

Business Responsibility & Sustainability Reporting.

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity: L35106MH1986PLC284510
2. Name of the Listed Entity: SAMVARDHANA MOTHERSON INTERNATIONAL 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 2261354800
8. Website: www.motherson.com
9. Financial year for which reporting is being done: 2023-24
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: ₹ 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 1206679500
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 strategies of the Motherson Group.

- 2) Mr. Pankaj Mital
Chief Operating Officer
+91 1206752100
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 (Refer details in section V para 23(a)). However, the acquisition achieved in 4th Quarter of Financial Year 2023-24 have not been consolidated due to different level of post closing integration process including, harmonisation of data collection measures. Further, other acquisition made during FY 2023-24 been considered thus may not be comparable to previous year FY 2022-23. Further, there are certain queries pertaining to Indian Regulations and/or having applicability on Standalone basis. Responses of such queries (KPIs) are accordingly stated.

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 subsidiaries 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, on account of changes in methodology /regulatory changes and having impact on achieving sustainability goals of the Company.

Reasonable assurance has been carried out by an external agency, M/s Thakur Vaidyanath Aiyar & Co., for questions under BRSR Core. Further, in respect to non-core reporting, the management has collated information from its subsidiary companies across 44 countries under different jurisdictions. The management has put its best efforts for reporting various parameters for Financial Year ended March 31, 2014 on consistence basis. The management is making continuous efforts to bring uniformity for data point definitions across all its subsidiary companies

14. Name of assurance provider - M/s Thakur Vaidyanath Aiyar & Co., Chartered Accountants
15. Type of assurance obtained - BRSR Core Indicators - Assurance

II. Products/services

16. 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	96.38%
2	Sale of trading product	Trading of goods	1.09%
3	Sale of services	Rendering of Services	1.61%
4	Other operating revenue	Other operating revenue	0.92%

17. 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	50%
2	Wiring Harness	29304	24%
3	Vision Systems	29302	16%
4	Integrated Assemblies	29302	7%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	79	12	91
International	205	28	233

19. Markets served by the entity:

a. Number of locations

Locations	Number
Domestic (No. of States)	28 States + 8 Union Territories
International (No. of Countries)	Over 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 1.1%, while revenue from external customer outside India is ₹ 883,585 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

20. 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)
EMPLOYEES						
1.	Permanent (D)	28,442	21,624	76%	6,818	24%
2.	Other than Permanent (E)	10,049	7,701	77%	2,348	23%
3.	Total employees (D + E)	38,491	29,325	76%	9,166	24%
WORKERS						
4.	Permanent (F)	65,529	32,059	49%	33,470	51%
5.	Other than Permanent (G)	32,193	20,141	63%	12,052	37%
6.	Total workers (F + G)	97,722	52,200	53%	45,522	47%

1,099 employees & 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)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	443	319	72%	124	28%
2.	Other than Permanent (E)	8	5	62%	3	37%
3.	Total differently abled employees (D + E)	451	324	72%	127	28%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	1,012	500	49%	512	51%
5.	Other than permanent (G)	33	23	70%	10	30%
6.	Total differently abled workers (F + G)	1,045	523	50%	522	50%

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8*	1	12.5
Key Management Personnel	3	0	0

* Includes one of the Independent Director ceased to be Independent Director w.e.f March 31, 2024

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	18%	25%	20%	17%	17%	17%	7%	11%	8%
Permanent Workers	29%	32%	31%	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)

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

As on March 31, 2024

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, participated in the Business Responsibility initiatives of the listed entity? (Yes/No)
	A	B	C	D
1	Motherson Innovations Tech Limited	Subsidiary	100%	Yes
2	SMR Automotive Systems India Limited (Jointly held by the Company and MSSL Mauritius Holdings Ltd.)	Subsidiary	100%	Yes
3	SMRC Automotive Products India Limited (held by MSSL Mauritius Holdings Ltd.)	Subsidiary	100%	Yes
4	Samvardhana Motherson Auto Component Private Limited	Subsidiary	100%	Yes
5	Samvardhana Motherson Maadhyam International Limited	Subsidiary	100%	Yes
6	Samvardhana Motherson Global Carriers Limited	Subsidiary	100%	Yes
7	Samvardhana Motherson Innovative Solutions Limited (SMISL)	Subsidiary	100%	Yes
8	Samvardhana Motherson Refrigeration Product Limited (held by SMISL)	Subsidiary	100%	Yes
9	Motherson Machinery and Automations Limited (held by SMISL)	Subsidiary	100%	Yes
10	Samvardhana Motherson Auto System Private Limited (held by SMISL)	Subsidiary	100%	Yes
11	Motherson Technology Services Limited (MTSL)	Subsidiary	92.96%	Yes
12	Samvardhana Motherson Health Solutions Limited (100% held by MTSL)	Subsidiary	92.96%	Yes
13	Samvardhana Motherson Virtual Analysis Limited (100% held by MTSL) (a)	Subsidiary	92.96%	Yes
14	SAKS Ancillaries Limited (Jointly held by the Company and SMISL)	Subsidiary	98.32%	Yes
15	Samvardhana Motherson Hamakyorex Engineered Logistics Limited (held by Samvardhana Motherson Global Carriers Ltd.)	Subsidiary	50%	Yes
16	Motherson Techno Tools Limited (held by SMISL)	Subsidiary	60.06%	Yes
17	Motherson Molds and Diecasting Limited (jointly held by the Company and CTM India Limited)	Subsidiary	100%	Yes
18	Motherson Air Travel Agencies Limited	Subsidiary	74%	Yes
19	CTM India Limited	Subsidiary	41%	Yes
20	Motherson Auto Solutions Limited (held by SMISL)	Joint Venture	66%	No
21	Fritzmeier Motherson Cabin Engineering Private Limited	Subsidiary	100%	Yes
22	Motherson Electronic Components Private Limited	Subsidiary	100%	Yes
23	CIM Tools Private Limited	Subsidiary	55%	Yes
24	Aero Treatments Private Limited (83% held by CIM Tools Private Ltd.)	Subsidiary	55%	Yes

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	A	B	C	D
25	Youngshin Motherson Auto Tech Limited (b)	Subsidiary	80%	Yes
26	Saddles International Automotive and Aviation Interiors Private Limited (c)	Subsidiary	50%	Yes
27	Rollon Hydraulics Private Limited (d)	Subsidiary	100%	Yes
28	Samvardhana Motherson Adsys Tech Limited	Subsidiary	100%	Yes
29	Samvardhana Motherson International Leasing IFSC Limited (e)	Subsidiary	100%	Yes
30	Yachiyo India Manufacturing Private Limited (held by MSSL Mideast (FZE) (o)	Subsidiary	100%	No
31	Prysm Displays (India) Private Limited (p)	Subsidiary	100%	No
32	MSSL Mauritius Holdings Ltd. (MMHL)	Subsidiary	100%	Yes
33	Samvardhana Motherson Holding (M) Private Limited	Subsidiary	100%	Yes
34	Motherson Electrical Wires Lanka Pvt. Ltd.	Subsidiary	100%	Yes
35	MSSL Mideast (FZE)	Subsidiary	100%	Yes
36	Motherson Wiring System (FZE) (held by MSSL Mideast (FZE))	Subsidiary	100%	Yes
37	MSSL Tooling (FZE) (held by MSSL Mideast (FZE))	Subsidiary	100%	Yes
38	Samvardhana Motherson Global (FZE) (held by SMR)	Subsidiary	100%	Yes
39	Motherson PKC Harness Systems FZ-LLC (held by PKC Eesti AS)	Subsidiary	100%	Yes
40	Global Environment Management (FZE) (held by MMHL)	Subsidiary	100%	Yes
41	Motherson Technology Service Mid East FZ-LLC (100% held by MTSL)	Subsidiary	92.96%	Yes
42	Motherson Techno Tools Mideast FZE (100% held by Motherson Techno Tools Limited)	Subsidiary	60.06%	Yes
43	Samvardhana Motherson Electric Vehicles L.L.C (held by MSSL Mideast) (f)	Subsidiary	100%	Yes
44	Samvardhana Motherson Finance Service Cyprus Limited	Subsidiary	100%	Yes
45	Samvardhana Motherson Global Holdings Ltd. (SMGHL) (jointly held by MSSL Mauritius Holdings Ltd. & Samvardhana Motherson Holding (M) Pvt. Ltd.)	Subsidiary	100%	Yes
46	SMR Automotive Technology Holding Cyprus Limited (held by SMR)	Subsidiary	100%	Yes
47	Kyungshin Industrial Motherson Private Limited	Joint Venture	50%	No
48	Calsonic Kansei Motherson Auto Products Private Limited	Joint Venture	49%	No
49	Motherson Sumi Wiring India Limited	Joint Venture	33%	No
50	Anest Iwata Motherson Private Limited (through SMISL)	Joint Venture	49%	No
51	Marelli Motherson Automotive Lighting India Private Limited	Joint Venture	50%	No
52	Marelli Motherson Auto Suspension Parts Private Limited	Joint Venture	50%	No

