



Motus 

Sustainable Development
Goals report 2023

Sustainable Development Goals report

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The United Nation's Sustainable Development Goals (SDGs) are a universal call to action to end poverty and inequality, protect the planet, and ensure that all people enjoy health, justice and prosperity by 2030. There are 17 SDGs aimed at addressing global challenges with 169 targets spread among the goals. Motus' material ESG issues align to most of the SDGs as shown on pages 2 and 3 of this report.

The Motus SDG report identifies the nine goals where we believe our business activities, broad-based black economic empowerment (B-BBEE) initiatives, environmental improvement projects and community development initiatives as well as other environmental, social and governance (ESG) initiatives deliver a sustainable and meaningful impact. These areas align with our purpose and reflect Motus' unique strengths and capabilities.

The content of this report supports our disclosure in the Motus integrated and ESG reports.

Sustainable Development Goals report continued

Where we align with the SDGs




















Key initiatives

<ul style="list-style-type: none"> • Employment and employee development. • Job creation. • B-BBEE strategy and performance. • Community upliftment programmes. • Learnerships and apprenticeships. • Inclusive procurement. • Value creating business activities. 	<ul style="list-style-type: none"> • Employee assistance programmes. • Wellness initiatives for employees. • Unjani Clinics network. • Road safety awareness initiatives. 	<ul style="list-style-type: none"> • YES4Youth Programme. • Learnerships and apprenticeships. • Development of black people, women and those living with disabilities. • Motus Technical Academy. • Imperial and Motus Community Trust. • Bursary programme for the children of our employees. 	<ul style="list-style-type: none"> • 'Women in the Workplace' is a pillar of the Group's diversity, equity and inclusion (DEI) strategy. • Employment equity plan in South Africa. • Women in Leadership Programme. • EmpowerHER Affinity events. • Learnerships that target young women. • Unjani Clinics network. 	<ul style="list-style-type: none"> • Rainwater harvesting systems and water recycling plants. • Target to reduce water consumption. 	<ul style="list-style-type: none"> • Solar photovoltaic (PV) systems. • Energy-efficient technology. • Targets to reduce vehicle fuel consumption and purchased electricity. • Import and sale of new energy vehicles. 	<ul style="list-style-type: none"> • Innovation strategy. • Programmes that build digital dexterity. • Leadership and skills development. • Enterprise and supplier development (ESD) programmes. • DEI strategy • Occupational health and safety (OHS) management.
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2023 ESG report

PGs 66, 81 and 100	PGs 81, 91 and 100	PGs 66, 81 and 100	PGs 66, 75 and 100	PG 48	PG 36	PGs 56, 66, 75, 81, 91 and 100
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<div style="text-align: center;">7</div> <p>Industry, innovation and infrastructure</p>  <p>Targets: 9.2, 9.3 and 9.4</p>	<div style="text-align: center;">7</div> <p>Reduced inequalities</p>  <p>Target: 10.2</p>	<p>Sustainable cities and communities</p>  <p>Targets: 11.2 and 11.6</p>	<div style="text-align: center;">8</div> <p>Responsible consumption and production</p>  <p>Targets: 12.4, 12.5 and 12.6</p>	<div style="text-align: center;">9</div> <p>Climate action</p>  <p>Targets: 13.1, 13.2 and 13.3</p>	<p>Peace, justice and strong institutions</p>  <p>Targets: 16.4, 16.5, 16.6 and 16.7</p>	<p>Partnerships for the goals</p>  <p>Targets: 17.16 and 17.17</p>
<p>Key initiatives</p>						
<ul style="list-style-type: none"> • Employment. • ESD programmes. • Environmental improvement projects. 	<ul style="list-style-type: none"> • DEI strategy. • Salary benchmarking. • B-BBEE strategy and performance. • Community upliftment initiatives. 	<ul style="list-style-type: none"> • Stringent quality controls. • Road safety awareness initiatives. • Highway Patrol Programme. • Responsible waste management and recycling. 	<ul style="list-style-type: none"> • Responsible waste management and recycling. • Compliance with environmental regulations. • Motus ESG report and transparent disclosure. 	<ul style="list-style-type: none"> • Targets to reduce electricity purchased and vehicle fuel consumed. • Ready the Group for a net zero carbon emissions plan. 	<ul style="list-style-type: none"> • Compliance framework and controls. • Code of Ethics. • Motus values. • Anti-corruption and -bribery policies. • Whistle-blowing hotline. • Approach to governance. • Stakeholder engagement. 	<ul style="list-style-type: none"> • Our work with our business and corporate social investment (CSI) partners and external consultants on key ESG issues. • Industry memberships and engagement with regulators.
<p style="text-align: center;">2023 ESG report</p>						
<p> PGs 36, 48 and 100</p>	<p> PGs 66 and 100</p>	<p> PGs 48 and 91</p>	<p> PG 48</p>	<p> PGs 36 and 48</p> <p> TCFD report</p>	<p> PGs 17 and 114</p> <p> Integrated report</p>	<p> PG 100</p> <p> Environmental management approach</p>

