



# Motus

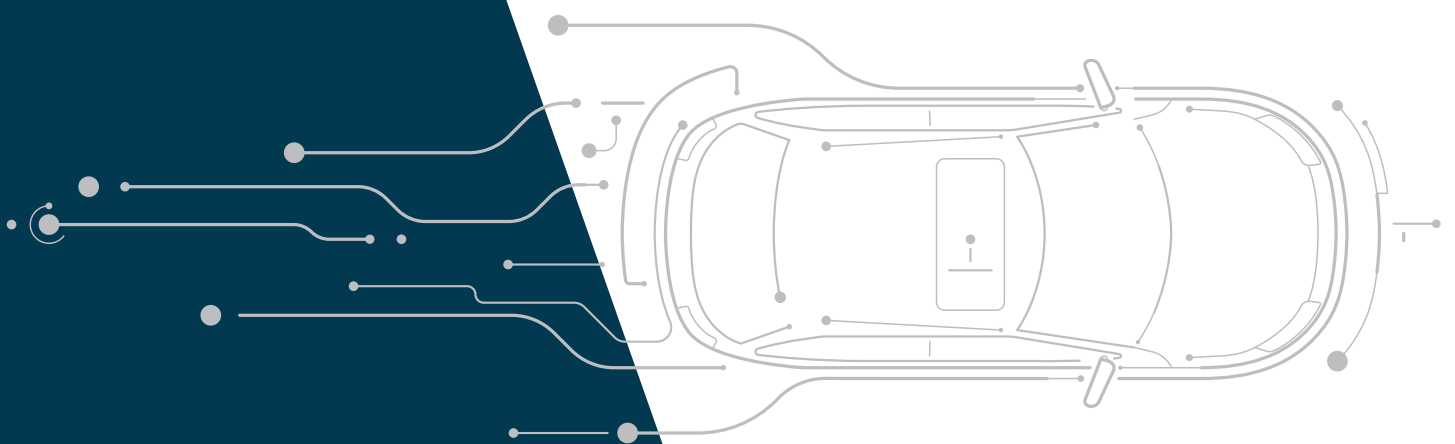
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## UN Sustainable Development Goals Report

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

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# UN Sustainable Development Goals

The United Nations Sustainable Development Goals (UN 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 UN SDGs as shown below.

This 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.

## Alignment with the UN SDGs

No poverty	Good health and well-being	Quality education	Gender equality	Clean water and sanitation
Targets: 1.4 and 1.5	Targets: 3.4, 3.6, 3.7 and 3.8	Targets: 4.1, 4.4, 4.5 and 4.7	Target: 5.2	Targets: 6.3 and 6.4
<ul style="list-style-type: none"> <li>• Employment and employee development.</li> <li>• Job creation.</li> <li>• B-BBEE strategy and performance.</li> <li>• Community upliftment programmes.</li> <li>• Learnerships and apprenticeships.</li> <li>• Inclusive procurement.</li> <li>• Value creating business activities.</li> </ul>	<ul style="list-style-type: none"> <li>• Employee assistance programmes.</li> <li>• Wellness initiatives for employees.</li> <li>• Unjani Clinics network.</li> <li>• Road safety awareness initiatives.</li> </ul>	<ul style="list-style-type: none"> <li>• YES4Youth Programme.</li> <li>• Learnerships and apprenticeships.</li> <li>• Development of black people, women and those living with disabilities.</li> <li>• Motus Technical Academy.</li> <li>• DP World and Motus Community Trust<sup>1</sup>.</li> <li>• Bursary programme for the children of our employees.</li> </ul>	<ul style="list-style-type: none"> <li>• 'Women in the Workplace' is a pillar of the Group's diversity, equity and inclusion (DEI) strategy.</li> <li>• Employment equity plan in South Africa (SA).</li> <li>• Women in Leadership Programme.</li> <li>• EmpowerHER Affinity events.</li> <li>• Learnerships that target young women.</li> <li>• Unjani Clinics network.</li> </ul>	<ul style="list-style-type: none"> <li>• Rainwater harvesting systems and water recycling plants.</li> <li>• Target to reduce water consumption.</li> </ul>
ESG report page reference				
Pages 69, 86 and 114	Pages 86, 105 and 114	Pages 69, 86 and 114	Pages 69, 76 and 114	Page 62

<sup>1</sup> Formerly the Imperial and Motus Community Trust (the renaming of the Trust is in the approval process with the Master of the High Court).

