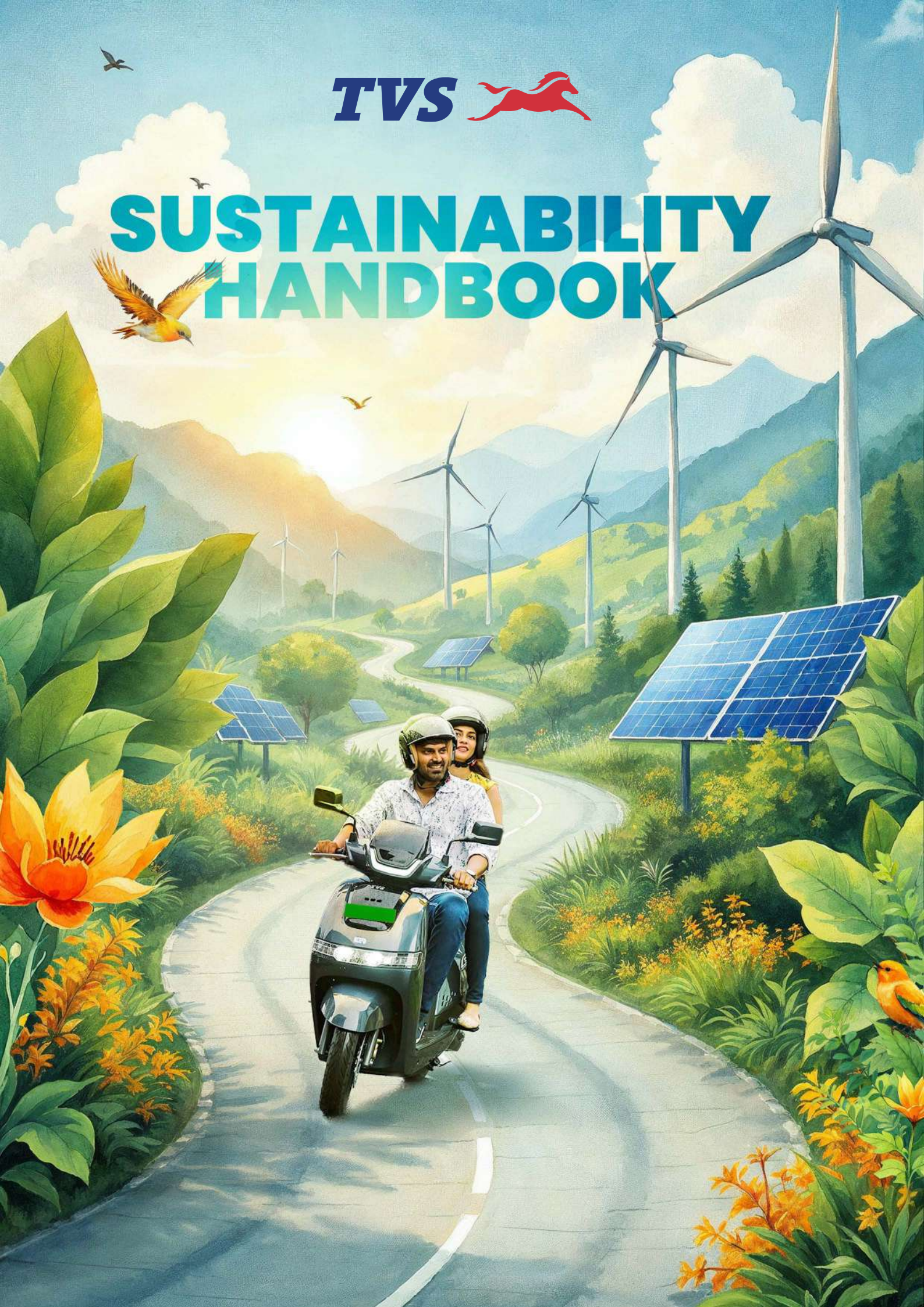




SUSTAINABILITY HANDBOOK





Dear Friends,

As the Chief Sustainability Officer of TVS Motor Company, I am proud to present our Sustainability Handbook for 2023-24. This handbook reflects our dedication to sustainable development and environmental stewardship.

At TVS Motor, sustainability is a core value driving our innovation and growth. Over the past year, we have made significant progress in reducing our environmental impact, improving energy efficiency, and fostering a culture of sustainability.

Aligned with our company's vision, our initiatives in renewable energy, waste management, water conservation, and community engagement demonstrate our commitment to creating a better world for future generations.

The achievements in this handbook are the result of the collective efforts of our employees, partners, and stakeholders. Their support has been crucial in advancing our sustainability agenda.

Looking ahead, we remain committed to sustainability, continuing to innovate and lead by example for a sustainable future.

Thank you for your support.

Thakur Pherwani

Chief Sustainability Officer
TVS Motor Company



Sustainability Facts for FY 2023-24¹



1,76,273 Kiloliters treated water recycled and reused	85.36% of renewable energy used in the operations globally	74,000+ tCO₂e Emissions avoided sale of EV's
Equivalent to an accessibility of water to around ~ 1000 households for a year	Demonstrating its commitment to mitigate the challenges of climate change	Comparable to taking approximately 16,000 passenger cars off the road for a year
0.17 GJ/vehicle sold (specific energy intensity)	0.008 Tons Co ₂ / vehicle sold (specific carbon intensity: scope 1 and 2)	17.21 kg/vehicle sold (specific waste intensity)
Demonstrating its commitment to environmental stewardship, benefiting society and future generations	Demonstrating its commitment to environmental sustainability and responsible manufacturing	Demonstrating its commitment towards minimizing waste generated during production to promote a more environmentally friendly manufacturing process
Commitment towards water positive operations	Zero waste to landfill facilities	Design for Future
TVS Hosur (India) certified as Water Positive Facility with a Net Water Ratio = 1.21 highlighting its commitment to sustainable water management & conservation efforts	TVS Hosur (India) certified with diversion Rate of 99.76%	TVS products have min. 85% recyclability and min. 90% recoverability rate
18% Board Gender Diversity	>13% percent women in the workforce	2% Differently abled people in the workforce
Proactive approach to fostering an inclusive and equitable corporate environment.	Demonstrating TVS's dedication to building a more equitable and inclusive workplace	Contributing to social equity by providing opportunities for underrepresented groups
SA 8000 : 2014 Certified Operation (India)	Zero Fatality In FY 23-24	~ 70,000 beneficiaries reached under community development activities globally
Commitment to ethical labour practices and social accountability standards.	Commitment to safety, preventing accidents, and protecting employee lives	Commitment to social responsibility, improving lives, and fostering community growth

¹ As of 31st March 2024

Recognized among Top 50 Great Place to Work (GPTW) in FY 2023-24	16,470 No. of employees demonstrates strong geographical diversity	
Engaged workforce	Global workforce + 12 nationality	
93% local sourcing in India	ISO/IEC 27000: 2018 certified operation	Top product quality in 7 out of 10 categories in the J.D. Power 2024
Working towards creating a resilient supply chain aligned to call of "Atmanirbhar Bharat" and lowering carbon footprints through reduced transportation	Demonstrating its commitment to robust information security management	Enhance credibility and consumer trust
TPM Excellence Award by the Japan Institute of Plant Maintenance	Zero case of data breach	ISO 22301: 2019 Business Continuity Management Certified operation (India)
Recognition of TVS Motor operational excellence	Uncompromised security and data integrity	Demonstrating robust business continuity management
Value gain for Value Chain through My Sustainability Index	Integrated Management System (ISO14001:2015 & ISO 45001:2018)	IATF 16949 – First Edition Certificate
Tool for benchmarking sustainability performance of value chain partners	Streamlining processes to enhance organizational efficiency	Ensuring automotive quality management excellence

¹ As of 31st March 2024



Our approach to reporting

This Sustainability handbook highlights TVS Motor Company's progress in sustainability for FY 2023-24 (April 1, 2023, to March 31, 2024), emphasizing the Company's dedication to integrating sustainable practices across its operations. It highlights the Company's commitment to ethical governance, people-centric management, responsible procurement and production, environmental stewardship, and social development. The report also reflects TVS Motor's dedication to transparency and accountability, driven by its commitment to 'Trust, Value, and Service' for all stakeholders.

Scope and boundary

The scope of the handbook is limited to its covers TVS Motor's global operations, including manufacturing plants in India, the UK, and Indonesia. The report² includes TVS Motor Company Limited India, PT TVS Motors Indonesia, Norton Motorcycles UK, Swiss E-Mobility Services, and Sundaram Auto Components Limited (SACL)³. While TVS Motor's and its subsidiaries are rapidly expanding globally, some are still in initial stages and will be included in future sustainability reports.

Reporting framework

As a responsible corporate entity dedicated to upholding complete transparency, has aligned this report with globally recognised standards known for their rigour and comprehensiveness. The disclosures in this report are aligned to the Global Reporting Initiative (GRI) Standards 2021, Corporate Sustainability Reporting Directive (CSRD), and Sustainability Accounting Standards Board (SASB)-automotive sector.

TVS Motor's commitment to global sustainability is demonstrated by aligning its sustainability agenda with the United Nations Sustainable Development Goals (SDGs). This report highlights its targeted efforts to contribute to these global ambitions.

² TVS Credit has not been included in the reporting boundary as they are currently developing their sustainability report and will publish it separately

³ For this year's report, only environmental data related to water and energy consumption, as well as related emissions, have been considered for Sundaram Auto Components Limited.

About TVS Motor Company

TVS Motor Company is a renowned global manufacturer of two and three-wheelers, championing progress through Sustainable Mobility. With four state-of-the-art manufacturing facilities in Hosur, Mysuru, and Nalagarh in India, and Karawang in Indonesia, TVS Motor Company is rooted in a 100-year legacy of Trust, Value, and Service. The company takes pride in producing internationally aspirational products of the highest quality through innovative and sustainable processes.

TVS Motor Company is the only two-wheeler manufacturer to have received the prestigious Deming Prize. Their products lead in their respective categories in the J.D. Power IQS and APEAL surveys. Additionally, TVS Motor Company has been ranked as the No. 1 Company in the J.D. Power Customer Service Satisfaction Survey for four consecutive years.

The group company, Norton Motorcycles, based in the United Kingdom, is one of the most emotive motorcycle brands in the world. In the personal e-mobility space, their subsidiaries, Swiss E-Mobility Group (SEMG) and EGO Movement, hold leading positions in the e-bike market in Switzerland. TVS Motor Company strives to deliver the most superior customer experience across the 80 countries in which it operates.

Their commitment to excellence and continuous improvement drives them to meet the evolving needs of the global community, making TVS Motor a trusted name in the automotive industry

VISION

To transform the quality of life of people across the world by providing mobility solutions that are Exciting, Responsible, Sustainable and Safe.



MISSION

To be one of the leading companies globally in our chosen business segments, providing the most compelling mobility solutions through:

1. An innovation-driven culture thriving on relentless reflection and teamwork
2. Focus on speed & agility to seize opportunity in a Volatile Uncertain Complicated Ambiguous (VUCA) world
3. Scalable technology platforms & solutions with highest quality to delight customers
4. Commitment towards a sustainable future for societies and the environment



Managing Stakeholder Expectations

In today's interconnected world, stakeholder engagement is crucial for any company. Stakeholders' support and insights are vital for navigating challenges and driving innovation. Recognizing their role in business success and sustainability, the Company prioritizes engaging with stakeholders and understanding their perspectives.

By assessing its internal operations and external environment, TVS Motor has identified its key stakeholder groups, including investors, employees, customers, dealers, suppliers, communities, CSR partners, industry associations, and regulators. This strategic approach allows the Company to tailor its engagement and communication efforts effectively, ensuring all relevant parties are considered in business decisions.

