



# Motus

## Commitments and reporting framework indices

---

Supplement of the ESG report  
for the year ended 30 June 2025

This document includes our disclosure against the United Nations Sustainable Development Goals and the content indices for the JSE Sustainability Disclosure Guidance and UN Global Compact.



# Commitments and reporting framework indices

## > Contents

UN Sustainable Development Goals	2
– Alignment with the UN SDGs	3
– Where we can make a meaningful impact	6
JSE Sustainability Disclosure Guidance content index	12
UN Global Compact content index	25

## UN Sustainable Development Goals

The United Nation's 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. This report identifies the nine goals where we believe our business activities, broad-based black economic empowerment (B-BBEE) initiatives in South Africa (SA), resource efficiency projects, community development initiatives and 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 online documents referenced in our disclosure against the UN SDGs can be accessed here:

-  2025 ESG report
-  Climate management approach
-  2025 governance report



## Alignment with the UN SDGs

### Specific initiatives



- B-BBEE strategy (SA).
- Motus black ownership structure.
- Learnerships and apprenticeships.
- Inclusive procurement (SA).
- Community upliftment programmes.

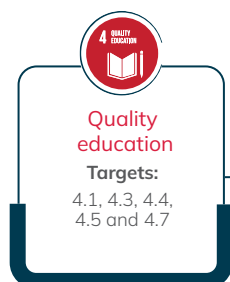
- DP World and Motus Community Trust (SA).
- Unjani Clinics network (SA).

**ESG report pages:** 76 and 112.



- Motus medical aid for employees (SA).
- Wellness programmes, initiatives and education for employees.
- Unjani Clinics network (SA).
- Road Safety – Powered by Motus (SA).
- The End GBV<sup>1</sup> Alliance (SA).

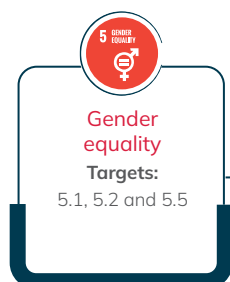
**ESG report pages:** 99 and 112.



- Motus-led leadership development programmes.
- Learnerships and apprenticeships.
- YES4Youth Programme (SA).
- Develop black people, women and those living with disabilities (SA).

- Training on various sustainability topics.
- Motus Technical Academy (SA).
- DP World and Motus Community Trust (SA).
- Motus Family Bursary Fund (SA).

**ESG report pages:** 75, 86 and 120.



- DEI<sup>2</sup> strategy.
- Gender targets.
- Employment equity plan (SA).
- Women in Leadership Programme (SA).
- Mobility for Her events (SA).
- Representation of women in succession plans (UK<sup>3</sup>).

- Learnerships that target young women.
- Gender pay equity.
- Unjani Clinics network (SA).
- The End GBV Alliance (SA).

**ESG report pages:** 75, 80, 86 and 112.



- Boreholes, rainwater harvesting and wastewater recycling systems.
- Target to reduce water consumption.

**ESG report page:** 68.

<sup>1</sup> Gender-based violence.

<sup>2</sup> Diversity, equity and inclusion.

<sup>3</sup> United Kingdom.

## Alignment with the UN SDGs continued



### Affordable and clean energy

**Targets:**  
7.2 and 7.3

#### Specific initiatives

- Solar PV<sup>1</sup> systems (mostly SA).
- Energy-efficient technology.
- LED<sup>2</sup> replacement programmes.
- Targets to reduce electricity purchased and vehicle fuel consumed.

- Plug-in electric vehicle charging infrastructure in dealerships (UK).
- Converting fleets to energy-efficient or less carbon intensive vehicles.

**ESG report page:** 56.



### Decent work and economic growth

**Targets:**  
8.2, 8.3, 8.4, 8.5, 8.6 and 8.8

- Innovation framework and m<sup>x</sup> platform (SA).
- Skills development opportunities at all employment levels.
- Talent management.
- Employee engagement surveys.
- Employee benefits.
- DEI strategy.
- Fair HR<sup>3</sup> practices.
- Salary benchmarking.

- Pay differential analyses.
- OHS<sup>4</sup> audits.
- Increased procurement spend with small businesses.
- ESD<sup>5</sup> programmes (SA).
- Resource efficiency projects.

**ESG report pages:** 56, 71, 84, 101 and 117.



### Industry, innovation and infrastructure

**Targets:**  
9.1, 9.3 and 9.4

- Innovation framework and m<sup>x</sup> platform (SA).
- DP World and Motus Community Trust (SA).
- Unjani Clinics network (SA).

- ESD programmes (SA).
- Resource efficiency projects.

**ESG report pages:** 56, 92 and 112.



### Reduced inequalities

**Targets:**  
10.2, 10.3 and 10.4

- B-BBEE strategy (SA).
- Motus black ownership structure.
- Learnerships and apprenticeships.
- DEI strategy.
- Employment equity plan and targets (SA).
- Pay differential analyses.

