

# Annexure VI

## to Directors' Report to the shareholders

### GENERAL SECTION

#### I. DETAILS

1	Corporate Identity Number (CIN) of the Listed Entity	L35921TN1992PLC022845	
2	Name of the Listed Entity	TVS Motor Company Limited	
3	Year of incorporation	10-06-1992	
4	Registered office address	"Chaitanya", No.12, Khader Nawaz Khan Road, Nungambakkam, Chennai - 600 006	
5	Corporate address	"Chaitanya", No.12, Khader Nawaz Khan Road, Nungambakkam, Chennai - 600 006	
6	E-mail	<a href="mailto:corpsec@tvsmotor.com">corpsec@tvsmotor.com</a>	
7	Telephone	044-28332115	
8	Website	<a href="http://www.tvsmotor.com">www.tvsmotor.com</a>	
9	<b>Date Of Start of Financial Year</b>	<b>Start Date</b>	<b>End Date</b>
	Financial Year	01-04-2025	31-03-2026
	Previous Year	01-04-2024	31-03-2025
	Prior To Previous Year	01-04-2023	31-03-2024
10	Name of the Stock Exchange(s) where shares are listed		
	1 BSE Limited Mumbai		
	2 National Stock Exchange of India, Mumbai		
11	Paid-up Capital (Equity)	₹47,50,87,114	
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report		
	Name Of Contact Person	Thakur Pherwani Chief Sustainability Officer	
	Contact Number of Contact Person	+91 7418772111	
	Email Of Contact Person	<a href="mailto:thakur.pherwani@tvsmotor.com">thakur.pherwani@tvsmotor.com</a>	
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken, together).	Standalone basis	
14	Name of assurance provider	M/s Forvis Mazars LLP	
15	Type of assurance obtained	Reasonable for BRSR Core and Limited for BRSR Non-Core	

#### II. Products/services

16. Details of business activities

S. No.	Description of main activity	Description of business activity	% of turnover
1	Manufacturing	Motor vehicles, trailers, semi-trailers and other Transport Vehicles	99%

17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Motorcycle, Scooters, Mopeds	30911	85%
2	Three-wheelers	30912	4%
3	Parts & Accessories	30913	10%

#### III. Operations

18. Number of locations where plants and/or operations/offices of the entity are situated\*:

Location	Number of plants	Number of offices	Total
National	3	29	32

International	-	8	8
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\*Note: The three plants include our production sites in Hosur, Mysuru, and Nalagarh, Offices include our areas offices, our registered office in Chennai, 2 offices in Bengaluru, overseas offices in Mexico, Panama, Columbia, UK, Philippines, Italy, UAE, and Singapore.

## 19. Markets served by the entity:

### a. Number of locations

Location	Number
National (inclusive of states & Union Territories)	29
International (No. of Countries)	90+

### b. What is the contribution of exports as a percentage of the total turnover of the entity?

24% of the total turnover of the Company is contributed through exports.

### c. A brief on types of customers

TVS Motor Company Limited (TVSM), the third-largest two-wheeler manufacturer by market capitalisation, addresses diverse mobility needs through a comprehensive and differentiated product portfolio. The Company serves customers across domestic and international markets with offerings spanning mopeds, motorcycles, petrol and electric scooters, three-wheelers, and premium and super-premium motorcycles.

With a presence in over 90 countries, TVSM caters to a broad spectrum of users, from value-conscious commuters and daily riders to performance enthusiasts and urban customers seeking connected mobility experiences. Supported by strong in-house research and development capabilities and proprietary connected technologies, the Company delivers innovative and customer-centric mobility solutions across segments.

## IV. Employees

### 20. Details as at the end of Financial Year:

#### a. Employees and workers (including differently abled):

Particulars	Total (A)	Male		Female		other
		No. (B)	% (B/A)	No. (C)	% (C/A)	
<b>Permanent (D)</b>	5090	4306	84.60	784	15.40	0
Other than Permanent (E)	6354	4948	77.87	1406	22.13	0
Total employees (D + E)	11444	9254	80.86	2190	19.14	0
<b>Worker</b>						
Permanent (F)	1760	1759	99.94	1	0.06	0
Other than Permanent (G)	-	-	-	-	-	0
Total workers (F + G)	1760	1759	99.94	1	0.06	0

#### b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female		Others	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>								
1.	Permanent (D)	36	33	91.67	3	8.33	0	0
2.	Other than Permanent (E)	308	260	84.42	48	15.58	0	0
3.	Total differently abled employees (D + E)	344	293	85.17	51	14.83	0	0
<b>DIFFERENTLY ABLED WORKERS</b>								
4.	Permanent (F)	13	13	100	0	0	0	0
5.	Other than Permanent (G)	-	-	-	-	-	0	0
6.	Total differently abled workers (F + G)	13	13	100	0	0	0	0

**21. Participation/Inclusion/Representation of women**

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	1	14.29
Key Managerial Personnel	2	0	0

**22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)**

	FY 2025-26 (Turnover rate in current FY) [values in %]				FY 2024-25 (Turnover rate in previous FY) [values in %]				FY 2023-24 (Turnover rate in the year prior to the previous FY) [values in %]			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Permanent Employees	7.37	8.55	-	8.63	10.62	11.09	0	10.69	11.29	11.08	0	11.26
Permanent Workers	2.56	-	-	2.56	2.7	0	0	2.7	2.5	0.00	0.00	2.5

**V. Holding, Subsidiary and Associate Companies (including joint ventures)**
**23. (a) Names of holding / subsidiary / associate companies / joint ventures**

S. No.	Name of the holding/ subsidiary/ associate companies/joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated in column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	TVS Holdings Limited (formerly known as Sundaram- Clayton Limited)	Holding	50.26	No
2.	TVS Credit Services Limited	Subsidiary	80.76	No
3.	TVS Motor Services Limited	Subsidiary	100	No
4.	TVS Electric Mobility Limited	Subsidiary	100	No
5.	DriveX Mobility Private Limited	Subsidiary	92.21	No
6.	Harita ARC Private Limited	Subsidiary	0*	No
7.	TVS Housing Finance Private Limited	Subsidiary	0*	No
8.	Harita Two-wheeler Mall Private Limited	Subsidiary	0*	No
9.	TVS Motor Company (Europe) B.V.	Subsidiary	100	No
10.	TVS Motor (Singapore) Pte Limited	Subsidiary	100	No
11.	PT TVS Motor Company Indonesia	Subsidiary	53.94	No
12.	TVS Motor Company DMCC	Subsidiary	100	No
13.	The Norton Motorcycle Co Limited	Subsidiary	0*	No
14.	Norton Motorcycle Private Limited	Subsidiary	0*	No
15.	Norton USA LLC	Subsidiary	0*	No
16.	Engines Engineering S.p.A	Subsidiary	0*	No
17.	TVS EBike Company AG, Switzerland (formerly known as Swiss E-mobility Group (Holding) AG, Switzerland)	Subsidiary	0*	No
18.	TVS EBike Company GmbH (Formerly known as Colag E-mobility GmbH, Germany)	Subsidiary	0*	No
19.	Swiss E-Mobility Group (Österreich) GmbH	Subsidiary	0*	No
20.	EGO Movement Deutschland GmbH, Germany	Subsidiary	0*	No
21.	TVS EBike Limited, UK (Formerly known as EBCO Limited)	Subsidiary	0*	No
22.	TVS Motor GmbH, Germany (Formerly known as Celerity Motor GmbH)	Subsidiary	0*	No
23.	TVS Digital Pte Limited	Subsidiary	0*	No
24.	Ultraviolette Automotive Private Limited	Associate	24.92	No
25.	Killwatt GmbH	Associate	0*	No
26.	Predictronics Corp	Associate	0*	No

\* Denotes shareholding not held by the Company directly but through its step-down subsidiaries

## VI. CSR Details

### 24. CSR Details

Whether CSR is applicable as per section 135 of Companies Act, 2013	Yes
Turnover (In Rupees)	47,270.32
Net worth (In Rupees)	11,234.30

\*All values are in Crore

## VII. Transparency and Disclosures Compliances-

### 25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	if yes, then provide web-link for grievance redress policy	FY 2025-26			FY 2024-25			If NA, then provide the reason
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	
Communities	Yes		0	0		0	0	Nil	
Investors (other than shareholders)	Yes		0	0		0	0	Nil	
Shareholders	Yes		21	0		9	0	Closed	
Employees and workers	Yes		0	0		288	41	Pending concerns are in progress and will be closed	
Customers	Yes		69730	2268		67015	1038	Pending concerns are in progress and will be closed	
Value Chain Partners	Yes		0	0		0	0	Pending concerns are in progress and will be closed	

The company has implemented a structured framework to address grievances across all stakeholder groups. Policies such as the Code of Business Conduct and Ethics, Whistleblower Mechanism, Stakeholder Engagement Policy, Anti-Discrimination Policy, Supplier Sustainability Code of Conduct, and Human Rights Policy provide comprehensive guidance for reporting and resolving concerns. The relevant policies can be accessed through the company's official website.