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	A	B	C	D
53	Valeo Motherson Thermal Commercial Vehicles India Limited	Joint Venture	49%	No
54	Matsui Technologies India Limited	Joint Venture	50% - 1 Share	No
55	Frigel Intelligent Cooling Systems India Private Limited (50% held by Matsui Technologies India Limited)	Joint Venture	25%	No
56	Nissin Advanced Coating Indo Co. Private Limited (through SMISL)	Joint Venture	49%	No
57	Motherson Bergstrom HVAC Solutions Private Limited	Joint Venture	50%	No
58	Lauak CIM Aerospace Private Limited (Through CIM Tools Private Limited)	Joint Venture	49.90%	No
59	AES (India) Engineering Limited (held by SMISL)	Associate	26%	No
60	MSSL (GB) Limited (Jointly held by the Company and MSSL Mideast (FZE))	Subsidiary	100%	Yes
61	MSSL GmbH	Subsidiary	100%	Yes
62	Motherson Air Travel Pvt. Ltd. (held by MSSL Mideast (FZE))	Subsidiary	100%	Yes
63	MSSL Advanced Polymers s.r.o. (held by MSSL GmbH)	Subsidiary	100%	Yes
64	Motherson Air Travel Agency GmbH (held by MSSL GmbH)	Subsidiary	100%	Yes
65	MSSL s.r.l. Unipersonale (held by MSSL (GB) Limited)	Subsidiary	100%	Yes
66	MSSL Ireland Private Limited (held by MSSL (GB) Limited)	Subsidiary	100%	Yes
67	Samvardhana Motherson Automotive Systems Group B.V. (SMRPBV) (held by the Company and SMGHL)	Subsidiary	100%	Yes
68	Samvardhana Motherson Reflectec Group Holdings Limited (SMR) (held by SMRPBV)	Subsidiary	100%	Yes
69	SMR Automotive Mirror Parts and Holdings UK Ltd (held by SMR)	Subsidiary	100%	Yes
70	SMR Automotive Systems France S.A. (held by SMRC Automotive Holdings Netherlands B.V.)	Subsidiary	100%	Yes
71	SMR Automotive Mirror Technology Holding Hungary KFT (held by SMR Automotive Technology Holding Cyprus Limited)	Subsidiary	100%	Yes
72	SMR Patents s.a.r.l. (held by SMR Automotive Mirror Parts and Holdings UK Ltd.)	Subsidiary	100%	Yes
73	SMR Automotive Technology Valencia S.A.U. (held by SMR Automotive Mirror Parts and Holdings UK Ltd.)	Subsidiary	100%	Yes
74	SMR Automotive Mirrors UK Limited (held by SMR Automotive Mirror Parts and Holdings UK Ltd.)	Subsidiary	100%	Yes
75	SMR Automotive Mirror Systems Holding Deutschland GmbH (held by SMR Automotive Mirror Parts and Holdings UK Ltd.)	Subsidiary	100%	Yes

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	A	B	C	D
76	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
77	Motherson Business Service Hungary Kft. (held by SMR Automotive Mirror Technology Hungary BT)	Subsidiary	100%	Yes
78	SMR Automotive Beteiligungen Deutschland GmbH (held by SMP)	Subsidiary	100%	Yes
79	SMR Automotive Mirrors Stuttgart GmbH (held by SMR Automotive Mirror Systems Holding Deutschland GmbH)	Subsidiary	100%	Yes
80	SMR Automotive Systems Spain S.A.U (held by SMR Automotive Mirrors Stuttgart GmbH)	Subsidiary	100%	Yes
81	SMR Grundbesitz GmbH & Co. KG (held by SMR Automotive Mirror Systems Holding Deutschland GmbH)	Subsidiary	93.07%	Yes
82	SMR Automotives Systems Macedonia Doel Skopje (held by SMR Automotive Mirror Technology Holding Hungary Kft)	Subsidiary	100%	Yes
83	SMR Mirror UK Limited (held by SMR Automotive Vision System Operations USA INC)	Subsidiary	100%	Yes
84	Motherson Innovations Company Limited (held by SMR)	Subsidiary	100%	Yes
85	Motherson Innovations Deutschland GmbH (held by Motherson Innovations Company Limited)	Subsidiary	100%	Yes
86	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
87	SMR Plast Met Molds and Tools Turkey Kalıp İmalat Anonim Şirketi (held by SMR Automotive Mirrors Stuttgart GmbH)	Subsidiary	75%	Yes
88	SMR Plast Met Automotive Tec Turkey Plastik İmalat Anonim Şirketi (held by SMR Automotive Mirrors Stuttgart GmbH)	Subsidiary	75%	Yes
89	Samvardhana Motherson Peguform GmbH (SMP) (held by SMRC Automotive Holdings Netherlands B.V.)	Subsidiary	100%	Yes
90	SMP Deutschland GmbH (held by SMP and SMGHL)	Subsidiary	100%	Yes
91	SMP Logistik Service GmbH (held by SMP Deutschland GmbH)	Subsidiary	100%	Yes
92	SMP Automotive Solutions Slovakia s.r.o. (held by SMP Deutschland GmbH)	Subsidiary	100%	Yes
93	SMP Automotive Technology Iberica S.L. (held by SMRC Automotive Holdings Netherlands B.V.)	Subsidiary	100%	Yes
94	Samvardhana Motherson Peguform Barcelona S.L.U (held by SMP Automotive Technology Iberica S.L.)	Subsidiary	100%	Yes
95	SMP Automotive Technologies Teruel Sociedad Limitada (held by SMP Automotive Technology Iberica S.L.)	Subsidiary	100%	Yes

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	A	B	C	D
96	Samvardhana Motherson Peguform Automotive Technology Portugal S.A. (held by SMP Automotive Technology Iberica S.L.)	Subsidiary	100%	Yes
97	SMP Automotive Exterior GmbH (held by SMP)	Subsidiary	100%	Yes
98	Samvardhana Motherson Innovative Autosystems B.V. & Co. KG (held by SMP)	Subsidiary	100%	Yes
99	Samvardhana Motherson Innovative Autosystems Holding Company BV (held by SMR)	Subsidiary	100%	Yes
100	SM Real Estate GmbH (held by SMGHL & SMP Automotive Exterior GmbH)	Subsidiary	100%	Yes
101	Celulosa Fabril (Cefa) S.A. (held by SMP Automotive Technology Iberica S.L.)	Subsidiary	50%	Yes
102	Modulos Ribera Alta S.L.Unipersonal (100% held by Celulosa Fabril (Cefa) S.A.)	Subsidiary	50%	Yes
103	Wisetime Oy (held by PKC Wiring Systems Oy)	Subsidiary	100%	Yes
104	Motherson Innovations Lights Verwaltungs GmbH (held by Samvardhana Motherson Innovative Autosystems B.V. & Co. KG)	Subsidiary	100%	Yes
105	SMP Automotive Interior Modules d.o.o. Čuprija (held by SMRC Automotive Modules France SAS)	Subsidiary	100%	Yes
106	MSSL Estonia WH OÜ (held by SMRC Automotive Holdings Netherlands B.V.)	Subsidiary	100%	Yes
107	PKC Group Oy (held by MSSL Estonia WH OÜ)	Subsidiary	100%	Yes
108	PKC Wiring Systems Oy (held by PKC Group Oy)	Subsidiary	100%	Yes
109	PKC Group Poland Sp. z o.o. (held by PKC Eesti AS)	Subsidiary	100%	Yes
110	PKC Wiring Systems Llc (held by PKC Wiring Systems Oy)	Subsidiary	100%	Yes
111	Project del Holding S.a.r.l. (held by PKC Wiring Systems Oy)	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	PKC SEGU Systemelektrik GmbH (held by PKC Wiring Systems Oy)	Subsidiary	100%	Yes
115	Groclin Luxembourg S.à r.l. (held by PKC Group Poland Holding Sp. z o.o.)	Subsidiary	100%	Yes
116	PKC Group Lithuania UAB (held by PKC Eesti AS)	Subsidiary	100%	Yes
117	PKC Group Poland Holding Sp. z o.o. (held by PKC Wiring Systems Oy)	Subsidiary	100%	Yes
118	OOO AEK (jointly held by PKC Eesti AS and TKV Sarjat Oy)	Subsidiary	100%	Yes
119	Kabel-Technik-Polska Sp. z o.o. (held by Groclin Luxembourg S.à r.l.)	Subsidiary	100%	Yes

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	A	B	C	D
120	SMRC Automotive Holdings Netherlands B.V. (held by SMRC Automotives Techno Minority Holdings B.V.)	Subsidiary	100%	Yes
121	SMRC Automotives Techno Minority Holdings B.V. (held by SMRP BV)	Subsidiary	100%	Yes
122	SMRC Automotive Modules France SAS (held by SMRC Automotive Holdings Netherlands B.V.)	Subsidiary	100%	Yes
123	Samvardhana Motherson Reydel Automotive Parts Holding Spain, S.L.U. (held by SMRC Automotive Holdings Netherlands B.V.)	Subsidiary	100%	Yes
124	SMRC Automotive Interiors Spain S.L.U. (held by Samvardhana Motherson Reydel Automotive Parts Holding Spain, S.L.U.)	Subsidiary	100%	Yes
125	SMRC Automotive Interior Modules Croatia d.o.o (held by SMRC Automotive Holdings Netherlands B.V.)	Subsidiary	100%	Yes
126	Samvardhana Motherson Reydel Autotecc Morocco SAS (held by SMRC Automotive Holdings Netherlands B.V.)	Subsidiary	100%	Yes
127	SMRC Automotive Technology RU LLC (held by SMRC Automotive Holdings Netherlands B.V.)	Subsidiary	100%	Yes
128	SMRC Smart Interior Systems Germany GmbH (held by SMRC Automotive Holdings Netherlands B.V.)	Subsidiary	100%	Yes
129	SMRC Automotive Solutions Slovakia s.r.o. (held by SMRC Automotive Holdings Netherlands B.V.)	Subsidiary	100%	Yes
130	SMRC Automotive Holding South America B.V. (held by SMRC Automotive Holdings Netherlands B.V.)	Subsidiary	100%	Yes
131	SMRC Automotive Modules South America Minority Holdings B.V. (held by SMRC Automotive Holdings Netherlands B.V.)	Subsidiary	100%	Yes
132	Motherson Sintermetal Technology B.V. (held by SMISL)	Subsidiary	100%	Yes
133	Motherson Technology Services GmbH (100% held by MTSL)	Subsidiary	92.96%	Yes
134	Motherson Technology Services United Kingdom Limited (100% held by MTSL)	Subsidiary	92.96%	Yes
135	Motherson Technology Services Spain S.L.U. (100% held by MTSL)	Subsidiary	92.96%	Yes
136	MSSL Germany Real Estate B.V. & Co. KG (jointly held by MSSL GmbH and SMRPBV)	Subsidiary	100%	Yes
137	SMP Automotive Ex Real Estate B.V. & Co. KG (jointly held by SM Real Estate GmbH and MSSL GmbH)	Subsidiary	100%	Yes
138	SMP D Real Estates B.V. & Co. KG (jointly held by SMP Deutschland GmbH and MSSL GmbH)	Subsidiary	100%	Yes
139	Motherson Sequencing and Assembly Services GmbH (held by SMP) (g)	Subsidiary	100%	Yes

