

ENVIRONMENT AND CLIMATE CHANGE POLICY

This policy sets Motherson's environmental and climate-change commitments, including legal compliance, carbon net-zero by 2040, energy efficiency, water and waste management, biodiversity protection, and engagement across its value chain.

Scope: Applies to all Motherson Group companies worldwide and their employees, representatives and directors across all subsidiaries, associates, partnerships and joint ventures.

Adopted by the Board of Directors of Motherson Sumi Wiring India Limited

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TABLE OF CONTENTS

1. PURPOSE AND BACKGROUND3

2. APPLICATION AND SCOPE.....3

3. DEFINITIONS.....4

4. PRINCIPLES4

5. POLICY CLARIFICATION6

1. PURPOSE AND BACKGROUND

- 1.1. This Policy emphasizes the fundamental principles shaping the responsibility of the Motherson Group with regard to the environment and climate change.
- 1.2. The United Nations Framework Convention on Climate Change (UNFCCC) and the Paris Climate agreement 2015 (the “Paris Agreement”) along with any other local guidelines and laws drafted by local governments¹ provide the framework for a collective commitment to minimize the effects of global warming. The Paris Climate Agreement acknowledges the urgent need to scale up the global response to climate change. This requires international businesses across all industries to play their part in addressing the challenge.

We at Motherson are committed to passing on to future generations a clean environment. making every effort in preserving the Earth’s future by adopting environmentally friendly, business practices, technologies and innovations which help to create a positive environmental impact and lead to a cleaner and greener future.

2. APPLICATION AND SCOPE

- 2.1. This Policy applies to all companies forming part of the Motherson Group, meaning all direct and indirect subsidiaries, associated companies, partnerships and joint ventures of Samvardhana Motherson International Limited and Motherson Sumi Wiring India Limited (MSWIL), and therefore to all Motherson employees worldwide, representatives and directors acting as officers of the Motherson Group and its companies including MSWIL.
- 2.2. This Policy shall be approved at board level for each Motherson Group company and adopted in letter and spirit by the management of the Motherson Group.
- 2.3. Other principles of sustainability-related material topics are also embedded in related Motherson Group policies and statements of intent, including but not limited to:
 - Global Citizenship

¹ Note: Including the Principles of National Guidelines on Responsible Business Conduct (NGRBC) for companies incorporated in India.

- Human Rights
- Occupational Health and Safety
- Inclusion & Diversity
- Wellness and Well-being

3. DEFINITIONS

- 3.1. **Carbon Net Zero:** Defined as reducing emitted carbon emissions, into the atmosphere, to the lowest possible level, before neutralizing through offsetting any residual emissions that cannot be removed.
- 3.2. **Key Biodiversity Areas:** Defined by the International Union for Conservation of Nature (IUCN) as 'sites contributing significantly to the global persistence of biodiversity.
- 3.3. **Protected Areas:** Defined by the International Union for Conservation of Nature (IUCN) as 'clearly defined geographical space, recognized, dedicated, and managed, through legal or other effective means, to achieve the long-term conservation of nature with associated ecosystem services and cultural values'
- 3.4. **Water-Stressed Areas:** define as regions where water demand exceeds availability for the dependent community.
- 3.5. **Scope 1, 2 & 3 emissions:** Defined as per GHG Protocol
- 3.6. **Positive Net Deforestation:** defined when the sum of all forested area loss is greater than forested area gain.

4. PRINCIPLES

- 4.1. As a global manufacturing specialist, Motherson is aware of its influence and opportunity to create a positive environmental impact and implement change through the value chain. Motherson is committed to delivering a comprehensive environmental strategy which addresses the identification, assessment, management and remediation of the group's material climate change mitigation and adaptation impacts, risks and opportunities.

As such, Motherson is committed to:

- Fulfil all compliance obligations, including compliance with applicable laws and regulations relating to the environment in all countries and regions of the world in which we operate, while always striving to minimize our impact.
- Minimize and, wherever possible, eliminate the emission of greenhouse gases with the ambition to achieve carbon net zero in our own operations by 2040.
- Commitment to reporting of progress at major review milestones in 2030 and 2040.
- Improve energy efficiency in all areas and maximize use of renewable energy solutions.
- Foster and promote the use of energy-saving, low-emission and waste reducing technologies.
- Enhance water management and efficiency by implementing water treatment and recycling systems, reducing consumption and wastewater, and promoting responsible usage. In high water-stressed areas, prioritize rainwater harvesting to support sustainable water practices and long-term resource conservation.
- Minimize and, where possible, eliminate waste and environmental pollution, focusing on an increased adoption and implementation of recycling solutions and circularity.
- Enhance waste segregation practices and downstream transparency of waste management.
- Protect and encourage biodiversity at our sites and be cognizant of nearby Key Biodiversity Areas and Protected Areas.
- Actively seek to avoid positive net deforestation across our value chain and promote biodiversity.
- Create and maintain awareness of our responsibility regarding sourcing and management of materials throughout our value chain.
- Train and inform our employees and other stakeholders on the environmental impact of Motherson operations and to equip them with resources to promote initiatives to minimize these impacts.
- Encourage and maintain a working environment which encourages the discussion of best practice, emerging climate-related issues, and to share knowledge within the Motherson group.
- Engage our contractors and suppliers to adopt the Motherson environmental policy, principles and practices and encourage appropriate environmental

management across the entire supply and value chain, as per Supplier Code of Conduct.

- Conduct proactive assessments to identify environmental risks and opportunities related to climate change, regulatory shifts, and market dynamics. Develop and implement risk mitigation strategies to address potential operational disruptions, resource scarcity and/or reputational risks.

4.2. At Motherson we work to strengthen our business based on the opportunities for climate positive actions from industry transition and changing consumer attitudes, resulting in the following focus areas:

- Value added solutions for low emissions and decarbonized mobility.
- Opportunities for alternative and renewable energy solutions.
- Increased use of recycled and recyclable materials.
- Solutions with natural, environmentally sustainable and ethically sourced materials.
- Reduce consumption of natural capital materials.
- Research, development and open innovation for new solutions to create a positive environmental impact.

This Policy will be reviewed periodically and updated, seeking to continually integrate an environmental protection perspective to all key processes of the Motherson Group organization.

5. POLICY CLARIFICATION

For any clarifications with regards to the Policy, employees can approach the RCO Policy Administrators by sending an e-mail to the Group Policy email ID group.policies@motherson.com. Any such email should contain the policy name in the subject line.