



Motus

JSE Sustainability Disclosure Guidance and UN Global Compact indices

Supplement of the ESG report for the year
ended 30 June 2024

JSE Sustainability Disclosure index

The Motus JSE Sustainability Disclosure Index directs readers to related narrative disclosures (where applicable) and sustainability metrics that can be found across our reporting suite. For our climate change reporting, readers are referred to our TCFD report.

Links to our online reports:

- Environmental impact management approach and TCFD report.
- Human capital management approach.
- Social impact management approach.
- Business conduct management approach.
- UN Sustainable Development Goals report.
- ESG indicator report.

Governance

Recommended disclosure: an organisation should describe the board's oversight of sustainability-related impacts, risks and opportunities, and its process for integrating sustainability issues into the overall governance approach.

Disclosure		Reports and page reference/s
Board direction and tone		
Integrated Governance review: PG 165	ESG Governance of sustainability: PG 19 Management approaches online	Shareholder Governance report: PG 7
Board role in integrating sustainability-related issues in strategy, business planning and remuneration		
Integrated Strategic priorities: PG 90 Governance review: PG 165 Managing risks and opportunities: PG 73 Remuneration review: PG 173	ESG Sustainability management framework: PG 17 Governance of sustainability: PG 19 Integration of ESG in business strategy: PG 24 How we manage ESG risks: PG 37	Shareholder Governance report: PG 7 Remuneration report: PG 33
Board oversight of implementation of strategy		
ESG Governance of sustainability: PG 19 Integration of ESG in business strategy: PG 24 Stakeholder engagement on ESG issues: PG 32 ESG measurement and reporting: PG 44 Management approaches online		
Board oversight of disclosure and communication		
Integrated About this report: PG 2	ESG Reporting suite: PG IFC About this report: PG 4	

Strategy

Recommended disclosure: an organisation should describe how an assessment of sustainability-related impacts, risks and opportunities has influenced the organisation's strategy, and what impact this has had on the organisation's overall performance, both positive and negative.

Disclosure	Reports and page reference/s
Sustainability-related impacts, risks and opportunities	
Integrated About this report (timeframes): PG 2 How Motus creates value: PG 63	ESG About this report (timeframes): PG 4 Integration of ESG in business strategy: PG 24 ESG risks and opportunities: PG 37 Performance chapter: starting PG 50
Strategy and decision-making	
Integrated Strategic priorities: PG 90 How Motus creates value: PG 63	ESG Integration of ESG in business strategy: PG 24 Transition to a lower carbon economy: PG 51 Reduce environmental impact: PG 62 Cultivate a diverse, equitable and inclusive workplace: PG 69 Drive innovation to remain relevant and competitive: PG 96 Contribute to improving economic and social inclusion, particularly our transformation strategy: PG 114
Financial position, performance and cash flows	
The impact of significant sustainability-related risks and opportunities on the organisation's most recent financial position, financial performance and cash flows is not reported.	
Resilience	
Integrated How Motus creates value: PG 63	ESG Performance chapter: starting PG 50

Management approach

Recommended disclosure: an organisation should describe how sustainability-related impacts, risks and opportunities are identified, assessed and integrated into the organisation's management processes.

Narrative disclosure	Reports and page reference/s		
Integration of sustainability issues in the organisation's management processes			
Integrated Managing risks and opportunities: PG 73	<table border="0"> <tr> <td> ESG Material ESG matters and priorities (KPIs): PG 25 How we manage ESG (summaries): PG 27 Stakeholder engagement on ESG issues: PG 32 How we manage ESG risks: PG 37 ESG measurement and reporting: PG 44 </td> <td> Online Environmental impact management approach and TCFD report Human capital management approach Social impact management approach Business conduct management approach </td> </tr> </table>	ESG Material ESG matters and priorities (KPIs): PG 25 How we manage ESG (summaries): PG 27 Stakeholder engagement on ESG issues: PG 32 How we manage ESG risks: PG 37 ESG measurement and reporting: PG 44	Online Environmental impact management approach and TCFD report Human capital management approach Social impact management approach Business conduct management approach
ESG Material ESG matters and priorities (KPIs): PG 25 How we manage ESG (summaries): PG 27 Stakeholder engagement on ESG issues: PG 32 How we manage ESG risks: PG 37 ESG measurement and reporting: PG 44	Online Environmental impact management approach and TCFD report Human capital management approach Social impact management approach Business conduct management approach		

Metrics, targets and performance

Recommended disclosure: An organisation should describe the performance metrics and targets used by the organisation to measure, monitor and manage its sustainability impacts, risks and opportunities, and its performance against these metrics and targets.