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	A	B	C	D
140	Motherson Sequencing and Assembly Services Global Group GmbH (held by Motherson Sequencing and Assembly Services GmbH) (g)	Subsidiary	100%	Yes
141	Motherson SAS Automotive Service and Module Systems Rennes S.A.S.U (held by Motherson Sequencing and Assembly Services Global Group GmbH) (g)	Subsidiary	100%	Yes
142	Motherson SAS Automotive Service France S.A.S.U. (held by Motherson Sequencing and Assembly Services Global Group GmbH) (g)	Subsidiary	100%	Yes
143	Motherson SAS Automotive Service Czechia s.r.o. (held by Motherson Sequencing and Assembly Services Global Group GmbH) (g)	Subsidiary	100%	Yes
144	Motherson SAS Automotive Systems and Technologies Slovakia s.r.o. (held by Motherson Sequencing and Assembly Services Global Group GmbH) (g)	Subsidiary	100%	Yes
145	Motherson SAS Automotive Modules De Portugal Unipessoal, Lda (held by Motherson Sequencing and Assembly Services Global Group GmbH) (g)	Subsidiary	100%	Yes
146	Motherson SAS Automotive Services Spain, S.A (held by Motherson Sequencing and Assembly Services Global Group GmbH) (g)	Subsidiary	100%	Yes
147	SAS Otosistem Teknik Sanayi ve Ticaret Limited Şirketi (held by SMotherson Sequencing and Assembly Services Global Group GmbH) (g)	Subsidiary	100%	Yes
148	Motherson DRSC Modules Spain, S.A.U. (held by SMP Automotive Technology Iberica S.L) (h)	Subsidiary	100%	Yes
149	Centro especial de empleo de Motherson DRSC Picassent, S.L.U. (held by Motherson DRSC Modules Spain, S.A.U.) (h)	Subsidiary	100%	Yes
150	Dr. Schneider Automotive Polska Sp. zo.o. (held by SMRPBV) (h)	Subsidiary	100%	Yes
151	"PKC Real Estate Germany B.V. & Co. KG (held by PKC SEGU Systemelektrik GmbH and MSSL GmbH) (i)"	Subsidiary	100%	Yes
152	SM Real Estates Germany B.V. & Co. KG (held by SM REAL Estate GmbH and MSSL GmbH) (i)	Subsidiary	100%	Yes
153	SMR Real Estate Deutschland B.V. & Co. KG (held by SMR Automotive Mirror Systems Holding Deutschland GmbH and MSSL GmbH) (i)	Subsidiary	100%	Yes
154	Motherson Deltacarb Advanced Metal Solutions SA (held by SMRC Automotive Holdings Netherlands B.V.) (j)	Subsidiary	100%	Yes
155	CEFA Poland s.p.Z.o.o. (100% held by Celulosa Fabril (Cefa) S.A.) (k)	Subsidiary	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, participated in the Business Responsibility initiatives of the listed entity? (Yes/No)
	A	B	C	D
156	Yachiyo Germany GmbH (held by Yachiyo Industry Co., Ltd.) (o)	Subsidiary	81%	No
157	Eissmann SMP Automotive Interieur Slovensko s.r.o (through SMP Deutschland GmbH)	Joint Venture	49%	No
158	MSSL México, S.A. De C.V. (held by MSSL (S) Pte Ltd.)	Subsidiary	100%	Yes
159	MSSL Consolidated Inc. (held by SMRC Automotive Holdings Netherlands B.V.)	Subsidiary	100%	Yes
160	MSSL Wiring System Inc. (held by MSSL Consolidated Inc.)	Subsidiary	100%	Yes
161	Alphabet de Mexico, S.A. de C.V. (held by MSSL (GB) Limited)	Subsidiary	100%	Yes
162	Alphabet de Mexico de Monclova, S.A. de C.V. (held by MSSL (GB) Limited)	Subsidiary	100%	Yes
163	Alphabet de Saltillo, S.A. de C.V. (held by MSSL (GB) Limited)	Subsidiary	100%	Yes
164	MSSL Wirings Juarez, S.A. de C.V. (held by MSSL (GB) Limited)	Subsidiary	100%	Yes
165	Motherson Techno Precision México, S.A. de C.V (held by Motherson Air Travel Agency GmbH)	Subsidiary	100%	Yes
166	SMR Automotive Mirror International USA Inc. (held by SMR Mirrors UK Limited)	Subsidiary	100%	Yes
167	SMR Automotive Systems USA Inc. (held by SMR Automotive Mirror International USA Inc.)	Subsidiary	100%	Yes
168	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
169	SMR Automotive Brasil Ltda. (held by SMR Automotive Mirror Technology Holding Hungary Kft)	Subsidiary	100%	Yes
170	SMR Automotive Vision System Operations USA INC (held by SMR Automotive Mirror Parts and Holdings UK Ltd)	Subsidiary	100%	Yes
171	SMP Automotive Systems Mexico S.A. de C.V. (held by SMP Automotive Technology Iberica S.L.)	Subsidiary	100%	Yes
172	SMP Automotive Produtos Automotivos do Brasil Ltda. (held by SMP Automotive Technology Iberica S.L.)	Subsidiary	100%	Yes
173	Samvardhana Motherson Innovative Autosystems de Mexico, S.A. de C.V. (held jointly by SMR & SMP)	Subsidiary	100%	Yes
174	SMP Automotive Systems Alabama Inc. (held by SMR Automotive Mirror International USA Inc.)	Subsidiary	100%	Yes
175	PKC Group Canada Inc. (held by PKC Wiring Systems Oy)	Subsidiary	100%	Yes
176	PKC Group USA Inc. (held by PKC Wiring Systems Oy)	Subsidiary	100%	Yes
177	PKC Group Mexico S.A. de C.V. (held by PKC Wiring Systems Oy)	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, participated in the Business Responsibility initiatives of the listed entity? (Yes/No)
	A	B	C	D
178	PK Cables do Brasil Ltda (jointly held by PKC Wiring Systems Oy and Project Del Holding S.à.r.l.)	Subsidiary	100%	Yes
179	Motheron Rolling Stocks S. de R.L. de C.V. (Jointly held by TKV-sarjat Oy and MSSSL (GB) Limited)	Subsidiary	100%	Yes
180	AEES Inc. (held by PKC Group USA Inc.)	Subsidiary	100%	Yes
181	T.I.C.S. Corporation (held by AEES Inc.)	Subsidiary	100%	Yes
182	AEES Power Systems Limited Partnership (jointly held by T.I.C.S. Corporation and AEES Inc.)	Subsidiary	100%	Yes
183	Fortitude Industries Inc. (held by AEES Inc.)	Subsidiary	100%	Yes
184	AEES Manufactuera, S. De R.L de C.V. (held by Project del Holding S.a.r.l.)	Subsidiary	100%	Yes
185	Cableodos del Norte II, S. de R.L de C.V. (held by Project del Holding S.a.r.l.)	Subsidiary	100%	Yes
186	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
187	Arneses y Accesorios de México, S. de R.L de C.V. (held by Project del Holding S.a.r.l.)	Subsidiary	100%	Yes
188	Asesoría Mexicana Empresarial, S. de R.L de C.V. (held by Project del Holding S.a.r.l.)	Subsidiary	100%	Yes
189	Arneses de Ciudad Juarez, S. de R.L de C.V. (held by Project del Holding S.a.r.l.)	Subsidiary	100%	Yes
190	PKC Group de Piedras Negras, S. de R.L. de C.V. (held by Project del Holding S.a.r.l.)	Subsidiary	100%	Yes
191	PKC Group AEES Commercial S. de R.L de C.V (held by Project del Holding S.a.r.l.)	Subsidiary	100%	Yes
192	SMRC Fabricacao e Comercio de Produtos Automotivos do Brasil Ltda (held by SMRC Automotive Holding South America B.V.)	Subsidiary	100%	Yes
193	Motheron Technology Services USA Limited (100% held by MTSL)	Subsidiary	92.96%	Yes
194	SMI Technologies Inc. (100% held by MTSL)	Subsidiary	92.96%	Yes
195	Motheron Electroplating US LLC. (held by SMP Automotive Systems Alabama Inc.) (I)	Subsidiary	100%	Yes
196	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
197	SAS Automotive USA, Inc. (held by Motheron Sequencing and Assembly Services Global Group GmbH) (g)	Subsidiary	100%	Yes
198	SAS Automotriz Argentina S.A. (held by Motheron Sequencing and Assembly Services Global Group GmbH) (g)	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, participated in the Business Responsibility initiatives of the listed entity? (Yes/No)
	A	B	C	D
199	SAS Automotive do Brazil Ltda. (held by Motheron Sequencing and Assembly Services Global Group GmbH) (g)	Subsidiary	100%	Yes
200	SAS Automotive Systems S.A. de C.V. (held by Motheron Sequencing and Assembly Services Global Group GmbH) (g)	Subsidiary	100%	Yes
201	Motheron Group Investments USA Inc. (held by MSSSL GB) (m)	Subsidiary	100%	Yes
202	Dr. Schneider Automotive Systems Inc. (held by SMRPBV) (h)	Subsidiary	100%	Yes
203	Yachiyo of America Inc. (held by Yachiyo Industry Co., Ltd.) (o)	Subsidiary	81%	No
204	Yachiyo of Ontario Manufacturing, Inc. (held by Yachiyo Industry Co., Ltd.) (o)	Subsidiary	81%	No
