in the Company, one of whom is an Executive Director (Whole-Time Director (WTD)) and the details of WTD have been mentioned in the column of Executive Directors

- Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes, in adherence with the Human rights policy these are addressed by the management leadership team

- Describe the internal mechanisms in place to redress grievances related to human rights issues.

Motherson's Human Rights Policy <https://www.motherson.com/storage/Group-Policies/Human-Rights-Policy.pdf>, emphasizes the company's recognition of international human rights principles

Motherson's approach to human rights aligns with local needs and requirements, leading to a variety of approaches and processes across its global footprint. These processes complement the Whistle-Blower policy and include multiple anonymous submission platforms such as email accounts, phone numbers, mobile apps, web portals, and physical drop boxes. In addition, Motherson has established various working groups and committees focused on areas such as health and safety, employee representation, anti-sexual harassment, grievance handling, works council, union-management, consultation, canteen, welfare, and more. These groups work alongside formal complaints resolution procedures.

6. Number of Complaints on the following made by employees and workers:

	FY 2022 - 23 Current Financial Year			FY 2021 - 22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	2	2	NA	4	1	NA
Discrimination at workplace	0	0	NA	5	7	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/ Involuntary Labour	0	0	NA	0	0	NA
Wages	194	609	NA	69	562	NA
Other human rights related issues	0	0	NA	0	0	NA

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

Motherthon has a Prevention of Harassment Policy <https://www.motherthon.com/storage/Group-Policies/Prevention-of-Harassment-Policy.pdf>, that strictly prohibits retaliation or victimization of individuals who seek redressal against all acts of harassment. The policy ensures that if a complaint is found to be true by the Reporting Authority, appropriate remedial action will be taken as prescribed in paragraph 7 of the policy.

The identity of the Reporting Person is kept confidential, and retaliation is strictly prohibited in accordance with the Code of Conduct for Employees and Whistleblower Policies. Motherthon maintains a 'zero tolerance' approach towards any form of harassment in the workplace, and every individual is responsible for ensuring their actions and behaviors are free from harassment.

The Motherthon Prevention of Harassment Policy serves as the foundation for preventing harassment within the organization. Each entity within Motherthon is required to establish a complaints committee that is responsible for receiving, investigating, and submitting findings for each case, while maintaining strict confidentiality to the fullest extent possible. Any form of retaliation or victimization against the aggrieved person is strictly prohibited.

In addition to the group policy and procedure, Motherthon also complies with local regulatory requirements concerning retaliation and victimization, further reinforcing its commitment to preventing harassment and fostering a safe and respectful work environment.

8. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others - please specify	100%

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above

There were no significant risks / concerns arising from the human rights assessments.

**LEADERSHIP INDICATORS**

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints.

Human rights principles statement was updated to human rights policy <https://www.motherthon.com/storage/Group-Policies/Human-Rights-Policy.pdf>

2. Details of the scope and coverage of any Human rights due-diligence conducted.

Necessary due-diligence as and when a claim is raised in accordance with Human Rights Policy been carried out internally or a third party ombudsman. Please refer to responses to questions E5 to E9 above.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Our premises and offices have intentional accommodations/adaptations to create accessibility for differently abled employees and workers per the requirements of the Rights of Persons with Disabilities Act, 2016 and similar sets of legislation across our global footprint. These varied accommodations include provision of graded ramps for access/egress, elevators for ascent, special disability access toilets, allocation of parking proximal to entry points, barrier-free entry to buildings, and other adaptations on a case-by-case basis, such as special desk or oCice equipment.

4. Details on assessment of value chain partners

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	29%
Discrimination at workplace	29%
Child Labour	29%
Forced Labour/Involuntary Labour	29%
Wages	29%
Others - please specify	

Acceptance of Motherthon code of conduct by value chain partners is adherence to these factors by suppliers. Currently 29% of suppliers have accepted Motherthon code of conduct.