Double Materiality Assessment

In FY 2023-24, TVS Motor conducted a double materiality assessment to analyse and report on its sustainability impacts and risks. This assessment is crucial for the company as it helps to identify and understand both the financial and non-financial factors that affect its operations.

By examining these sustainability-related risks and opportunities, TVS Motor can better align its

strategies with long-term goals, enhance its resilience, and ensure that it remains responsive to stakeholder expectations. This comprehensive understanding supports informed decision-making and reinforces TVS Motor's commitment to sustainable business practices (Please refer to the Sustainability Report: Redefining Mobility: Elevating Lives" for details of the outcome of the double materiality exercise, Page 40-45)

Approach towards Sustainability

TVS Motor's sustainability ethos is rooted in its commitment to reducing its environmental footprint by fostering innovation in green technologies and promoting responsible business practices across its operations. It has embraced sustainability as a core aspect of its business philosophy, recognising that its long-term success is intertwined with the well-being of the environment and society.

Accordingly, it has adopted a comprehensive strategy that integrates the principles of **Environment, Social and Governance equity** across its business practices. The Company's commitment to environmental and social equity is grounded in ethical governance and ethical conduct, ensuring transparency and accountability. This approach aims to contribute to the betterment of its people and the wider society in alignment with the United Nations Sustainable Development Goals (UN SDGs).

The outcome of the double materiality assessment interplays with TVS Motor's strategic pillars, ensuring a comprehensive approach to sustainability that addresses both financial and

environmental impacts. Organised into 5 pillars, TVS Motor's material topics maximise the impact of its sustainability efforts. This structured framework enables the company to systematically address its most pressing sustainability concerns while aligning with stakeholder expectations and broader business objectives. By integrating these pillars into its core strategy, TVS Motor is able to demonstrate leadership in sustainability, setting a benchmark for the industry and contributing to a more equitable and sustainable future.



Sustainable and Thriving Ecosystem

Recognising the need to balance industrial growth with environmental preservation, TVS Motor's sustainability strategy emphasises responsible resource use. Central to this approach is the promotion of products and practices that prioritise safety, efficiency, and sustainability, benefiting both people and the planet.

As part of its climate adaptation and resilience framework, TVS Motor is actively reducing carbon emissions through advanced technologies and renewable energy initiatives. The company prioritises water management by enhancing conservation, minimising waste, and implementing advanced effluent treatment to protect aquatic ecosystems and address global water scarcity.

Environmental stewardship and ethical practices are integral to TVS Motor's supply chain management. The company fosters transparency and encourages

supplier participation in sustainability efforts. Additionally, TVS Motor is committed to biodiversity conservation, protecting at-risk species, and rehabilitating natural habitats to enhance ecological resilience.

Environmental sustainability is crucial for the automobile industry due to its resource-intensive processes and environmental impacts. TVS Motor has developed a comprehensive environmental stewardship approach, which aligns with the ISO 14001 standard: exemplifying a holistic and proactive approach to environmental management. The Company also ensures compliance with all relevant environmental laws and regulations, forming the foundation of its operations. In FY 23-24, no penalties or fines were levied on TVS Motor operations across India, Indonesia, and the United Kingdom.

Transitioning towards a low-carbon future

TVS Motor is working towards developing its road map for achieving Net Zero emissions as a key part of climate adaptation and resilience framework. By aligning itself with the 1.5°C trajectory outlined in the ISO IWA 42: 2022 Net Zero Guidelines, the Company will ensure its decarbonisation roadmap is scientifically grounded and consistent with global climate science. TVS Motor is committed to transitioning to 100% renewable energy across all its operations, a crucial step towards its Net Zero ambitions. The Company's Net Zero ambition extends beyond reducing emissions; they reflect a broader commitment to environmental stewardship and sustainable development.

Comprehensive Emissions Mapping for Accurate Climate Action

TVS Motor has adopted a robust framework aligned with the Intergovernmental Panel on Climate Change (IPCC) and the GHG Protocol to map its emissions. In FY 2023-24, the company underscored its commitment to transparency by conducting an extensive assessment of its Scope 3 emissions across 11 applicable categories out of 15 (see Table 3). To ensure precise estimation, a hybrid methodology was used, integrating techniques such as the spend-based method, distance-based assessments, and average data calculations. The approach allows the Company to capture a full and precise picture of its emissions, reinforcing its dedication to environmental responsibility and informed climate action.

In FY 2023-24, TVS Motor's total carbon footprint across Scope 1, 2, and 3 emissions was 2,22,28,677.76 tCO₂e. Scope 1 emissions, which include direct emissions from owned or controlled sources, accounted for 0.11% of the total. Scope 2 emissions, representing indirect emissions from the consumption of purchased electricity, made up 0.05%. Scope 3 accounts for nearly 99.80% of its total emissions, which encompass all other indirect emissions that occur in the value chain.

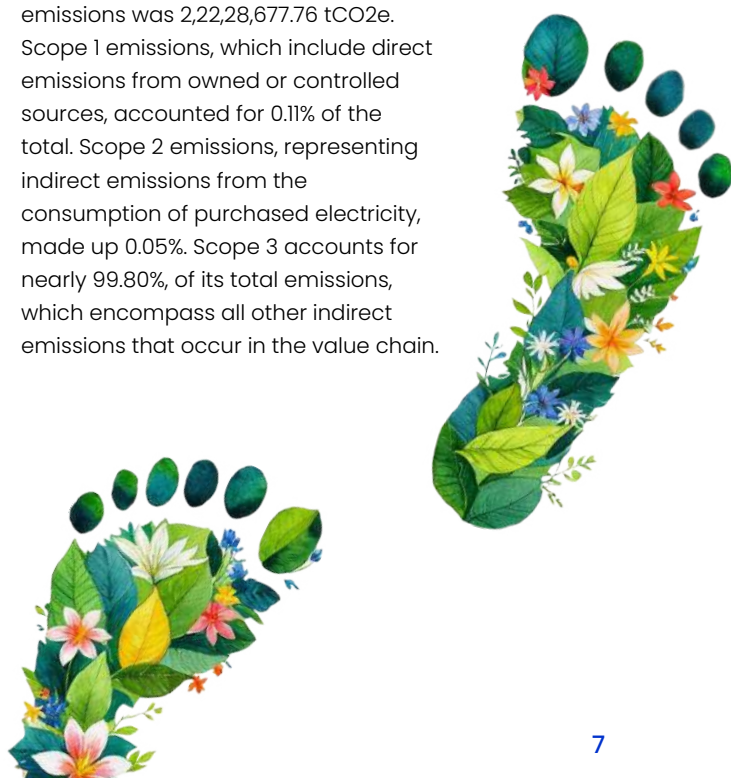





Table 1: Global carbon footprint (FY 2023-24)

Operations		Scope-1 (tCO ₂ e)	Scope-1 (tCO ₂ e)
TVS India operations		22,693.34	4,393.12
PT TVS Indonesia		355.5	1,287.15
Norton Motorcycle, UK		-	184.22
Other subsidiaries		1302.81	5,273.02
Total		24,331.65	11,137.51

The Company's India operation accounts for more than 95% of TVS Motor Company's total operations, resulting in nearly 76% of the company's Scope 1 and Scope 2 emissions originating from India. Sundaram Auto Component Limited (SACL) accounts for 18.5% of emissions, while PT TVS Indonesia contributes 4.5%. Approximately 2.13% of emissions is attributed to ozone-depleting substances (ODS), which has been accounted for within TVS Motor's total Scope-1 emissions for India operations.

In its India operations, one can see reduction in emissions intensity from 9.8 kg CO₂e per vehicle in FY 2021-22 to 6.2 kg CO₂e per vehicle in FY 2023-24, a 36.7% decrease. Specific GHG emissions per Crore INR turnover also decreased from 1.43 MT CO₂e to 0.89 MT CO₂e, a 22% reduction. These improvements are attributed to investments in cleaner technologies, energy efficiency, and renewable energy.

Table 2: Scope 3 overview for TVS Motor Company

Category (s)	Emissions (tCO ₂ e)
Category 1 Purchased goods and services	3,74,993.83
Category 2 Capital goods	176.82
Category 3 Fuel- and energy -related activities (not included in scope 1 or scope 2)	2,665.40
Category 4 Upstream transportation and distribution	13,208.40
Category 5 Waste generation in operation	366.45
Category 6 Business Travel	4,061.10
Category 7 Employee commuting	6,028.56
Category 9 Downstream transportation and distribution	2,08,060.69
Category 11 Use of sold products (avg. 15 yrs)	2117,1366.05
Category 12 End-of-life treatment of sold products	12,141.48
Category 15 Investments (Equity investments in subsidiaries more 50%)	15,469.15

Nearly 97% of TVS Motor's Scope 3 emissions come from the use phase of its vehicles, highlighting the need for targeted emission reduction strategies. This indicates that the largest impact occurs not during manufacturing or distribution, but when customers are actively using TVS Motor vehicles. This insight is crucial for guiding the company's strategies to reduce emissions.

In FY 2023-24, the specific carbon intensity per product sold was 0.008% for Scope 1 and 2, and 4.86% for Scope 1+2+3. This underscores the importance of focusing on the use phase to achieve significant emission reductions.

Internal Pricing Mechanism (IPM)

The IPM aligns economic incentives with environmental goals, promoting sustainable practices across TVS Motor's operations. In FY 2023-24, the Company conducted a comprehensive internal exercise to establish its Internal Carbon Price (US\$ 25/ tCo2e) and Internal Water Price (INR 100/ kilolitre), ensuring accurate valuation of environmental impacts and fostering sustainable practices. The IPM underscores the Company's commitment to integrating environmental responsibility into its core strategy, driving resource efficiency, and fostering long-term viability.

Climate risk assessment

Climate risk assessment is integral to the Company's climate adaptation and resilience transition framework, ensuring the company is well-prepared to address the impacts of climate change on its operations and strategy. In FY 2023-24, TVS Motor undertook climate risk assessments based on the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) framework. This comprehensive approach involved evaluating physical risks, such as extreme weather events, and transition risks, including regulatory changes and market shifts. By aligning with TCFD recommendations, TVS Motor ensures transparency and accountability in its climate-related disclosures, enhancing stakeholder confidence (Please refer to the Sustainability Report: Redefining Mobility: Elevating Lives" for details of the outcome of the Climate Risk Assessment, Page 142-145). The Company plans to expand its risk assessment efforts to include nature-related risks, aligning with the Taskforce on Nature-related Financial Disclosures (TNFD).

Renewable energy and energy efficiency

Energy management and process efficiency are cornerstones of the Company's climate adaptation and resilience framework, underscoring the urgent need to shift to a low-carbon economy. This transition is crucial for mitigating climate risks, promoting economic growth, and ensuring energy security.