**26. Overview of the entity’s material responsible business conduct issues**

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Climate Change and Decarbonization	R	Evolving climate related regulations, emission standards and energy transition policies across markets may require additional investments in low-carbon technologies, energy efficiency and manufacturing upgrades. Climate variability may also affect availability of resources such as water and energy.	The Company is increasing renewable energy adoption across operations (as of 31 <sup>st</sup> March 2026, RE mix was 97.13%), improving energy efficiency and integrating low-carbon technologies in manufacturing. Product development focuses on improving fuel efficiency and expanding electric mobility solutions	Negative Implications
2	Climate Change and Decarbonization	O	Rising demand for low-emission mobility solutions and supportive policy measures for electric mobility create opportunities for growth in electric and energy-efficient vehicle segments.	Expansion of electric vehicle portfolio, investments in EV technologies and strengthening of the EV ecosystem through strategic partnerships and product innovation.	Positive Implications
3	Supply Chain Management	R	Dependence on a complex supplier ecosystem may expose the Company to risks related to regulatory compliance, Sustainability performance of suppliers, raw material availability and supply disruptions.	Supplier engagement programmes, sustainability integration in supplier management processes and collaboration with suppliers to improve sustainability performance and supply chain resilience.	Negative Implications
4	Market/Product Competition	R	Rapid technological advancements and evolving customer preferences in the mobility sector may impact market competitiveness if innovation and product differentiation are not sustained.	Continuous investment in research and development, monitoring of market trends and development of technologically advanced and differentiated products aligned with customer expectations.	Negative Implications
5	Market/Product Competition	O	Competitive market dynamics drive innovation, efficiency improvements and opportunities to expand into new product segments and international markets.	Development of advanced mobility solutions, expansion into new geographies and continuous improvement in product quality, performance and customer experience.	Positive Implications
6	Road Safety	R	Road safety concerns may lead to stricter product safety regulations, potential product liability risks and reputational impact if safety standards are not maintained	Integration of advanced safety technologies such as ABS in vehicles and implementation of road safety awareness initiatives under Road Safety Ambassador program including rider safety campaigns and community engagement programmes.	Negative Implications

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7	Occupational Health & Safety	R	Manufacturing operations involve inherent risks including fire hazards, chemical exposure, battery handling risks and contractor safety compliance issues which may affect employee wellbeing and operational continuity.	Implementation of an enterprise-wide Environment, Health and Safety (EHS) management system supported by policies, training, risk assessments, safety audits and continuous monitoring across manufacturing facilities	Negative Implications
8	Integrated Risk Management	O	A structured enterprise risk management framework enhances the Company's ability to identify emerging risks, maintain regulatory compliance and ensure business continuity.	The Company follows an integrated risk management approach aligned with ISO 22301, including risk identification, mitigation planning, monitoring mechanisms and business continuity planning	Positive Implications
9	Corporate Governance	O	Strong governance practices enhance transparency, accountability and stakeholder confidence, supporting sustainable long-term growth.	Implementation of a robust governance framework including Board oversight, Code of Conduct, anti-corruption policies and internal control mechanisms to ensure ethical business conduct	Positive Implications
10	Water & Effluent Management	R	Water scarcity, groundwater depletion and stricter regulatory requirements for water consumption and effluent discharge may affect manufacturing operations and compliance obligations.	Implementation of water efficiency initiatives including rainwater harvesting, identification of alternate source of surface water, water recycling, reduction program, aquifer recharge and responsible water stewardship practices and employee engagement under Water Management Ambassador Program	Negative Implications
11	Circular Economy	R	Evolving regulatory focus on resource efficiency, waste management and circular economy practices may require process improvements and investments in waste reduction and recycling infrastructure.	Adoption of circular economy practices including improved waste segregation, recycling, resource efficiency initiatives and reduction of reliance on virgin materials	Negative Implications
12	Product Stewardship	O	Evolving regulatory and customer expectations regarding product lifecycle sustainability, safety and environmental performance create opportunities for sustainable product innovation	Integration of lifecycle approaches such as Life Cycle Assessment (LCA), compliance with Extended Producer Responsibility (EPR) requirements and design of products with improved environmental performance and safety features.	Positive Implications

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURE**

**This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.**

P1	Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive towards all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect, protect and make efforts to restore the environment
P7	Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Question	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Has the policy been approved by the Board? (Yes/No)	Web Link of the Policies, if available	
<b>Policy and management processes</b>				
P1	Ethics & Transparency	Yes	Yes	<b>CODE OF BUSINESS CONDUCT &amp; ETHICS:</b> <a href="https://www.tvsmotor.com/-/media/Feature/Investors/Communication/Files/CodeofBusinessConductandEthicspdf.pdf">https://www.tvsmotor.com/-/media/Feature/Investors/Communication/Files/CodeofBusinessConductandEthicspdf.pdf</a> <b>WHISTLE BLOWER POLICY:</b> <a href="https://www.tvsmotor.com/-/media/Feature/Investors/Communication/Files/Whistle-Blower-Policy-Apr2020.pdf">https://www.tvsmotor.com/-/media/Feature/Investors/Communication/Files/Whistle-Blower-Policy-Apr2020.pdf</a> <b>TAX POLICY:</b> <a href="https://www.tvsmotor.com/api/InvestorDownloadData?ItemId=7EF42C2B577C4DBC9884AEC9CD41D30D">https://www.tvsmotor.com/api/InvestorDownloadData?ItemId=7EF42C2B577C4DBC9884AEC9CD41D30D</a>
P2	Product Responsibility	Yes	Yes	<b>SUSTAINABLE PROCUREMENT POLICY:</b> <a href="https://www.tvsmotor.com/api/InvestorDownloadData?ItemId=46F5076C5AFE4AB39DEC50EEC811C847">https://www.tvsmotor.com/api/InvestorDownloadData?ItemId=46F5076C5AFE4AB39DEC50EEC811C847</a>
P3	Human Resources	Yes	Yes	<b>DISCRIMINATION POLICY:</b> <a href="https://www.tvsmotor.com/api/InvestorDownloadData?ItemId=3B199FA3ECB249ECACFF9CABBA29D059">https://www.tvsmotor.com/api/InvestorDownloadData?ItemId=3B199FA3ECB249ECACFF9CABBA29D059</a> <b>BOARDS DIVERSITY POLICY:</b> <a href="https://www.tvsmotor.com/api/InvestorDownloadData?ItemId=B4F6AAA0F98D4147BE0459BBDCB7CEB7">https://www.tvsmotor.com/api/InvestorDownloadData?ItemId=B4F6AAA0F98D4147BE0459BBDCB7CEB7</a>
P4	Responsiveness to Stakeholders	Yes	Yes	<b>POLICY ON PREVENTION OF SEXUAL HARASSMENT</b> <b>Policies on POSH, are published on the intranet</b> <b>STAKEHOLDER ENGAGEMENT POLICY:</b> <a href="https://www.tvsmotor.com/api/InvestorDownloadData?ItemId=B4EC3D8F698E44249EF027F75458827D">https://www.tvsmotor.com/api/InvestorDownloadData?ItemId=B4EC3D8F698E44249EF027F75458827D</a>
P5	Respect for Human Rights	Yes	Yes	<b>HUMAN RIGHTS POLICY:</b> <a href="https://www.tvsmotor.com/api/InvestorDownloadData?ItemId=78204B0317E14301B27F7BC494F93D52">https://www.tvsmotor.com/api/InvestorDownloadData?ItemId=78204B0317E14301B27F7BC494F93D52</a>
P6	Efforts to restore the Environment	Yes	Yes	<b>EHS POLICY:</b> <a href="https://www.tvsmotor.com/api/InvestorDownloadData?ItemId=0FBF2CA4CC80423FBE06C8C79EF09B40">https://www.tvsmotor.com/api/InvestorDownloadData?ItemId=0FBF2CA4CC80423FBE06C8C79EF09B40</a> <b>ENERGY POLICY:</b> <a href="https://www.tvsmotor.com/api/InvestorDownloadData?ItemId=0BC172BA677C49779388D3523A128948">https://www.tvsmotor.com/api/InvestorDownloadData?ItemId=0BC172BA677C49779388D3523A128948</a> <b>BIODIVERSITY POLICY:</b> <a href="https://www.tvsmotor.com/api/InvestorDownloadData?ItemId=8958B17560D0432BBC1EDCB3BD645977">https://www.tvsmotor.com/api/InvestorDownloadData?ItemId=8958B17560D0432BBC1EDCB3BD645977</a>
P7	Public Policy Advocacy			-
P8	Inclusive Growth	Yes	Yes	<b>CSR POLICY:</b> <a href="https://www.tvsmotor.com/api/InvestorDownloadData?ItemId=35DB4B90B2694F8E942A1542B4CF7DC1">https://www.tvsmotor.com/api/InvestorDownloadData?ItemId=35DB4B90B2694F8E942A1542B4CF7DC1</a>
P9	Customer Engagement	Yes	Yes	<b>PRIVACY POLICY</b> <a href="https://www.tvsmotor.com/privacy-policy">https://www.tvsmotor.com/privacy-policy</a>