- Inclusive procurement (SA).
- DP World and Motus Community Trust (SA).
- Unjani Clinics network (SA).
- Community upliftment initiatives.

**ESG report pages:** 75, 80 and 112.



### Sustainable cities and communities

**Targets:**  
11.2 and 11.6

- Stringent quality controls.
- Road Safety – Powered by Motus (SA).
- Waste management strategy.

**ESG report pages:** 69, 106 and 109.

<sup>1</sup> Photovoltaic.

<sup>2</sup> Light emitting diode.

<sup>3</sup> Human resources.

<sup>4</sup> Occupational health and safety.

<sup>5</sup> Enterprise and supplier development.

## Alignment with the UN SDGS continued

### Specific initiatives

 <p><b>Responsible consumption and production</b></p> <p><b>Targets:</b> 12.4, 12.5 and 12.6</p>	<ul style="list-style-type: none"> <li>• Resource efficiency projects.</li> <li>• Waste management strategy.</li> <li>• Wastewater recycling systems.</li> <li>• Internal and external reporting of sustainability information.</li> </ul>	<p><b>ESG report page:</b> 56.</p>
 <p><b>Climate action</b></p> <p><b>Targets:</b> 13.1, 13.2 and 13.3</p>	<ul style="list-style-type: none"> <li>• Environmental targets and projects to support resource efficiency goals.</li> <li>• Solar PV systems.</li> <li>• Energy-efficient technology.</li> <li>• LED replacement programmes.</li> <li>• Converting fleets to energy-efficient or less carbon intensive vehicles.</li> <li>• Route optimisation.</li> </ul>	<ul style="list-style-type: none"> <li>• Ready the Group for a net-zero carbon emission plan.</li> <li>• Import and sale of NEVs<sup>1</sup>.</li> <li>• Stakeholder engagement on SA's just transition to a lower carbon economy.</li> </ul> <p><b>ESG report pages:</b> 56 and 114. <b>Climate management approach.</b></p>
 <p><b>Peace, justice and strong institutions</b></p> <p><b>Targets:</b> 16.3, 16.4, 16.5, 16.6 and 16.7</p>	<ul style="list-style-type: none"> <li>• Code of Ethics.</li> <li>• Motus values.</li> <li>• Anti-bribery and -corruption policy.</li> <li>• Whistle-blowing mechanisms.</li> <li>• Ethics Self Declaration Programme (SA).</li> <li>• Online Gifts and Conflicts of Interest Register (SA).</li> </ul>	<ul style="list-style-type: none"> <li>• Regulatory compliance self-assessment (SA).</li> <li>• Group-wide Information Security Management System.</li> <li>• Best data privacy and protection practices.</li> </ul> <p><b>ESG report page:</b> 125. <b>Governance report.</b></p>
 <p><b>Partnerships for the goals</b></p> <p><b>Targets:</b> 17.14, 17.16 and 17.17</p>	<ul style="list-style-type: none"> <li>• Collaboration with our business, CSI<sup>2</sup> and NGO<sup>3</sup> partners and external consultants on key ESG issues.</li> <li>• Business forum and industry association memberships.</li> <li>• Engagement with regulators.</li> </ul>	<p><b>ESG report page:</b> 114 and 120.</p>

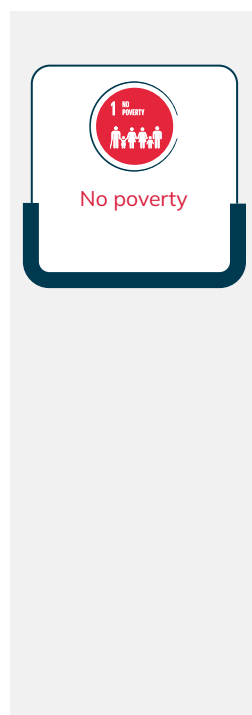
<sup>1</sup> New energy vehicles.

<sup>2</sup> Corporate social investment.

<sup>3</sup> Non-governmental organisation.

## Where we can make a meaningful impact

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



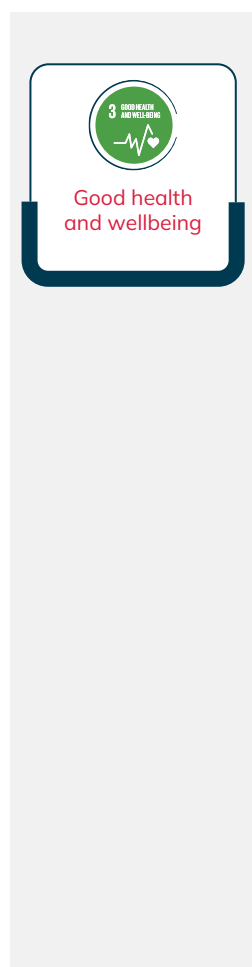
### Relevant targets

- 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 and strategic B-BBEE partners, provide salaries, career advancement and skills development for our employees, and indirectly create jobs for wider society through our supply chain.