In FY 2023-24, TVS Motor Company had 83.56% renewable energy (RE) in its global energy mix and 93% in India. This shift is a crucial part of its climate strategy to reduce carbon emissions and enhance sustainability. By prioritizing RE, TVS Motor supports global climate goals and sets a benchmark for the automotive industry. The company's renewable energy mix includes 85% wind energy, with hydel and IEX-DAM also contributing significantly, aligning with its climate adaptation



Table 3: Energy footprint for FY 2023-24

Sources	UoM	TVS Motor Company Limited, India	PT TVS Motor Company Indonesia	Norton Motorcycle Co Limited, UK	Other Subsidiaries	Total
Renewable energy						
Wind Power	KWh	6,46,05,265.68	-	-	-	6,46,05,265.68
Solar Power (self-generated or purchased)	KWh	93,49,341.21	-	-	9,801.25	93,59,142.46
Purchased Grid Electricity (Hybrid)	KWh	60,80,145.00	-	-	-	60,80,145.00
Purchased – IEX – GDAM	KWh	51,96,683.61	-	-	-	51,96,683.61
Total RE	KWh	8,52,31,435.50	-	-	9,801.25	8,52,41,236.75
Total RE in GJ	GJ	3,06,833.17	-	-	35.28	3,06,868.45
% RE share	%	92.03%	0.00%	0.00%	1.69%	91%
Non-renewable energy						
Purchased Grid Electricity	KWh	45,67,727.30	-	8,89,749.00	5,99,430.50	60,56,906.80
DG Power Consumed	KWh	11,31,102.85	-	-	-	11,31,102.85
Purchased – IEX – DAM+RTM	KWh	16,82,230.00	-	-	-	16,82,230.00
Total Conventional Electricity (Non-RE)	KWh	62,49,957.30	-	8,89,749.00	5,99,430.50	77,39,136.80
Total Electricity Consumption	KWh	9,26,12,495.65	-	8,89,749.00	6,09,231.75	9,41,11,476.40
Fuel						
Furnace oil / HFO	Litres	2,00,050.00	-	-	-	2,00,050.00
HSD (process)	Litres	2,72,350.00	-	-	-	2,72,350.00
HSD (Process)	Litres	20,200.00	-	-	-	20,200.00
HSD (LT DG)	Litres	18.19	-	-	-	18.19
HSD (HT DG)	Litres	-	-	-	-	-
Petrol	Litres	22,18,428.00	-	-	-	22,18,428.00
LPG	Kgs	14,39,886.00	-	-	-	14,39,886.00
Natural Gas	Cubic Meter	-	-	-	-	-
Propane	Kgs	30,53,754.00	-	-	-	30,53,754.00
PNG	Kgs	36,378.00	-	-	-	36,378.00

TVS Motor Company is demonstrating its commitment to sustainability by collaborating with its value chain partners to transition to renewable energy (RE). With 33 partners already making the switch, this strategy aims to reduce Scope 3 emissions and green the supply chain in India. By advocating for the integration of RE sources, TVS is working toward promoting sustainable practices among its value chain partners.

Energy Management Ambassador Programme

The Energy Management Ambassador Programme at TVS Motor is a pivotal initiative aimed at fostering a culture of sustainability within the company. By empowering its employees to become ambassadors of energy conservation, the programme promotes awareness and best practices in energy management across all levels of the organization. These ambassadors are expected to lead by example, driving initiatives that reduce energy consumption and enhance efficiency. This approach not only supports TVS Motor's sustainability goals but also aligns with global environmental standards, setting a benchmark in the automotive industry for proactive and responsible energy management.

Water Stewardship at TVS Motor

Water risk is a significant concern for the automotive sector due to the extensive use of water in manufacturing processes like metal fabrication, painting, and cooling systems. Effective water management is essential to prevent operational disruptions, increased costs, and environmental harm.

As part of its climate risk assessment, TVS Motor has identified water-related risks, including droughts and unpredictable rainfall, as critical issues. To address these, the company embraces water stewardship by conducting comprehensive water use assessments, such as water leak audits and water mass balance analysis, to enhance water conservation. Adopting sustainable practices like recycling and efficient usage is crucial for mitigating these risks and ensuring long-term stability.



(Please refer to the Sustainability Report: Redefining Mobility: Elevating Lives™ for details on the Water Stewardship Framework, Page 63).



Table 4: Water footprint for FY 2023–24

Sources	UoM	TVS Motor Company Limited, India	PT TVS Motor Company Indonesia	Norton Motorcycle Co Limited, UK	Other Subsidiaries	Total
Water withdrawal from all areas						
Surface water (lake water, river water)	KL	16,329.00	-	-	-	16,329.00
Ground water (Borewell)	KL	5,40,322.00	-	-	22,222.00	5,62,544.00
Tanker water (third party supply)	KL	18,533.00	17,044.99	971.00	4,614.09	41,163.08
Others, if any	KL	-	-	-	-	-
Total Water withdrawal	KL	5,75,184.00	17,044.99	971.00	-	5,93,199.99
Water Consumption						
Total water consumption	KL	7,51,457.00	17,044.99	971.00	26,836.09	7,96,309.08
Water Recycled						
Total water recycled	KL	1,76,273.00	-	-	-	1,76,273.00
Waste water Discharge						
Total water discharged	KL	3,26,112.00	-	-	-	3,26,112.00
Waste water treatment						
Total wastewater treated	KL	4,34,991.00	8,668.76	-	-	4,43,659.76

In FY 2023–24, TVS Motor Company primarily relied on groundwater (90.71%) for water withdrawal, with third-party sources at 6.64%. India operations accounted for 96.04% of the total 562,544 kilolitres withdrawn, while Sundaram Auto Component contributed 3.95%. This underscores the importance of sustainable water management, with a specific water intensity per products sold was 0.17%.

TVS Motor Company is dedicated to sustainable water management across its global operations. The Hosur plant in Karnataka is a Zero Liquid Discharge (ZLD) facility and has been certified as “Water Positive” by the Confederation of Indian Industries (CII). The Nalagarh facility in Himachal Pradesh aims to achieve ZLD status next year. PT TVS Indonesia treats discharged water through the Central Wastewater Treatment system, while Norton Motorcycle Company in the UK directs wastewater to the municipal sewage network. In FY 2023–24, TVS recycled 54% of the 326,112 KL of wastewater generated, reinforcing its commitment towards water stewardship.

Water Management Ambassador Programme

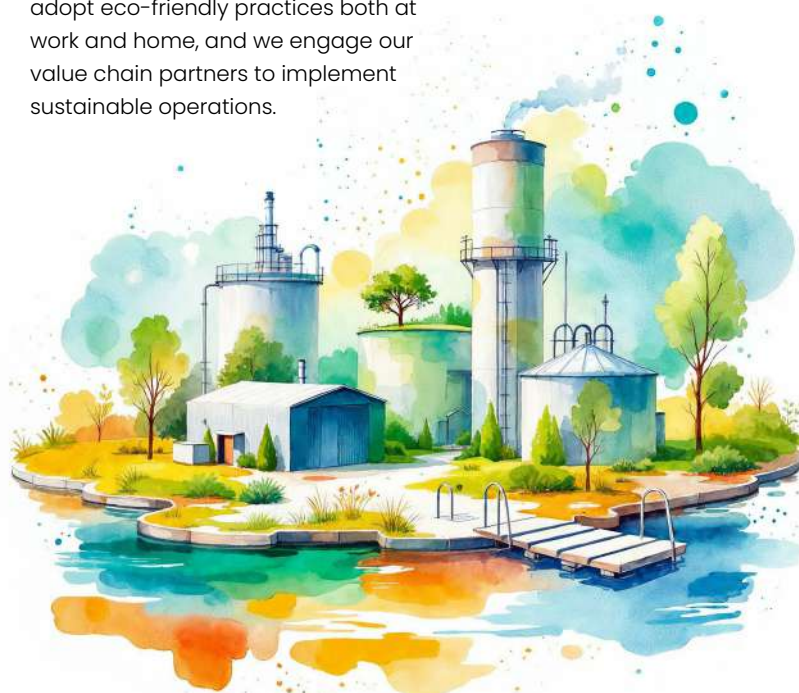
The Water Management Ambassador Programme at TVS Motor is a key initiative to foster a culture of sustainability both within and outside the plant in the community. By empowering the employees as water management ambassadors, the programme aims to promote best practices in water conservation and efficient usage. These ambassadors are expected to lead efforts to reduce water consumption, conduct water audits, and implement innovative water-saving technologies. Their role extends beyond the plant, engaging with local communities to raise awareness about sustainable water practices.

Building a Sustainable Tomorrow: TVS Motor's Environmental Campaigns

At TVS Motor, the environmental campaigns are at the heart of our mission to create a greener future. We tackle pressing issues like water conservation and plastic waste management by educating employees, value chain partners, and the community. Aligned with initiatives from the Government of India and UNEP, the efforts to around awareness creation and community outreach programmes promote best practices for water conservation, waste management, encouraging efficient usage and recycling.

By collaborating with local governments, NGOs, and educational institutions, the Company amplify' s the impact of its campaigns. The Company is committed to working with

its employees to encourage them to adopt eco-friendly practices both at work and home, and we engage our value chain partners to implement sustainable operations.



Integrating ecosystem conservation with business

TVS Motor's approach to biodiversity management is an integral part of its climate resilience and adaptation framework, reflecting its understanding of the interdependence between business operations and natural ecosystems.

The Company is working towards on achieving no net loss, ensuring that its conservation efforts are effective and beneficial. This commitment is exemplified by its plan to establish Centre for Biodiversity Excellence, which will spearhead initiative to protect and restore natural habitats. TVS Motor The has established a framework to guide its biodiversity conservation efforts, incorporating a mitigation hierarchy to effectively address potential impacts. (Please refer to the Sustainability Report: Redefining Mobility: Elevating Lives" for details on the Biodiversity Framework, Page 68). TVS Motor is committed to adopt the principles of Indian Business

Biodiversity Initiative (IBBI), which is aligned to the Kunming-Montreal Protocol, integrating nature and biodiversity into business decisions. This commitment ensures operations do not harm protected areas and supports local flora and fauna conservation. In FY 2022-23, a Biodiversity Impact Assessment was conducted for its Indian operations.

Over the past five years (2019 to 2024), TVS Motor has invested around INR 46.1 Cr in biodiversity conservation and enhancement actions, including eradicating invasive species, afforestation with Rare, Endangered, and Threatened (RET) species, creating diverse ecosystems, promoting native flora, and establishing lakes, ponds, and contour canals. Additionally, biodiversity awareness programs and a botanical garden at the

Hosur factory highlight TVS Motor's dedication to preserving and enhancing biodiversity.

As of 31st March 2024, over 43% of its total plant area in India is dedicated to green covers, which is a home to approximately more 1000 species of flora and fauna. Testimony of the Company's conservations efforts has been recognized by identification of its Hosur facility, in Tamil Nadu as a potential as an Other Effective Area-Based Conservation Measures (OECMs) by National Biodiversity Authority, under Ministry of Environment, Forest and Climate Change, Government of India and United Nations Development Programme.

TVS Greening Minds

Since 2019, TVS Motor has been nurturing environmental awareness in Mysuru through the 'TVS Greening Minds' programme. This initiative collaborates with schools to educate students on environmental issues, empowering them as nature conservation ambassadors. On February 27, 2024, the programme's achievements were celebrated at the TVS Motor Learning Centre, with 280 students and 12 trained teachers participating. Over two years, students delve into global biodiversity and environmental challenges, earning the prestigious title of 'TVS Green Warriors' upon completion. This recognition highlights their commitment to environmental stewardship and inspires them to continue making a positive impact on the planet.