Disclosure Question	Whether the entity has translated the policy into procedures (Yes / No)	Do the policies extend to value chain partners? (Yes / No)	Name of national / international codes, certifications, labels or standards adopted and mapped to the principle
<b>Policy and Management Processes</b>			
P1 Ethics, Transparency and Accountability	Yes. The Company has established processes to operationalise its Code of Business Conduct & Ethics across functions. A designated committee reviews instances of non-compliance, and Standard Operating Procedures (SOPs) are in place for reporting, tracking and resolution of stakeholder grievances and ethical concerns.	Yes. The Sustainable Procurement Policy and Supplier Sustainability Code of Conduct extend expectations on ethical conduct, compliance and responsible business practices to suppliers and other value chain partners.	TVSM's Code of Business Conduct & Ethics; Supplier Sustainability Code of Conduct; SA 8000; ISO 22301:2019 (Business Continuity); Integrated Management System standards, ISO/IEC 27000:2018 (Information security management)
P2 Product Responsibility	Yes. Product design, development and manufacturing processes incorporate safety, quality and regulatory compliance requirements supported by internal procedures and quality management systems.	Yes. Suppliers are required to comply with product safety, quality and material compliance standards through supplier agreements and procurement processes.	AIS 129; AIS 156; EU REACH (EC 1907/2006); Central Motor Vehicles (CMV) Rules; IATF 16949:2016 (Automotive Quality Management Systems)
P3 Employee Well-being / Human Resources	Yes. Policies relating to occupational health and safety, employee welfare, diversity and workplace practices are implemented through defined HR processes and EHS management systems.	Partially. Safety and labour practice expectations are communicated to contractors and suppliers through the Supplier Code of Conduct and contractual requirements.	SA 8000; ISO 45001:2018 (Occupational Health & Safety Management Systems); applicable labour laws and regulations.
P4 Stakeholder Engagement and Responsiveness	Yes. Mechanisms are established to identify, engage and respond to stakeholder concerns through structured communication channels, grievance redressal mechanisms and periodic reviews.	Yes. Engagement processes include suppliers, dealers, communities and other key value chain partners.	BRSR framework guidance; grievance redressal mechanisms aligned with internal governance policies.
P5 Respect for Human Rights	Yes. Human rights considerations are embedded in the Company's policies, employee guidelines and supplier engagement processes.	Yes. The Supplier Sustainability Code of Conduct includes provisions related to labour practices, non-discrimination, and prohibition of child and forced labour.	SA 8000; UN Guiding Principles on Business and Human Rights (UNGPR); applicable labour laws.
P6 Environment Protection and Restoration	Yes. Environmental management practices are implemented through defined procedures relating to energy efficiency, water management, emissions reduction and waste management.	Yes. Environmental expectations are extended to suppliers through procurement policies and sustainability requirements.	ISO 14001:2015 Environmental Management Systems; regulatory compliance with environmental laws; energy and water management initiatives.
P7 Public Policy Advocacy	Yes. The Company participates in industry forums and engages with policymakers through transparent and responsible processes consistent with its governance policies.	No. This principle primarily relates to the Company's engagement with public policy and regulatory bodies.	Internal governance approach on responsible advocacy; participation in recognised industry associations.
P8 Inclusive Growth and Community Development	Yes. Community development initiatives are implemented through structured CSR programmes aligned with statutory CSR requirements and internal governance processes.	Yes. The Company collaborates with community partners, NGOs and other stakeholders to implement development programmes.	CSR Policy aligned with Companies Act, 2013 CSR Rules; applicable social development frameworks.
P9 Customer Value and Engagement	Yes. Customer engagement processes include product safety compliance, service quality standards, grievance redressal mechanisms and customer feedback systems.	Yes. Dealers and service partners are required to comply with defined quality and service standards.	Applicable automotive safety and product compliance regulations.

Disclosure Question	Specific commitments, goals and targets set by the entity with defined timelines, if any	Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met
<b>Policy and Management Processes</b>		
P1 Ethics, Transparency and Accountability	The Company is committed to maintaining high standards of ethical conduct, transparency and responsible governance across its operations. Policies such as the Code of Business Conduct & Ethics, and Whistle Blower Mechanism establish clear expectations for employees and business partners. The Company also seeks to integrate sustainability and responsible business practices across its operations and value chain.	Mechanisms for ethical governance and accountability are operational across the organisation. Grievance redressal and whistle-blower mechanisms are available to employees and stakeholders. Sustainability and responsible business practices are integrated into operational processes.
P2 Product Responsibility	The Company is committed to ensuring product safety, quality and compliance with applicable automotive standards and regulations. It also focuses on improving fuel efficiency, expanding electric mobility solutions and integrating sustainable design considerations into product development.	Products are developed and manufactured in compliance with applicable safety and regulatory standards, guided by TVSM's internal S.P.A. CE approach—focusing on Safe Bikes, promotion of Protective Gears, enabling employees and stakeholders to act as Ambassadors for Road Safety for Road Safety and Product Stewardship, and advancing Circularity Excellence across the product lifecycle.
P3 Employee Well-being / Human Resources	The Company aims to provide a safe, inclusive and healthy workplace environment through policies relating to occupational health and safety, employee welfare, training and skill development. Targets include strengthening safety culture, improving employee capability and promoting diversity and inclusion across operations.	The Company continues to strengthen employee well-being through safety, inclusion, and capability building, reflected in low attrition, strong safety performance, and improved diversity.
P4 Stakeholder Engagement and Responsiveness	The Company seeks to maintain structured engagement with key stakeholders including employees, suppliers, dealers, customers and communities. Policies and procedures are in place to identify stakeholder concerns and address them through established communication and grievance redressal mechanisms.	Stakeholder engagement processes are implemented through periodic consultations, grievance redressal channels and ongoing communication with stakeholders across the value chain.
P5 Respect for Human Rights	The Company is committed to respecting human rights across its operations and supply chain, including adherence to fair labour practices, prohibition of child and forced labour and non-discrimination in employment practices.	Human rights expectations are embedded in the Company's policies and communicated to employees and suppliers through internal guidelines and the Supplier Sustainability Code of Conduct.
P6 Environment Protection and Restoration	The Company is committed to improving environmental performance through initiatives related to renewable energy adoption, carbon emissions reduction, water conservation, waste management and enhancement of green cover across manufacturing locations.	The Company advanced its environmental performance through 97.13% renewable energy adoption and recycling of 155,345 KL of water, alongside ongoing initiatives in emissions reduction, waste management, and no net loss in biodiversity.
P7 Public Policy Advocacy	The Company engages with industry associations and regulatory bodies to contribute to policy discussions related to the mobility sector, sustainability and safety in a transparent and responsible manner.	The Company participates in recognised industry forums and associations to support the development of responsible public policy and industry standards.
P8 Inclusive Growth and Community Development	The Company undertakes community development initiatives through the Srinivasan Services Trust (SST) with a focus on rural development, women empowerment, healthcare, education and livelihood enhancement.	CSR programmes implemented through SST have benefitted over 1.6 million individuals, with a focus on socio-economic development and empowerment of rural communities.
P9 Customer Engagement	The Company aims to deliver high standards of customer satisfaction through product quality, safety, after-sales service and continuous customer engagement.	Customer feedback systems, dealer and service networks and product support mechanisms are in place to address customer concerns and improve customer experience.

## Governance, leadership, and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.	<p>As a responsible and environmentally conscious company, TVSM remains committed to responsible and sustainable growth, supported by strong governance and a focus on creating long-term value for our stakeholders, employees, communities, suppliers, dealers and investors. Sustainability considerations are integrated into our strategy, risk management and decision-making processes, enabling us to respond to evolving stakeholder expectations and regulatory requirements across markets.</p> <p>The sustainability landscape for the automotive sector continues to evolve rapidly. Key challenges include the transition towards low-carbon mobility, growing expectations around Scope 3 emissions and value chain transparency, responsible sourcing of materials, and managing the impacts of climate variability on operations and resources. At the same time, these developments present opportunities to accelerate innovation in cleaner, safer and more efficient mobility solutions. In FY 2023–24, the Company completed a Double Materiality assessment to identify and prioritise sustainability topics based on stakeholder impact and financial relevance. The outcomes have strengthened our sustainability framework, aligned priorities with the United Nations Sustainable Development Goals (UN SDGs), and enabled the integration of material sustainability themes into strategic planning, enterprise risk management and operational decision-making.</p> <p>TVSM remains committed to reducing greenhouse gas emissions in line with climate science and supporting pathways consistent with limiting global warming to 1.5°C. The Company has adopted the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and is strengthening governance and processes to identify, assess and manage climate-related risks and opportunities. In FY 2025–26, TVSM also adopted the recommendations of the Taskforce on Nature-related Financial Disclosures (TNFD) to enhance its approach to identifying and managing nature-related dependencies, impacts, risks and opportunities across its operations and value chain.</p> <p>During FY 2025–26, the Company continued to make progress across key sustainability priorities. Selected highlights for the year include:</p> <ul style="list-style-type: none"> <li>→ 97.13% of total energy consumption from renewable energy sources across operations</li> <li>→ 76,708.24 tO<sub>2</sub>e emission avoided with increased renewable energy integration in the company's operations</li> <li>→ ~26% reduction in freshwater consumption intensity across manufacturing operations</li> <li>→ Approximately ~95% of material sourced locally, supporting supply chain resilience and localisation</li> <li>→ Over 1.6 million beneficiaries reached through CSR initiatives implemented through the Srinivasan Services Trust (SST)</li> </ul> <p>These achievements reflect the Company's continued efforts to strengthen environmental performance, improve operational efficiency and contribute positively to the communities in which it operates.</p> <p>Looking ahead, TVSM will continue to strengthen its sustainability governance, enhance data systems and disclosure practices, deepen engagement with suppliers and stakeholders, and accelerate the transition towards sustainable mobility solutions. The Company remains committed to integrating ESG considerations into business decisions and creating long-term value while contributing to a more sustainable future.</p>
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Board of Directors, under the leadership of the Chairman Emeritus and Managing Director, holds the primary responsibility for overseeing and evaluating the company's Business Responsibility (BR) performance at the highest level.
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No).	Yes, The Risk Management Committee is responsible for monitoring and advising on sustainability topics
If yes, provide details.	Chairman and Managing Director, Chairman Emeritus, & Director & Chief Executive Officer
If NA, provide details.	

**10 Details of Review of NGRBCs by the Company:**

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Committee of the Board
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Committee of the Board
Subject for Review	Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)								
Performance against above policies and follow up action Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)									Annually
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)									Annually
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.									Yes M/s Forvis Mazars LLP

**12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:**

Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	No	No	No	No	No	No	No	No	No
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	No	No	No	No	No	No	No	No	No
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	No	No	No	No	No	No	No	No	No
It is planned to be done in the next financial year (Yes/No) Any other reason (please specify)	No	No	No	No	No	No	No	No	No

**SECTION C: PRINCIPAL WISE PERFORMANCE DISCLOSURE**

**PRINCIPLE 1**

**Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable**

**Essential Indicators**

**1. Percentage coverage by training and awareness programs on any of the principles during the financial year:**

Segment	Total number of training and awareness programs held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programs
Board of Directors	12	P1, P2, P6	100%
Key Managerial Personnel	12	P1, P2, P6	100%
Employees other than BoD and KMPs	10575	Covering All principles	100%
Workers	773	P3 & P5	100%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format. (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary				
NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	-	-	-	-
Settlement	-	-	-	-
Compounding fee	-	-	-	-

In terms of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015, no fines / penalties /punishment/ award/ compounding fees/ settlement amount is paid in proceedings by the entity or by directors / KMPs with regulators/ law enforcement agencies/ judicial institutions, during the financial year.