In SA, our B-BBEE strategy and CSI programmes aim to make a long-lasting positive difference to communities. Our learnerships and apprenticeships, in particular, enhance the employability of African, Coloured and Indian (black) people, women and the youth, providing them with work experience and skills development while earning a salary. Our key B-BBEE and CSI 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, and providing affordable and quality primary healthcare to lower income communities. 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.



### Relevant targets

- 3.3 End the epidemics of AIDS, tuberculosis and malaria and other communicable diseases.
- 3.4 Reduce premature mortality from non-communicable diseases through prevention and treatment and promote mental health and wellbeing.
- 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 access to quality essential healthcare services and access to safe, effective, quality and affordable essential medicines and vaccines for all.

### Motus' impact

Permanent employees in SA have access to Imperial Motus Med; an in-house medical scheme comprising two benefit plans. In addition, our employee assistance programmes (SA, the UK and Australia) help employees manage their mental health and wellbeing. Other support mechanisms such as wellness days, blood drives, mental health first aiders and financial management education are also available to employees in various businesses.

In SA, 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.

We have been involved in programmes to enhance road safety awareness in SA 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.

In SA, we have partnered with Standard Bank, Spar, KPMG and ENS (Africa's largest law firm) on an initiative that supports survivors of GBV. We hope that the initiative will deliver a positive and meaningful impact on combatting GBV in SA.



## Where we can make a meaningful impact (continued)



Quality education

### Relevant targets

- 4.1 Ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes.
- 4.3 Ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university.
- 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 peace, non-violence and diversity, global citizenship and culture's contribution to sustainable development.

### Motus' impact

Learning and development programmes are available at all employment levels within Motus, with programmes that help evolve the skills of our employees so that they are equipped to handle upcoming innovations and market demands in an increasingly digital world. In SA, we prioritise the development of black men and women in line with our employment equity plan, and have a designated leadership 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.

We participate in SA's national 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, youth and people living with disabilities, and in the UK, they target young people and women.

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

The Motus Family Bursary Fund in SA 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 (ethics, compliance, cybersecurity and the protection of personal information), health and safety, and environmental impact.



Affordable and clean energy

### Relevant targets

- 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 prohibit their installation across the entire site network. Nevertheless, at year end, 54 (2024: 52) of our sites used energy from solar PV systems, including all OEM Importer parts distribution centres in SA.

In the UK, we are installing plug-in electric vehicle charging infrastructure, with 110 stations available at year end.

We regularly review our standard operating procedures to identify efficiencies. Mechanisms that drive energy efficiency include targets to reduce electricity purchased and improve vehicle fuel consumption; these targets are linked to our sustainability-linked financing facilities as well as executive remuneration. Other initiatives include converting our fleets to energy-efficient or less carbon intensive vehicles, LED replacements and replacing old equipment with energy-efficient alternatives.

## Where we can make a meaningful impact (continued)



### Decent work and economic growth

#### Relevant targets

- 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.
- 8.4 Improve resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation.
- 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 encourage creative thinking and drive an inclusive innovation culture.

Our leadership and skills development programmes, including learnerships and apprenticeships, support productive activities and individual career growth. Our talent management strategy fosters a culture of continuous growth, and we prioritise the development of black people, women, youth and people living with disabilities (see UN SDG 4).

In SA, our ESD programmes for small- and medium-sized enterprises, support their growth, sustainability and ability to create jobs. In certain cases, our support extends to providing these businesses with interest-free loans (see UN SDG 10).

A key focus of our environmental stewardship is resource efficiency with a number of initiatives in place to drive reduced consumption and meet our environmental targets (see UN SDG 7 and UN SDG 12).

Engagement surveys are undertaken to understand employee concerns and respond with practical improvements to enhance the employee experience. 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 (see UN SDG 10).

We protect labour rights and guard against unintentionally creating the potential for discrimination or unconscious bias behaviour in our HR policies, practices and spending. Discrimination in any form is not tolerated.

We 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. Our workplaces are regularly monitored for their compliance to our OHS policy and standards.



## Where we can make a meaningful impact (continued)



### Reduced inequalities

#### Relevant targets

- 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.
- 10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices.
- 10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.

#### Motus' impact

Our focus on DEI, B-BBEE and community upliftment initiatives aim to reduce inequalities and empower and promote the economic and social 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 (see UN SDG 1 and UN SGD 4). In SA, our focus is on the employment and development of black people, women, youth and those with disabilities, while in the UK and Australia our focus is on increasing the representation of women. Our inclusive procurement initiatives in SA focus on diverting more of our spend to black-owned, black women-owned and small businesses.