Table 5: TVS Greening Mind outreach since inception

Year	Location	No of Schools	No of Teachers	No of Students
2019-2020	Mysore	6	12	121
2022-2023	Mysore	6	12	119
2023-2024	Mysore	6	12	119
2023-2024	Hosur	5	10	161

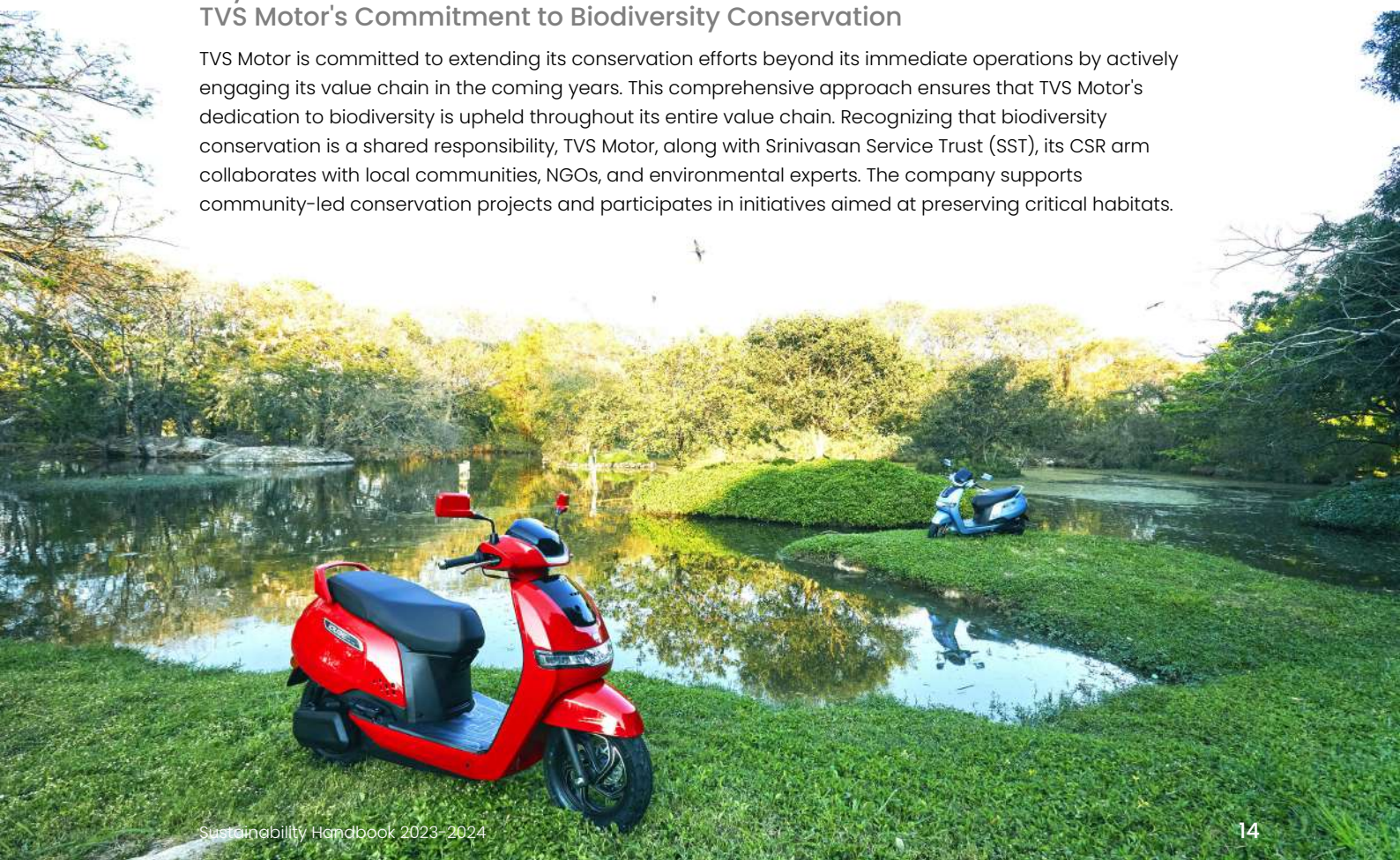
Empowering Eco-Champions: TVS Motor's Biodiversity Ambassador Programme

The Biodiversity Ambassador Programme at TVS Motor is a cornerstone initiative designed to foster a sustainability culture within and beyond the plant. This program engages employees, value chain partners, and the community, aligning with the company's commitment to the Indian Business Biodiversity Initiative (IBBI). Ambassadors are trained to promote biodiversity conservation, conduct awareness campaigns, and implement sustainable practices. By integrating biodiversity considerations into daily operations and decision-making, the programme ensures that TVS Motor's activities support local ecosystems. This initiative not only enhances environmental stewardship but also strengthens relationships with stakeholders, driving collective action towards a sustainable future.



Beyond Boundaries: TVS Motor's Commitment to Biodiversity Conservation

TVS Motor is committed to extending its conservation efforts beyond its immediate operations by actively engaging its value chain in the coming years. This comprehensive approach ensures that TVS Motor's dedication to biodiversity is upheld throughout its entire value chain. Recognizing that biodiversity conservation is a shared responsibility, TVS Motor, along with Srinivasan Service Trust (SST), its CSR arm collaborates with local communities, NGOs, and environmental experts. The company supports community-led conservation projects and participates in initiatives aimed at preserving critical habitats.



Exciting Mobility Solutions

TVS Motor is dedicated to revolutionizing mobility with a focus on innovation, safety, accessibility, and affordability. Utilizing advanced technology, the company creates products and services tailored to diverse user needs. By emphasizing safety and inclusivity, TVS Motor ensures accessibility for all, regardless of physical ability or economic status. Affordability is key, making advanced mobility options available to everyone. Committed to sustainability, TVS Motor employs eco-friendly designs to minimize environmental impact and improve community life. Their vision is to provide a seamless, efficient, and enjoyable transportation experience for all

Transition from liner economy to circular economy

TVS Motor is committed to transitioning from a linear to a circular economy, aligning with climate goals, regulatory changes, and best practices. This shift is essential for sustainable growth and environmental stewardship. The company's waste management strategy, part of its Climate Resilience and Adaptation Framework, focuses on resource retention and waste reduction. By using advanced recycling technologies and incorporating recycled materials, TVS Motor reduces environmental impacts from vehicle production and disposal. These efforts preserve natural resources, cut energy use, and lower greenhouse gas emissions. The company sets new benchmarks through meticulous waste segregation and advanced recycling techniques

Navigating through waste management risks

Effective waste management is vital to TVS Motor's climate adaptation and resilience framework, but it involves risks. The company's internal framework mitigates these, including improper hazardous waste disposal, which can lead to contamination and health hazards. Non-compliance with regulations can result in fines and reputational damage

TVS Motor has developed TSMS 9765 to restrict the use of hazardous substances, mandatory for European products. With an IMDS license, suppliers update material compositions, which are reviewed for compliance and recorded. By using the Global Regulatory Monitoring System (GRMS), TVS Motor meets international regulations, phases out hazardous substances, and moves towards modular parts. As of date, TVS Motor is not implementing Extended Producer Responsibility (EPR) for End-of-Life Vehicles (ELV), the company monitors ELV regulations and practices.

Given that the automotive sector generates significant waste, including metal offcuts, plastics, glass, and wastewater, effective waste management is crucial. TVS Motor employs cutting-edge recycling technologies and incorporates recycled materials into manufacturing processes, reducing reliance on new materials. These measures preserve natural resources, reduce energy use, and lower greenhouse gas emissions, contributing to climate action.



Table 6: Waste generated and disposed in FY 2023-24

Method of disposal	Source Unit of Measure in Tonnes	TVS Motor Company Limited India	PT TVS Motor Company Indonesia	Norton Motorcycle Co Limited, UK	Other Subsidiaries	Total (Global)
Non-Hazardous Waste						
Recycled	Plastic waste	504.31	-	-	78.58	582.89
Recycled	Metallic waste	3,430.20	-	9.00	-	3,439.20
Recycled	Paper waste	22.24	-	-	-	22.24
Recycled	Cardboard	5,551.80	-	0.32	-	5,552.12
Recycled	Scrapped plastic components/PVC scrap	219.03	-	-	-	
Recycled	Rubber items	46.77	-	-	-	46.77
Recycled	Rubbish	2,027.05	-	-	-	2,027.05
Recycled	Thermocol	8.37	-	-	-	8.37
Recycled	Aluminium (for conversion)	-	-	0.04	-	0.04
Recycled	Scrapped cable	-	-	-	-	-
Recycled	Gunny Bags (RM Bags)	-	-	-	48.43	48.43
Recycled	Wood	1,029.16	-	11.96	1,041.12	2,082.24
	Other, if any	-	-	56.87	-	56.87
	Total Non-Hazardous	-	-	-	-	-
Hazardous waste						
Recycled	E-waste	29.33	-	1.00	-	30.33
Incineration	Bio-medical waste	0.39	-	0.75	-	1.14
Recycled	Batteries (Lithium Ion)	77.37	-	-	-	77.37
Recycled	Batteries (Lead Acid)	36.80	-	-	-	36.80
Co-processing	Used Oil	68.12	-	2.74	-	70.86
Co-processing	Oil soaked cotton waste	292.03	-	-	-	292.03
Co-processing	Phosphate sludge	62.96	-	-	-	62.96
Co-processing	Waste Thinner	165.82	-	-	-	165.82
Co-processing	Paint sludge	1,447.34	-	-	-	1,447.34
Co-processing	Paint remover	-	-	-	-	-
Recycled	Empty tin & Barrel	-	-	0.01	-	0.01

Co-processing	Empty containers	632.80	-	0.18	-	632.98
Co-processing	Chemical sludge	1,038.64	-	-	-	1,038.64
Co-processing	ATFD Salt	4.10	-	-	-	4.10
Recycled	Furnace Oil	-	-	-	-	-
Co-processing	Spent Solvent	237.60	-	-	-	237.60
Co-processing	Used accu	-	-	-	-	-
Co-processing	Used Packaging	-	-	-	-	-
Co-processing	ETP sludge	141.17	-	-	-	141.17
Co-processing	Aerosol	-	-	0.00	-	0.00
Co-processing	Septic tank sludge	-	-	44.00	-	44.00
Co-processing	Others, if any	-	-	19.68	-	19.68
Co-processing	Total Hazardous waste	4,334.06	54.10	68.37	181.30	4,637.82
Co-processing	Total Non-Hazardous waste	12,848.00	554.81	78.19	127.00	13,608.00
Co-processing	Total waste (Hazardous and Non-Hazardous)	17,182.06	608.90	146.56	308.31	18,245.82
Co-processing	Total Recycled waste	14,186.21	-	139.01	-	-
Co-processing	Total Co-processed waste including landfilled	4,090.57	-	-	-	-
	% Waste recycled	83.09%	0.00%	94.85%	0.00%	83.19%

Empowering Change through Waste Management Ambassador Programme

The Waste Management Ambassador Programme at TVS Motor aims to raise awareness and inspire action among employees, value chain partners, and the community. This programme intends to educate participants on the need for effective waste management practices, emphasising the importance of reducing, reusing, and recycling. By fostering a culture of environmental responsibility, the programme encourages proactive measures to minimise waste and its impact. Certified ambassadors will advocate for sustainable practices, ensuring that everyone involved understands their role in protecting the environment. Through this collective effort, TVS Motor seeks to create a cleaner, greener future for all.

Driving Innovation and Sustainability

TVS Motor's significant investment in R&D for alternative fuels and sustainable vehicle technologies underscores its commitment to innovation and sustainability. In FY 2023-24, TVS Motor invested ₹423.37 crore in sustainability initiatives, highlighting its commitment to integrating advanced technologies and sustainable practices. The company focuses on building expertise in technology research, product design, and development, forming a specialized team for electric vehicle and sustainable combustion technologies. TVS Motor's R&D department adopts an agile, trans-disciplinary approach, driving climate strategy and ensuring the development of innovative, sustainable mobility solutions, setting new industry benchmarks and reinforcing its leadership in sustainable mobility.

TVS Motor has implemented light weighting and design optimization strategies. The average weight reduction of 2-4% was achieved on various product ranges through design optimization and the usage of advanced materials during the last five years. For instance, the weight of the NTorq was reduced by ~4 kg during FY 2021-22, leading to an estimated savings of about 8,020 tonnes of CO₂ per annum. During 2022-23, a weight reduction of 1 kg was achieved in the Apache motorcycle, which in turn led to resource conservation and CO₂ reduction. These significant innovations are a testament to the extensive research and development efforts by TVS Motor's R&D team.