Non-Monetary				
NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment	-	-	-	
Punishment	-	-	-	

Not Applicable

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable	

Not Applicable

4. Does the entity have an anti-corruption or anti-bribery policy?

Yes

**If yes, provide details in brief.**

TVSM sets a high bar for ethical conduct. Our Code of Conduct unequivocally forbids bribery and corruption, underscoring our unwavering commitment to integrity in all business dealings. The details are available in the policy links mentioned in page 227 of the Annual Report.

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

	FY 2025-26	FY 2024-25
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

**6. Details of complaints with regard to conflict of interest:**

	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0		0	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0		0	

**7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.**

NIL

**8. Number of days of accounts payables ((Accounts payable \*365) / Cost of goods/services procured) in the following format:**

	FY 2025-26	FY 2024-25
Number of day of accounts payables	43	42

**9. Open-ness of business Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:**

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases*	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	100%	100%
	b. Number of dealers / distributors to whom sales are made	1643	1121
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	4.21%	4.96%
Share of RPTs	a. Purchases* (Purchases with related parties / Total Purchases)	1.57%	1.85%
	b. Sales* (Sales to related parties / Total Sales)	1.14%	1.35%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0	0
	d. Investments* (Investments in related parties / Total Investments made)	100%	92%

\*\*All purchases are through suppliers and sales through dealers

**LEADERSHIP INDICATORS**
**1. Awareness programs conducted for value chain partners on any of the principles during the financial year:**

Sr. no	Total number of awareness programs held	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programs
1	85	P1, P6, P9	~ 44%

\*48 training programs conducted for suppliers with 63% coverage (320/507) and 37 training programs conducted for dealers with 42% Coverage (642/ 1526 2w &amp; Commercial Mobility dealers)

**2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No)**

Yes

**If yes, provide details of the same.**

The Company has a Policy on Related Party Transactions, aligned with its Code of Conduct for Business and Ethics. The policy requires Directors and senior management to promptly disclose any actual, potential or perceived conflicts of interest that may influence, or appear to influence, decision-making or adversely affect the Company's interests. Where applicable, appropriate steps are taken to manage, mitigate or eliminate such conflicts in line with the policy and applicable requirements.

## PRINCIPLE 2

### Businesses should provide goods and services in a manner that is sustainable and safe

#### Essential Indicators

1. **Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D	700.49	612.27	<ul style="list-style-type: none"> <li>→ Electric Vehicle - The company has launched a 2W Scooter EV - Orbiter, and a 3W EV - King Kargo HD EV. Company has invested in development of EVs in various other segments.</li> <li>→ Alternate Fuels - Company continued its investment in the development of flex fuel vehicles.</li> <li>→ Circular Economy - Company invested to increase the use of recycled content in the products, thereby reducing the carbon footprint of the products.</li> <li>→ Hazardous substances elimination - Company has invested in elimination of various hazardous substances as per international regulations.</li> </ul>
Capex	553.45	412.68	→ Capex investments are made accordingly as mentioned in the above projects/areas

\* All units above are in Crores.

#### 2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Yes. In FY 2025-26, TVS Motor Company Limited (TVSM) continued to strengthen implementation of its Sustainable Procurement Policy to embed sustainability considerations into supply chain management and supplier engagement. The policy sets clear expectations for suppliers on environmental stewardship, responsible labour practices, ethical conduct, and occupational health and safety, and promotes continuous improvement in emissions management, resource efficiency and responsible sourcing. The policy and associated requirements were communicated through formal channels and are accessible via the TVS Motor Supplier Portal.

TVSM's Supplier Sustainability Code of Conduct, which forms part of this framework, defines minimum standards for suppliers covering ethical business practices, environmental compliance, workplace safety, human rights, and responsible use of resources. As of 31 March 2026, 100% of suppliers have signed the Code of Conduct.

To strengthen performance management across the supply chain, TVSM introduced its internal benchmarking tool, the My Sustainability Index (MSI), to assess supplier sustainability practices across Environment, Health & Safety, Labour Management, Governance, and Compliance. In FY 2025-26, 320 suppliers were assessed under MSI.

#### b. If yes, what percentage of inputs were sourced sustainably?

During FY 2025-26, around 100% of the Company's procurement spend, measured by value, was sourced from suppliers covered under its sustainable sourcing framework. This framework is anchored in the Company's Sustainable Procurement Policy and Supplier Sustainability Code of Conduct and is supported through supplier onboarding requirements and sustainability assessment / engagement mechanisms such as the My Sustainability Index (MSI).

**3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for**

**(a) Plastics (including packaging)**

- Extended Producer Responsibility (EPR): Packaging plastic is managed in accordance with applicable Plastic Waste Management (PWM) Rules and EPR requirements.
- EPR performance: During FY 2025–26, the Company processed 1827 MT of eligible plastic packaging under EPR through authorised recyclers, supported by vendor documentation and compliance records.

**(b) Battery recycling practices Lithium-ion batteries (Electric Vehicles):**

- The Company is registered on the CPCB portal as a producer for lithium-ion batteries used in EVs.
- EV batteries supplied for TVSM vehicles comply with applicable labelling requirements under prevailing regulations.
- EPR channelisation: During FY 2025–26, ₹ 2.87 lakh of Battery packs were channelised through authorised collection and recycling partners as per EPR arrangements.

**Lead-acid batteries:**

- Lead-acid batteries used in TVS products comply with recycling symbol marking requirements.
- At end-of-life, batteries are channelised through the dealer/partner network to authorised recyclers in line with EPR obligations of the respective battery manufacturers.
- EOL channelisation: During FY 2025–26, 24.4 MT of lead-acid batteries were channelised for recycling through the authorised ecosystem.

**Registered Vehicle Scrapping Facility**

- In FY 2025–26, the Company established its RVSF near Hosur in accordance with the Motor Vehicles (Registration and Functions of Vehicle Scrapping Facility) Rules, 2021, as amended, and the applicable End-of-Life Vehicles regulatory framework

**(c) Hazardous waste**

- **Used oil:** The Company has applied to CPCB for registration as a producer of used engine oil (after-market) to enable responsible take-back and circularity. During FY 2025–26, 26.1 MT of used oil was collected in manufacturing and disposed/recycled through authorised processors.
- **Waste tyres:** The Company procures domestic tyres from supplier-manufacturers registered on the CPCB portal. The Company is also registered on the CPCB portal as an importer for tyres used in premium models. During FY 2025–26, 46 MT of waste tyres were channelised through authorised recyclers as per applicable EPR provisions.

**(d) Other waste / end-of-life product management**

- Circular economy approach: The Company continues to strengthen recovery and recycling of materials to support circularity across operations and products, achieving ~ 90% recoverability / ~85% recyclability rate.

**4. Whether Extended Producer Responsibility (EPR) is applicable to the entity’s activities (Yes / No).**

Yes,

**If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?**

Reaffirming its commitment to environmental responsibility, TVS Motor Company has established systems and processes to meet its Extended Producer Responsibility (EPR) obligations under the Plastic Waste Management Rules, 2016, as amended. During FY 2025–26, the Company continued its compliance efforts and initiated the collection and channelisation of 1,827 metric tonnes of plastic packaging waste under the EPR framework through authorised agencies, in line with applicable regulatory requirements. The corresponding performance data will be reported to the Central Pollution Control Board (CPCB) as part of the Company’s statutory obligations as a brand owner.

**If not, provide steps taken to address the same.**

## Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

Life Cycle Assessments (LCAs) have been conducted for 4 of its products in fiscal year FY2025-26 as detailed in below table

If yes, provide details in the following format:

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	If yes, provide the web-link.
291	Jupiter 125	10%	Cradle to Gate	3 <sup>rd</sup> party verification completed for internally conducted LCA	No	
291	iQube	6%	Cradle to Gate		No	
291	Apache 160 4V	2%	Cradle to Gate		No	
291	Apache RR310	0.1%	Cradle to Gate		No	

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service	Description of the risk / concern	Action Taken
Orbiter and King Kargo HD EV	Depletion of fossil fuel / tailpipe emissions	Launched electric vehicles, having zero tailpipe emissions
All ICE products	Depletion of fossil fuels	All ICE products are tuned for E20 (Ethanol 20% + Gasoline 80%). The ethanol is produced from biobased sources, which is renewable and carbon neutral. All ICE products are pasted with E20 stickers, to inform the customers about the use of fuel in the vehicles.
All products	Reduction of Global Warming Potential	Projects initiated to increase the recycled content in the materials, thereby reducing the carbon footprint the materials.

Through continuous efforts, the company is constantly working on improving fuel efficiency (fuel conservation), lightweighting (resource conservation) and reducing the tailpipe emissions. These actions contribute to reduce the emissions during various stages of product life cycle.