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

Till now Motherthon has not come across any significant risk arising from assessment

**PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment**

**ESSENTIAL INDICATORS**

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Total electricity consumption (A) GigaJoules	38,24,042	32,48,430
Total fuel consumption (B)	1,98,292	1,02,628
Energy consumption through other sources (C)	10,90,321	12,75,762
Total energy consumption (A+B+C)	51,12,655	46,26,820
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	6.5	7.0
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No. We are not included in the under the Performance, Achieve and Trade (PAT) Scheme of the Government of India

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	49,034	66,707
(ii) Groundwater	7,55,651	6,23,503
(iii) Third party water	16,76,701	16,82,251
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	24,81,386	23,72,461
<b>Total volume of water consumption (in kilolitres)</b>	24,81,386	23,72,461
Water intensity per rupee of turnover (Water consumed / turnover)	3.2 kilolitres/ INRm	3.6 kilolitres/ INRm
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

For any hazardous liquids - such as oils, or chemical contaminated water, then there is no discharge to the environment.

Water, either captured as run-off, or post water treatment, is returned to the environment in a controlled manner - eg used as irrigation water.

5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

With the exception of Logistics division (SAMRX), only GHG emissions are emitted, and almost entirely CO2. The burning of the diesel in generators emits NOx (<40kgs) and some CH4 (<200kgs) as per GHG standard calculations. Calculations for our logistics division based upon their fuel consumption are shown here

Parameter	Please specify unit:	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
NOx - kgs	kgs	445	244
SOx	-	-	-
Particulate matter (PM)	-	-	-
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	67,609	69,942
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	4,02,428	2,78,524
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>		597 T/INR million	525 T/INR million
<b>Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity</b>		-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details. Renewable energy (internal and external), Turn off turn down, energy site survey, less business travel, improve logistics on supply chain, ISO 50001, Energy efficiency playbook



8. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	26,195	22,738
E-waste (B)	77	84
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	14,436	10,392
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
General non-hazardous waste	38,986	21,618
Packaging	14,854	13,451
Water based paints	4,626	2,011
Metals	17,472	19,128
<b>Total (A+B+C+D+E+F+G+H)</b>	<b>1,16,646</b>	<b>89,422</b>
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category A: FY23 20,767 tonnes FY22 16,748 tonnes		
Category B: FY23 77 tonnes FY22 84 tonnes		
Category G: FY23 0 tonnes FY22 0 tonnes		
Category H: FY23 32,936 tonnes FY22 31,180 tonnes		
Category of waste	-	-
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
<b>Total</b>	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) if yes, name of the external agency.

No

9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

Waste is generated both from production processes, and inbound packaging, as well as general operational activity including maintenance.

At every site, production waste is monitored and reported on a monthly basis with the objective to minimise and reduce wherever possible. Any production waste produced is kept clearly segregated from general waste and is recycled wherever possible. The level of recycling infrastructure varies in different countries around the world.

General waste is always segregated between hazardous and non-hazardous materials, and is always disposed off in accordance with local legislation. What materials may be recycled using locally available facilities is appropriately done so.

For our business, the concept of hazardous really only applies to using some oil or solvent based products - whether related to production (painted parts), or maintenance (oils and degreasers). Some chemicals will be used in our water treatment facilities.

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests,coastal regulation zones etc.) where environmental approvals / clearances are required,please specify details in the following format:

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
N/A	N/A	N/A	N/A

Motherhood does not operate in or have facilities in/around ecologically sensitive areas

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
BUS AC	UPPCB / Application ID: 18256565	21-10-2022	No	No	N.A.

Note: This information is for SAMIL India operations (i.e. including Indian Subsidiaries).

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the noncompliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
1	NA	NA	NA	NA
2	NA	NA	NA	NA

Note: This information is for SAMIL India operations (i.e. including Indian Subsidiaries).

**LEADERSHIP INDICATORS**

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
<b>From renewable sources</b>		
Total electricity consumption (A)	5,36,818	9,13,515
Total fuel consumption (B) BioDiesel	0	807
Energy consumption through other sources (C) Gas	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	5,36,818	9,14,322
<b>From non-renewable sources</b>		
Total electricity consumption (D)	32,87,224	23,34,915
Total fuel consumption (E)	1,98,292	1,01,821
Energy consumption through other sources (F)	10,90,321	12,75,762
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	4,575,837	37,12,498