Sustainable Development Goals report continued

Where we can make a meaningful impact



SDG and related targets

1

No poverty



1.4 By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership, and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance.

1.5 By 2030, build the resilience of the poor and those in vulnerable situations and reduce their exposure and vulnerability to climate-related extreme events and other economic, social and environmental shocks and disasters.

Motus' impact

Our business activities deliver value for our shareholders, and provide salaries, career advancement and skills development for our employees as well as create jobs for wider society. Our B-BBEE strategy and CSI programmes aim to make a long-lasting positive difference to the communities in which we operate. Our learnerships and apprenticeships enhance the employability of local people, particularly the youth, providing them with work experience and skills development while earning. Our key projects include finding opportunities to procure from local suppliers, assist black-owned and managed businesses to grow and become sustainable, improving literacy at under-resourced public schools, providing affordable and quality healthcare to lower income communities, and promoting road safety awareness. Smaller ESD and community development initiatives are undertaken by our Importer brands or individual businesses, depending on the needs of the communities in which they operate.

2

Good health and well-being



3.4 By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being.

3.6 By 2020, halve the number of global deaths and injuries from road traffic accidents.

3.7 By 2030, ensure universal access to sexual and reproductive healthcare services, including for family planning, information and education, and the integration of reproductive health into national strategies and programmes.

3.8 Achieve universal health coverage, including financial risk protection, access to quality essential healthcare services and access to safe, effective, quality and affordable essential medicines and vaccines for all.

Our employee assistance programmes help employees manage their mental health and wellbeing. Other support mechanisms such as wellness days, blood drives and mental health first aiders are in place across our various businesses.

A key enterprise development and CSI beneficiary for the Group is the Unjani Clinics network, which provides affordable, quality primary healthcare and medicines to those who are uninsured and under-served but employed and able to pay a small fee towards their healthcare needs. This includes pregnancy care.

In South Africa, we have been involved in programmes to enhance road safety awareness for over 10 years. The programme has many facets, delivering road safety awareness to school children, parents and holidaymakers, and providing patrol vehicles to support 24-hour visible policing and faster response times to crashes and breakdowns along the N1/N4 toll routes during peak holiday seasons.

SDG and related targets

3

Quality education



4.1 By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes.

4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.

4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples, and children in vulnerable situations.

4.7 By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development.

Motus' impact

In South Africa, we participate in the YES4Youth Programme, providing young people with quality work experience to prepare them for future employment. In South Africa, our learnerships and apprenticeships target women, black people and the youth, and in the United Kingdom (UK) we encourage young people and women to join our apprenticeships. Over the past three years, Mobility Solutions has had good success with a learnership for people living with disabilities, with plans to expand the programme to the Western Cape.

We prioritise the development of black people in line with our employment equity plan, and we have a designated programme to develop our female talent pipeline for future roles. We also operate the largest automotive training academy in South Africa, training artisans and technical workers for both Motus and the broader automotive industry.

The Group has worked with the Imperial and Motus Community Trust since 2004, building libraries and resource centres for under-resourced schools in Gauteng, South Africa. Impact assessments show that the project has a positive impact on literacy levels. Schools supported include both primary and secondary schools as well as a school for children with autism.

A bursary programme is in place to help qualifying employees with the costs of sending their children to university.

Internal programmes are in place to educate our employees on sustainable development issues such as DEI, ethical business conduct, compliance, health and safety, and environmental impact.

4

Clean water and sanitation



6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimising release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally.