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

SN	Input Material	FY25-26 (%)
1	Aluminium alloy	35-40
2	Steel (Sheets and tubes)	7-8
3	Stainless steel (sheets and tubes)	60
4	Lead Acid Battery	40

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2025-26			FY 2024-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)		818	1009	346.5		808.5
E-waste		NA	NA	NA		NA
Hazardous waste		NA	NA	NA		NA

**5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.**

Indicate Input Material	Recycled or re-used input material to total material FY 2025-26
Category 2: Flexible plastic packaging (Single layer or Multilayer having more than one layer with different types of plastic)	Negligible quantity

**PRINCIPLE 3**

**Businesses should respect and promote the well-being of all employees, including those in their value chains**

**Essential Indicators**

**1. a. Details of measures for the well-being of employees:**

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent employees</b>											
Male	4306	4306	100	4306	100	-	-	4306	100	4306	100
Female	784	784	100	784	100	784	100	-	-	784	100
<b>Total</b>	<b>5090</b>	<b>5090</b>	<b>100</b>	<b>5090</b>	<b>100</b>	<b>784</b>	<b>15.40</b>	<b>4306</b>	<b>84.60</b>	<b>5090</b>	<b>100</b>
<b>Other than Permanent employees</b>											
Male	4948	4948	100	4948	100	-	0	4948	100	4949	100
Female	1406	1406	100	1406	100	1406	100	-	-	1405	100
<b>Total</b>	<b>6354</b>	<b>6354</b>	<b>100</b>	<b>6354</b>	<b>100</b>	<b>1406</b>	<b>22.13</b>	<b>4948</b>	<b>77.87</b>	<b>6354</b>	<b>100</b>

**b. Details of measures for the well-being of workers:**

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent workers</b>											
Male	1759	1759	100	1759	100	-	-	1759	100	1759	100
Female	1	1	100	1	100	1	100	-	-	1	100
<b>Total</b>	<b>1760</b>	<b>1760</b>	<b>100</b>	<b>1760</b>	<b>100</b>	<b>1</b>	<b>0.06</b>	<b>1759</b>	<b>99.94</b>	<b>1760</b>	<b>100</b>
<b>Other than Permanent workers</b>											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

**c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format -**

	FY 2025-26	FY 2024-25
c. Cost incurred on well- being measures as a % of total revenue of the company	0.47%	0.44%

Note - Total Value of Employee Welfare Expenses for FY 2025-26 is ₹216.05 Cr and for FY 2024-25 is ₹160 Cr

## 2. Details of retirement benefits, for Current FY and Previous Financial Year

Benefits	FY 2025-26			FY 2025-26		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
Employees State Insurance Benefits (ESI)	100%	100%	Yes	100%	100%	Yes

## 3. Accessibility of workplaces

**Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**

TVS Motor is committed to fostering an inclusive and diverse workforce and recognises the specific workforce realities of the automotive sector. The Company continues to strengthen its Diversity, Equity and Inclusion (DE&I) agenda as a leadership-driven priority, with focused initiatives to enable equitable access, participation and progression for under-represented groups, including Persons with Disabilities (PWD). As of FY 2025-26, PwD representation stands at 3% supported through structured hiring, accessibility and workplace integration measures.

During the year, the Company progressed its inclusion initiatives across facilities by ensuring wheelchair-friendly access in common areas and strengthening reasonable accommodation practices. Strategic hiring efforts were reinforced through partnerships with external organisations to improve outreach and recruitment of PwD candidates, supported by role mapping to align job requirements with skills and qualifications. The Company also continued sensitisation programmes for leaders, managers and teams to strengthen an inclusive workplace culture.

**If not, whether any steps are being taken by the entity in this regard.**

## 4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?

Yes

**If so, provide a web-link to the policy.**

Policies as per Rights of Persons with Disabilities Act, 2016 are published on the intranet

## 5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	96	61	100	64
Female	100	67	-	-
<b>Total</b>	<b>97</b>	<b>62</b>	<b>100</b>	<b>64</b>

## 6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker?

Yes

If yes, give details of the mechanism in brief.

	Yes/No (If yes, then give details of the mechanism in brief)	Remark
<b>Permanent Workers</b>	Yes	TVS Motor Company (TVSM) has established structured grievance redressal mechanisms across its plants, with representation from both management and worker representatives to ensure fair and timely resolution. Grievances are addressed through defined channels and, where applicable, reviewed by relevant committees such as the Ethics Committee and the POSH Internal Committee. Matters that are not resolved at the first level are escalated to the appropriate authority—such as the Head of Department (HOD), Employee Relations (ER) Head, or Plant HR Head—based on the nature, sensitivity and severity of the concern.  In addition, the Company's Whistleblower Policy provides a formal mechanism for employees and other stakeholders to report concerns, including sensitive matters, in a confidential manner. Employees are sensitised to the available grievance mechanisms during induction and through periodic internal communication. TVSM's POSH Internal Committee is constituted in line with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, and is responsible for receiving and inquiring into complaints as per the prescribed process. The POSH policy is accessible on the Company's website.
<b>Other than Permanent Workers</b>	Yes	
<b>Permanent Employees</b>	Yes	
<b>Other than Permanent Employees</b>	Yes	

**7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:**

Category	FY 2025-26			FY 2024-25		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
<b>Total Permanent Employees</b>	5090	0	0	4719	0	0
- Male	4306	0	0	4037	0	0
- Female	784	0	0	682	0	0
- Others						
<b>Total Permanent Workers</b>	1760	1760	100	1803	1803	100
- Male	1759	1759	100	1802	1802	100
- Female	1	1	100	1	1	100
- Others						

**8. Details of training given to employees and workers:**

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and safety measures		On Skill Upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Male	4306	4306	100	4306	100	4037	4037	100	4037	100
Female	784	784	100	784	100	682	682	100	682	100
Others	0	0	0	0	0					
<b>Total</b>	<b>5090</b>	<b>5090</b>	<b>100</b>	<b>5090</b>	<b>100</b>	<b>4719</b>	<b>4719</b>	<b>100</b>	<b>4719</b>	<b>100</b>
<b>Workers</b>										
Male	1759	1759	100	1759	100	1802	1802	100	1802	100
Female	1	1	100	1	100	1	1	100	1	100
Others	0	0	0	0	0					
<b>Total</b>	<b>1760</b>	<b>1760</b>	<b>100</b>	<b>1760</b>	<b>100</b>	<b>1803</b>	<b>1803</b>	<b>100</b>	<b>1803</b>	<b>100</b>

## 9. Details of performance and career development reviews of employees and worker:

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	4306	4306	100	4037	4037	100
Female	784	784	100	682	682	100
Others	-	-	-			
<b>Total</b>	<b>5090</b>	<b>5090</b>	<b>100</b>	<b>4719</b>	<b>4719</b>	<b>100</b>
<b>WORKERS</b>						
Male	1759	1759	100	1802	1802	100
Female	1	1	100	1	1	100
Others	-	-	-			
<b>Total</b>	<b>1760</b>	<b>1760</b>	<b>100</b>	<b>1803</b>	<b>1803</b>	<b>100</b>

## 10 a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No).

Yes

**If yes, the coverage of such a system?**

TVSM has implemented an Occupational Health and Safety Management System across its manufacturing operations to provide a safe and healthy workplace for employees, contract workers and visitors. The system is aligned with applicable legal requirements and recognised management system standards.

**Standards / frameworks adopted**

- ISO 45001:2018 – Occupational Health and Safety Management Systems
- Applicable requirements under the Factories Act, 1948 and relevant state rules, and other applicable occupational safety and labour regulations

**Coverage of the Occupational Health and Safety Management System includes:****1. Manufacturing Plants and Facilities**

- OHSMS is implemented across all manufacturing plants and operational facilities.
- 100% of Indian manufacturing facilities are certified to ISO 45001:2018.

**2. Workplace Safety and Risk Management**

- Periodic hazard identification and risk assessment (HIRA) is conducted for operations and job roles.
- Defined safe operating procedures, permit-to-work systems (where applicable), emergency response plans, digital incident reporting and investigation, and mandatory PPE compliance are implemented.

**3. Employee Health and Well-being**

- Periodic medical examinations, health surveillance and wellness programmes are conducted, covering employees and workers during FY 2025-26.
- Ergonomic assessments and workplace improvements are undertaken to reduce occupational health risks.

**4. Training and Safety Awareness**

- During FY 2025-26, the Company conducted 405 safety training and awareness programmes, including toolbox talks, emergency drills and safety campaigns, covering 100% of employees and workers.
- Specialised training is provided for high-risk activities and roles to strengthen incident prevention.

Through these measures, TVSM continues to strengthen a safety-first culture and ensure that occupational health, employee well-being and workplace safety remain integral to its operations.

**b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?**

During FY 2025–26, the Company continued to implement a structured Hazard Identification and Risk Assessment (HIRA) process aligned with ISO 45001:2018 for both routine and non-routine activities. This included periodic HIRA reviews, EHS inspections, safety audits, pre-task risk assessments for high-risk and non-routine jobs, and risk assessments under Management of Change (MoC). Findings from incident / near-miss investigations and audit observations were also integrated into the HIRA process to strengthen controls. During the year, 4742 HIRA reviews, 192 safety audits, 18733 pre-task risk assessments / PTWs, and management of change assessments were carried out, and 7.8k+ corrective / preventive actions were implemented based on the hierarchy of controls.

**c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)**

Yes. The Company has established processes for workers to report work-related hazards, unsafe conditions and near-miss incidents, and to remove themselves from situations involving imminent and serious risk, without fear of retaliation. These processes are supported through a structured Hazard Identification and Risk Assessment (HIRA) framework aligned with ISO 45001:2018.

Findings from incident / near-miss investigations and audit observations were integrated into the risk assessment process, and identified hazards were addressed through corrective and preventive actions based on the hierarchy of controls. During FY 2025–26, 196 incident / near-miss learnings were incorporated into HIRA reviews and 1.1k+ corrective / preventive actions were implemented or monitored for closure.