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

2. Provide the following details related to water discharged:

Parameter	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	8,04,685	6,90,210
- No treatment	6,70,496	5,98,341
- With treatment – please specify level of treatment	134,189 to local regulatory requirements	91,869 to local regulatory requirements
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	16,76,701	16,82,251
- No treatment	14,51,492	14,63,200
- With treatment – please specify level of treatment	225,209 to local regulatory requirements	219,051 to local regulatory requirements
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>Total water discharged (in kilolitres)</b>	24,81,386	23,72,461

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

- (i) Name of the area Over Exploited: Bechraji; Walajabad; Manesar; Ananthpur; Indore; Kandla; Bengaluru; Tapukara; Gurgaon; Gurugram; Bawal
- (ii) Nature of operations: 5 x Modules & polymer sites; 2 x Logistics; 1 x Precision metals; 3 x Wire Harness; 1 x Molds & diecasting; 2 x Lighting & Electronics

- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	3,291	-
(ii) Groundwater	97,708	-
(iii) Third party water	41,281	-
(iv) Seawater / desalinated water	0	-
(v) Others	0	-
<b>Total volume of water withdrawal (in kilolitres)</b>	1,42,280	-
<b>Total volume of water consumption (in kilolitres)</b>	1,42,280	-
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	-	-
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	-	-
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	0	-
- No treatment	0	-
- With treatment – please specify level of treatment	0	-
(ii) Into Groundwater	1,00,999	-
- No treatment	83,471	-
- With treatment – please specify level of treatment	17,528 To local regulatory requirements	-
(iii) Into Seawater	0	-
- No treatment	0	-
- With treatment – please specify level of treatment	0	-
(iv) Sent to third-parties	41,281	-
- No treatment	28,809	-
- With treatment – please specify level of treatment	12,472 to local regulatory requirements	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	1,42,280	-

- (i) Name of the area Critical: Puducherry; Pune; Ranjangaon; Bengaluru  
(ii) Nature of operations 2 x Modules & polymer sites; 1 x Precision metals; 1 x Vision  
(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	4,810	-
(ii) Groundwater	12,670	-
(iii) Third party water	25,651	-
(iv) Seawater / desalinated water	0	-
(v) Others	0	-
<b>Total volume of water withdrawal (in kilolitres)</b>	43,131	-
<b>Total volume of water consumption (in kilolitres)</b>	43,131	-
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	-	-
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	-	-
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	0	-
- No treatment	0	-
- With treatment – please specify level of treatment	0	-
(ii) Into Groundwater	0	-
- No treatment	0	-
- With treatment – please specify level of treatment	0	-
(iii) Into Seawater	0	-
- No treatment	0	-
- With treatment – please specify level of treatment	0	-
(iv) Sent to third-parties	-	-
- No treatment	20,152	-
- With treatment – please specify level of treatment	22,979	-
(v) Others	-	-
- No treatment	0	-
- With treatment – please specify level of treatment	0	-
<b>Total water discharged (in kilolitres)</b>	43,131	-

4. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	6,217,411 T	-
Total Scope 3 emissions per rupee of turnover	-	7,900 T / million INR	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No.

This calculation is an initial estimate of our Scope 3 footprint following GHG protocol methodologies. Covering 69% of our direct materials, logistics footprint (Upstream and downstream) including business travel.

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Operational Key performance indicators/reporting.	Continuous improvement initiatives for Environment such as reduction in resource consumption and waste.	
2	Operational initiatives and best practice sharing (DO33)		
3	Global Leadership development programme projects.	Focus projects regarding improved environmental sustainability and economic circularity.	
4	Global Quality circles	Focus on problem solving and best practice improvement including within the scope the creation of positive environmental impacts.	

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

Every operating unit within the consolidated entity completes its own Business Continuity and disaster management plan based upon the perceived potential risks and impacts that could affect the facility, and how that facility working within its geography would be able to continue to meet its customer's requirements based upon the specific products and services provided.

Risk management within the Group is now being extended to include longer term potential environmental and social risks (ref TCFD framework).