Pioneering Sustainable Innovation

In FY 2023-24, as per an internal estimate around 11-13% recycled content is used in TVS Motor's products, which have a minimum recyclability rate of 85% and a recoverability rate of 90%. By focusing on low-carbon technologies, TVS Motor sets new industry standards, proving that environmental responsibility and innovation can coexist. The company's investments cover various innovative technologies. Products made in India comply with AIS 129⁴ and POPs⁵ regulations and meet REACH⁶ and RoHS⁷ requirements for the EU market. TVS Motor Company is dedicated to minimizing the negative sustainability impacts of raw materials, actively collaborating with external stakeholders to adopt best practices for sustainable sourcing. The company increases the use of third-party verified raw materials for responsible procurement and avoids sourcing from ecologically sensitive zones, conflict areas, and biodiversity-critical sites. (Please refer to the Sustainability Report: Redefining Mobility: Elevating Lives⁸ for details on Product Stewardship, Page 82). TVS Motor is also compliant with Extended Producer Responsibility (EPR) to mitigate the environmental impact at the end of a product's life cycle.

TVS Motor Company encourages and trains its suppliers to prioritize raw materials based on sustainability criteria, ensuring traceability to their origin, and actively working to reduce the negative environmental and social impacts of raw material production. The company is therefore in the process to set targets to increase the share of sustainable and recycled raw materials in the products.

Green Packaging initiative at TVS Motor

Established in 2023-24, the Green Packaging Council advocates for eco-friendly packaging materials in business operations. Its goals include reducing environmental impact, promoting sustainable practices, and fostering innovative packaging solutions, aligned with the company's climate adaptation and resilience framework. Using recycled paper and FSC-certified cartons enhances sustainability by conserving natural resources, lowering energy consumption, and supporting responsible forestry. These practices help to minimize environmental impact and support a circular economy. This commitment to sustainable packaging aligns with broader climate goals, demonstrating a proactive approach to environmental stewardship.

Table 7: Percentage of carton made from recycled paper and FSC certified carton procured

Section	Dom. Tonnage	Export tonnage	FSC receipt (in tons)	~ % of Recycled fibre
Spares	2707	1805	897	100%
2W	-	10054	2595	100%
3W	19	109	-	100%
Accessories	198	6	-	100%

⁴AIS 129: Automotive Industry Standard.

⁵Persistent Organic Pollutants

⁶REACH: Registration, Evaluation, Authorisation and Restriction of chemicals

⁷RoHS: Restriction of Hazardous Substances

Driving the Future: TVS Motor's Commitment to Sustainable Mobility

TVS Motor is working to pioneering sustainable transportation solutions, including the development of alternate train drive technologies. This encompasses a range of vehicle types such as Battery Electric Vehicles (BEV), which are powered exclusively by electricity stored in a battery, Plug-in Hybrid Electric Vehicles (PHEV) that can operate on electricity alone and are rechargeable via a plug-in cable, and Battery-assisted Hybrid Vehicles (BAHV). The company is also investing in Compressed Natural Gas (CNG) vehicles. These initiatives align with global sustainability standards and demonstrate TVS Motor's commitment to reducing its carbon footprint and promoting eco-friendly transportation solutions.

Table 8: No of vehicles sold in India (FT 2023-24)

Vehicle Type	Battery Electric Vehicles (BEVs)	Compressed Natural Gas Vehicles	Liquid Petroleum Gas Vehicles	Flex Fuel Vehicles
No of vehicles sold	194103	18475	7769	4348918

Alternate Engines of Growth

In its pursuit of sustainable growth and diversification, TVS Motor has strategically invested in innovative alternate engines of growth. These investments align with the company's commitment to sustainability and position it at the forefront of emerging technologies and markets. By focusing on these new growth areas, TVS Motor reinforces its vision of providing exciting mobility solutions, ensuring it remains a leader in the evolving automotive landscape. This strategic approach not only supports environmental goals but also drives the company's long-term success and market leadership. (Please refer to the Sustainability Report: Redefining Mobility: Elevating Lives" for details on Alternate Engines of Growth, Page 84).

Ensuring Compliance and Performance: TVS Motor Company's Commitment to Emission Standards and Vehicle Testing

TVS Motor Company complies with Indian regulations by conducting emission testing at government-authorized laboratories, such as ICAT, before launching any vehicle. The Government of India collects data from these testing labs. ICAT's vehicle test cell can perform both regulatory and development mass emission testing for two-wheelers and three-wheelers, adhering to Indian and international standards up to BS VI norms. Additionally, the lab can conduct Real World Driving Emissions testing using a Portable Emission Measurement System (PEMS).

The Climatic Vehicle Test Cell (CVTC) at ICAT can conduct mass emission tests, cold startability, & performance tests for passenger and off-road vehicles under extreme temperatures & solar load conditions.

The tests conducted includes:

- MoRTH/TAP/115-116
- Automotive BS III to BS VI for two-wheelers and three-wheelers
- Maximum Speed Test
- Electric Consumption Test
- Power Test
- Range Test for Battery Operated Vehicles (BOVs)
- Evaporative Emissions Test
- Mileage Accumulation
- Real World Driving Emission Test
- Fuel Consumption Test
- Development Tests under extreme temperatures and solar load.



Social License to Operate

TVS Motor's aims to be an employer of choice by fostering a culture of safety, diversity, inclusivity, and continuous learning. This holistic approach empowers employees, uplifts communities, and sets a benchmark in corporate sustainability. The Company's initiatives show that economic success can coexist with social and environmental stewardship, offering a model for others to emulate in the quest for a sustainable future.

Empowering Diversity.....

TVS Motor's Commitment to an Inclusive and Resilient Workplace

TVS Motor recognizes the potential of its people and fosters an environment where every team member is valued and respected. By honouring diversity and appreciating the insights it brings, TVS Motor ensures that the collective power of its people drives the company forward.


















The Company has earned accolades such as the 'Great Place to Work in Manufacturing' certification and the title of 'Best Company for Women in India' for 2 consecutive years. The company has also been honoured with the Helen Keller Award for promoting equal opportunities for Persons with Disabilities (PWD).

Table 9: Employee footprint in FY 2023-24

Employee	UOM	TVS Motor, India	PT TVS, Indonesia	Norton Motorcycle, UK	Total
Employee					
Male Employee	Nos	3,377	415	180	3,972
Female Employee	Nos	511	84	49	644
Total Employees	Nos	3,888	499	229	4,616
Workers					
Male Worker	Nos	10,835	0	0	10,835
Female Worker	Nos	1,019	0	0	1,019
Total Workers	Nos	11,858	0	0	11,854
Total Employee + Workers	Nos	15,746	499	229	16,470



Table 10: Employees from different nationalities in FY 2023-24

Nationality	Percentage
 German	0.11%
 Argentine	0.02%
 Brazilian	0.04%
 Britan	0.53%
 French	0.02%
 Italian	0.02%
 American	0.02%
 Singaporean	0.51%
 Indian	98.44%
 Malaysian	0.06%
 Indonesian	0.02%
 Filipinos	0.04%
 Russian	0.02%
 Romanian	0.02%
 Chinese	0.02%
 Turks	0.06%
 South African	0.02%



The Company is committed to fostering an inclusive and diverse workplace. The efforts to promote gender diversity across various levels of management and functions are reflected in the following metrics:

Share of women in all management positions (All Executive & Managers) in %

13.1%

TVS Motor has successfully doubled the number of women employees, which represents **67.8%** of the total number of personnel in STEM roles.

Share of women in revenue-generating positions (Sales, Marketing & Finance) in %

8.45%

Share of women in Junior management positions (B3 & below (equivalent Grade) in % -

15.61%

Breakdown of the diversity of employees either on RACE or Nationality in terms of %: nationality - 1% (11 Nationalities), Regional Diversity-

37%

Share of women in STEM (Science, Technology, Engineering & Mathematics) (Executive and managers in D& AI, CU, PED, R&D, NPD, Operations, Procurement & Supply chain) in % -

15.57% (362)

TVS workforce includes **35** employees (0.7% of the total workforce) from diverse racial or national backgrounds, encompassing both men and women.



TVS Motor is committed to fostering a workplace that values diversity and inclusivity. Their disability inclusion initiatives are designed to create a supportive and equitable environment for employees with disabilities, promoting timely career growth and ensuring equal participation. TVS Motor invests in training programs for managers and team members to enhance understanding and sensitivity, making the onboarding process seamless for individuals with disabilities. People with physical disability comprise approximately 2% percentage of total employees in India

Effective labour management practices at TVS Motor emphasize the protection of human rights, skill enhancement, and non-discrimination. The company is committed to creating a fair and safe work environment where every employee is respected and valued. Initiatives include comprehensive training programs to enhance workforce skills and ensure employees are well-equipped to meet industry demands. TVS Motor enforces strict non-discrimination policies, promoting equality and diversity across all levels. By safeguarding human rights and fostering continuous learning, TVS Motor ensures a supportive and inclusive workplace that drives both personal and professional growth.

Inclusive Policies

As a progressive company, TVS Motor is committed to fostering an inclusive, equitable, and diverse environment that promotes personal and professional growth. The Company offers flexible working options, gender-neutral parental policies, childcare support, and well-being services like insurance and counselling. Mentorship programmes and support networks are designed to inspire diverse employees to thrive. The Company also prioritises fair working and living conditions through policies such as hybrid working, menstrual cycle leave, and guidelines for expectant and nursing mothers.

TVS Motor undertakes special referral programmes to increase the number of women in its ranks, providing facilities such as on-site childcare, progressive maternity and paternity policies, comprehensive medical coverage, and flexible working hours to boost gender diversity. TVS Motor's comprehensive Prevention of Sexual Harassment (POSH) policy, in line with the Indian Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, as well as gender neutral approach, ensures a secure and respectful workplace for all. Initiatives include workshops, group meetings, and online training modules. The employee induction programme educates new hires on grievance management mechanisms



Talent Management

In FY 2023-24, the Company hired 1,769 new employees, with 2% being internal hires, showcasing its commitment to career development and internal mobility. The company consistently ranks high in Great Place to Work (GPTW) assessments, reflecting exceptional employee satisfaction. These surveys measure trust, pride, camaraderie, and solidarity. Participation rates and satisfaction scores have steadily increased: 82% participation with 58% satisfaction in FY 2021-22, 84% participation with 63% satisfaction in FY 2022-23, and 86% participation with 73% satisfaction in FY 2023-24 (*Please refer to the Sustainability Report: Redefining Mobility: Elevating Lives" for details on Employee centric practices, Page 90*).

The average hiring cost per Full-Time Equivalent (FTE) is INR 1.29 lakhs, indicating a strategic investment in acquiring top talent to maintain a competitive edge in the industry. Despite these efforts, the global employee turnover rate is currently 8.26%, while the voluntary turnover rate for the Indian operations stands at 11.4%. This is a critical metric that the company continuously monitors and strives to improve through various retention strategies and employee engagement initiatives. As part of retention initiative, the company provides long term incentives to around 50 employees who are below the senior management level.

Learning and Development

TVS Motor fosters a culture of continuous learning and innovation, offering cutting-edge learning solutions across its operations. The Company has embraced Communities of Practice (CoP), strategic continuing education, and hosts annual conferences and symposiums to facilitate knowledge sharing and professional growth. Aligning with professional bodies, the Company provides learning modules focused on essential skill development, leveraging advanced technologies such as Virtual Reality (VR), Augmented Reality (AR), and the Internet of Things (IoT). This approach creates a dynamic learning ecosystem, motivating employees to stay abreast of industry advancements and adapt to the evolving global landscape.