Narrative disclosure	Reports and page reference/s
Information required for disclosing sustainability metrics, targets and performance	
ESG Material ESG matters and priorities (KPIs): PG 25 Performance chapter: starting PG 50	Online Indicator report

Standardised sustainability disclosures metrics

C = Core L = Leadership

Governance disclosure metrics

Disclosure	C/L	Reports and page reference/s
G1: Board composition		
G1.1: Board diversity	C	Integrated Group leadership: PG 21
G1.2: Board competence	C	ESG Governance of sustainability: PG 19 Cultivate a diverse, equitable and inclusive workplace: PG 69
G1.3: Board independence	C	Shareholder Governance report: PG 7
G2: Remuneration		
G2.1: Remuneration practices	C	Shareholder Remuneration report: PG 33
G3: Ethical behaviour		
G3.1: Anti-corruption		
a) Governance body members, employees and business partners who have received training or awareness-raising on the organisation's anti-corruption policies and procedures, broken down by employee category and region.	C	A number of controls are in place to prevent and identify fraud and corruption. While employees receive training on our anti-corruption policies and procedures, business segments conduct this training when required. Metrics are not reported centrally. ESG Ensure ethical, fair and compliant business conduct: PG 128
b) Total number and nature of incidents of corruption confirmed during the current year, related to this year and previous years, with a description of the activities taken to address confirmed incidents, and of the outcomes of these activities.	C	ESG Ensure ethical, fair and compliant business conduct: PG 128
c) A description of i) the internal and external grievance mechanisms for reporting concerns about unethical or unlawful behaviour and lack of organisational integrity; ii) mechanisms for seeking advice about ethical and lawful behaviour and organisational integrity; and iii) the extent to which these mechanisms have been used.	C	ESG Ensure ethical, fair and compliant business conduct: PG 128 Business conduct management approach online

Disclosure	C/L	Reports and page reference/s
G3.1: Anti-corruption continued		
d) Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, to combat corruption.	L	ESG Ensure ethical, fair and compliant business conduct: PG 128 Business conduct management approach online
G3.2: Lobbying and political contributions		
a) Total monetary value of financial and in-kind political contributions.	C	ESG Ensure ethical, fair and compliant business conduct: PG 128
b) Identify the significant issues that are the focus of the company's participation in public policy development and lobbying, including within any business association that the company is a member of.	C	ESG NEV policy development in SA: PG 55 Employment equity in SA: PG 75 Our key memberships: PG 116 Upcoming legislation: PG 133
G4: Compliance and risk management		
G4.1: Incidents		
a) Number and nature of significant environmental, social and/or governance-related incidents, including incidents of legal non-compliance and directives, compliance notices, warnings or investigations, and any public controversies.	C	ESG Reduce environmental impact: PG 62 Provide a compelling employee value proposition: PG 86 Ensure ethical, fair and compliant business conduct: PG 128
G4.2: Fines and monetary loss		
a) Total number and monetary value of fines, settlements, penalties, and other monetary loss suffered in relation to ESG incidents or breaches, and description of plans to address any incidents or breaches.	C	ESG Reduce environmental impact: PG 62 Provide a compelling employee value proposition: PG 86 Ensure ethical, fair and compliant business conduct: PG 128
G5: Tax transparency		
G5.1: Tax paid and estimated tax gap		
a) A description of the approach to tax, including: i) whether there is a tax strategy; ii) the governance body or executive-level position that formally reviews and approves the tax strategy, and the frequency of this review; iii) how the approach to tax is linked to the business and sustainability strategies of the organisation.	C	Each business in each geography is responsible for the accuracy of its tax computations and disclosure. Where required, external service providers assist with tax calculations. In South Africa (SA), our largest operation, there is a dedicated tax function, and the Head of Tax reviews the Group's results and provides reports to the Group CFO and the Group Risk and Audit Committee quarterly. There is no formal tax strategy for the Group as tax is not considered a material risk due to the Group's controls in each geography.
b) For each tax jurisdiction: the total global tax borne by the company, by category of taxes.	C	The Group's annual financial statements are prepared in accordance with IFRS, which requires the disclosure of revenue and non-current assets for significant foreign operations, and not for each geography. In addition, a jurisdiction breakdown is not considered to be material enough to warrant separate disclosure.