**11. Details of safety related incidents, in the following format:**

Safety Incident/Number	Category	FY 2025–26	FY 2024–25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.00	0.00
	Workers	0.09	0.20
Total recordable work-related injuries	Employees	0	0
	Workers	3	3
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

**12. Describe the measures taken by the entity to ensure a safe and healthy workplace**

TVSM is committed to providing a safe and healthy workplace for employees, workers, contractors and visitors. The Company’s workplace health and safety measures are aligned with applicable legal requirements and recognised standards (including ISO 45001:2018), and are implemented through governance systems, risk-based controls and continuous improvement initiatives. Key measures during FY 2025–26 include:

- Safety-by-design and change management controls: A structured four-stage safety clearance process is followed for new equipment to ensure safety requirements are integrated from the design and installation stages. Similar safety clearance is applied for layout/process changes to ensure OHS controls are incorporated prior to commissioning, reducing risk from modifications and non-routine activities.
- My Safety Index (MSI) – performance monitoring: The Company uses My Safety Index (MSI) as a consolidated KPI to monitor Occupational Health & Safety performance across plants, indirect areas and functions. MSI covers critical elements such as safety culture, systems and processes, governance and technology. In FY 2025–26, the overall MSI score was 84.5, and all sites were reviewed through periodic performance governance.
- Proactive hazard identification and control: Hazard identification and risk reduction are driven through audits, observations and corrective action programmes. During FY 2025–26, proactive hazard control measures were implemented across plants (e.g., machine safety enhancements, process safeguards and fire protection upgrades). Advanced fire protection systems were strengthened/expanded in 100% areas (e.g., test cells and high-risk zones), as applicable.

**Other supporting initiatives include:**

- Contractor Management Centre (CMC): Strengthens contractor safety through onboarding, compliance checks, toolbox talks and monitoring of contractor safety performance.

- Driver Management Centre (DMC): Enhances road safety for employee commute and logistics operations through driver training and journey risk management. In FY 2025–26, 1117 drivers were trained on defensive driving and journey risk management.
- Progressive disciplinary action guidelines: Reinforce adherence to critical safety rules and ensure consistent consequence management for high-risk violations.
- Ergonomics and occupational health: Ergonomic assessments such as RULA (Rapid Upper Limb Assessment) and REBA (Rapid Entire Body Assessment) are carried out to identify fatigue/posture risks and implement workplace improvements. In FY 2025–26, 3996 ergonomic assessments were conducted, and 28 (Very High Risk) improvements were implemented.

Through these measures, TVSM continues to strengthen a prevention-focused safety culture and improve workplace health and safety performance across operations.

### 13. Number of Complaints on the following made by employees and workers:

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0		0	0	
Health & Safety	0	0		0	0	

### 14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100
Working Conditions	100

### 15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

During FY 2025–26, TVS Motor Company continued to assess and mitigate significant health and safety risks across its operations, particularly in areas such as propane storage systems and battery pack manufacturing, which involve inherent fire and process safety risks. Safety-related incidents, where applicable, were systematically reviewed, and appropriate corrective and preventive actions were implemented.

The Company undertakes Hazard and Operability (HAZOP) studies, as applicable, prior to the installation of new facilities or modification of existing processes, to identify potential hazards and strengthen control measures. Based on assessment outcomes, actions implemented include enhancement of fire detection and suppression systems, strengthening of process safety controls, reinforcement of standard operating procedures, and improvement of emergency preparedness and response mechanisms.

High-risk areas are reviewed periodically, including through six-monthly assessments, and necessary corrective actions are implemented in a timely manner to support continuous improvement in workplace safety and working condition.

## LEADERSHIP INDICATORS

### 1. Does the entity extend any life insurance or any compensatory package in the event of death of

#### a. Employees (Y/N) Yes.

The company offers a comprehensive employee benefits package, which includes a death benefit scheme, group personal accident coverage, and all statutory benefits, ensuring financial security and well-being for its employees.

#### b. Workers (Y/N) Yes

The company provides benefits such as a Family Relief Fund, Group Personal Accident Coverage, and other entitlements in accordance with statutory provisions, ensuring employee well-being and financial security.

**2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.**

No such incidents report in FY 25-26

**3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in QII of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	0	0	Not Applicable	Not Applicable
Workers	0	0	0	0

**4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)**

No

**5. Details on assessments of value chain partners**

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	~46%
Working Conditions	~46%

*Note: During the reporting period, assessments covered 320 suppliers and 617 dealers, representing 63% of the total supplier base and 38% of the total dealer network, respectively.*

TVSM continues to deepen sustainability integration across its value chain by actively engaging suppliers and dealers through its My Sustainability Index (MSI). More than a compliance tool, MSI serves as a strategic lever to drive awareness, build capability, and encourage measurable improvements in environmental, social, and governance performance across the wider ecosystem.

During FY 2025-26, TVSM continued to strengthen sustainability performance across its value chain through the My Sustainability Index (MSI), a structured framework for assessing and engaging value chain partners. During the year, 320 suppliers, representing ~63% of the total supplier base, and 617 dealers, representing ~38% of the total dealer base, were covered under MSI. This engagement was further reinforced through targeted training and sensitisation initiatives aimed at helping partners understand sustainability expectations, identify improvement areas, and progressively embed responsible business practices. Through these efforts, TVSM seeks to extend sustainability beyond its own operations, drive positive impact across its network, and contribute to improving sustainability performance across the automotive value chain.

**6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.**

The Company continues to strengthen safe and healthy working conditions across its value chain through periodic engagement, assessments and corrective action tracking for dealers and suppliers. Key risks identified and actions taken / underway during FY 2025-26 are summarised below.

**Sustainability at Dealers**

- Fire Readiness / Fire Safety Training: The Company mandates its dealerships to implement essential fire safety measures, including fire detection systems, fire extinguishers, and first aid kits. During FY 2025-26, 1,240 (91%) of the dealerships complied with these requirements, strengthening risk mitigation and ensuring the safety of people and assets. The remaining dealerships are in the process of implementing the required measures and are expected to achieve full compliance in a phased manner.
- Road Safety Campaign: In January 2026, a nationwide road safety campaign was conducted across ~600 dealerships in major cities and 19 Area Offices. The initiative focused on promoting safe driving practices and traffic awareness. Through around 1,300 dedicated events, the campaign reached and educated ~3,00,000 individuals, significantly contributing to safer roads and responsible mobility, and reaffirming the Company's commitment to community well-being and responsible business practices.

- Water conservation at workshops: The Dry Wash initiative continued at dealer workshops to reduce freshwater use through steam/waterless cleaning methods. During FY 2025–26, 321 dealer workshops adopted/continued Dry Wash practices, resulting in an estimated over 60 million Litre savings and reduced wastewater generation.

#### Sustainability at Suppliers

- Corrective action closure on health & safety gaps: Based on supplier assessments and engagement, TVSM continues to support its supply chain partners to take corrective actions for key risks such as workplace hazards, fire risks, machine safety and emergency preparedness. During FY 2025–26, 282 supplier safety assessments were conducted, with respect to safety.
- **Supplier safety capability building:** During FY 2025–26, 48 supplier safety training / awareness sessions were conducted, focusing on hazard identification, incident prevention, fire safety and emergency response, covering 320 suppliers and 570 participants.
- **Broader sustainability capacity building:** TVSM conducted 48 supplier capability-building sessions covering energy efficiency, water conservation, waste minimisation, recycling and emissions management, to improve environmental performance and support compliance expectations. Around 320 suppliers participated during the reporting period in the various training programmes.

Through these measures, the Company continues to strengthen risk identification, corrective action implementation and capability building across its dealer and supplier ecosystem to improve working conditions and occupational safety performance.

## PRINCIPLE 4

### Businesses should respect the interests of and be responsive to all its stakeholders

#### Essential Indicators

#### 1. Describe the processes for identifying key stakeholder groups of the entity.

The Company follows a structured process to identify and periodically review its key stakeholder groups. Stakeholders are mapped based on their influence on the Company's operations and strategy, the extent to which they are impacted by the Company's activities, and the relevance of their expectations to business performance and sustainability priorities. The Company engages with internal and external stakeholders through defined channels to understand their key risks, concerns, challenges and evolving expectations. Insights from these engagements are used to strengthen collaboration, support informed decision-making and improve the effectiveness of the Company's stakeholder engagement approach on an ongoing basis.

#### 2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Email, SMS, advertisements/ newspapers, showroom interactions, customer surveys, after-sales service channels	Continuous	Product quality and service experience, delivery timelines, pricing/value, fuel economy/efficiency, resolution of complaints
Dealers	No	Email, meetings, dealer/cluster meets, trainings, facility visits	Continuous	Dealer operations and performance, product quality, pricing/margins, product portfolio, technology updates, customer needs, manpower capability
Employees	No	Email, SMS, notice boards, policies/codes/procedures, townhalls/trainings	Monthly / Quarterly / Annually (as applicable)	Performance and development, engagement, grievances, policy communication, training and capability building
Workers	No	Notice boards, forums, committee meetings, collective bargaining/consultation	Ongoing	Grievances, occupational health & safety, welfare/benefits, workplace conditions
Communities	No	Community meetings, gram sabha/village events, CSR programme engagement (via Srinivasan Service Trust)	Continuous	Community needs assessment, health and sanitation, infrastructure, livelihoods/ employment, education initiatives

<b>Stakeholder Group</b>	<b>Whether identified as Vulnerable &amp; Marginalized Group (Yes/ No)</b>	<b>Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other</b>	<b>Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)</b>	<b>Purpose and scope of engagement including key topics and concerns raised during such engagement</b>
Policy Makers	No	Emails, meetings, industry association platforms	As needed	Policy engagement and advocacy on sector priorities; participation in consultations through industry bodies
Regulatory Bodies	No	Emails, meetings, inspections, statutory submissions	As needed	Regulatory compliance, inspections/ audits, reporting accuracy, timely closure of observations
Shareholders / Investors	No	Website disclosures, email/ communications, AGMs, investor/analyst calls, meetings	Quarterly / Annually	Strategy and performance, governance and disclosures, future outlook, sustainability performance, shareholder returns
Vendors / Transporters / Suppliers / Service Providers	No	Email, meetings, supplier meets, visits/assessments, reviews	Monthly	Supply continuity and quality, delivery schedules and demand variability, NPD support, compliance expectations, issue resolution (incl. payment/rejections), supplier performance improvement and recognition

## Leadership Indicators

### 1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how feedback from such consultations is provided to the Board.

TVS Motor Company follows a structured process to facilitate consultation between stakeholders and the Board on economic, environmental and social matters. Stakeholder engagement is typically led by business and functional heads through defined forums, periodic reviews and ongoing interactions. Inputs gathered through these engagements, including meetings, workshops, surveys, feedback channels and grievance mechanisms are documented and consolidated by the respective functions.