We are committed to fair labour practices, including fair remuneration, recruitment and working hours and adherence to minimum wage requirements. When necessary, adjustments are made to remuneration to demonstrate the value of roles in relation to one another, regardless of the incumbent, and to defend our pay philosophy. To guard against discrimination, pay differential analyses are conducted annually as part of our employment equity reporting in SA.



### Responsible consumption and production

#### Relevant targets

- 12.4 Achieve the environmentally sound management of all wastes throughout their lifecycle, and significantly reduce their release to air, water and soil to minimise their adverse impacts on human health and the environment.
- 12.5 Substantially reduce waste generation through prevention, reduction, recycling and reuse.
- 12.6 Adopt sustainable practices and integrate sustainability information into the organisation's reporting cycle.

#### Motus' impact

Our resource efficiency projects focus on the responsible use of electricity, fuel and water and the management of hazardous and non-hazardous waste generated in our operations (see UN SDG 7 and 13). 10% to 15% of investment<sup>1</sup> in new building and property upgrade projects in SA is allocated to efficient infrastructure and green solutions.

We comply with applicable waste management laws in all jurisdictions of operation and ensure that relevant disposal certificates are received. Our waste management strategy includes recycling and reuse to reduce waste going to landfill. This remains an area of development for the Group, particularly in terms of data collection and reporting.

Wastewater recycling systems are installed in dealership and vehicle rental wash bays of certain sites located in SA (see UN SDG 13). Based on their size and business activity, specific sites in SA are used as benchmarks to compare water consumption across our footprint. This helps to identify drivers of water consumption and opportunities to lower our reliance on municipal water sources, reduce operational costs, understand when we deviate from targets and identify ways to secure water during drought conditions.

Motus has published a sustainability/ESG report since it listed on the Johannesburg Stock Exchange in 2018. We are committed to being transparent and accountable to our stakeholders, and to continually improving our ESG reporting and the integration of ESG into our daily operations. We strive for high-quality, complete data sets. This helps us respond to ESG-related risks and opportunities, drive continual improvement and innovation, and provide external stakeholders with the data they need to make their decisions about Motus.

<sup>1</sup> Applies to our owned buildings.

## Where we can make a meaningful impact (continued)



### Relevant targets

- 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.

### Motus' impact

Since 2020, we have set annual targets to reduce water and electricity consumption and limit our use of vehicle fuel. Our current three-year cycle of annual targets is from 2025 to 2027. The electricity and vehicle fuel targets are linked to our sustainability-linked financing facilities and executive remuneration. As we mature our energy-efficiency and renewable energy projects (see UN SDG 7), we will start to ready the Group for a net-zero carbon emission plan. The Group will align its net-zero carbon emission plans to the net-zero visions and timelines of the countries in which it operates.

Logistics planning for the import, distribution and supply of parts is gaining focus.

Africa and Australia are water scarce regions with higher temperatures and lower rainfall due to climate change impacting the length and severity of droughts. Rainwater harvesting tanks, wastewater recycling systems and boreholes are installed at dealership and vehicle rental wash bays of certain sites located in these regions. At year end, the Group operated five (2024: five) wash bay wastewater recycling systems and had 452 (2024: 422;) rainwater harvesting tanks across business sites.

In each of our markets, we meet the demand for NEVs. These vehicles also present a number of opportunities for Motus in aftersales – hybrids increase our workshop activity and heavier NEVs require more frequent replacement of braking and suspension parts.

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.



## Where we can make a meaningful impact (continued)



### Relevant targets

- 16.3 Promote the rule of law at the national and international levels and ensure equal access to justice for all.
- 16.4 Reduce illicit financial and arms flows, strengthen the recovery and return of stolen assets and combat all forms of organised crime.
- 16.5 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.

### Motus' impact

Our Code of Ethics, leaders, standard operating systems and Group values guide employees on how to exercise good judgement and obtain advice on appropriate business conduct. Various tools are in place to ensure ethical business conduct, including our Ethics Self Declaration Programme in SA that requires select employees to annually self-declare conflicts of interest and their compliance with key policies and ethical standards. An independently managed whistle-blowing hotline allows anonymous reporting of misconduct across Africa. Safecall in the UK and the Speeki app and website in Australia are also anonymous reporting mechanisms for employees.

The Group complies with all laws and regulations that are applicable to its business activities across all jurisdictions of operation. Our employees receive compliance training to ensure they understand the Group's and their own legal obligations. The quarterly regulatory compliance self-assessment questionnaire in SA gauges the level of knowledge and understanding of, and compliance with, key compliance and legal matters across the operation.