# UN Sustainable Development Goals (continued)

Affordable and clean energy	Decent work and economic growth	Industry, innovation and infrastructure	Reduced inequalities	Sustainable cities and communities
<p>Targets: 7.2 and 7.3</p> <ul style="list-style-type: none"> <li>Solar photovoltaic (PV) systems.</li> <li>Energy-efficient technology.</li> <li>Targets to reduce vehicle fuel consumption and purchased electricity.</li> <li>Import and sale of new energy vehicles.</li> </ul>	<p>Targets: 8.2, 8.3, 8.5, 8.6 and 8.8</p> <ul style="list-style-type: none"> <li>Programmes that build digital dexterity.</li> <li>Leadership and skills development.</li> <li>Innovation strategy.</li> <li>Enterprise and supplier development (ESD) programmes.</li> <li>DEI strategy.</li> <li>Health and safety management.</li> </ul>	<p>Targets: 9.2, 9.3 and 9.4</p> <ul style="list-style-type: none"> <li>Employment.</li> <li>ESD programmes.</li> <li>Environmental improvement projects.</li> </ul>	<p>Targets: 10.2 and 10.4</p> <ul style="list-style-type: none"> <li>DEI strategy.</li> <li>Salary benchmarking.</li> <li>B-BBEE strategy and performance.</li> <li>Community upliftment initiatives.</li> </ul>	<p>Targets: 11.2 and 11.6</p> <ul style="list-style-type: none"> <li>Stringent quality controls.</li> <li>Road safety awareness initiatives.</li> <li>Highway Patrol Programme.</li> <li>Responsible waste management and recycling.</li> </ul>

### ESG report page reference

Page 51	Pages 69, 76, 86 and 96	Pages 51, 62 and 114	Pages 69, 86 and 114	Page 105 and 62
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Responsible consumption and production	Climate action	Peace, justice and strong institutions	Partnerships for the goals
<p>Targets: 12.4, 12.5 and 12.6</p> <ul style="list-style-type: none"> <li>Responsible waste management and recycling.</li> <li>Compliance with environmental regulations.</li> <li>Motus ESG report and transparent disclosure.</li> </ul>	<p>Targets: 13.1, 13.2 and 13.3</p> <ul style="list-style-type: none"> <li>Targets to reduce electricity purchased and vehicle fuel consumed.</li> <li>Ready the Group for a net zero carbon emissions plan.</li> </ul>	<p>Targets: 16.4, 16.5, 16.6 and 16.7</p> <ul style="list-style-type: none"> <li>Compliance framework and controls.</li> <li>Code of Ethics.</li> <li>Motus values.</li> <li>Anti-corruption and bribery policies.</li> <li>Whistle-blowing hotline.</li> <li>Approach to governance.</li> <li>Stakeholder engagement.</li> </ul>	<p>Targets: 17.16 and 17.17</p> <ul style="list-style-type: none"> <li>Our work with our business and corporate social investment (CSI) partners and external consultants on key ESG issues.</li> <li>Business forum and industry association memberships and engagement with regulators.</li> </ul>

### ESG report page reference

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## Where we can make a meaningful impact

### Goal and related targets

#### No poverty



**1.4** Ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, basic services, ownership, and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services.

**1.5** 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, provide salaries, career advancement and skills development for our employees, and indirectly create jobs for wider society through our supply chain. Our B-BBEE strategy and CSI programmes aim to make a long-lasting positive difference to communities, particularly our learnerships and apprenticeships which enhance the employability of local people and the youth, providing them with work experience and skills development while earning a salary. Our key projects include finding opportunities to procure from local suppliers, assisting 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 OEM brands or individual businesses, depending on the needs of the communities in which they operate.

### Goal and related targets

#### Good health and well-being



**3.4** Reduce premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being.

**3.6** Halve the number of global deaths and injuries from road traffic accidents.

**3.7** Ensure universal access to sexual and reproductive healthcare services, including for family planning, information and education.

**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.

### Motus' impact

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 also available to employees in 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 SA, we have been involved in programmes to enhance road safety awareness since 2011. 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, faster response times to crashes, and breakdowns along the N1/N4 toll routes, during peak holiday seasons.