Key stakeholder feedback is analyzed to identify material themes, emerging risks, concerns and improvement opportunities. The consolidated insights, along with recommended actions, are then escalated through management reviews and periodic governance updates to the Board/Board Committees, as applicable. This enables the Board to consider stakeholder perspectives while reviewing strategy, risk management, performance and sustainability priorities.

### 2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No).

Yes, the Company stakeholder consultation is an important input to identify, assess, and manage material environmental and social topics. The Company undertakes a structured process to identify key stakeholder groups across its value chain, including investors, employees, customers, dealers, suppliers, communities, CSR partners, industry associations, and regulators.

Stakeholder engagement is carried out through a mix of regular interactions, meetings, consultations, surveys, reviews, and other feedback mechanisms, depending on the stakeholder group and the nature of the issue. These engagements help the Company understand stakeholder expectations, emerging concerns, and priority topics relevant to its business and sustainability agenda.

The feedback received through these consultations is reviewed and analysed to generate actionable insights, which are considered in the identification of material environmental and social topics, as well as in shaping related strategies, programmes, disclosures, and management actions. This process supports a more informed, responsive, and stakeholder-aligned approach to sustainability governance.

***If so, provide details of instances as to how the input received from stakeholders on these topics were incorporated into policies and activities of the entity.***

Yes. The outcomes of the Company's double materiality assessment conducted in FY 2023-24 continued to inform its policies, disclosures, and sustainability actions during FY 2025-26. The assessment covered approximately 500 stakeholders across six stakeholder groups and identified 19 material issues, including 10 critical issues. Inputs received through this process, as well as through ongoing stakeholder engagement during FY 2025-26, were considered in prioritising key environmental and social topics, refining sustainability initiatives, and strengthening

governance and disclosure practices. The Company intends to repeat the assessment once every three years to capture evolving stakeholder expectations and emerging risks and opportunities.

### 3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups.

TVS Motor Company remains committed to creating positive and lasting social impact through active engagement with local communities and sustained investment in community development initiatives. The Company engages with communities through direct interactions, need assessments, and implementation partner feedback to help identify priority areas and shape its Corporate Social Responsibility (CSR) programmes in a responsive and context-specific manner.

The Company's CSR initiatives are implemented largely through Srinivasan Services Trust (SST), which works with communities to promote inclusive and sustainable development. These programmes are designed to address both immediate needs and long-term development priorities, with a focus on strengthening community resilience and self-reliance.

During FY 2025–26, community development interventions continued across the following focus areas:

- **Environment:** Programmes were undertaken to build awareness on environmental conservation, including issues such as soil health, afforestation, water conservation, and climate resilience. Efforts also supported sustainable agricultural practices and encouraged the adoption of environmentally responsible methods among farming communities.
- **Healthcare:** Preventive and community health initiatives continued with a focus on maternal and child health, nutrition, sanitation, hygiene, and access to basic healthcare services. Interventions such as support for sanitation facilities, safe drinking water, and health awareness contributed to improving community well-being.
- **Livelihood Development:** SST continued to support livelihood enhancement by strengthening access to skill development, enabling linkages with government welfare schemes, and promoting income-generation opportunities, including through self-help groups and community-based institutions.
- **Social Development:** Community-led interventions were undertaken to improve overall quality of life and strengthen social inclusion, with efforts focused on building local capacity and enabling participatory development.
- **Education:** Programmes continued to support access to education and contribute to improved learning outcomes for children and young people, thereby strengthening opportunities for long-term development.

Through these focused interventions, TVS Motor Company, together with SST, continued to work towards building stronger, more resilient, and self-reliant communities during FY 2025–26.

## PRINCIPLE 5

### Businesses should respect and promote human rights

#### Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees/workers covered (B)	% (B / A)	Total (C)	No. of employees/workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	5090			4719	-	
Other than permanent	6354			4983	-	
<b>Total Employees</b>	<b>11444</b>			<b>9702</b>	<b>-</b>	
<b>Workers</b>						
Permanent	1759			1803	-	
Other than permanent	1			-	-	
<b>Total Workers</b>	<b>1760</b>			<b>1803</b>	<b>-</b>	

TVSM operations are certified under the SA 8000 standard, providing a robust and validated framework to manage and uphold human rights through embedded policies, operational standards, periodic audits, and grievance redressal mechanisms.

Building on this foundation and following the formalization of its Human Rights Policy in FY 2024–25, the Company is further strengthening its human rights governance through the development of dedicated training modules and plans to undertake a comprehensive risk-based human rights assessment across the value chain and organizational boundary

**2. Details of minimum wages paid to employees and workers, in the following format:**

Category	FY 2025–26					FY 2024–25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Permanent	5090	-	-	5090	100	4719	-	-	4719	100
Male	4306	-	-	4306	100	4037	-	-	4037	100
Female	784	-	-	784	100	682	-	-	682	100
Others										
<b>Other than permanent</b>	6354	-	-	6354	100	4983	-	-	4983	100
Male	4948	-	-	4948	100	3947	-	-	3947	100
Female	1406	-	-	1406	100	1036	-	-	1036	100
Others	-	-	-	-	-	-	-	-	-	-
<b>Workers</b>										
Permanent	1760	-	-	1760	100	1803	-	-	1803	100
Male	1759	-	-	1759	100	1802	-	-	1802	100
Female	1	-	-	1	100	1	-	-	1	100
<b>Other than permanent</b>										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

**3. Details of remuneration/salary/wages, in the following format:**

**a. Median remuneration / wages:**

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	6	1,81,46,482	1	-
Key Managerial Personnel	2	4,26,73,476	-	-
Employees other than BoD and KMP	4301	20,60,200	784	13,50,700
Workers	1759	11,50,300	1	11,43,882

**b. Gross wages paid to females as % of total wages paid by the entity, in the following format:**

	FY 2025–26	FY 2024–25
Gross wages paid to females as % of total wages	10.11%	8.58%

**4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)**

Yes. The Company has designated committees and plant-level mechanisms to address human rights-related concerns and workplace issues across its operations. TVS Motor Company's approach to human rights is guided by its Human Rights Policy, which is aligned with internationally recognised frameworks, including the Universal Declaration of Human Rights (UDHR), the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights (UNGPs). These principles underpin the Company's commitment to ethical labour practices, dignity at work, non-discrimination, fair treatment, and safe working conditions.

The Company also extends these expectations across its value chain through its Supplier Sustainability Code of Conduct, which sets out requirements relating to responsible business conduct and protection of human rights. The Code prohibits child labour, forced labour, bonded labour, and human trafficking, and requires suppliers to comply with applicable legal and regulatory requirements relating to wages, working hours, humane treatment, workplace safety, and non-discrimination. Further, the Code recognises the importance of freedom of association and collective bargaining and expects suppliers to provide appropriate channels for raising concerns, including grievance and whistle-blower mechanisms, without fear of retaliation. Compliance with these expectations is supported through supplier onboarding, assessments, audits, engagement, corrective action follow-up, and capability-building initiatives, as applicable.

Through these measures, TVS Motor Company continued to strengthen its human rights approach across both its own operations and its supply chain, while promoting responsible, ethical, and sustainable business practices during FY 2025–26.

##### 5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

The Company has established internal grievance redressal mechanisms to address concerns related to human rights, workplace conduct, and employee well-being in a structured and confidential manner. These mechanisms are designed to enable timely reporting, fair investigation, and appropriate resolution of grievances, while safeguarding employees against retaliation.

At the operational level, relevant committees and forums are in place to address different categories of concerns. These include the Prevention of Sexual Harassment (POSH) Internal Committee for complaints relating to sexual harassment, as well as ethics- and compliance-related mechanisms for concerns involving misconduct, unfair treatment, discrimination, or other human rights-related matters. Such mechanisms are supported by defined processes for escalation, review, and resolution.

The Company's Whistleblower Mechanism / Vigil Mechanism provides employees and other stakeholders, as applicable, with a secure channel to raise concerns relating to unethical behaviour, violation of company policies, or suspected misconduct, without fear of retaliation. Complaints received through these channels are reviewed in line with established protocols and appropriate corrective actions are taken wherever required.

To strengthen awareness and accessibility, the Company also integrates sensitisation on grievance redressal and workplace rights into employee induction programmes, supported by periodic awareness sessions, workshops, training programmes, and internal communications. These efforts help reinforce a culture of respect, inclusion, accountability, and ethical conduct across the organisation. Through these mechanisms, TVS Motor Company continued to uphold employee rights and maintain a safe, equitable, and respectful workplace during FY 2025–26.

##### 6. Number of Complaints on the following made by employees and workers:

	FY 2025–26			FY 2024–25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	2	1	Enquiry in Progress	11	1	Enquiry in Progress
Discrimination at workplace	-	-		-	-	
Child Labour	-	-		-	-	
Forced Labour/Involuntary Labour	-	-		-	-	
Wages	-	-		-	-	
Other human rights related issues	-	-		-	-	

##### 7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY 2025–26	FY 2024–25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	2	11
Complaints on POSH as a % of female employees / workers	0.091	0.58
Complaints on POSH upheld	1	1

**8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.**

TVS Motor Company is committed to providing a workplace where employees can raise concerns related to discrimination, harassment, or inappropriate conduct without fear of retaliation. The Company has established formal mechanisms, including the Whistleblower / Vigil Mechanism and the Prevention of Sexual Harassment (POSH) Internal Committee, to enable the confidential reporting and redressal of such concerns.