The Group-wide Information Security Management System ensures that we invest in the most relevant security controls for our systems, critical infrastructure and end user devices, and that we meet regulatory, audit and customer data protection requirements.

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 black people and women in leadership positions, and diversity is a key consideration of appointments to the Motus board of directors.

# JSE Sustainability Disclosure Guidance

## content index

The Motus JSE Sustainability Disclosure Guidance content index directs readers to narrative disclosures and sustainability metrics that can be found across our reporting suite for matters that have been identified as being material to the Group.

The online documents referenced in this content index can be accessed here:

2025 ESG report	Climate management approach
2025 integrated report	Human capital management approach
2025 shareholder report	Social impact management approach
2025 indicator report	Business conduct management approach

## 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.

Board direction and tone			
Integrated	Page/s	ESG	Page/s
Governance review:	201	Governance of sustainability: Management approaches	19
Shareholder	Page/s		
Governance report:	2		
Board role in integrating sustainability-related issues in strategy, business planning and remuneration			
Integrated	Page/s	ESG	Page/s
Strategic priorities:	108	Sustainability management framework:	17
Managing risks and opportunities:	88	Governance of sustainability:	19
Governance review:	201	ESG integration:	25
Remuneration review:	209	ESG risks and opportunities:	43
		Management approaches	
Shareholder	Page/s		
Governance report:	2		
Remuneration report:	30		
Board oversight of implementation of strategy			
		ESG	Page/s
		Sustainability management framework:	17
		Governance of sustainability:	19
		ESG integration:	25
		ESG risks and opportunities:	43
		Stakeholder engagement on ESG issues:	40
		Management approaches	
Board oversight of disclosure and communication			
Integrated	Page/s	ESG	Page/s
About this report:	2	Reporting suite:	IFC
		About this report:	4



# JSE Sustainability Disclosure Guidance

## content index (continued)

### 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.

#### Sustainability-related impacts, risks and opportunities

Integrated		Page/s	ESG		Page/s
About this report (timeframes):		2	About this report (timeframes):		4
How Motus creates value:		78	ESG risks and opportunities:		43
Managing risks and opportunities:		88	Performance sections (starting on):		55

#### Strategy and decision-making

Integrated		Page/s	ESG		Page/s
How Motus creates value:		78	Overview of our approach to sustainability:		2
Material matters:		101	Material matters:		7
Strategic priorities:		108	Sustainability management framework:		17
			ESG integration:		25
			Performance sections (starting on):		55

#### Financial position, performance and cashflows

**Response:** the impact of significant sustainability-related risks and opportunities on Motus' most recent financial position, financial performance and cash flows is not reported. The climate management approach however does include limited disclosure on future financial impacts of climate-related risks and opportunities.

#### Resilience

**Response:** Motus conducts limited climate change scenario analyses as part of disaster recovery and business continuity planning for high-value sites in line with insurance requirements, and to identify supply chain vulnerabilities given the geographic concentration from which our products are sourced. These scenarios are not reported.

Integrated		Page/s	ESG		Page/s
How Motus creates value:		78	Management approaches and outcomes:		28
			External benchmarking of ESG performance:		52
			Performance sections (starting on):		55

# JSE Sustainability Disclosure Guidance

## content index (continued)

### 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.

#### Integration of sustainability issues in the organisation's management processes

Integrated	Page/s	ESG	Page/s
Engaging with stakeholders:	82	Sustainability management framework:	17
Managing risks and opportunities:	88	ESG integration:	25
		Management approaches and outcomes:	28
		Stakeholder engagement on ESG issues:	40
		ESG risks and opportunities:	43
		Management approaches, particularly the climate 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.

#### Information required for disclosing sustainability metrics, targets and performance

ESG	Page/s
About this report:	4
ESG integration:	25
Management approaches and outcomes:	28
Performance sections (starting on):	55
Indicator report	

# JSE Sustainability Disclosure Guidance

## content index (continued)

**C** = Core

**L** = Leadership

### Standardised sustainability disclosure metrics

#### Governance disclosure metrics

G1: Board composition		Page/s
G1.1: Board diversity	<b>C</b> Integrated	
G1.2: Board competence	<b>C</b> Group leadership:	23
G1.3: Board independence	<b>C</b> ESG	
	Governance of sustainability:	19
	Fair, open and inclusive workplace:	71
	Indicator report	
	<b>Shareholder</b>	
	Governance report:	2
G2: Remuneration		
G2.1: Remuneration practices	<b>C</b> <b>Shareholder</b>	
	Remuneration report:	30
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.	<b>C</b> <b>Response:</b> employees receive training on our anti-bribery and -corruption policy and procedures. Business segments conduct this training when required therefore metrics are not reported centrally. The board is made aware of Motus' anti-bribery and -corruption policy and frameworks.	
	<b>ESG</b>	
	Ethical, fair and compliant business conduct:	125
b) Total number and nature of confirmed incidents of corruption with a description of the activities taken to address confirmed incidents and of the outcomes of these activities.	<b>C</b> <b>ESG</b>	
	Ethical, fair and compliant business conduct:	125
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.	<b>C</b> <b>ESG</b>	
	Ethical, fair and compliant business conduct:	125
	Business conduct management approach	
d) Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, to combat corruption.	<b>L</b> <b>ESG</b>	
	Ethical, fair and compliant business conduct:	125
	Business conduct management approach	