# UN Sustainable Development Goals (continued)

## Goal and related targets

### Quality education



- 4.1 Ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes.
- 4.4 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 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 vulnerable children.
- 4.7 Ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including education for 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 SA, we participate in the YES4Youth Programme, providing young people with quality work experience to prepare them for future employment. Our learnerships and apprenticeships in SA target women, black people and the youth, and in the United Kingdom (UK) they target young people and women. Over the past four years, Mobility Solutions has had good success with a learnership for people living with disabilities, and has extended the programme to the Western Cape.

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

The Group has worked with the DP World and Motus Community Trust since 2004, building libraries and resource centres for under-resourced schools in Gauteng (SA). Schools supported include both primary and secondary schools as well as a school for children with autism.

A bursary programme helps qualifying employees with the costs of sending their children to university.

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

## Goal and related targets

### Affordable and clean energy



- 7.2 Increase substantially the share of renewable energy in the global energy mix.
- 7.3 Double the global rate of improvement in energy efficiency.

## Motus' impact

A systematic approach is used to manage our implementations of alternative energy solutions across the Group to 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, at year end, 52 (2023: 42) of our sites used energy from solar PV systems, including all key Importer parts distribution centres.

The installation of green solutions is linked to executive remuneration.

## Goal and related targets

### Decent work and economic growth



**8.2** Achieve higher levels of economic productivity through diversification, technological upgrading and innovation.

**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** 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** 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.

## Motus' impact

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.

Our leadership and skills development programmes support productive activities and individual career growth. In SA, 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 focuses on advancing the representation of women in leadership positions Group-wide, and in SA, on achieving our employment equity targets for race, gender and disability.

Our focus on DEI extends 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 salaries.

We protect labour rights and promote safe and secure working environments for all our employees. Our occupational health and safety (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. Our workplaces are regularly monitored for their compliance to our OHS policy and standards.

# UN Sustainable Development Goals (continued)

## Goal and related targets

### Reduced inequalities



10.2 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.

10.4. Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.

## Motus' impact

Our focus on DEI, B-BBEE strategy, and 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. We have partnered with Standard Bank, Spar, Motus and KPMG on an initiative that supports the National Prosecuting Authority's (NPA) Thuthuzela Care Centres for survivors of gender-based violence (GBV). We hope that the initiative will deliver a positive and meaningful impact on combatting GBV in SA.

## Goal and related targets

### Responsible consumption and production



12.5 Substantially reduce waste generation through prevention, reduction, recycling and reuse.

12.6 Adopt sustainable practices and integrate sustainability information into organisation's reporting cycle.

## Motus' impact

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 recycling and reuse to reduce waste going to landfill. This is still an area of development for the Group, particularly in terms of data collection and reporting; however, we are pleased with the progress that our businesses have made in implementing initiatives to reduce waste to landfill.

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.



### Goal and related targets

### Motus' impact

#### Climate action



**13.1** Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters.

**13.2** Integrate climate change measures into strategies and planning.

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

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 ended 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.

Through our business forum and industry association memberships we contribute to the development of South African policy on electric vehicles and the country's just transition to a lower carbon economy.

### Goal and related targets

### Motus' impact

#### Peace, justice and strong institutions



**16.3** Promote the rule of law at the national and international levels and ensure equal access to justice for all.

**16.5** Substantially reduce corruption and bribery in all their forms.

**16.6** Develop effective, accountable and transparent institutions at all levels.

**16.7** Ensure responsive, inclusive, participatory and representative decision-making at all levels.

The Group complies to all laws and regulations that are applicable to its business activities across all jurisdictions of operation. Compliance training is delivered to our employees to ensure they understand the Group's and their own legal obligations.

Our fraud prevention framework covers the following:

- **Governance:** policies, defined roles and responsibilities.
- **Prevention:** fraud and ethical conduct assessments, controls, awareness and employee screening.
- **Detection:** monitoring customer and supplier transactions, whistle blowing and data analysis.
- **Response:** investigations, legal counsel, regulators, disciplinary action and remedial action.

We apply the principles of accountability, transparency and integrity to our data collection and reporting, and proactively engage with our key stakeholder groups to respond appropriately to their legitimate and reasonable needs, interests and expectations.

Our DEI strategy focuses on advancing the representation of women in leadership positions Group-wide, and in SA, on achieving our employment equity targets for race and gender at top and senior management.

*Note: target descriptions are a summarised version of that used in the UN SDGs.*