The TVS Institute of Quality & Leadership (IQL) is crucial to TVS Motor's goal of developing a future-ready workforce focused on cultural enhancement, strategic execution, and sustainability. Since 1987, IQL has played a key role in enhancing capabilities and fostering a learning-centric culture within the company. In FY 2023-24, the average of training hour per employee was 14.08 hrs, with an average amount spent on each employee's Training & Development (Executive & Manager) was INR 1,06,400 per employee.



Upholding Human Rights Commitment at TVS Motor

TVS Motor prioritises social responsibility by committing to respect and promote human rights across its operations and value chain. Its human rights policy aligns with the Universal Declaration of Human Rights, the ILO's Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights. As a signatory to the United Nations Global Compact (UNGC), the Company ensures human rights are upheld for all employees, regardless of the nature of employment. Its plants in India are SA 8000:2014 certified, underscoring its commitment to human rights.

Recognizing the importance of Human Rights Due Diligence (HRDD), the Company is proactively working towards identifying and mitigating risks within its supply chain. With SA 8000:2014 certification, TVS Motor upholds social accountability and ethical labor practices. The HRDD framework focuses on safeguarding vulnerable groups and addressing key concerns like child labor, forced labour, discrimination, and human trafficking, ensuring fair and ethical treatment for all.

In FY 2023-24, no risks related to human rights were identified, underscoring the effectiveness of the Company's ongoing efforts to maintain high ethical standards and social responsibility.

Institutionalising a culture of zero harm

For TVS Motor Company, the commitment to safety starts from its vision. This commitment is not merely a regulatory requirement but a moral imperative that drives sustainable growth and fosters a culture of responsibility towards people, engendering and reinforcing mutual trust and reliability.

The Company's safety governance structure involves responsible personnel at all levels, from Board members to workmen, with active union representation in the decision-making process. The Safety Apex Committee under the leadership of Director and the Chief Executive Officer, along with all business leaders, reviews the safety performance of all the plants every month and advises the respective business and plants teams on corrective actions. This inclusive approach fosters a safety culture throughout the Company.



Table 11: Safety Indicator for FY 2023-24

Indicator	UOM	TVS Motor Company India	TVS PT- Indonesia	Norton Motorcycle, UK	Total
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)					
Employee	Rate	0.00	0.00	0.00	0.00
Worker	Rate	0.58	0.00	0.00	0.57
Contractors	Rate	0.59	0.00	0.00	0.58
Total	Rate	0.38	0.00	0.00	0.36
Minor injury (First-aid Injury)					
Employee	Nos	10	6	6	22
Worker	Nos	104	0	0	104
Contractors	Nos	26	2	0	28
Total	Nos	140	8	6	154
No. of fatality					
No of Fatality	Nos	0	0	0	0
Total recordable work-related injury					
Employee	Nos	0	0	0	0
Worker	Nos	11	0	0	11
Contractors	Nos	5	0	0	5
Total	Nos	16	0	0	16
High consequence work-related injury or ill-health (excluding fatalities)					
Employee	Nos	0	0	0	0
Worker	Nos	0	0	0	0
Contractors	Nos	0	0	0	0
Total	Nos	0	0	0	0
Total man hours worked					
Employee	Hours	1,46,89,493	8,43,840	4,67,360	1,60,00,693
Worker	Hours	1,90,00,022	4,00,320	-	1,94,00,342
Contractors	Hours	85,15,428	1,47,840	-	86,63,268
Total	Nos	4,22,04,943	13,92,000	4,67,360	4,40,64,303

Robust systems and rigorous audits are integral to its endeavour to achieve the highest standards of safety across operations. All the three locations in India and Norton, UK, have achieved certification under ISO 45001:2018, whereas the plant in Indonesia has received a gold-level SMK-3 certification (National) and has also been a recipient of a Zero Accident awards at the national level, awarded by Government of Indonesia.

FY 2023-24 marked a significant year of transformation and transition at TVS Motor for its occupational health, safety, and employee well-being practices across all operational locations. This period saw the conceptualization and implementation of numerous initiatives, such as Transform, Inspire, Commit, Keep-up (TICK), and Safety Mint, aimed at promoting safety through behavioral transformation. The holistic My Safety Index (MSI) launched during FY 2024-25 furthered the 'Plant Safety Rating Score' system.

To promote safe behavior among employees, workers, and contractors, the TICK tool emerged as a key outcome from the partnership with DSS+. This tool helps cultivate and propel a culture of safety within the Company, serving as a comprehensive framework for all safety initiatives. TVS Motor's safety perception survey, based on the Bradley Curve, evaluates the maturity of its safety culture. By identifying stages from reactive to interdependent, the survey helps pinpoint areas for improvement, fostering a proactive safety environment where employees take collective responsibility for minimizing risks and enhancing workplace safety.

Fostering a culture of safe behaviour through capacity building

As part of its TICK programme, TVS Motor conducts comprehensive safety training programs to ensure a safe working environment. The programme covers topics like Lockout/Tagout (LOTO) training to prevent accidental equipment startup, Permit to Work systems to control hazardous work activities, and Work at Height training to mitigate fall risks. Additionally, Electrical Safety training is provided to handle electrical hazards, and Fire Safety training equips employees with skills to prevent and respond to fire emergencies etc. These initiatives underscore the Company's commitment to employee safety and operational excellence.



Empowering Communities: TVS Motor's Commitment to Global Positive Change

Aligned with TVS's vision and sustainability framework, TVS Motor and its group companies are dedicated to driving positive change in the communities where they operate globally. This commitment is deeply rooted in the group's ethos, inspired by the founder's belief that a nation's progress relies on the collective efforts of its citizens towards nation-building. This philosophy shapes the Company's dedication to serving marginalized communities across all its operational geographies and it outlined in its Corporate Social Responsibility Policy

While in India, CSR initiatives in India are led by the Srinivasan Services Trust (SST), established in 1996 to tackle critical challenges such as hunger, poverty, and limited opportunities in rural India. SST has significantly improved millions of lives through diverse initiatives, fostering peace, prosperity, and social cohesion—key elements for the country's sustained progress. SST adopts a holistic, participatory approach to social projects, working with communities and the government to foster sustainable village development.

SST is working across 7 states covering around 2500 villages benefiting around 1.6 lakhs people. Recognizing that each community and individual has unique needs, SST ensures that its development efforts address essential aspects of life. Key thematic areas of intervention include women empowerment, climate smart agriculture, infrastructure development and health. Strategic partnerships with like-minded organizations have significantly accelerated SST's community transformation efforts. These collaborations continue to support nation-building through comprehensive development, aligning with the Group's philosophy.

In Indonesia and the UK, CSR initiatives are directly implemented by TVS Motor Group entities. Some of the priority areas include environmental sustainability, education, health and well-being, as well as disaster relief, and support for the government's development efforts in their areas of operation.

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Product Safety: S.P.A.CE

TVS Motor Company is at the forefront of promoting safe and sustainable mobility solutions through S.P.A.CE. This comprehensive approach to product safety is built on four key pillars: **Safe Bike (S)**, ensuring the highest safety standards in vehicle design; **Protective Gears (P)**, advocating for the use of safety equipment; **Ambassador for Road Safety (A)**, promoting road safety awareness; and **Circularity (CE)**, emphasizing sustainable practices in manufacturing and product lifecycle. By integrating these elements in the product offerings, TVS Motor is committed to redefining mobility with a focus on safety, sustainability, and responsibility.



Embracing The Digital Future

TVS Motor is committed to harnessing the power of digital innovation to deliver an exceptional customer experience, optimise operational efficiency, and become the partner of choice across the value chain. By integrating advanced digital technologies, it enhances its market relevance and aligns with the broader sustainability goals of the Company.

Digital innovation at TVS Motor focuses on creating seamless and personalised customer interactions, enabling the development of tailored solutions that meet and exceed customer expectations.

The Company, with ISO/IEC 27000:2018 certified operations, prioritizes information security through a robust cybersecurity framework. Key measures include enhanced detection and monitoring capabilities, and improved advertising monitoring systems to ensure regulatory compliance. Optimized service delivery processes streamline operations while mitigating security risks. Ensuring data privacy remains a top priority, reflecting the Company's commitment to safeguarding operations and data. **In the event of information security or cybersecurity breaches by employees, appropriate disciplinary actions are undertaken based on the HR's prerogative, in line with the severity of the case.** In FY 2024-24, no incidence of data breach has been reported. *(Please refer to the Sustainability Report: Redefining Mobility. Elevating Lives" for details on Harnessing digital innovation for excellence, Page 124-131).*



Good Governance for a Sustainable Future

TVS Motor is committed to maintaining the highest standards of corporate governance, ensuring transparency, accountability, and integrity across all its operations. The Company's governance framework, anchored by a diverse and experienced Board of Directors, is designed to navigate the complex global business landscape whilst balancing stakeholder interests.

Good Corporate Governance Practice at TVS Motor

The Board of Directors at TVS Motor, led by Non-Executive Chairman Prof. Sir Ralf Dieter Speth, comprises accomplished individuals from diverse professional backgrounds. This diversity includes various professional expertise, nationalities, age groups, genders, ethnicities, educational qualifications, and specialized skills. The Board's collective experience in leadership, strategy, the automotive sector, risk management, financial management, governance, regulatory affairs, and sustainability provides valuable insights for shaping and implementing corporate strategy. This ensures the Company meets current performance obligations while preparing for future challenges and opportunities, balancing the interests of all stakeholders. **In alignment with SEBI regulations, the company ensures minimum of 12.5% attendance in board meetings.** (Please refer TVS Annual Report 2023-24 on Driving corporate excellence forward, Page 18-19 and Sustainability Report: Redefining Mobility. Elevating Lives" – Cultivating trust through actions, Page134-136)

As an element of good governance practice, TVS Motor is exploring linking the CEO compensation to long-term performance enhances transparency in governance by ensuring that compensation decisions are made openly and align with the company's strategic goals. Its hopes that this practice will help to build trust with shareholders, demonstrating a commitment to fair and justifiable pay practices. Aligning itself to industry practice, at TVS Motor, the CEO is responsible for driving the following financial performance metrics: revenue from operations, profit before tax, and EBITDA. This approach aligns the CEO's interests with the company's long-term strategic goals, ensuring that the CEO is incentivized to focus on sustainable growth and profitability.

Currently, 50% of the CEO's long-term variable compensation is allocated to lifelong health, family healthcare, and pension provisions. Although there is no shareholding structure for the CEO and executive committee members at present, plans are underway to introduce such a system next year. This approach ensures alignment with shareholder interests and supports sustainable business practices, reinforcing TVS Motor's commitment to long-term value creation.

A well-defined tax strategy constitutes a sound governance practice as it guarantees compliance with tax laws, mitigates tax-related risks, enhances transparency and accountability, optimizes financial efficiency, fosters stakeholder trust, and incorporates tax considerations into strategic planning. This holistic approach demonstrates a company's dedication to ethical behaviour and regulatory compliance, exemplified by TVS Motor's tax strategy and governance framework, which ensure adherence to local and international tax regulations. The company's transparent handling of tax issues highlights its commitment to responsible corporate conduct.



Through its robust governance structures, adherence to ethical standards, proactive management of sustainability risks, and transparent disclosure and tax practices, TVS Motor's is bolstering stakeholder confidence, promotes sustainable growth, and maintains its reputation as a responsible and innovative leader in the automotive industry.