# JSE Sustainability Disclosure Guidance

## content index (continued)

**C** = Core

**L** = Leadership

### Governance disclosure metrics (continued)

G3: Ethical behaviour <i>continued</i>		Page/s
<b>G3.2: Lobbying and political contributions</b>		
a) Total monetary value of financial and in-kind political contributions.	<b>C</b> ESG	125
	Ethical, fair and compliant business conduct: Business conduct management approach	
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.	<b>C</b> ESG	115
	Our key memberships: Upcoming legislation:	132
<b>G4: Compliance and risk management</b>		
<b>G4.1: Incidents</b>		
a) Number and nature of significant ESG-related incidents: incidents of legal non-compliance and directives, compliance notices, warnings or investigations, and any public controversies.	<b>C</b> ESG	56
	Environmental stewardship: Ethical, fair and compliant business conduct: Indicator report	125
<b>G4.2: Fines and monetary loss</b>		
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.	<b>C</b> ESG	125
	Ethical, fair and compliant business conduct:	
<b>G5: Tax transparency</b>		
<b>G5.1: Tax paid and estimated tax gap</b>		
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.	<b>C</b> <b>Response:</b> 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 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.	<b>C</b> <b>Response:</b> 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.	



# JSE Sustainability Disclosure Guidance

## content index (continued)

**C** = Core

**L** = Leadership

### Social disclosure metrics

S1: Labour standards		Page/s
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.	<div>C</div>	<div>Response: we report race and gender for the workforce in SA across all employee levels, and gender and average age for the Group at each management level.</div> <div>ESG</div> <div>Fair, open and inclusive workplace: Indicator report</div> <div>71</div>
b) Number of allegations and confirmed incidents of discrimination and/or human rights incidents relating to workers incidents.	<div>C</div>	<div>Response: discrimination is included in the human resources category of the Group's disclosed whistle-blowing reports and is not reported separately. There was one confirmed incident of discrimination during the year.</div>
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.	<div>C</div>	<div>Response: to guard against discrimination, pay differential analyses are conducted annually as part of our employment equity planning in SA but are not publicly reported.</div>
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.	<div>C</div>	
d) Ratio of the total annual remuneration of women to men, and by race group, for each employee category in significant operations.	<div>C</div>	
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.	<div>C</div>	<div>Response: apprentices are remunerated above minimum wage and in line with our bargaining council agreements. Formal learnerships are paid according to the requirements agreed with the sector education and training authorities in SA.</div>
b) Ratio of lowest wage to living wage for employees and non-employee workers for each significant location of operation.	<div>C</div>	<div>Response: to guard against discrimination, pay differential analyses are conducted annually as part of our employment equity planning in SA but are not publicly reported.</div>

# JSE Sustainability Disclosure Guidance

## content index (continued)

**C** = Core

**L** = Leadership

### Social disclosure metrics (continued)

S1: Labour standards <small>continued</small>			Page/s
<b>S1.4: Freedom of association and collective bargaining</b>			
a)	Describe how the organisation manages freedom of association and collective bargaining.	<b>C</b> ESG Fair human resources practices: Human capital management approach	80
b)	Employees covered under collective bargaining agreements.	<b>C</b> ESG Fair human resources practices: Human capital management approach Indicator report	80
c)	Disclose the extent of major work stoppages (including both strikes and lockouts).	<b>C</b> <b>Response:</b> there were [no] major work stoppages in any of our operations during the 2025 reporting year.	
<b>S1.5: Characteristics of employees and workers</b>			
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.	<b>C</b> <b>Response:</b> gender and the total number of non-permanent employees are reported per country without further breakdowns. In SA, where B-BBEE is a material matter, permanent and non-permanent employees are reported by race and gender. <b>ESG</b> Fair, open and inclusive workplace: Indicator report	71
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.	<b>C</b> <b>Response:</b> our apprentices are employees of Motus and are included in our workforce headcount.	
<b>S2: Community development</b>			
<b>S2.1: Community human rights</b>			
a)	Total number and percentage of operations that have been subject to a human rights due diligence process or impact assessment, by country.	<b>C</b> <b>Response:</b> no human rights impact assessment was undertaken during 2025.	
b)	Engagement with affected communities, and channels for affected community members to raise concerns.	<b>C</b> <b>Response:</b> 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, anonymous whistle-blowing hotline for Africa is available to all stakeholders.	
c)	Number and type of grievances reported relating to a salient human rights issue, and an explanation of the percentage of these that are remedied in agreement with those who expressed the grievance.	<b>C</b> <b>Response:</b> there were no salient human rights issues reported in 2025.	