Social disclosure metrics

Disclosure	C/L	Reports and page reference/s
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S1: Labour standards

S1.1: Diversity and inclusion

a) Employees per employee category by race, gender, age group (under 30, 30-50, over 50), and where relevant other diversity indicators.	C	We report race and gender for the workforce in SA across all employee levels, and gender for the Group at management levels. We will consider reporting the age breakdown for the South African workforce in the future, given the maturity of our data and systems for this operation.
ESG		
Cultivate a diverse, equitable and inclusive workplace: PG 69		
b) Number of allegations and confirmed incidents of discrimination and/or human rights incidents relating to workers incidents.	C	Discrimination is included in the HR category of the reports received through the whistle-blowing hotline, and is not reported separately. If approved by the SES Committee, this indicator will be added to our reporting in the future.

S1.2: Pay equality

a) Ratio between the CEO's total annual remuneration and the median, lower quartile, and upper quartile of the total annual remuneration of all the organisation's employees.	C	This metric is tracked internally as part of our employment equity planning but is not publicly reported.
c) The total annual remuneration of both the highest paid employee and the lowest paid employee; the average remuneration; and the median remuneration of all employees.	C	These metrics are tracked internally as part of our employment equity planning but are not publicly reported.
d) Ratio of the total annual remuneration of women to men, and by race group, for each employee category in significant operations.	C	These metrics are tracked internally across all our key geographies but are not publicly reported.

S1.3: Wage level and living wage

a) When a significant proportion of employees are compensated based on wages subject to minimum wage rules, report the relevant ratio of the standard entry level wage by race and gender compared to the applicable legislated minimum wage for the sector.	C	Apprentices are remunerated in line with our bargaining council agreements and the wage for the YES4Youth Programme learners is regulated.
b) Ratio of lowest wage to living wage for employees and non-employee workers for each significant location of operation.	C	This metric is analysed internally as part of our employment equity planning but is not publicly reported.

S1.4: Freedom of association and collective bargaining

a) Describe how the organisation manages freedom of association and collective bargaining.	C	ESG Fair human resources practices: PG 93 Human capital management approach online
b) Employees covered under collective bargaining agreements.	C	ESG Fair human resources practices: PG 93 Human capital management approach online
c) Disclose the extent of major work stoppages (including both strikes and lockouts).	C	There were no major work stoppages in any of our operations during the 2024 reporting year.

Disclosure	C/L	Reports and page reference/s
S1.5: Characteristics of employees and workers		
a) Describe key characteristics of employees, including number of employees by country; permanent and temporary employees; non-guaranteed hours employees; full-time and part-time employees – with breakdown by race and gender for each.	C	Gender is reported per country as well as the number of non-permanent employees without further breakdowns. In SA, where B-BBEE is a material matter, permanent and non-permanent employees are reported by race and gender. ESG Cultivate a diverse, equitable and inclusive workplace: PG 69 Build leadership capability and talent pipeline: PG 79
b) Describe key characteristics of non-employee workers, including total number of non-employee workers, noting the most common type of workers and their relationship with the organisation.	C	We do not currently have a definition for non-employee worker.
S2: Community development		
S2.1: Community human rights		
a) Total number and percentage of operations that have been subject to a human rights due diligence process or impact assessments, by country.	C	No human rights impact assessment was undertaken during the year.
b) Engagement with affected communities, and channels for affected community members to raise concerns.	C	We engage with communities when new dealerships and/or properties are developed, or when a community is impacted by our CSI programmes. Most of our community engagement is through government departments. The independent whistle-blowing hotline is available to all stakeholders.
c) Number and type of grievances reported relating to a salient human rights issue, and an explanation of the % of these that are remedied in agreement with those who expressed the grievance. (number and narrative)	C	There were no salient human rights issues reported during the 2024 reporting year.
S2.2: Skills for the future		
a) Describe the skills development programmes.	C	ESG Build leadership capability and talent pipeline: PG 79 Learning and development: PG 89
S2.3: Employment and wealth creation		
a) New employee hires, by age group, gender, other indicators of diversity, and region.	C	Reported for SA only which accounts for 68% of the workforce. Build leadership capability and talent pipeline: PG 79
b) Employee turnover (for permanent employees), by age group, gender, other indicators of diversity, and region.	C	Overall turnover is reported for SA, the UK and Australia. ESG Talent management: PG 83