Further, as a good governance practice, TVS Motor ensures transparency and accountability by regularly disclosing its ESG performance through its Annual Report, Sustainability Report, and Sustainability Data Book. The company publicly shares its policies on critical areas such as human rights, health and safety, environmental management, and supply chain sustainability. This open communication reinforces the Company's commitment to stakeholder engagement and demonstrates its dedication to maintaining high standards of governance. *(Please visit our website – Investor- SEBI Disclosures – Sustainability for policy disclosure)*

Board Overview

Parameter	FY 2023-24
Number of times Board of Directors Meetings were convened	8
Chairperson of the board of directors	Independent outside director
Number of directors	11
Number of independent outside directors	6
Number of female directors	2
Chairperson of the Risk Committee	Independent outside director
Number of directors in risk committee	1
Number of independent outside directors in risk committee	1
Number of female directors	0
Chairperson of the Audit Committee	Independent outside director
Number of directors in audit committee	3
Number of independent outside directors	1
Number of female directors	1

(Please to the section on Board of Director, TVS Motor Company Limited Annual Report 2023-24m Pages 18-19)

Board Commitment

The Company ensures an effective Board of Directors by adhering to the Directorship limits set by the Companies Act, 2013, and SEBI Listing Regulations. Directors are restricted from serving on more than seven listed entities as Independent Directors, ensuring they can dedicate sufficient time to their roles at TVS Motor.

Board Performance Evaluation

Directors' performance is evaluated based on their contributions to business strategy, risk understanding, management guidance, and Board cohesion. The Nomination and Remuneration Committee (NRC) has established criteria for evaluating Directors, Board Committees, and key managerial personnel through peer evaluations. Assessment factors include commitment, attendance, participation,

strategic thinking, and contributions to various committees. Senior managerial personnel are evaluated against approved business plans and annual performance incentives. The NRC also approves compensation plans and policies for senior management, with authority delegated to Executive Directors as appropriate.

Independent Directors

Independent Directors, who have an upright professional standing, contribute effectively to the Company's business and policy decisions, acting as trustees of shareholders. They actively participate in Board/Committee meetings and suggest necessary changes. The NRC identifies Independent Directors based on metrics and processes, with the Board considering the NRC's recommendations. Declarations from all

Independent Directors confirm they meet the criteria of independence prescribed in the Companies Act, 2013, and SEBI Listing Regulations. As per SEBI Listing Regulations, at least half of the Board shall comprise Independent Directors. As of March 31, 2024, the Board includes six Independent and five Non-Independent Directors.

Proactive and resilient risk management framework

The Company employs a structured Enterprise Risk Management (ERM) approach to identify, assess, and manage risks impacting operations, financial health, and strategic objectives. Integrated risk management enhances resilience and supports proactive decision-making. TVS Motor addresses climate-related risks and opportunities through a double materiality perspective, considering both the impact on

performance and the environment. This assessment forms the foundation of its sustainability roadmap. Additionally, the ISO 22301:2019 certified Business Continuity Plan (BCP) ensures continuity of critical functions during disruptions, regularly tested and updated to address new risks and changing conditions.

Board Committees at TVS Motor

Board committees at TVS Motor specialize in addressing specific issues, providing expert recommendations for Board approval. These committees help members understand their responsibilities and assist the Board in organizing tasks effectively. They guide daily operations through implementation, streamlining, and monitoring. Additionally, a non-mandatory Administrative Committee handles other matters. This robust structure ensures comprehensive governance, from financial oversight and risk management to stakeholder relations

and sustainability, enhancing the Company's corporate governance framework. *(Please refer to our Annual Report 2023-24 for information on each committee, the roles and responsibilities of the Directors, and the memberships of our executive members in various organisations and institutions)*



Sustainability Governance at TVS Motor

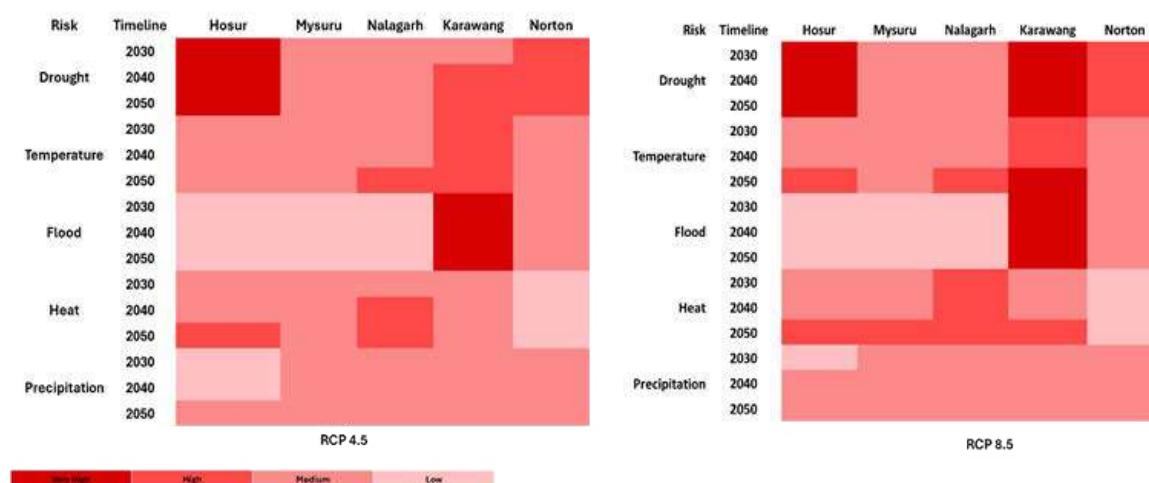
TVS Motor acknowledges the importance of effective governance in promoting sustainability within the organization and achieving its objectives. The company has defined specific roles and responsibilities to the Board of Directors and senior management to ensure the integration of sustainability principles across all operations. Sustainability is a permanent agenda item at every Board meeting, allowing for continuous evaluation throughout the year.

Governance of sustainability and associated risks is managed through a structured system that enables initiatives to be implemented from top management down to operational levels. TVS Motor incorporates sustainability considerations into its overall governance framework, providing strategic oversight and accountability at the highest tiers of leadership. The Board of Directors, supported by relevant committees, regularly assesses the company's sustainability goals, performance, and emerging trends, ensuring sustainability remains integral to decision-making and the long-term vision of the organization.

Currently, the Risk Management Committee, headed by an Independent Director, is responsible for overseeing environmental, social, and governance (ESG) risks by incorporating these factors into risk assessments and strategic planning. The Audit Committee, also chaired by an Independent Director, reviews ESG disclosures for accuracy, completeness, and compliance with regulatory standards and international guidelines. Additionally, the Sustainability and EHS Steering Committee at the management level oversees the implementation of various initiatives, tracks progress towards targets and suggests improvements. *(Please refer to Sustainability Report : Redefining Mobility – Elevating Lives for details on Sustainability Governance on Page 137)*

Navigating climate challenges

In FY 2023-24, TVS Motor conducted a climate risk assessment aligned with the TCFD framework, highlighting the importance of understanding and mitigating climate-related risks for long-term sustainability. The TCFD framework helped evaluate physical and transitional risks, which were integrated into the Enterprise Risk Management (ERM) framework. This process identified key vulnerabilities and opportunities, leading to strategies like diversifying the supply chain and investing in sustainable technologies. The assessment reinforced TVS Motor's commitment to transparency and accountability in sustainability practices. *(Please refer to the Sustainability Report: Redefining Mobility on Climate risk outcome on Page 142-155)*



Embedding Sustainability Across value chain

Aligned with TVS Motor's vision and its climate adaptation and resilience framework, the Company recognizes that true sustainability stewardship extends beyond its direct operations into the intricate network of suppliers, partners, distributors, and other processes that constitute its global ecosystem. TVS Motor strives to embed the ideals of sustainability throughout the value chain—from the initial conception of a product to its ultimate use by customers and end-of-life management. Sustainable and ethical operations across the value chain are key to the long-term viability of the automotive sector.

Embedding Sustainability Across value chain

TVS Motor meticulously selects materials that meet stringent quality standards and align with its sustainability values. This involves prioritizing suppliers who implement eco-friendly practices and uphold human rights. The Central Purchase team at TVS Motor plays a crucial role in managing cost negotiations with suppliers based on pre-defined criteria, ensuring that procurement activities are aligned with TVS Motor's sustainability objectives and cost-efficiency goals.

Supplier Engagement and Development

TVS Motor actively collaborates with its suppliers to foster a sustainable and socially responsible automotive industry. This includes:

- **Transparent Communication:** Maintaining open lines of communication to ensure alignment with TVS Motor's sustainability goals.
- **Fair Terms:** Establishing equitable terms of engagement with all suppliers.
- **Regular Updates:** Providing suppliers with updates on market trends and company objectives.

Dealer Engagement Aligned with TVS's Vision

Dealers play a crucial role in connecting the Company with its customers, significantly impacting the brand's reputation. To strengthen these relationships, TVS Motor has implemented various dealer engagement initiatives, including consistent communication, strategically timed cultural meetings, and regular engagement sessions to ensure a cohesive brand experience.

Aligned with TVS Motor's vision, the company's commitment to dealer excellence is demonstrated by its top performance in the J.D. Power ratings, achieving the number one position in 7 out of 10 product categories.

Table 12: Customer satisfaction Outcome (2019-24)

Particulars	UoM	19-20	20-21	21-22	22-23	23-24
% of satisfied customers		8.69	8.57	8.78	8.86	56%*
Coverage	%	100%	100%	100%	100%	100%

- FY 23-24 onwards, we have migrated from CSI to Net Promoter score (NPS)

This success highlights the effectiveness of programs like KAIZEN and Winning on Wheels (WoW), which encourage innovation and recognize dealer achievements. The J.D. Power accolades, based on feedback from over 13,900 customers, emphasize TVS Motor's dedication to a customer-centric and sustainable approach.

Empowering our value chain partners

Recognizing the importance of value chain partner development, TVS Motor has established comprehensive support programs to enhance the capabilities of its value chain partners. These programs include training sessions, assistance with technology adoption, and optimization of operational processes. By aligning these initiatives with TVS Motor's sustainability roadmap and vision, the company ensures that its suppliers are well-equipped to meet evolving industry standards and contribute to a sustainable future. This approach not only strengthens the supply chain but also reinforces TVS Motor's commitment to responsible and innovative business practices.

Table 13: Coverage of capacity building programs for value chain partners (2019-24)

Particulars	19-20	20-21	21-22	22-23	23-24
Suppliers*	50%	51%	52%	76%	91%
Dealer (Authorised Dealers)	21%	28%	27%	30%	35%
Distributor (Authorised Main Dealers)	79%	79%	79%	79%	79%

*218 suppliers were covered in the capacity building programme (FY23-24), which comprise of 95.19% of unique significant suppliers (constitute 75% of total tier 1 supplier spend).

Charting a Greener Path Forward, Together

TVS Motor is dedicated to setting ambitious targets and pioneering innovative methods to minimize its environmental and societal impact. The company's vision is to lead the automotive industry towards a more sustainable and socially responsible future, governed by the highest ethical standards. TVS Motor's commitment to sustainability is evident throughout its value chain, from responsible sourcing and supplier engagement to innovative dealer programs and ensuring the highest levels of customer satisfaction. The company is dedicated to standards of excellence that not only meet but exceed stakeholder expectations, aligning with its vision for long-term resilience and market leadership.



Ethics and Compliance

Anti-corruption and Anti-bribery measures

TVS Motor is committed to conducting business ethically and upholding the highest standards of integrity. The company maintains a zero-tolerance policy towards corruption, bribery, and any form of unethical behavior. Regular training sessions, awareness campaigns, and robust internal controls help employees and partners understand and comply with these standards.

