

## **ENVIRONMENT, HEALTH & SAFETY (EHS) POLICY**

We, at TVS Motor Company ("TVSM" or "the Company"), a leading mobility solution provider globally, are committed to providing a safe, healthy, and environmentally friendly workplace for employees, service providers, visitors and key business partners. We strive to deliver sustainable and innovative mobility solutions, aligned with the United Nations Sustainable Development Goals (UN SDGs) and international standards such as ISO 45001:2018 and ISO 14001:2015.

Our EHS policy commits our dedication to fulfilling legal and other requirements, continual improvement of the management systems, and excellence guided by the following core principles:

### **Environmental Stewardship**

- **Environmental Management System:** Continuously monitor and improve all environmental performance indicators through a management approach.
- **Climate Change:** Pursue a Net-Zero roadmap aligned to a 1.5°C global temperature trajectory.
- **Pollution Prevention and Protection of Environment:** Systematically control emissions, waste streams, and wastewater through advanced monitoring and mitigation.
- **Resource Efficiency:** Embrace a circular economy framework to minimize waste generation and enhance resource recovery across the value chain.
- **Zero Waste to Landfill:** Strive to achieve and maintain zero waste to landfill status across all TVSM manufacturing facilities.
- **Water Positive Operations:** Progressively reduce water withdrawal, enhance reuse, and recharge potential, and support the community through water augmentation projects.
- **Biodiversity and Ecosystem:** Preserving and coexisting with nature while advocating for the conservation of natural habitats.

### **Health & Safety Excellence**

- **Hazard Elimination & Risk Reduction:** Towards establishing a Zero-harm state by preventing work-related injuries and ill health through eliminating hazards and reducing Occupational Health & Safety (OH&S) risks. Set up prioritisation and action plans to mitigate work-related injuries by enhancing the participation of worker during hazard identification stage.
- **OH&S Management System:** Plan and assess OH&S risks and opportunities while continuously improving the performance of the management system.
- **Safe Design & Ergonomics:** Design safer machines, ergonomically conducive workstations, and processes using less hazardous chemicals, and install robust fire protection systems.
- **Psychological Health & Safety:** Design and implement programs related to improving mental and psychological state of employees including consideration on digital work environment and technology related occupational risk.

- **Integrate Safety Culture Across Functions:** Embed health and safety considerations into all aspects of our operations, including design, engineering, maintenance, services, procurement, logistics, change management and workforce management, to foster an inter-dependent culture of proactive risk prevention.
- **Accountability of Partners:** Establish systems to ensure service providers, transporters, and other agencies commit to our safety standards.
- **Third-Party Audits & Risk Assessments:** Document OH&S performance through external safety audits, risk assessments, and environmental audits.
- **Worker Consultation & Communication:** Communicate incident investigations, recommendations, and implement improvements in consultation with workers.
- **Training & Emergency Preparedness:** Conduct structured programs and periodic mock drills to train and motivate employees to work safely and ensure preparedness for emergency situations - extending to public awareness where necessary.
- **Value Chain Safety:** Support suppliers and dealers in adopting OH&S best practices.

### **Product Stewardship**

- **Life Cycle Assessments (LCA):** Conduct comprehensive LCAs to identify environmental hotspots and drive improvements in materials, energy consumption, and emissions across product life stages.
- **Sustainable Packaging:** Explore and implement eco-friendly, recyclable, and biodegradable packaging solutions to minimise plastic and packaging waste.
- **Circular Material Use:** Integrate recycled and sustainably sourced materials into product design to promote circularity and reduce reliance on virgin resources.
- **Life Cycle Perspective:** Consideration of Life Cycle Perspective across product and service realisation.

### **Empowering Knowledge, Integrity & Compliance**

- **Regulatory Adherence:** Ensure compliance with all applicable statutory requirements, including Extended Producer Responsibility (EPR).
- **Capability Building:** Foster a culture of sustainability through the Sustainability Ambassador Program, delivering structured training to employees and value-chain partners.
- **Transparency & Accountability:** Maintain integrity through consistent progress reporting in our Annual and Sustainability Reports.

### **Applicability:**

This EHS policy applies to all TVSM operations, subsidiaries, joint ventures, and contractors performing work within TVSM premises. All such contractors are expected to adhere to TVSM's EHS standards while on site.

**Governance:**

The Environment, Health & Safety (EHS) Policy is formally endorsed by the Board of Directors and the Chief Executive Officer (CEO), reflecting the organisation's commitment to the highest standards of EHS performance. The policy is reviewed annually to ensure continued alignment with strategic business governance, ESG (Environmental, Social and Governance) expectations, emerging regulations, stakeholder expectations, and best practices.

The policy is accessible on our corporate website to ensure transparency and keep employees, suppliers, contractors, and partners informed of our EHS commitments.

The Corporate EHS team, in collaboration with plant-level EHS teams, is responsible for the effective implementation and governance of this policy across all locations and operations.

Periodic steering committee meeting for safety and sustainability for the reviewing the Key Performance Indicators and to provide necessary resources and direction towards continual improvement.

A handwritten signature in blue ink, appearing to read 'KN Radhakrishnan', written over a horizontal line.

**KN Radhakrishnan**

Director & CEO

TVS Motor Company

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