Disclosure **C/L** **Reports and page reference/s**

S2.4: Economic contribution

a) Direct economic value generated and distributed.	C	<p>Integrated</p> <p>Value added statement: PG 194</p> <p>ESG</p> <p>Indicator report online</p>
b) Indirect economic impacts.	C	<p>ESG</p> <p>YES4Youth Programme: PG 74</p> <p>Road safety: PG 111</p> <p>Contribute to improving economic and social inclusion: PG 114</p>
c) Procurement with local suppliers.	C	<p>Reported for SA only where B-BBEE is a material matter.</p> <p>ESG</p> <p>Inclusive procurement: PG 118</p>
d) Description of the extent of significant infrastructure investment and services supported.	L	<p>ESG</p> <p>Unjani Clinics: PG 118 and 124</p> <p>Motus Technical Academy: PG 121</p> <p>DP World and Motus Community Trust: PG 122</p>
e) Total monetary value of financial assistance received from any government.	L	<p>No financial assistance was received from government in the 2024 reporting year.</p>

S3: Health and safety

S3.1: Workplace health and safety

a) Fatalities as a result of a work-related injury or ill-health.	C	<p>ESG</p> <p>Healthy and safe work environments: PG 107</p>
b) Recordable work-related injuries, and work-related illnesses or health conditions arising from exposure to work-related hazards.	C	<p>ESG</p> <p>Healthy and safe work environments: PG 107</p>
c) Employees and worker access to non-occupational medical and healthcare services and the scope of access provided.	L	<p>ESG</p> <p>Employee wellness: PG 91</p>

S4: Customer responsibility

S4.1: High-risk products and services

a) Description of products and services that present specific risks to individuals, communities, or the environment.	C	<p>ESG</p> <p>New energy vehicles: PG 53</p> <p>Product safety: PG 109</p> <p>Compliant financial services and products: PG 132</p>
b) Number and nature of any product recalls.	C	<p>ESG</p> <p>Product safety: PG 109</p>

S4.2: Product innovation

a) Total research and development spend.	C	<p>This is not a material spend for the Group as our innovation strategy leverages products that we identify, acquire and adapt to enhance customer experience or business efficiency.</p>
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JSE Sustainability Disclosures index (continued)

Disclosure C/L Reports and page reference/s

S4.3: Consumer data and privacy

a) A description of the mechanisms and steps taken to ensure privacy of consumer data.	C	ESG Cybersecurity and data protection: PG 135
b) Total number of substantiated complaints received concerning breaches of customer privacy (received from outside parties and regulatory bodies), and total number of identified leaks, thefts, or losses of customer data.	C	ESG Cybersecurity and data protection: PG 135

S5: Supply chain

S5.1: Supply chain (social)

a) Operations and suppliers considered to have a significant risk of child labour, forced or compulsory labour, or other negative social impacts.	C	We have not identified any operations within the Group where child labour, forced or compulsory labour is a risk, nor where we may have a material negative social impact. Suppliers engaged directly by the Group are required to confirm that they only employ people above the minimum working age. Expanding human rights issues further into the supply chain is a key focus for Aftermarket Parts in 2025. For the balance of the Group's business segments this is not a material risk.
b) Incidents of identified child labour, or forced and compulsory labour in operations or value chain; and percentage of these where the organisation has played a role in securing remedy for those affected.	C	No incidents of child labour, or forced and compulsory labour were reported during 2024. Suppliers engaged directly by the Group are required to confirm that they only employ people above the minimum working age. Expanding human rights issues further into the supply chain is a key focus for Aftermarket Parts in 2025. For the balance of the Group's business segments this is not a material risk.
c) Mechanisms to identify and address significant actual and potential negative social impacts in the supply chain, the nature of these impacts, and measures to address these.	C	The Group monitors social and media reports for all its operations and brands. An escalation process is in place to engage with customers and communities. Service levels agreements with original equipment manufacturers (OEMs) cover vehicle recalls and product safety, with response plans to mitigate any negative impact.

Environmental disclosure metrics

Disclosure C/L Reports and page reference/s

E1: Climate change

E1.1: GHG emissions

a) Absolute gross GHG emissions.	C	ESG Our carbon footprint: PG 58 Environmental impact management approach and TCFD report online
c) GHG emissions intensity for Scope 1, 2 and 3.	C	ESG Our carbon footprint: PG 58

E1.2: Energy mix

a) Total energy use and share of energy usage by generation type.	C	Our material sources of energy are purchased electricity and renewable energy generated from solar PV systems. Our reporting on renewable energy generation is still in its infancy with completeness and accuracy under assessment.
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Disclosure