205	Yachiyo Mexico Manufacturing S.A. de C.V. (held by Yachiyo Industry Co., Ltd.) (o)	Subsidiary	81%	No
206	Yachiyo Do Brasil Industria E Comercio De Pecas Ltda (held by Yachiyo Industry Co., Ltd.) (o)	Subsidiary	81%	No
207	US Yachiyo, Inc. (held by Yachiyo of America Inc.) (o)	Subsidiary	81%	No
208	Yachiyo Manufacturing of America, LLC (held by Yachiyo of America Inc.) (o)	Subsidiary	81%	No
209	AY Manufacturing Ltd. (held by Yachiyo of America Inc.) (o)	Subsidiary	81%	No
210	SMR Automotive Beijing Company Limited (held by SMR Automotive Holding Hong Kong Limited)	Subsidiary	100%	Yes
211	SMR Automotive Yancheng Co. Limited (held by SMR Automotive Holding Hong Kong Limited)	Subsidiary	100%	Yes
212	SMR Automotive Modules Korea Ltd. (held by SMR Automotive Mirror Systems Holding Deutschland GmbH)	Subsidiary	100%	Yes
213	SMR Hyosang Automotive Ltd. (held by SMR Automotive Modules Korea Ltd.)	Subsidiary	100%	Yes
214	Samvardhana Motheron Corp Management Shanghai Co Ltd. (held by SMR Automotive Mirrors Stuttgart GmbH)	Subsidiary	100%	Yes
215	SMR Automotive (Langfang) Co. Ltd (held by SMR Automotive Mirror Systems Holding Deutschland GmbH)	Subsidiary	100%	Yes
216	SMP Automotive Interiors (Beijing) Co. Ltd. (held by SMRPBV)	Subsidiary	100%	Yes
217	Changchun Peguform Automotive Plastics Technology Co., Ltd. (held by SMP Deutschland GmbH)	Subsidiary	50% + 1 Share	Yes
218	Foshan Peguform Automotive Plastics Technology Co. Ltd. (100% held by Changchun Peguform Automotive Plastics Technology Co., Ltd.)	Subsidiary	50% + 1 Share	Yes
219	Tianjin SMP Automotive Component Company Limited (100% held by Changchun Peguform Automotive Plastics Technology Co., Ltd.)	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, participated in the Business Responsibility initiatives of the listed entity? (Yes/No)
	A	B	C	D
220	Shenyang SMP Automotive Trim Co., Ltd (100% held by Changchun Peguform Automotive Plastics Technology Co., Ltd.)	Subsidiary	50% + 1 Share	Yes
221	Zhaoqing SMP Automotive Components Co., Ltd (100% held by Changchun Peguform Automotive Plastics Technology Co., Ltd.)	Subsidiary	50% + 1 Share	Yes
222	PKC Vehicle Technology (Suzhou) Co., Ltd. (held by PKC Group APAC Limited)	Subsidiary	100%	Yes
223	Jiangsu Huakai-PKC Wire Harness Co., Ltd. (held by PKC Group APAC Limited)	Subsidiary	50%	Yes
224	PKC Vehicle Technology (Hefei) Co, Ltd. (held by PKC Group APAC Limited)	Subsidiary	50%	Yes
225	Fuyang PKC Vehicle Technology Co., Ltd. (100% held by PKC Vehicle Technology (Hefei) Co, Ltd.)	Subsidiary	50%	Yes
226	Shangdong Huakai-PKC Wire Harness Co., Ltd. (100% held by Jiangsu Huakai-PKC Wire Harness Co., Ltd.)	Subsidiary	50%	Yes
227	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
228	Shanghai SMRC Automotive Interiors Tech Consulting Co. Ltd. (held by SMRC Automotive Holdings Netherlands B.V.)	Subsidiary	100%	Yes
229	SAS Automotive Systems (Shanghai) Co., Ltd (held by Motherson Sequencing and Assembly Services Global Group GmbH) (g)	Subsidiary	100%	Yes
230	Motherson SAS Automotive Parts and Modules Foshan Co., Ltd. (held by SAS Automotive Systems (Shanghai) Co., Ltd.	Subsidiary	100%	No
231	Dr. Schneider Automotive Trading (Shanghai) Co. Ltd (held by SMRPBV) (h)	Subsidiary	100%	Yes
232	Dr. Schneider Automotive Parts Liaoyang Co. Ltd (held by SMRPBV) (h)	Subsidiary	100%	Yes
233	SMR Automotive Holding Hong Kong Limited (held by SMR)	Subsidiary	100%	Yes
234	PKC Group APAC Limited (held by PKC Wiring Systems Oy)	Subsidiary	100%	Yes
235	Yachiyo Zhongshan Manufacturing Co., Ltd. (held by Yachiyo Industry Co., Ltd.) (o)	Subsidiary	81%	No
236	Yachiyo Wuhan Manufacturing Co., Ltd. (held by Yachiyo Industry Co., Ltd.) (o)	Subsidiary	81%	No
237	Ningbo SMR Huaxiang Automotive Mirrors Co. Ltd. (through SMR Automotive Mirror Systems Holding Deutschland GmbH)	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, participated in the Business Responsibility initiatives of the listed entity? (Yes/No)
	A	B	C	D
238	Chongqing SMR Huaxiang Automotive Products Limited (100% held by Ningbo SMR Huaxiang Automotive Mirrors Co. Ltd.)	Joint Venture	50%	No
239	Tianjin SMR Huaxiang Automotive Part Co. Limited (100% held by Ningbo SMR Huaxiang Automotive Mirrors Co. Ltd.)	Joint Venture	50%	No
240	Nanchang JMCG SMR Huaxiang Mirror Co. Ltd. (100% held by Ningbo SMR Huaxiang Automotive Mirrors Co. Ltd.)	Joint Venture	50%	No
241	Hubei Zhengao PKC Automotive Wiring Company Ltd. (held by PKC Group APAC Limited)	Associate	40%	No
242	Ichikoh (Wuxi) Automotive Parts Co., Ltd. (100% held by Ningbo SMR Huaxiang Automotive Mirrors Co. Ltd.) (n)	Joint Venture	50.00%	No
243	MSSL (S) Pte Ltd.	Subsidiary	100%	Yes
244	MSSL Australia Pty Ltd. (held by SMRC Automotive Holdings Netherlands B.V.)	Subsidiary	80%	Yes
245	Motherson Elastomers Pty Ltd. (100% held by MSSL Australia Pty Ltd.)	Subsidiary	80%	Yes
246	Motherson Investments Pty Ltd. (100% held by MSSL Australia Pty Ltd.)	Subsidiary	80%	Yes
247	SMR Holding Australia Pty Ltd. (held by SMR Automotive Mirror Technology Holding Hungary Kft)	Subsidiary	100%	Yes
248	SMR Automotive Australia Pty Ltd. (held by SMR Holding Australia Pty Ltd.)	Subsidiary	100%	Yes
249	MSSL Global RSA Module Engineering Limited (held by SMRC Automotive Holdings Netherlands B.V.)	Subsidiary	100%	Yes
250	Vacuform 2000 (Proprietary) Limited (held by MMHL)	Subsidiary	51%	Yes
251	MSSL WH System (Thailand) Co., Ltd (held by SMRC Automotive Holdings Netherlands B.V.)	Subsidiary	100%	Yes
252	MSSL Korea WH Limited (held by MSSL (S) Pte. Ltd.)	Subsidiary	100%	Yes
253	SMR Automotive System (Thailand) Limited (held by SMR Automotive Technology Holding Cyprus Limited)	Subsidiary	100%	Yes
254	SMRC Automotive Smart Interior Tech (Thailand) Ltd. (held by SMRC Automotive Holdings Netherlands B.V.)	Subsidiary	100%	Yes
255	PT SMRC Automotive Technology Indonesia (jointly held by SMRC Automotive Holdings Netherlands B.V. & SMRC Automotives Techno Minority Holdings B.V.)	Subsidiary	100%	Yes
256	Yujin SMRC Automotive Techno Corp. (held by SMRC Automotive Holdings Netherlands B.V.)	Subsidiary	50.90%	Yes
257	SMRC Automotives Technology Phil Inc. (held by SMRC Automotive Holdings Netherlands B.V.)	Subsidiary	100%	Yes
258	Re-Time Pty Ltd (held by SMR Automotive Australia Pty Ltd.)	Subsidiary	96.58%	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, participated in the Business Responsibility initiatives of the listed entity? (Yes/No)
	A	B	C	D
259	Motherhood Technology Service SG Pte. Ltd. (100% held by MTSL)	Subsidiary	92.96%	Yes
260	MSSL Japan Limited (held by MSSL (S) Pte Ltd.)	Subsidiary	100%	Yes
261	Siam Yachiyo Co., Ltd. (held by Yachiyo Industry Co., Ltd.(o))	Subsidiary	81%	No
262	PT. Yachiyo Trimitra Indonesia (held by Yachiyo Industry Co., Ltd.(o))	Subsidiary	81%	No
263	SMR Automotive Operations Japan K.K. (held by SMR Automotive Mirror Technology Holding Hungary Kft)	Subsidiary	100%	Yes
264	SMRC Automotive Interiors Japan Ltd. (held by SMRC Automotive Holdings Netherlands B.V.)	Subsidiary	100%	Yes
265	Motherhood Technology Services Kabushiki Gaisha (85.71% held on Motherhood Technology Service SG Pte. Ltd.)	Subsidiary	92.96%	Yes
266	Motherhood Automotive Giken Industries Corp Ltd. (held by MSSL Japan Ltd.)	Subsidiary	50%	Yes
267	Misato Industries Co., Ltd. (held by SMR Automotive Mirrors UK Ltd.) (n)	Subsidiary	100%	Yes
268	Yachiyo Industry Co., Ltd. (held by SMRC Automotive Holdings Netherlands B.V.) (o)	Subsidiary	81%	No