# JSE Sustainability Disclosure Guidance

## content index (continued)

**C** = Core

**L** = Leadership

### Social disclosure metrics (continued)

S2: Community development <small>continued</small>		Page/s
<b>S2.2: Skills for the future</b>		
a) Describe the skills development programmes.	<b>C</b> <b>ESG</b>	Talent pipeline and professional growth: 84 Economic and social inclusion: 112 Human capital management approach Indicator report
<b>S2.3: Employment and wealth creation</b>		
a) New employee hires, by age group, gender, other indicators of diversity and region.	<b>C</b> <b>Response:</b> gender and diversity is reported for new hires in SA only which accounts for 69% of the workforce. Age is not considered material for this indicator. <b>ESG</b>	Fair, open and inclusive workplace: 71 Talent pipeline and professional growth: 84 Indicator report
b) Employee turnover (for permanent employees), by age group, gender, other indicators of diversity and region.	<b>C</b> <b>Response:</b> employee turnover is reported for SA, the United Kingdom and Australia. Exits are reported by gender and race for SA only. <b>ESG</b>	Fair, open and inclusive workplace: 71 Talent pipeline and professional growth: 84 Indicator report
<b>S2.4: Economic contribution</b>		
a) Direct economic value generated and distributed.	<b>C</b> <b>Integrated</b>	Value added statement: 232 <b>ESG</b> Fair, open and inclusive workplace: 71 Economic and social inclusion: 112 Indicator report
b) Indirect economic impacts.	<b>C</b> <b>ESG</b>	YES4Youth Programme: 76 Road safety: 109 Economic and social inclusion: 112 Indicator report
c) Procurement with local suppliers.	<b>C</b> <b>Response:</b> reported for SA only where B-BBEE is a material matter. <b>ESG</b>	Inclusive procurement: 117 Indicator report

# JSE Sustainability Disclosure Guidance

## content index (continued)

**C** = Core

**L** = Leadership

### Social disclosure metrics (continued)

S2: Community development continued			Page/s
S2.1: Economic contribution (continued)			
d)	Description of the extent of significant infrastructure investment and services supported.	<b>L</b> <b>ESG</b> Unjani Clinics: DP World and Motus Community Trust: Indicator report	124 123
e)	Total monetary value of financial assistance received from any government.	<b>L</b> <b>Response:</b> no financial assistance was received from government in 2025.	
S3: Health and safety			
S3.1: Workplace health and safety			
a)	Fatalities as a result of a work-related injury or ill-health.	<b>C</b> <b>ESG</b> Healthy and safe work environments: Indicator report	99
b)	Recordable work-related injuries, and work-related illnesses or health conditions arising from exposure to work-related hazards.	<b>C</b> <b>ESG</b> Healthy and safe work environments: Indicator report	99
c)	Employee and worker access to non-occupational medical and healthcare services and the scope of access provided.	<b>L</b> <b>ESG</b> Employee wellness:	104
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.	<b>C</b> <b>ESG</b> Product safety: Compliant financial services and products: Social impact management approach	106 129
b)	Number and nature of any product recalls.	<b>C</b> <b>ESG</b> Product safety:	106
S4.2: Product innovation			
a)	Total research and development spend.	<b>C</b> <b>Response:</b> 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.	



# JSE Sustainability Disclosure Guidance

## content index (continued)

**C** = Core

**L** = Leadership

### Social disclosure metrics (continued)

S4: Customer responsibility continued			
S4.3: Consumer data and privacy			
a)	A description of the mechanisms and steps taken to ensure privacy of consumer data.	<b>C</b> ESG	Systems and data security: 134 Business conduct management approach
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.	<b>C</b> ESG	Systems and data security: 134 Indicator report
S5: Supply chain			Page/s
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.	<b>C</b>	<b>Response:</b> we have not identified any operations within the Group where child labour, forced labour or compulsory labour nor other material negative social impacts are risks. Suppliers engaged directly by the Group are required to comply with the Group's supply chain code of conduct, which covers human rights, and must confirm that they only employ people above the minimum working age. Assessing non-OEM <sup>1</sup> parts manufacturers in SA on their contractual liabilities and responsibilities and their maturity in terms of managing their ESG-related risks has just started. For the supply chains of the Group's other business segments and regional operations, 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.	<b>C</b>	<b>Response:</b> no incidents of child labour, or forced and compulsory labour were reported in 2025.
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.	<b>C</b>	<b>Response:</b> 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 level agreements with OEMs cover vehicle recalls and product safety, with response plans to mitigate any negative impact.