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

As of now Motherson is not aware about any significant adverse impact on environment arising from value chain of the entity

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

Value chain partners are assessed on environment factors by sustainability questionnaire currently 3115 suppliers covering 48% of total spend of supply chain on direct material has responded to survey.. Motherson has also partnered with Eco Vadis (external agency) to assess suppliers on ESG parameters

**PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent**

#### ESSENTIAL INDICATORS

- a. Number of affiliations with trade and industry chambers/ associations.
- b. List the top 10 trade and industry chambers/ associations (determined 11 affiliations based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1	Automotive component manufacturers association of India	National
2	Federation Of Indian Export Organisation	National
3	Confederation of Indian Industries	National
4	The Associated Chambers of Commerce & Industry of India	National
5	Society of Indian Automobile Manufacturers	National
6	Motor & Equipment manufacturers association	National
7	Federation Of Indian Chamber of Commerce and Industry	National
8	HDMA (Heavy Duty Manufacturer Association)	National
9	Export promotion council for EOU and SEZ's	National
10	Noida Management Association	State

2. Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities.

Name of authority	Brief of the case	Corrective action taken
NA	NA	NA

Motherson has a guidance note for its associate for anti competition and anti trust practices. These are available at <https://www.motherson.com/storage/Group-Policies/Competition-and-Anti-trust-Guidance-Note.pdf>. There are no current adverse orders from regulatory authorities and therefore no corrective action is taken or underway at this time.

1. Details of public policy positions advocated by the entity:

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others - please specify)	Web Link, if available
NA	NA	NA	NA	NA	NA

Motherson does not conduct public policy advocacy. We do not support any specific political party of any jurisdiction and do not have any political affiliation. This is clearly stated in our Code of conduct. <https://www.motherson.com/storage/Group-Policies/Code-of-conduct-for-Employees.pdf>

**PRINCIPLE 8 Businesses should promote inclusive growth and equitable development**

#### ESSENTIAL INDICATORS

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of the project	SIA Notification NO.	Date of notification	Whether conducted by independent external agency(Yes/No)	Results communicated in public domain (Yes/ No)	Relevant Web Link
Nil	Nil	Nil	Nil	Nil	Nil

Note: As mentioned in Section A Query 13 w.r.t. 'Reporting Boundary', the information is for SAMIL India operations (i.e. including Indian Subsidiaries).

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

S. No.	Name of Project for which R&R is going	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
Nil	Nil	Nil	Nil	Nil	Nil	Nil

Note: As mentioned in Section A Query 13 w.r.t. 'Reporting Boundary', the information is for SAMIL India operations (i.e. including Indian Subsidiaries).

3. Describe the mechanisms to receive and redress grievances of the community

Mechanisms to receive grievances of the Community:

The Motherson Group has established mechanisms to receive community grievances. The Individuals outside the Motherson Group can contact the Regional Chairman's Offices to lodge complaints or grievances via the website i.e. [www.motherson.com](http://www.motherson.com). Further, the Company has appointed an Ombudsman to handle complaints related to unethical and improper practices. The Individuals can report such complaints to designated Ombudsman whose details are mentioned in the Whistle Blower Policy of the Company available on the website at <https://www.motherson.com/storage/Group-Policies/Whistle-blower-Policy.pdf>. The Motherson Group encourages regular interactions with the community, which are facilitated through physical visits, CSR events and engagement with local community representatives. These interactions serve to open communication lines and gather feedback.

Grievances Redressal Mechanisms:

To ensure that all grievances are suitably investigated and addressed in a timely manner, a grievance redressal process is in place, overseen by the respective Heads of Regional Chairman's Offices. The functions and employees appointed by respective Heads of Regional Chairman's Offices are authorized to conduct investigations necessary in case of grievances. Further, the grievance redressal mechanism ensures confidentiality, provides guidance for

conducting impartial investigations and taking appropriate remedial actions to address the concerns raised. Any community grievances will be promptly addressed through this process. The specific features and processes of a redressal mechanisms can vary depending on the context and the local organization implementing it. Other sectors, such as personal data protection or human rights may have their own specific redressal mechanisms tailored to their needs and regulations.