*Including step down subsidiaries

- (a) Application to strike off submitted with the Ministry of Corporate Affairs on March 29, 2024.
- (b) Become the Subsidiary on June 2, 2023. Earlier joint venture company
- (c) Acquired on July 13, 2023
- (d) Acquired on July 31, 2023
- (e) Incorporated on March 29, 2024
- (f) Incorporated on October 12, 2023
- (g) Acquired on July 31, 2023
- (h) Acquired on October 2, 2023
- (i) Incorporated on November 23, 2023
- (j) Acquired on December 15, 2023
- (k) Incorporated on March 22, 2024
- (l) Incorporated on September 11, 2023
- (m) Incorporated on October 5, 2023
- (n) Acquired on August 1, 2023
- (o) Acquired on March 26, 2024
- (p) Acquired on March 28, 2024

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) Yes

(ii) Turnover (in ₹) - 90,460 million

(iii) Net worth (in ₹) - 313,501 million

The above numbers are representing only for the holding Company Samvardhana Motherhood International Limited

VII. Transparency and Disclosures Compliances

25. 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 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	4	18	NA	0	0	NA
Investors (other than shareholders)	Yes	0	0	NA	0	0	NA
Shareholders	Yes	0	0	NA	2	4	Refer note 1 below
Employees and workers	Yes	211	614	Certain claims were reclassified and integrated	217	720	The reported cases mainly relate to ongoing labour matters where the outcome depends upon external factors.
Customers	Yes	3	0	NA	4	18	NA
Value Chain Partners	Yes	1	22	NA	0	2	NA
Other	Yes	2	10	NA	0	0	NA

Note 1: SAMIL is a listed company with BSE Ltd. and National Stock Exchange of India Limited. As on March 31, 2023, SAMIL had more than 1,027,023 shareholders. The reported complaints mainly related to transmission of shares, change of name of shareholder etc. and the outcome is on external factors.

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

Acquisitions made during FY 2023-24 have been considered therefore the data may not be comparable to previous year FY 2022-23

26. 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	Emissions & Climate and environmental action	Opportunity & Risk	Opp: Pro-activity as a sustainable solution provider enabling growth, potential competitive advantage. Risk: Increased severity of extreme weather events (floods / wild fires etc) > asset risk, increased insurance premiums; negative impacts on workforce (health, safety, absenteeism) Water – operating in UN identified high impact areas, Availability of insufficient renewable electricity. Failure to meet stakeholder expectation with respect to industry transition	Partnering through the value chain driving environmental action including renewable energy, resource use, waste management and water use.	Negative through Risk of higher operational costs and potential loss of business.
2	Environmental Innovation and Technology	Opportunity & Risk	Opp: Resource efficiency driving cost reductions and potential competitive advantage Risk: Expediting operational transition and potential failure to meet stakeholder expectations	Implementing long term climate transition plans	Negative short term, positive long term
3	Product Sustainability and stewardship	Opportunity & Risk	Opp: Product enhancement diversification and value addition aligned to industry trends and reducing product carbon footprint. Solution provider for reverse supply chain circularity Risk: Failure to meet customer expectations in terms of product sustainability. Recycled materials feedstock availability	Product road mapping process utilising innovation and technology to exceed customer requirements.	Positive
4	Diversity, Equity and Inclusion	Opportunity & Risk	Opp: Capitalizing on and leveraging existing global talent pool R: Inability to attract and retain talent	Improved employer branding, communication and development actions to attract diverse talent, retain and empower existing employees and associates.	Positive

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)
5	Employee Engagement	Opportunity	Opp: The dependence on people to the business enterprise. Increased employee loyalty, productivity, empowerment and motivation	Actions to develop capabilities, empowerment and motivation resulting in increased productivity and loyalty.	Positive
6	Employee Well-being	Opportunity	Opp: The dependence on people to the business enterprise. Reduce absenteeism and boost productivity.	Actions to reduce employee absenteeism and attrition enhance brand reputation, attract talent and drive long-term organizational growth.	Positive
7	Human rights throughout our operations and value chain	Risk	Risk: Potential business interruption, impact on employees and communities, Potential for accusations related to Human Rights through the value chain and risk of damage to reputation and loss of business.	Committed to UNGC principles and global deployment on the Human Rights policy. Use third-party tool to assess industry and geography specific human rights risks. Assess the value chain for upholding Human Rights	Negative
8	Corporate Governance & Strategy	Opportunity & Risk	Opp: Adoption of transformational governance practices to maximise growth opportunities and realization of sustainability ambitions. Risk: Risk of failing to meet changing stakeholder expectations and broader societal needs.	Continuous stakeholder engagement, materiality assessments and governance of the board including sustainability subcommittee	Negative
9	Data Privacy and Information Security	Risk	Risk :Breaches can lead to loss of customer trust, business disruption, and reputational damage in an increasingly digital and globally connected landscape	Cybersecurity strategy, robust information security management system, multi-layered security technologies, and user awareness.	Negative
10	Management Systems	Opportunity	Opp: Potential for continuous increases in efficiency, agility, reliability and productivity across the entire enterprise.	Continuous improvement actions and deployment of digitalisation, standardisation with industry leading solutions	Positive

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)
11	Risk Management and Compliance	Opportunity & Risk	Opp: Implementation of de-risking strategy to reduce exposure to any one customer, country and product line Risk: Growth and diversification potential for increased complexity and exposure to risks. Regulatory risk with respect to operating in multiple jurisdictions, industries and potential for reputational damage	Ensure systematic re-evaluation of risk management throughout the value chain including inorganic growth due diligence. Maintain strong governance practices ensuring compliance to changing regulatory landscape.	Positive financial impact from de-risking strategy
12	Health & safety	Risk	Risk: Health and safety of employees is of paramount importance. Failure to protect health and safety and adhere to evolving and varied regulations could create significant disruption, commercial and reputational damage.	Global OHS principles statement, deployment and training to all employees. Regular reporting on safety metrics and sharing of best practices	Negative
13	Supply chain sustainability and responsibility	Opportunity & Risk	Opp: New sustainable solutions to support reduction in product carbon footprint and forge more sustainable partnerships Risk: Challenge to address scope 3 and introduce sustainable materials solutions. Transparency and traceability of the value chain and actions required to ensure sustainability throughout the supply chain.	Engaging and collaborating with supplier/partners; Integration of principles and policies to the supply chain.	Potential negative financial impact

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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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
c. Web Link of the Policies, if available	https://www.motherson.com/company/group-policies								
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*, 50001**			
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				(1) Carbon Net Zero across our current global operations by 2040; (2) 50% reduction towards our net zero ambition by 2030 *. Implementation of water preservation initiatives at all owned facilities by 2030*			
** We are in the process of ensuring that all the new sites that joined the group in the FY24 are getting the relevant accreditations **20% of our 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'									
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 ,which is dependent on being able to realize access to economically viable solutions for clean and renewable energy in the countries in which we operate'									

Governance, leadership and oversight

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 19
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								
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								
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:

Not applicable

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 programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	4	BRSR principles, Human rights, climate transition, biodiversity, water preservation	100%
Key Managerial Personnel	4	BRSR principles, Human rights, climate transition, biodiversity, water preservation	100%
Employees other than BoD and KMPs	7,499	Motherson code of conduct, whistleblower policy, Human rights, Anti-bribery, Anti-trust, Health & safety	81%
Workers	16,291	Motherson code of conduct, Human rights, Anti-bribery, Health & safety	81%

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 agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
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 agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Nil	Nil	Nil
Punishment	Nil	Nil	Nil	Nil

Response to Principle 1 Essential Indicator 2 pertains to the Company on Standalone basis.

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

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

Response to Principle 1 Essential Indicator 3 pertains to the Company on Standalone basis.

4. Does the entity have an anti-corruption or anti-bribery 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 2023-24	FY 2022-23
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

Response to Principle 1 Essential Indicator 5 pertains to the Company on Standalone basis.

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

Number of complaints received in relation to issues of Conflict of Interest of the:	FY 2023-24		2022-23	
	Number	Remarks	Number	Remarks
Directors	0	NA	0	NA
KMPs	0	NA	0	NA

Response to Principle 1 Essential Indicator 6 pertains to the Company on Standalone basis.

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.

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY 2023-24	FY 2022-23
Number of days of accounts payables	96	104

Reasonable assurance has been carried out by Thakur, Vaidyanath Aiyar & Co. on above indicator

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties:

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases [†]	a. Purchases from trading houses as % of total purchases	5%	3%
	b. Number of trading houses where purchases are made from	10	10
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Refer note below	
Concentration of Sales [†]	a. Sales to dealers / distributors as % of total sales	0.3%	0.4%
	b. Number of dealers / distributors to whom sales are made	326	286
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	28%	27%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	4%	4%
	b. Sales (Sales related parties / Total Sales)	4%	5%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	13%	11%
	d. Investments (Investments in related parties / Total Investments made)*	NIL	NIL

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

Note: -

SAMIL and its Indian subsidiaries have identified certain suppliers as Trading House i.e. "an entity that specializes in facilitating international trade and it acts as an intermediary between buyers and sellers across different countries, connecting them and facilitating the exchange of goods and services". As there was no formal definition available, suppliers' classification was not maintained in the database as required for above reporting to ensure the completeness.