<sup>1</sup> Original equipment manufacturer.

# JSE Sustainability Disclosure Guidance

## content index (continued)

**C** = Core

**L** = Leadership

### Environmental disclosure metrics

E1: Climate change		Page/s
E1.1: GHG emissions		
a) Absolute gross GHG emissions.	<b>C</b> <b>ESG</b> Energy efficiency and carbon footprint: Climate management approach Indicator report	64
c) GHG emissions intensity for Scope 1, 2 and 3.	<b>C</b> <b>Response:</b> Scope 3 emissions are not reported. A project has been implemented to enhance the completeness of our Scope 3 emissions, including a review of our data and the inclusion of supplier data. <b>ESG</b> Energy efficiency and carbon footprint: Climate management approach Indicator report	64
E1.2: Energy mix		
a) Total energy use and share of energy usage by generation type.	<b>C</b> <b>Response:</b> our material sources of energy are vehicle fuel, purchased electricity and renewable energy generated from solar PV systems. These metrics are reported separately. <b>ESG</b> Energy efficiency and carbon footprint: Indicator report	64
E1.4: Just transition		
a) Existence and nature of a 'transition plan' that commits to stakeholder engagement.	<b>C</b> <b>ESG</b> ESG integration: Climate management approach	25
b) Workers recruited, retrained, retrenched, and/or compensated due to implementation of the decarbonisation plan.	<b>C</b> <b>Response:</b> decarbonisation is not as yet 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. 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.	<b>L</b> <b>ESG</b> Our key memberships:	115
g) Amount of capital and expenditure deployed on direct and indirect climate adaptation and climate mitigation efforts.	<b>L</b> <b>ESG</b> Environmental stewardship:	56

# JSE Sustainability Disclosure Guidance

## content index (continued)

### Environmental disclosure metrics (continued)

**C** = Core

**L** = Leadership

E2: Water security			Page/s
E2.1: Water usage			
a)	Total water consumption from all areas, and from areas with water stress.	<b>C</b> ESG Water: Indicator report	68
c)	Freshwater consumption intensity.	<b>L</b> ESG Water: Indicator report	68
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.	<b>C</b> <b>Response:</b> 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.	
b)	Area of land used for the production of basic plant, animal or mineral commodities.	<b>C</b> Not applicable to the Group.	
c)	Capital expenditure to preserve biodiversity and ecosystems.	<b>C</b> <b>Response:</b> none.	
E4: Pollution and waste			
E4.1: Solid waste			
a)	Total weight of waste generated (non-recycled), composition of waste, and percentage directed to disposal and percentage diverted from disposal.	<b>C</b> <b>Response:</b> the collation of waste data is a relatively new focus for the Group and is still measured only for certain key waste types and not total volumes of waste. <b>ESG</b> Waste and recycling: Indicator report	69
b)	Total weight of hazardous waste generated, and percentage directed to disposal and percentage diverted from disposal.	<b>C</b> <b>Response:</b> the collation of waste data is a relatively new focus for the Group and is still measured only for certain key waste types and not total volumes of waste. <b>ESG</b> Waste and recycling: Indicator report	69
c)	Waste intensity: total waste per material unit.	<b>C</b> <b>Response:</b> the Group needs to mature its waste data collection and reporting before a meaningful intensity ratio can be reported.	

# JSE Sustainability Disclosure Guidance

## content index (continued)

**C** = Core

**L** = Leadership

### Environmental disclosure metrics (continued)






E4: Pollution and waste <small>continued</small>		Page/s
<b>E4.3: Atmospheric pollution</b>		
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.	<b>C</b>	<b>Response:</b> not reported.
<b>E5: Supply chain and materials</b>		
<b>E5.2: Materials of concern</b>		
a) Process to identify and manage emerging materials and chemicals of concern in products.	<b>C</b>	<b>Response:</b> the monitoring of waste materials included in imported products has started but is still in the infancy phase.





The Motus UN Global Compact content index directs readers to related narrative disclosures 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.

The online documents referenced in this content index can be accessed here:

 2025 ESG report	 Social impact management approach
 Climate management approach	 Business conduct management approach
 Human capital management approach	

## 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

Page/s

Fair, open and inclusive workplace:	71
Ethical, fair and compliant business conduct:	125
Human capital management approach	
Business conduct management approach	

## 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

Fair, open and inclusive workplace:	71
Talent pipeline and professional growth:	84
Ethical, fair and compliant business conduct:	125
Human capital management approach	
Business conduct management approach	

## 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

Environmental stewardship:	56
Our key memberships:	115
Climate management approach	

## Anti-corruption

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

### ESG

Ethical, fair and compliant business conduct:	125
Business conduct management approach	