6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity.

The highest volumes of water consumption within our operations are the wash bays in the vehicle retail and rental businesses. To reduce the amount of water we use from municipal sources, and to help free up water supply for surrounding communities, we are investing in rainwater harvesting systems, water recycling plants and boreholes.

The installation of these systems is linked to executive remuneration.

Sustainable Development Goals report continued

SDG and related targets

5

Affordable and clean energy



7.2 By 2030, increase substantially the share of renewable energy in the global energy mix.

7.3 By 2030, double the global rate of improvement in energy efficiency.

Motus' impact

In 2023, we introduced a more systematic approach to our alternative energy installations across the Group. This will ensure that installations meet our operational and capital expenditure requirements and provide a commercial benefit. The cost and logistics of investing in solar PV systems prohibits their installation across the entire site network. Nevertheless, a number of feasibility studies are underway; although, the pace of roll out has been impacted by the high demand for these systems in South Africa, placing pressure on supply and supplier availability to facilitate installations. Further installations are expected in 2024.

Our consumption of renewable energy will be reported for the first time from 2024, and will improve our Task Force on Climate-related Financial Disclosures (TCFD) reporting.

The installation of solar PV systems is linked to executive remuneration.

6

Decent work and economic growth



8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high value added and labour-intensive sectors.

8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalisation and growth of micro-, small- and medium-sized enterprises, including through access to financial services.

8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

8.6 By 2020, substantially reduce the proportion of youth not in employment, education or training.

8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

The Group's vision is to improve people's lives by envisioning, innovating and creating new avenues of access to leading-edge mobility solutions. Our innovation strategy is designed to sustain our competitiveness in a dynamic digital economy. A number of development and training programmes are in place to drive innovation and build the digital dexterity of our employees.

Productive activities are achieved through our leadership and skills development programmes, which also support individual career growth. In South Africa, our ESD programmes for small- and medium-sized enterprises (SMEs), support their growth, sustainability and ability to create jobs. In certain cases our support extends to providing these businesses with interest-free loans.

Our DEI strategy sets out a pathway to achieving our desired state of DEI within the Group. Group-wide our focus is on advancing the representation of women in leadership positions, and in South Africa, on achieving our employment equity targets for race, gender and disability.

Our DEI interventions extend beyond the workplace to our supply chain and communities in line with our aim to make a lasting positive impact. Our learnerships and apprenticeships provide local people, women, the youth and people living with disabilities with workplace experience and skills development opportunities while earning.

We protect labour rights and promote safe and secure working environments for all our employees. Our OHS procedures are adept at highlighting where risks exist or may occur, and we employ best practice OHS processes and procedures to mitigate these risks, including the regular monitoring of our workplaces for compliance to our OHS policy and standards.

SDG and related targets

Motus' impact



Reduced inequalities



10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.

Our focus on DEI, our B-BBEE strategy and performance, and our community upliftment initiatives aim to reduce inequalities and empower and promote the social and economic inclusion of the people associated with or impacted by our businesses irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status. Discrimination in any form is not tolerated.



Responsible consumption and production



12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their lifecycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimise their adverse impacts on human health and the environment.

We manage hazardous and non-hazardous waste responsibly, complying with applicable waste management laws in all jurisdictions of operation and ensuring that relevant disposal certificates are received. Our waste strategy includes a particular focus on recycling or reuse to reduce waste going to landfill. This is still an area of development for the Group with good progress made during the year, particularly in terms of data collection and reporting, and the introduction of initiatives at business level to reduce waste to landfill.

12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

Motus has published a sustainability/ESG report since it listed on the JSE in 2018. We are committed to being transparent and accountable to our stakeholders, and to continually improving our ESG reporting so that our stakeholders have access to the information they need to make decisions about the Group.

12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.



Climate action



13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.

Since 2020, we have set annual targets to reduce electricity consumption and limit our use of vehicle fuel, in turn, reducing our carbon footprint. Our current three-year cycle of annual targets ends in 2024. As we mature our energy-efficiency and renewable energy projects, we will start to ready the Group for a net zero carbon emissions plan. The Group will align its net zero carbon emissions plans to the net zero visions and timelines of the countries in which it operates.

13.2 Integrate climate change measures into national policies, strategies and planning.

13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.