Due to above and paucity of information, data required to be provided in the above table might have been impacted.

Yes. Reasonable assurance has been carried out by Thakur, Vaidyanath Aiyar & Co. on above indicator

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
16	Social, Governance, Environment principles	70%

The company conducted supplier webinars to raise awareness about sustainability, covering governance, social, and environmental principles. Additionally, we partnered with EcoVadis, a third-party assessor, to evaluate suppliers' sustainability status. We also drafted a code of conduct incorporating the latest compliances, such as the German Supply Chain Act. Suppliers representing 70% of direct material spend were engaged.

- Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? 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

- Percentage of Research & Development (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.

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	21%	18%	Pre-production R&D expenses for 100% electric vehicles and other divisional specific programs
Capex	4%	7% *	Capex for energy generation, energy reduction, electric vehicles and other divisional specific programs

* Restated Prior year to as an update to reporting taxonomy

- Does the entity have procedures in place for sustainable sourcing?

Yes. Every supplier is required to sign a code of conduct which includes a range of Sustainability focussed commitments. In addition our supplier sustainability performance is assessed by 3rd party assessor EcoVadis.
 - If yes, what percentage of inputs were sourced sustainably?

40%

Represents business awarded since the introduction of the updated supplier code of conduct as a proportion of total supply
- 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.
- Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities.

SAMIL has registered with the CPCB in the latter stages of FY24 and submission, approval and implementation of waste collection plans is expected to happen during FY25

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:

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	50%	Cradle to gate	Yes	No
29304	Wiring Harness	24%	Cradle to gate	Yes	No
29302	Vision Systems	16%	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.

Not applicable

- Percentage of recycled or reused input material to total material (by value) used in production:

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24	FY 2022-23
Polymer resin	1.43%	This data was not reportable for FY 2022-23

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.

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.

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

1. 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 Facilities	
		Number (B)"	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	10,298	10,298	100%	10,298	100%	0	0%	2,114	21%	0	0%
Female	1,012	1,012	100%	1,012	100%	1,012	100%	0	0%	739	97%
Total	11,310	11,310	100%	11,310	100%	1,012	100%	2,114	21%	739	97%
Other than Permanent Employees											
Male	5,076	5,076	100%	5,076	100%	0	0%	0	0%	0	0%
Female	783	783	100%	783	100%	783	100%	0	0%	700	97%
Total	5,859	5,859	100%	5,859	100%	783	100%	0	0%	700	97%

Note: The information is for SAMIL and its Indian Subsidiaries

* Maternity and Paternity benefits have been calculated considering the number of male or female as applicable

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

Category	% of Workers 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)
Permanent Workers											
Male	2,754	2,662	97%	2,754	100%	0	0%	24	1%	0	0%
Female	465	400	86%	389	84%	235	51%	0	0%	424	98%
Total	3,219	3,062	95%	3,143	98%	235	51%	24	1%	424	98%
Other than Permanent Workers											
Male	12,220	549	4%	5,021	41%	0	0%	2	0%	0	0%
Female	3,731	59	2%	2,025	54%	2,526	68%	0	0%	3,510	99%
Total	15,951	608	4%	7,046	44%	2,526	68%	2	0%	3,510	99%

Note: The information is for SAMIL and its Indian Subsidiaries

* Maternity and Paternity benefits have been calculated considering the number of male or female as applicable

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format –

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the company*	0.08%	New question added in FY 2023-24 not reportable for FY 2022-23

*Note: The information is for SAMIL and its Indian Subsidiaries

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

Yes. Reasonable assurance has been carried out by Thakur, Vaidyanath Aiyar & Co. on above indicator

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

Benefits	FY 2023-24			FY 2022-23		
	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
ESI	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.

Response to Principle 3 Essential Indicator 3 pertains to the Company on Standalone basis.

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/Code-of-conduct-for-Employees.pdf>. Clause 3.7 of Code of Conduct Provides that "Equal Employment Opportunity: The Motherson Group provides equal opportunity and inclusion for all those associated with it, through its policies and practices.

Response to Principle 3 Essential Indicator 4 pertains to the Company on Standalone basis.

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	68%	95%	50%	95%
Female	44%	95%	48%	90%
Total	52%	93%	49%	95%

Note: This year the return to work is calculated on a rolling basis, thus may not be comparable to previous year. Employees who are still on parental leave, are not included in this financial year reporting

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker?

	Details
Permanent Workers	Yes, follows global policy. Committee in place to receive and redress grievances
Other than Permanent Workers	Yes, follows global policy. Committee in place to receive and redress grievances
Permanent Employees	Yes, follows global policy. Committee in place to receive and redress grievances
Other than Permanent Employees	Yes, follows global policy. 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, unionmanagement 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 2023-24			FY 2022-23		
	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	3,638	2,009	55%	9,251	2,876	31%
- Male	2,232	1,278	57%	6,286	1,960	31%
- Female	1,406	731	52%	2,965	916	31%
Total Permanent Workers	27,003	20,199	75%	27,724	18,662	67%
- Male	11,583	8,095	70%	11,307	7,803	69%
- Female	15,420	12,104	78%	16,417	10,859	66%

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 2023-24					FY 2022-23				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	29,325	66,407	100%	31,149	100%	20,914	18,345	88%	10,378	50%
Female	9,166	17,020	100%	11,989	100%	7,649	6,070	79%	4,750	62%
Total	38,491	83,427	100%	43,138	100%	28,563	24,415	85%	15,128	53%
Workers										
Male	52,200	75,074	100%	35,998	69%	32,100	22,028	69%	20,561	64%
Female	45,522	39,350	86%	33,010	73%	31,780	21,621	68%	15,758	50%
Total	97,722	114,424	100%	69,008	71%	63,880	43,649	68%	36,319	57%

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

Where ever the number of training opportunities have exceeded 100% we have capped it to 100%

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	29,325	17,555	60%	18,890	8,275	44%
Female	9,166	7,416	81%	6,941	2,660	38%
Total	38,491	24,971	65%	25,831	10,935	42%
Permanent Workers						
Male	32,059	7,791	24%	18,922	2,807	15%
Female	33,470	1,883	6%	22,666	376	2%
Total	65,529	9,674	15%	41,588	3,183	8%

The Performance and Career Development Review policy differs across various regions and legal entities.

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity?

Yes. ISO45001/ISO18001 certified health and safety management systems are in place across the majority of Motherson's operations. Alternative ISO-compliant health and safety management systems are in place in situations where these particular certifications have not been obtained. Motherson follows the exacting standards established by FM Global, a renowned international insurer, in addition to the ISO guidelines. FM Global is renowned for its proficiency in the development of safety standards and work practices, as well as operational risk management, which includes fire management systems.

Motherson places a high priority on the health, safety, and well-being of its workers and seeks to establish a secure working environment throughout all of its operations by abiding by these globally recognized standards and practices.

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 identify and evaluate risks and hazards in a proactive manner. We use a range of techniques to guarantee a thorough assessment of potential risks and related hazards.

1. Carrying out safety inspection walks, in which authorised workers examine the workplace to find any potential or current hazards. In order to systematically evaluate risks across a range of activities and processes, we also schedule risk assessments. Inspections are conducted on a regular basis to track continued adherence to safety procedures and spot any new risks.
2. We carry out monthly and quarterly audits, which entail a detailed examination of hazard identification and risk assessment inputs, in order to uphold a high standard of safety. This makes it possible for us to keep enhancing our safety procedures and guarantee that any hazards are dealt with right away.
3. We give regular and planned preventative maintenance top priority when it comes to our plants and equipment. This lessens the possibility of hazards brought on by equipment failures or malfunctions.

c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. Yes, a system has been put in place for all employees to report hazards and get them resolved quickly. People can report any possible hazards they come across at work thanks to this system. Our goal is to establish a culture of proactive risk identification and mitigation of safety issues by actively promoting hazard reporting.

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

Yes We have partnerships with panel hospitals to guarantee that workers can easily access healthcare facilities for their requirements.

In certain locations, we also have medical professionals on-site who can offer immediate medical attention and support within our premises. These professionals may include doctors, nurses, and/or physiotherapists. Our employees are guaranteed timely and effective healthcare services thanks to our on-site presence.

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

Safety Incident/Number	Category*	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.86	1.19
	Workers	1.11	1.61
Total recordable work-related injuries	Employees	86	63
	Workers	147	191
Number of fatalities	Employees	0	0
	Workers	0	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	2	2
	Workers	4	4

*Including in the contract workforce

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

Yes. Reasonable assurance has been carried out by Thakur, Vaidyanath Aiyar & Co. on above indicator

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

A safe and healthy workplace is ensured by the existing health and safety management systems. This method emphasizes the value of teamwork in preserving safety and entails active engagement from shop floor employees up to management. Numerous initiatives are put into place to deal with risk assessment and hazard identification. These programs are implemented through pre-activity and scheduled evaluations in addition to on-demand work. In order to put in place the proper control measures, the goal is to methodically identify potential hazards and evaluate the risks connected with them. Worker, employee, and management representation is essential in health and safety committees. These committees serve as forums for talking about risk and hazard management, health and wellness programs, emergency response plans, and local law compliance. Together with the general management systems, the committees guarantee a thorough approach to health and safety.

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	81	54		319	19	
Health & Safety	261	11		45	14	

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	76%
Working Conditions	58%

Above data represents a proportion of sites accredited to ISO 14001 and ISO 45001

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.

At Motherson, a number of safety-related upgrades have been made. One way to prevent access to areas where there is a risk of equipment movement is by installing safety devices and systems in equipment, such as automatic and semi-automatic presses. By cutting off power in dangerous situations, safety measures like interlocks, presence curtains, security guards, and equipment programming help guarantee the safety of workers. Procedures for authorization have been designed for high-risk tasks like electrical installations, height work, and hot work. Additional measures include adhering to relevant legal requirements, offering workers induction courses on safety, health, and the environment, supplying the proper personal protective equipment for each activity, carrying out safety audits while in operation, and keeping nurses and doctors on hand to offer emergency care.