	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Directly sourced from MSMEs/ small producers	9.66%	-
Sourced directly from within the district and neighbouring districts	44.30%	-

Data is on SAMIL standalone. Data is not available on consolidated basis

#### LEADERSHIP INDICATORS

- Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
Sexual Harassment	NA
Discrimination at workplace	NA
Child Labour	NA

- Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

S. No.	State	Aspirational District	Amount Spent (in INR)
1	Uttarakhand	Haridwar	12,71,03,113

- Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No) No
  - From which marginalized /vulnerable groups do you procure? NA
  - What percentage of total procurement (by value) does it constitute? NA

We don't have any procurement preferential policy

- Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge: We do not have any income from Intellectual Property

We do not have any income from Intellectual Property

S. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
N/A	N/A	N/A	N/A	N/A

- Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective action taken
Nil	Nil	N/A

- Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Skill Development Centre	600+	47%
2	Lotus Petal Project	1500+ children	85%
3	WASHE Project NCR Phase II	3500+	100%
4	S.O.R.T - Mumbai (Phase 1)	13000 +	N/A
5	S.O.R.T - NCR (Phase IV)	323100 +	N/A
6	Truck Driver Training Project	N/A	N/A
7	Olympic Gold Quest (OGQ)	150+ athletes	20%
8	Education: Government School - Beerepalli	20+ children	100%
9	Sankalp Cancer Care Foundation	N/A	N/A
10	Support towards Pondur Village Panchayat	5000+	50%

#### PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner

##### ESSENTIAL INDICATORS

- Motherson is a largely a Business to business (B2B) enterprise and therefore we do not have a direct consumer complaint and feedback mechanism. We do have this for our interaction with customers.
- Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

	As a percentage to total turnover
Environmental and social parameters relevant to the product	N/A
Safe and responsible usage	N/A
Recycling and/or safe disposal	100%

Motherson's products conform to our customers specifications and regulatory requirements, including identification for end of life recycling and safe disposal on each part where possible. Additionally information is provided to the customer for all raw materials included in the products supplied.

3. Number of consumer complaints in respect of the following:

	FY 2022-23 Current Financial Year		Remarks	FY 2021-22 Previous Financial Year		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	N/A	N/A	N/A	N/A	N/A	N/A
Advertising	N/A	N/A	N/A	N/A	N/A	N/A
Cyber-security	N/A	N/A	N/A	N/A	N/A	N/A
Delivery of essential services	N/A	N/A	N/A	N/A	N/A	N/A
Restrictive Trade Practices	N/A	N/A	N/A	N/A	N/A	N/A
Unfair Trade Practices	N/A	N/A	N/A	N/A	N/A	N/A
Other	N/A	N/A	N/A	N/A	N/A	N/A

Motherson is a tier 1 supplier to OEM customers. As a B2B business we do not have any direct interaction with the end consumer and do not receive any such complaints

4. Details of instances of product recalls on account of safety issues:

Number	Reasons for recall	Corrective action taken
Voluntary recalls	0	-
Forced recalls	1	The recall was determined by the customer VW due to the risk of the mirror head falling off and consequently, flying parts. The issue was detected in the VW project VW216 (T-Cross) produced in Brazil.

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

The DATA PROTECTION POLICY is available at <https://www.motherson.com/storage/Group-Policies/Data-Protection-Policy.pdf>. Also, the link for RISK MANAGEMENT POLICY is [https://www.motherson.com/storage/list-directory-items/copy\\_risk\\_management\\_policy.pdf](https://www.motherson.com/storage/list-directory-items/copy_risk_management_policy.pdf). The Risk Management policy provides that "The Board of Directors of the Company has constituted a Risk Management Committee, to inter-alia, assist the Board with regard to the identification, evaluation and mitigation of strategic, operational, external environment and cyber security risks and in fulfilling its corporate governance oversight responsibilities.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

Motherson has a robust cyber security posture, and continues to improve based on well institutionalised information security management system. We have not faced any or data breach or security incident of substantial nature in last financial year till date.

#### LEADERSHIP INDICATORS

- Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).  
Motherson group website. <https://www.motherson.com/>
- Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.  
Motherson provides products and services to customers as a B2B tier 1 supplier in accordance with customer specifications and compliance to any relevant regulations.
- Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.  
Motherson provides products and services to customers as a B2B tier 1 supplier in accordance with customer specifications and compliance to any relevant regulations
- Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)  
Motherson supplies parts and services to customer requirements (B2B) and the packaging is in accordance to their requirements
  - Number of instances of data breaches along-with impact  
None
  - Percentage of data breaches involving personally identifiable information of customers  
Not applicable