Code of Conduct and Whistleblower Policy

The company's Code of Conduct outlines expectations for lawful and ethical behavior, covering areas such as conflicts of interest, fair dealing, and the protection of confidential information. To foster transparency and trust, TVS Motor has established a Whistleblower Policy that encourages employees and stakeholders to report concerns related to ethics and compliance. A secure and confidential reporting channel ensures that potential violations are investigated promptly, fairly, and without retaliation.

Risk management

ESG risks integrated into enterprise risk management

TVS Motor's ERM framework incorporates ESG factors, identifying and managing risks related to climate change, resource scarcity, labor practices, and regulatory changes. This integration ensures that ESG risks are not addressed in isolation but are considered in conjunction with operational, financial, and strategic risks.



Alignment with Global Standards

Sustainability Framework



GLOBAL REPORTING INITIATIVE (GRI)

TVS Motor Company structures its sustainability disclosures in alignment with the GRI Standards 2021. Key environmental, social, and governance indicators are reported with transparency and consistency, allowing stakeholders to compare the company's performance against global benchmarks. The Sustainability Data Book references GRI indicators where applicable, ensuring that readers can easily map disclosures to recognized standards.



CORPORATE SOCIAL REPORTING DIRECTIVE (CSRD)

TVS Motor has structured its sustainability disclosure aligned to CSRD requirements to enhance transparency by standardizing its sustainability information. This will help its stakeholders allows stakeholders, including investors and consumers, to make better-informed decisions.



SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB)

In addition to GRI, TVS Motor aligns its reporting with the SASB Standards—specifically those tailored to the Automotive sector. By reporting on industry-relevant metrics such as product safety, fuel efficiency, supply chain standards, and innovation in low-carbon products, the Company provides investors and stakeholders with decision-useful information that addresses sector-specific material topics.



CARBON DISCLOSURE PROJECT (CDP)

TVS Motor engages with CDP (formerly the Carbon Disclosure Project) to report on its climate strategies, emissions data, and water stewardship efforts. By doing so, the company enhances the visibility of its climate-related initiatives, allowing stakeholders to assess TVS Motor's progress against global climate action standards.



DOW JONES SUSTAINABILITY INDEX (DJSI)

Disclosing on the DJSI will enhances TVS Motor's reputation, attracts eco-conscious investors, provides benchmarking insights, offers a competitive advantage, and supports long-term value creation through sustainable practices, demonstrating its commitment to responsible business operations and global climate standards.



TCFD DISCLOSURES FOR CLIMATE RISKS AND OPPORTUNITIES

TVS Motor's commitment to transparency on climate-related issues aligns with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). The company has integrated climate risk assessments into its Enterprise Risk Management (ERM) framework, conducted scenario analyses (using RCP 4.5 and RCP 8.5), and identified potential impacts on its operations, supply chain, and market conditions.



TCFD-ALIGNED REPORTING HIGHLIGHTS:



Governance

Board & management oversight of climate-related risks and opportunities.



Strategy

Evaluation of physical and transitional climate risks and their potential effects on product design, manufacturing processes, and distribution networks.



Risk Management

Integration of climate considerations into ERM and scenario planning.



















Metrics and Targets

Monitoring Scope 1, 2, and 3 emissions, renewable energy share, energy intensity, and progress toward science-based emission reduction targets.



UN SDG Contribution

TVS Motor contributes to the United Nations Sustainable Development Goals (UN SDGs) by focusing on areas where it can have the greatest impact. While various SDGs are supported by the company's activities, several stand out:

 01 No Poverty Through community development job creation.	 02 Zero Hunger Supporting agricultural communities and food security initiatives.
 03 Good Health and Well-Being Promoting health and safety standards for employees and communities.	 04 Quality Education Investing in educational programs and skill development.
 05 Gender Equality Ensuring equal opportunities and promoting diversity in the workplace.	 06 Clean Water and Sanitation Implementing water stewardship and sanitation projects.
 07 Affordable and Clean Energy Developing and promoting electric vehicles and renewable energy solutions.	 08 Decent Work and Economic Growth Creating jobs and fostering economic growth through sustainable business practices.
 09 Industry, Innovation, and Infrastructure Investing in innovative technologies and sustainable infrastructure.	 10 Reduced Inequality Promoting inclusive growth and reducing disparities.
 11 Sustainable Cities and Communities Supporting urban sustainability initiatives.	 12 Responsible Consumption and Production Enhancing resource efficiency and sustainable production practices.
 13 Climate Action Reducing carbon emissions and promoting climate resilience.	 15 Life on Land Protecting ecosystems and promoting biodiversity.
 16 Peace, Justice, and Strong Institutions Upholding ethical practices and governance.	 17 Partnerships for the Goals Collaborating with stakeholders to achieve sustainable development goals.

TVS Performance Matrix

SDG 1: No Poverty – Through community development programs and job creation.	<ol style="list-style-type: none"> 1. Creating alternate sources of income amounting to INR 100 crore through income generation programs in rural India aligns 2. Investment of INR 30 Crores in FY 2023-24 for community development activities in India 3. 2,700 villages reached with outreach among 1.6 lakh beneficiaries
SDG 2: Zero Hunger – Supporting agricultural communities and food security initiatives.	Promoting sustainable agriculture practices through drum seeding techniques

UN SDG Contribution

SDG 3: Good Health and Well-Being – Promoting health and safety standards for employees and communities.	<ol style="list-style-type: none"> 1. 130+ health centres renovated in rural India to ensure access to primary health care by SST 2. Zero fatality reported 3. #LittleRider campaign to promote child safety reaching to around 10,000 families 4. Manao #YehHelmentWaliHoli campaign to walk about road safety and use of helmets 5. Nortoneers (UK), raised GBP 20,000 for the Birmingham Women & Children's NHS Foundation Trust, making a meaningful impact on the young lives supported by the Trust
SDG 4: Quality Education – Investing in educational	<p>830+ schools renovated in rural India to improve access to education by SST</p>
programs and skill development.	<ol style="list-style-type: none"> 1. Average hiring cost per Full-Time Equivalent (FTE) is INR 1.29 lakhs in FY 2023-24
SDG 5: Gender Equality – Ensuring equal opportunities and promoting diversity in the workplace.	<ol style="list-style-type: none"> 1. 18% gender board diversity 2. >13% percent women in the workforce 3. 11th Rank in 'Best Companies for Women' across All Companies and Industries in India 4. Recognized as "Best Companies for Women in India" (BWCI) consecutively for past 3 years 5. Most Inclusive Companies in India (MICI) consecutively for 3 years 6. 60,000 women enrolled in Self-help groups in rural India by SST 7. 2% of the workforce representing 11 nationalities; promoting racial and national diversity, reducing inequalities, and enhancing social inclusion
SDG 6: Clean Water and Sanitation – Implementing water stewardship and sanitation projects.	<ol style="list-style-type: none"> 1. Desilting over 238 tanks significantly enhances water storage capacity and groundwater recharge by SST 2. Enhancing water capacity by 150 crore litres through tank desilting by SST 3. TVS Motor, Hosur facility certified as "Net Water Positive Facility" by Confederation of Indian Industries 4. tVS Motor, Hosur facility – a Zero Liquid Discharge facility
SDG 7: Affordable and Clean Energy – Developing and promoting electric vehicles and renewable energy solutions.	<ol style="list-style-type: none"> 1. 85.36% renewable energy in the energy mix in global operations 2. 92.09% renewable energy in the energy mix in India operations
SDG 8: Decent Work and Economic Growth – Creating jobs and fostering economic growth through sustainable business practices.	<ol style="list-style-type: none"> 1. Loss time frequency rate (LTFR) 0.36 indicating a strong commitment to workplace safety. 2. SA 8000 certification reflects TVS Motor's commitment to social responsibility and ethical labor practices, fostering a more sustainable and equitable work environment.

UN SDG Contribution

SDG 9: Industry, Innovation, and Infrastructure – Investing in innovative technologies and sustainable infrastructure.

1. By investing INR644.7 Cr in innovative low-carbon technologies, TVS is contributing to sustainable industrialization and fostering innovation
2. 650+ patents reflect TVS's role in fostering industrial innovation and building sustainable infrastructure
3. With 65% women in EV battery line, TVS is promoting a diverse workforce which drives innovation and productivity
4. Promoting high-quality management practices, IATF 16949 certification thereby supporting sustainable industrial growth and innovation

SDG 10: Reduced Inequality – Promoting inclusive growth and reducing disparities.

- 2% people with physical disability in the workforce reflective of company's commitment to reduce inequalities and promotes social and economic inclusion

SDG 11: Sustainable Cities and Communities – Supporting urban sustainability initiatives.

1. Promoting low-carbon mobility – TVS IQube towards creating more sustainable urban environments.
2. TVS Motor's safe bikes, equipped with advanced features like ABS, traction control, and reinforced structures helps to reduce accidents and fatalities, making urban environments safer and more resilient for all residents
3. TVS Motor's Road Safety Ambassador programme, commitment to promote road safety.
4. Partnership with Jio-BP to develop a robust public EV charging infrastructure for electric two-wheelers and three-wheelers in India

SDG 12: Responsible Consumption and Production – Enhancing resource efficiency and sustainable production practices.

1. Sourcing 93% of materials locally is a significant step towards creating a resilient supply chain; aligning with the Atmanirbhar Bharat (Self-Reliant India) campaign, helps to reduce dependency on imports and enhance domestic production
2. Promoting sustainable practices among suppliers helps ensure responsible consumption and production pattern through Supplier Excellence Programme
3. Receipt of TPM Excellence Award from the Japan Institute of Plant Maintenance highlighting the company's efforts towards waste minimization and resource efficiency aligns with responsible production practices
4. TVS Motor, Hosur facility is a certified "Zero Waste of Landfill facility" by Confederation of Indian Industries
5. TVS Motor's products, which have a minimum recyclability rate of 85% and a recoverability rate of 90%
6. Recognition of top product quality in 7 out of 10 categories in the J.D. Power 2024 rankings enhances credibility and consumer trust

SDG 13: Climate Action – Reducing carbon emissions and promoting climate resilience.

1. Record EV sales in 2023-24, with over 1,94,000 units of the iQube sold in FY 2023-24; promoting the transition to sustainable energy sources and reduction greenhouse gas emissions
2. 74,000+ tCO2e emission avoided in FY 2023-24 from the sale of EV's

UN SDG Contribution

SDG 15: Life on Land – Protecting ecosystems and promoting biodiversity.	<ol style="list-style-type: none">1. 43% plant areas dedicated to green cover in India2. Home to ~ 1000 species of flora and fauna3. TVS Motor Hosur facility identified as Other Effective Area-Based Conservation Measures (OECMs) by National Biodiversity Authority, under Ministry of Environment, Forest and Climate Change, Government of India and United Nations Development Programme
SDG 16: Peace, Justice, and Strong Institutions – Upholding ethical practices and governance.	<ol style="list-style-type: none">1. ISO/IEC 27000:2018 certification demonstrating strong commitment to robust information security management.2. ISO 22301:2019 certification demonstrating TVS Motor's commitment to robust business continuity management.
SDG 17: Partnerships for the Goals – Collaborating with stakeholders to achieve sustainable development goals.	<ol style="list-style-type: none">1. By partnership collaborating with like-minded partners and trade associations like UNGC, World Economic Forum, SIAM, ACMA, CII, etc, TVS Motor is actively advocating for climate resilience and adaptation sustainable practices.

By aligning with internationally recognized frameworks (GRI, CSRD SASB, CDP, TCFD) and demonstrating clear contributions to the UN SDGs, TVS Motor's ensures that its ESG initiatives resonate with global stakeholder expectations. This alignment underscores the company's dedication to credible, transparent, and actionable sustainability practices that drive meaningful impact.