The purpose of the monthly safety committee meetings is to review and discuss any incidents involving safety that happened during the previous month and the steps taken to avoid similar incidents in the future. The availability and discussion of safety-related key performance indicators (KPIs) at monthly performance review meetings facilitates the tracking and enhancement of safety performance. Every unit has dedicated incident investigation teams that are in charge of looking into any incidents and coming up with corrective measures to stop them from happening again.

Leadership Indicators

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

Motherson recognizes the importance of providing transition support to employees to facilitate their continued employment and smooth transition. Although there is no set policy, Motherson uses a best fit and decentralized approach to meet the specific needs of each local context. The availability of transition support systems may vary in Motherson's operating regions and their implementation depends on the company's current requirements. This approach allows for flexibility and adaptability to respond to the unique circumstances and challenges employees face during transition. Motherson remains committed to supporting its employees during periods of transition, and while specific support mechanisms may not be uniformly standardized across locations, the company strives to provide appropriate assistance and resources to facilitate employability and the overall transition to new opportunities.

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	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
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

Motherson recognizes the importance of providing transition support to employees to facilitate their continued employment and smooth transition. Although there is no set policy, Motherson uses a best fit and decentralized approach to meet the specific needs of each local context. The availability of transition support systems may vary in Motherson's operating regions and their implementation depends on the company's current requirements. This approach allows for flexibility and adaptability to respond to the unique circumstances and challenges employees face during transition. Motherson remains committed to supporting its employees during periods of transition, and while specific support mechanisms may not be uniformly standardized across locations, the company strives to provide appropriate assistance and resources to facilitate employability and the overall 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	70%
Working Conditions	70%

Suppliers are assessed on the mentioned parameters using the third-party assessor EcoVadis IQ. Currently, suppliers responsible for 70% of our direct material spend have been uploaded to the IQ platform and assessed.

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. As of right now, Motherson has not encountered any material risks related to the evaluation of value chain partners' health and safety procedures or working conditions.

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

Essential Indicators

- 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.

- 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), Other	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, webinars 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 Mother's role in improvements
Investors/ Shareholders	No	As needed: Press releases and press conferences, email advisories, facility visits, inperson meetings, investor conferences, conference calls	Quarterly.	- 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

- 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

- 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	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	28,442	41,766	100%	25,831	19,370	75%
Other than permanent	10,049	11,928	100%	2,732	2,732	100%
Total Employees	38,491	53,694	100%	28,563	22,102	77%
Workers						
Permanent	65,529	84,275	100%	41,588	30,361	73%
Other than permanent	32,193	21,667	67%	22,292	11,081	50%
Total Employees	97,722	105,942	100%	63,880	41,442	65%

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

Where ever the number of training opportunities have exceeded 100% we have capped it to 100%

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	28,442	2,674	9%	25,768	91%	25,831	211	1%	25,602	99%
Male	20,687	1,292	6%	19,395	94%	18,890	151	1%	18,716	99%
Female	7,755	1,382	18%	6,373	82%	6,941	60	1%	6,886	99%
Other than permanent	10,049	1,567	16%	8,482	84%	2,732	367	13%	2,359	86%
Male	7,662	1,330	17%	6,332	83%	2,024	288	14%	1,735	86%
Female	2,387	237	10%	2,150	90%	708	79	11%	624	88%
Workers										
Permanent	65,529	6,294	10%	59,235	90%	41,588	885	2%	40,704	98%
Male	43,178	2,953	7%	40,225	93%	18,922	679	4%	18,241	96%
Female	22,351	3,341	15%	19,010	85%	22,666	206	1%	22,463	99%
Other than permanent	32,193	14,390	45%	17,803	55%	22,292	6,795	30%	15,498	70%
Male	21,491	10,299	48%	11,192	52%	13,178	4,521	34%	8,576	65%
Female	10,702	4,091	38%	6,611	62%	9,114	2,274	25%	6,922	76%

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

	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	43,084,026		N/A
Non Executive Independent Director	4	6,830,000	1	7,020,000
Key Managerial Personnel	2	30,627,698		N/A
Employees other than BoD and KMP	4,471	621,432	294	599,874
Workers	7,814	201,960	2,489	183,564

This information is based on SAMIL standalone legal entity

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages*	9.55%	9.34%

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

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

Yes. Reasonable assurance has been carried out by Thakur, Vaidyanath Aiyar & Co. on above indicator

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

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

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

Mother'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. Mother'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, Mother's 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 2023-24			FY 2022-23		
	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	19	3	NA	2	2	NA
Discrimination at workplace	18	15	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/Involuntary Labour	0	0	NA	0	0	NA
Wages	50	49	NA	194	609	NA
Other human rights related issues	8	4	NA	0	0	NA

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH) #	5	2
Complaints on POSH as a % of female employees/ workers #	0.08%	0.04%
Complaints on POSH upheld #	5	2

Note: POSH Act is applicable in India hence data is for SAMIL India operations (i.e. including Indian Subsidiaries).

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

Yes. Reasonable assurance has been carried out by Thakur, Vaidyanath Aiyar & Co. on above indicator

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

Motherson has a Prevention of Harassment Policy <https://www.motherson.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. Motherson 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 Motherson Prevention of Harassment Policy serves as the foundation for preventing harassment within the organization. Each entity within Motherson 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, Motherson 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.

9. Do human rights requirements form part of your business agreements and contracts?

Yes

10. 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%

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

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

Leadership Indicators

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

Motherson has deployed a standardised digital process for raising a whistle-blower complaint, this process is provided and operated by an independent external third-party.

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

As part of our commitment to upholding human rights and to strengthen our due diligence in our value chain, we are working with an external organisation to access a comprehensive risk index database, aligned to the fundamental human rights issues. This global database assesses the risk of labour right issues and human rights violations and we have obtained subscriptions to specific indices tailored to the industry in which we work, enabling us to pinpoint areas of potential risk and closely monitor human rights issues worldwide. This can inform regional approaches to our human rights awareness campaigns. Please also 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 office equipment.

Response to Principle 5 Leadership Indicator 3 pertains to the Company on Standalone basis.

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	40%
Discrimination at workplace	40%
Child Labour	40%
Forced Labour/Involuntary Labour	40%
Wages	40%
Others – please specify	40%

Scores released by EcoVadis demonstrate suppliers' adherence to the specified parameters. Currently, we have scorecards for suppliers responsible for 40% of our direct material spend.

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 Motherson 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 2023-24	FY 2022-23
From renewable sources		
Total electricity consumption (A) (GJ)	482,828	536,818
Total fuel consumption (B) (GJ)	836	0
Energy consumption through other sources – Gas (C) (GJ)	0	0
Total energy consumed from renewable sources (A+B+C)	483,664	536,818
From non-renewable sources		
Total electricity consumption (D) (GJ)	3,942,756	3,287,224
Total fuel consumption (E) (GJ)	297,422	198,292
Energy consumption through other sources – Gas (F) (GJ)	1,303,577	1,090,321
Total energy consumed from nonrenewable sources (D+E+F)	5,543,755	4,575,837
Total energy consumed (A+B+C+D+E+F)	6,027,419	5,112,655
Energy intensity per rupee of turnover (GJ/ INR Mn)	6.1	6.5
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (GJ/PPP Mn)	*	*
Energy intensity in terms of physical output	#	#

*Since the reported intensity is global consolidated income, there is no need for a PPP adjustment

#Not reported as the company has diversified business profile of their products.

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

Yes. Reasonable assurance has been carried out by Thakur, Vaidyanath Aiyar & Co. on above indicator

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?

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 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	71,699	49,034
(ii) Groundwater	708,379	755,651
(iii) Third party water	1,882,806	1,676,701
(iv) Seawater / desalinated water	0	0
(v) Others (Rainwater harvesting)	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	2,662,884	2,481,386
Total volume of water consumption (in kilolitres)	2,029,531	2,121,988
Water intensity per rupee of turnover (Total Water consumed / Revenue from operations) (Kiloliters/INR Mn)	2.1	2.7
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total water consumption/Revenue from operations adjusted for PPP) (Kiloliters/PPP Mn)	*	*
Water intensity in terms of physical output	#	#

*Since the reported intensity is global consolidated income, there is no need for a PPP adjustment

#Not reported as the company has diversified business profile of their products.

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

Yes. Reasonable assurance has been carried out by Thakur, Vaidyanath Aiyar & Co. on above indicator

4. Provide the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	205,389	116,549
- No treatment	171,138	97,113
- With treatment – please specify level of treatment	34,251 to local regulatory requirements	19,436 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	427,964	242,850
- No treatment	370,481	210,231
- With treatment – please specify level of treatment	57,483 to local regulatory requirements	32,619 to local regulatory requirements
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	633,353	359,399

*Number restated basis change in calculation methodology

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

Yes. Reasonable assurance has been carried out by Thakur, Vaidyanath Aiyar & Co. on above indicator

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

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

A small number of sites, mainly in India, have been actively pursuing water treatment and recycling initiatives to see how close they can get to zero liquid discharge as an ambition. The learning from these activities will be taken group wide to support Motherson's ambition to significantly reduce water discharge in the coming years, but not every learning will be feasible to apply due to different processes and infrastructure issues at different sites and in different countries.