C/L Reports and page reference/s

E1: Climate change *continued*

E1.4: Just transition

a) Existence and nature of a 'transition plan' that commits to stakeholder engagement.	C	ESG Transition to a lower carbon economy: PG 51 Environmental impact management approach and TCFD report online
b) Workers recruited, retrained, retrenched, and/or compensated due to implementation of the decarbonisation plan.	C	Decarbonisation is not having a material impact on our workforce, and according to our short- to medium-term scenario planning, is not likely to become a material risk during this time period. Some territories however may be impacted from 2027 onwards, with the impact on the South African workforce being later due to national policies not yet being in place.
d) Nature of climate-related lobbying activities and membership, and their alignment with the objectives of the Paris Agreement and Glasgow Climate Pact.	L	ESG NEV policy development in SA: PG 53 Our key memberships: PG 116
g) Amount of capital and expenditure deployed on direct and indirect climate adaptation and climate mitigation efforts.	L	ESG Reduce environmental impact: PG 62

E2: Water security

E2.1: Water usage

a) Total water consumption from all areas, and from areas with water stress.	C	A breakdown of water consumption per region will be considered for future reporting. ESG Water: PG 64
c) Freshwater consumption intensity.	L	ESG Water: PG

E3: Biodiversity and land use

E3.1: Biodiversity footprint (ecosystems)

a) Number and area of sites owned, leased, or managed in or adjacent to areas of high biodiversity value.	C	Not reported. Will be considered for future reporting in the medium term.
b) Area of land used for the production of basic plant, animal or mineral commodities.	C	Not applicable to the Group.
c) Capital expenditure to preserve biodiversity and ecosystems.	C	Impact assessments are conducted when considering property for purchase or development. None of our current properties have a negative impact on areas of high biodiversity value.

JSE Sustainability Disclosures index (continued)

Disclosure	C/L	Reports and page reference/s
E4: Pollution and waste		
E4.1: Solid waste		
a) Total weight of waste generated (non-recycled), composition of waste, and % directed to disposal and % diverted from disposal.	C	The collation of waste data is a new area of focus for the Group and still in its infancy. In the UK, waste reporting is more mature as we adhere to the relevant regulations around waste generation.
b) Total weight of hazardous waste generated, and % directed to disposal and % diverted from disposal.	C	The collation of waste data is a new area of focus for the Group and still in its infancy. In the UK, waste reporting is more mature as we adhere to the relevant regulations around waste generation.
c) Waste intensity: total waste per material unit.	C	The Group needs to mature its waste data collection and reporting before a meaningful intensity ratio can be reported.
E4.3: Atmospheric pollution		
a) Report wherever material along the value chain: nitrogen oxides (NOx), sulphur oxides (SOx), volatile organic compounds (VOC), persistent organic pollutants (POP), particulate matter, and other significant air emissions identified in relevant regulations.	C	Not considered material for the Group considering the nature of our operations.
E5: Supply chain and materials		
E5.2: Materials of concern		
a) Process to identify and manage emerging materials and chemicals of concern in products.	C	The monitoring of waste materials included in imported products has started but is still in the infancy phase.

The Motus UN Global Compact Index directs readers to related narrative disclosures (where applicable) and sustainability metrics that can be found across our reporting suite. The principles of the UN Global Compact have been incorporated in our Code of Ethics, policies and processes.

United Nations Global Compact

Disclosure

Reports and page reference/s

Human rights

Principle 1: businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2: businesses should make sure that they are not complicit in human rights abuses.

ESG

Fair human resources practices: PG 93

Ensure ethical, fair and compliant business conduct: PG 128

Human capital management approach online

Business conduct management approach online

Labour

Principle 3: businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4: businesses should eliminate all forms of forced and compulsory labour.

Principle 5: businesses should ensure the effective abolition of child labour.

Principle 6: businesses should eliminate discrimination in respect of employment and occupation.

ESG

Cultivate a diverse, equitable and inclusive workplace: PG 69

Fair human resources practices: PG 93

Ensure ethical, fair and compliant business conduct: PG 128

Human capital management approach online

Business conduct management approach online

Environment

Principle 7: businesses should support a precautionary approach to environmental challenges.

Principle 8: businesses should undertake initiatives to promote greater environmental responsibility.

Principle 9: businesses should encourage the development and diffusion of environmentally friendly technologies.

ESG

Transition to a lower carbon economy: PG 51

Reduce environmental impact: PG 62

Our memberships: PG 116

Environmental impact management approach and TCFD report online

Anti-corruption

Principle 10: businesses should work against corruption in all its forms, including extortion and bribery.

ESG

Ensure ethical, fair and compliant business conduct: PG 128

Business conduct management approach online