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx	Kgs	776	445
SOx*			
Particulate matter (PM)*			
Persistent organic pollutants (POP)*			
Volatile organic compounds (VOC)*			
Hazardous air pollutants (HAP)*			
Others – please specify*			

* These are not relevant for the Company for the reporting

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

No

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions	Metric tonnes of CO2 equivalent	83,737	67,609
Total Scope 2 emissions	Metric tonnes of CO2 equivalent	505,006	402,428
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover	Kg CO2 e/INR Mn revenue	597	597
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)*	Kg CO2 e/PPP adjusted revenue (Mn)	*	*
Total Scope 1 and Scope 2 emission intensity in terms of physical output		#	#

*Since the reported intensity is global consolidated income, there is no need for a PPP adjustment

*Not reported as the company has diversified business profile of their products.

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

Yes. Reasonable assurance has been carried out by Thakur, Vaidyanath Aiyar & Co. on above indicator

8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.

The Motherson Group is actively working towards ISO50001 registration at all of its manufacturing sites, and alongside this is regularly performing energy surveys at sites to identify and reduce energy wastage. In addition there is a mechanism in place to report any initiatives implemented at individual sites and these ideas are shared widely across the group. Underpinning all of this is a move towards energy contracts using more renewable electricity sources, and the Group has a target to significantly reduce its emission footprint by 2030.

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

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	32,245	26,195
E-waste (B)	112	77
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. (G) Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	10,134	14,436
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	78,619	75,938
General non-hazardous waste	31,584	38,986
Packaging	21,742	14,854
Water based paints	3,146	4,626
Metals	22,147	17,472
Total (A+B + C + D + E + F + G + H)	121,110	116,646
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) Tons/INR Mn	0.123	0.148
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated (tons) / Revenue from operations adjusted for PPP (Mn))*	*	*
Waste intensity in terms of physical output		

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)-

Category of waste		
(i) Recycled	Category A: 12,253 tonnes Category B: 0 tonnes Category G: 2,311 tonnes Category H: 39,319 tonnes	Category A: 20,767 tonnes Category B: 77 tonnes Category G: 0 tonnes Category H: 32,936 tonnes
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-

Parameter	FY 2023-24	FY 2022-23
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	-	-

-Waste recycling is currently the only tracking of waste generated on a consistent verifiable basis. Other disposal methods are not currently tracked on a consistent verifiable basis.

*Since the reported intensity is global consolidated income, there is no need for a PPP adjustment

*Not reported as the company has diversified business profile of their products.

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

Yes. Reasonable assurance has been carried out by Thakur, Vaidyanath Aiyar & Co. on above indicator

10. 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 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

11. 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.
	Curitiba, Brasil	Injection molding; sequencing; integrated assembly	"These three sites are within 5km of a recognised biodiversity hotspot. All environmental requirements are complied with."
	Campo Alegre, Brasil	Wire Harness Assembly	"This site is within 5km of a recognised biodiversity hotspot. All environmental requirements are complied with"

12. 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
NA	NA	NA	NA	NA	NA

Response to Principle 6 Essential Indicator 12 pertains to the Company on Standalone basis.

13. 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 non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
	NA	NA	NA	NA

Response to Principle 6 Essential Indicator 13 pertains to the Company on Standalone basis.

Leadership Indicators

1. 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

Noida; Indore; Bangalore; Bawal; Anathapur; Bechraji; Kandla; Karnataka; Dhorka; Manesar; Haryana; Jigani; Palani

- (ii) Nature of operations

3 x Cu wire production; 5 x injection molding; 2 x Logistics; 4 x Cut & sew; 1 x wire harness assembly; 7 x metal working; 2 x lighting & electronics

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

Category Over Exploited	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	12,315	3,291
(ii) Groundwater	180,774	97,708
(iii) Third party water	62,626	41,281
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	255,715	142,280
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment	153,429	100,999
- With treatment – please specify level of treatment	135,196	83,471
(iii) Into Seawater	18,233 to local regulatory requirements	17,528 to local regulatory requirements
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment	102,286	41,281
- With treatment – please specify level of treatment	83,979	28,809
(v) Others		
- No treatment	18,307 to local regulatory requirements	12,472 to local regulatory requirements
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	255,715	142,280

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	11,050	4,810
(ii) Groundwater	82,023	12,670
(iii) Third party water	39,415	25,651
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	132,488	43,131
Total volume of water consumption (in kilolitres)	132,488	43,131
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		0
- No treatment		0
- With treatment – please specify level of treatment		0
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties	132,488	43,131
- No treatment	70,670	20,152
- With treatment – please specify level of treatment	61,818 treated to local regulatory requirements	22,979
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	132,488	43,131

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	8,549,735	6,217,411
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		8.7 tonnes /million INR	7.9 tonnes / million INR

FY 2022-23 Data point corrected for Unit of Measure

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

No

This calculation for FY24 has an increased scope of coverage versus FY23 and now covers 80% of purchased goods by value, plus business travel and upstream and downstream logistics footprint, and waste generated in operations.

It excludes directed material spend from the Integrated Assemblies division in line with our financial data reporting.

- With respect to the ecologically sensitive areas reported at Question 11 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.
- 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:

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.	Maintaining management focus on daily operational performance
2	Operational initiatives and best practice sharing (TOTD and DO33)	Energy/resource efficiency campaign (TOTD)	Underpins our ongoing achievements in energy intensity reduction and water use reduction
3	Global Leadership development programme projects.	Focus projects regarding improved environmental sustainability and economic circularity.	Underpinning succession planning into middle and senior management roles
4	Global Quality circles	Focus on problem solving and best practice improvement including within the scope the creation of positive environmental impacts.	Building an ethos of team work and continuous improvements

- 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).

6. 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

7. 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 environmental factors by EcoVadis IQ. Currently suppliers contributing to 80% of our direct material spend are uploaded on the platform.

Value chain partners are assessed on environmental factors by independent 3rd party assessor. Currently suppliers contributing to 80% of our direct material spend are uploaded on the platform.

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

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations.
- b. List the top 10 trade and industry chambers/ associations (determined 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 anti- competitive 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

Leadership Indicators

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

(Response to Principle 8 Essential Indicator 1 pertains to the Company on Standalone basis.)

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity.

Not applicable

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. 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.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers *	11%	10%
Directly from within India *	59%	44%

* This is an India centric disclosure hence includes SAMIL India operations (i.e. including Indian Subsidiaries).

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

Yes. Reasonable assurance has been carried out by Thakur, Vaidyanath Aiyar & Co. on above indicator

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/ on contract basis) in the following locations, as % of total wage cost.

Location*	FY 2023-24	FY 2022-23
Rural	17%	17%
Semi-urban	15%	13%
Urban	60%	63%
Metropolitan	8%	7%

(Place to be categorized as per RBI Classification System – rural/ semi-urban/ urban/ metropolitan)

*This is an India centric disclosure hence includes SAMIL India operations (i.e. including Indian Subsidiaries).

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

Yes. Reasonable assurance has been carried out by Thakur, Vaidyanath Aiyar & Co. on above indicator

Leadership Indicators

1. 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
NIL	NA

(Response to Principle 8 Leadership Indicator 1 pertains to the Company on Standalone basis.)

2. 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 ₹)
1	Uttarakhand	Haridwar & Haldwani	627,000

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? No

(b) From which marginalized /vulnerable groups do you procure? NA

(c) What percentage of total procurement (by value) does it constitute? NA

4. 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:

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

5. 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	NA

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
	Skill Development Center	924	100%
	WASHE (Water, Sanitation, Hygiene and Education), Phase-2 & 3	637	100%
	Digital Transformation Van – Rewari	0	0%
	Digital Transformation Van – Noida (Renewal)	928	100%
	Digital Education for Aspirational District	4,960	100%
	Experiential Skill Development Training	142	100%
	Skill Development Centre, Chennai	0	0%
	Social Emotional Learning -Labhya Foundation	86,624	100%
	To contribute towards Segregation Of waste for Recycling & Treatment ('S.O.R.T') & Marine Litter Project in Kovalam, Chennai	250	100%
	To contribute towards Segregation of Organic Waste for Recycling & Treatment - Delhi Phase V	492,687	100%
	To contribute towards Segregation of Organic Waste for Recycling & Treatment – Bangalore	268	100%

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

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback. 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.

2. 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:

Not Applicable. 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
Voluntary recalls	Nil	
Forced recalls	1	Product safety testing detected an issue that led to the recall of 773 air bag modules (less than 0.001% of production)

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy?

Yes, The data protection policy is available at <https://www.motherson.com/storage/Group-Policies/DataProtection-Policy.pdf>. Also, the link for risk management policy is https://www.motherson.com/storage/list-directory-items/copy_risk_management_policy.pdf. The Risk Management policy states 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 institutionalized information security management system. We have not faced any or data breach or security incident of substantial nature in last financial year till date

7. Provide the following information relating to data breaches:

a. Percentage of data breaches involving personally identifiable information of customers: 0.1%

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

Yes. Reasonable assurance has been carried out by Thakur, Vaidyanath Aiyar & Co. on above indicator

b. Percentage of data breaches involving personally identifiable information of customers update to 0.1% as there is no personally identifiable information of customers.

Note: Reasonable assurance has been carried out by Thakur, Vaidyanath Aiyar & Co. on above indicator

c. Impact, if any, of the data breaches

One of the third-party software, hosted from an isolated cloud location and used for data exchange between internal and external parties, faced a zero-day vulnerability exploit which resulted in data breach. As part of investigation and analysis, cybersecurity team enquired with all senders of the files and concluded that the confidential sensitivity of the impacted files was low and did not involve any personally identifiable information of customers

Leadership Indicators

1. 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/>

2. 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.

3. 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

4. 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, 'YES Product information and material identification in accordance with customer requirements' significant locations of operation of the entity or the entity as a whole? (Yes/No)

'NO' Motherson supplies parts and services to customer requirements (B2B) and the packaging is in accordance to their requirements

a. Number of instances of data breaches along-with impact

None

b. Percentage of data breaches involving personally identifiable information of customers

Not applicable