These mechanisms are supported by provisions that safeguard complainants against any form of retaliation, intimidation, victimisation, or unfair treatment arising from the reporting of a concern made in good faith. Any retaliatory action against a complainant, witness, or person participating in an investigation is treated as a violation of the Company’s Code of Conduct and is subject to appropriate disciplinary action. Complaints received are handled through defined processes that emphasise confidentiality, impartial review, timely investigation, and fair resolution. Access to information is restricted to authorised personnel on a need-to-know basis to protect the identity and interests of the complainant to the extent possible. Through these measures, the Company continued to strengthen trust in its grievance redressal systems and promote a safe, respectful, and non-retaliatory workplace environment during FY 2025–26.

**9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)**

Yes. Human rights-related requirements are integrated into the Company’s expectations from suppliers and business partners through relevant agreements and the Supplier Sustainability Code of Conduct. These requirements cover areas such as prohibition of child labour and forced labour, fair wages, safe working conditions, non-discrimination, freedom of association, and ethical conduct. Compliance is supported through assessments, audits, corrective action processes, and ongoing engagement with suppliers and partners.

**10. Assessments for the year\*:**

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
Child labour	100
Forced/involuntary labour	100
Sexual harassment	100
Discrimination at workplace	100
Wages	100

Note: In FY 25–26, 100% plants underwent SA8000 audits, ensuring complete compliance with statutory laws, regulatory requirements, and labour laws and rules. With our Human Rights policy in place, we will be taking up human rights risk assessments in the next fiscal year

**11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.**

Not Applicable

**Leadership Indicators**

**1. Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints.**

During FY 2025–26, the Company did not receive any human rights-related grievances or complaints that resulted in the modification or introduction of a business process. The Company continued to maintain robust preventive and monitoring systems supported by its Human Rights Policy, Code of Conduct, Policy on Prevention of Sexual Harassment, and fair practices / non-discrimination framework. Regular awareness and sensitisation initiatives, including annual policy certification, were also undertaken to reinforce employee understanding and compliance.

**2. Details of the scope and coverage of any Human rights due diligence conducted.**

During FY 2025–26, the Company’s Human Rights Due Diligence framework, aligned with the SA8000 standard, covered its operations and relevant aspects of the supply chain. The due diligence process addressed key human rights areas including child labour, forced labour, health and safety, non-discrimination, equal remuneration, disciplinary practices and working hours. Implementation is supported through audits, training, management reviews, and supplier engagement processes.

### 3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, TVS Motor ensures its premises and offices are accessible to differently abled visitors in compliance with the Rights of Persons with Disabilities Act, 2016. The Company has incorporated barrier-free access features such as ramps, handrails, elevators, accessible restrooms, and designated parking spaces to facilitate ease of movement. Additionally, the Company promotes an inclusive work environment by continuously improving infrastructure and facilities to meet accessibility standards.

### 4. Details on assessment of value chain partners:

During FY 2025–26, TVS Motor Company continued to assess and engage its value chain partners through the My Sustainability Index (MSI), a structured framework designed to benchmark sustainability performance, identify improvement opportunities, and build partner capability across legal, ethical, environmental, and social dimensions. During the year, 320 upstream suppliers and 617 downstream dealers were assessed under the MSI framework. These assessments supported a consistent sustainability benchmarking approach across the value chain and contributed to improved transparency, greater partner awareness, and stronger adoption of responsible business practices.

Further, as part of new supplier onboarding and the Company's broader responsible supply chain management efforts, 24 new supply chain partners were assessed under MSI. These assessments enabled the identification of approximately 15 improvement areas relating to health, safety, environmental management, and workplace practices, and relevant partners were engaged on corrective and improvement actions, wherever applicable.

### 5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

Based on the assessment findings, TVS Motor Company continued to engage with suppliers and dealers to address identified concerns and strengthen human rights-related performance across the value chain. Corrective actions focused on areas such as occupational health and safety, fair working conditions, workplace practices, employee well-being, and compliance with applicable labour and social requirements. Relevant partners were encouraged to develop and implement corrective action plans, supported through engagement, awareness-building, and periodic follow-up reviews. Progress on identified gaps continued to be monitored under the Company's ongoing value chain sustainability engagement process.

## PRINCIPLE 6

### Businesses should respect and make efforts to protect and restore the environment

#### Essential Indicators

#### 1. Details of total energy consumption (in Joules or multiples) and energy, in the following format:

Parameter	Please specify unit	FY 2025–26	FY 2024–25
<b>From renewable sources</b>			
Total electricity consumption (A)	Gigajoules	334168.37	282995.79
Total fuel consumption (B)	Gigajoules	0	0
Energy consumption through other sources (C)	Gigajoules	50186.64	57389.59
Total energy consumed from renewable sources (A+B+C)	Gigajoules	384355.01	340385.39
<b>From non-renewable sources</b>			
Total electricity consumption (D)	Gigajoules	2772.48	6699.32
Total fuel consumption (E)	Gigajoules	344746.57	276575.80
Energy consumption through other sources (F)	Gigajoules	0	0.00
Total energy consumed from non-renewable sources (D+E+F)	Gigajoules	347519.05	283275.12
Total energy consumed (A+B+C+D+E+F)	Gigajoules	731874.06	623660.52
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations in Crores)	GJ/Crores	15.48	17.20
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)		314.92	345.45
Energy intensity in terms of physical output {Goods produced : (GJ/No of goods produced)}	GJ/No of goods	0.13	0.13
Energy intensity (optional) the relevant metric may be selected by the entity. {Goods sold: (GJ/No of goods sold)}	GJ/No of goods	0.12	0.13

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)**

Yes

**If yes, name of the external agency.**

M/s Forvis Mazars LLP

**2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N)**

Not Applicable

If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any

**3. Provide details of the following disclosures related to water, in the following format:**

Parameter	Please specify unit	FY 2025-26	FY 2024-25
<b>Water withdrawal by source (in kilolitres)</b>			
(i) Surface water	kilolitres	91322	21836
(ii) Groundwater	kilolitres	458931	239921
(iii) Third party water	kilolitres	8109	17402
(iv) Seawater / desalinated water	kilolitres	-	-
(v) Others	kilolitres	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	kilolitres	558362	279159
Total volume of water consumption (in kilolitres)*	kilolitres	212613	286067.8
Water intensity per rupee of turnover (Total water consumed / Revenue from operations in Crores)	KL/Crores	4.50	7.89
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumed / Revenue from operations adjusted for PPP)		91.49	158.46
Water intensity in terms of physical output {Goods produced :(KL/No of goods produced)}	KL/No of goods	0.037	0.060
Water intensity (optional) the relevant metric may be selected by the entity. {Goods sold:(KL/No of goods sold)}	KL/No of goods	0.036	0.049

\*Note : Restatement water consumption number for FY 2024-25 (Water consumption = Withdrawal - Discharged)

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)**

Yes

**If yes, name of the external agency.**

M/s Forvis Mazars LLP

**4. Provide the following details related to water discharged:**

Water discharge by destination and level of treatment (in kilolitres)	UoM	FY 2025-26	FY 2024-25
(i) To Surface water	kilolitres	-	-
- No treatment	kilolitres	-	-
- With treatment - please specify level of treatment	kilolitres	-	-
(ii) To Groundwater	kilolitres	-	-
- No treatment)	kilolitres	-	-
- With treatment - please specify level of treatment	kilolitres	-	-
(iii) To Seawater	kilolitres	-	-
- No treatment	kilolitres	-	-
- With treatment - please specify level of treatment	kilolitres	-	-

Water discharge by destination and level of treatment (in kilolitres)	UoM	FY 2025-26	FY 2024-25
(iv) Sent to third parties	kilolitres	-	-
- No treatment	kilolitres	-	-
- With treatment - please specify level of treatment	kilolitres	-	-
(v) Others	kilolitres	345749	406561
- No treatment	kilolitres	-	-
- With treatment - please specify level of treatment (Tertiary treatment inhouse zero liquid discharge)	kilolitres	345749	406561
Total water discharged (in kiloliters)	kiloliters	345749	406561

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)**

Yes

**If yes, name of the external agency.**

M/s Forvis Mazars LLP

**5. Has the entity implemented a mechanism for Zero Liquid Discharge?**

Yes

**If yes, provide details of its coverage and implementation.**

TVSM is committed to adopt sustainable water management practices at their manufacturing sites. The company ensures that its facilities do not release any water outside their premises. The Hosur plant in Tamil Nadu is "Zero Liquid Discharge (ZLD)" facility in treating industrial wastewater. Additionally, the use of water saving technologies such as optimised appliances and advanced membrane filtration, has led to a 20-50% reduction in raw water usage.

**6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:**

Parameter	Please specify unit	FY 2025-26	FY 2024-25
Nox	MT	12.40	148.38
Sox	MT	21.98	55.52
Particulate matter (PM)	MT	44.06	84.79
Persistent organic pollutants (POP)			0
Volatile organic compounds (VOC)	PMP	4.4	4.1
Hazardous air pollutants (HAP)			0

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)**

**If yes, name of the external agency.**

M/s Forvis Mazars LLP

**7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:**

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	23150.82	20289.97
Total Scope 2 emissions <sub>16</sub> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available) <sup>3</sup>	tCO <sub>2</sub> e	625.34	2963.09
Total Scope 1 and Scope 2 emissions per rupee of turnover (Emission / turnover in crores)	tCO <sub>2</sub> e/ Crore	0.50	0.64
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		10.23	12.88
Total Scope 1 and Scope 2 emission intensity in terms of physical output {Goods produced (tCO <sub>2</sub> e/No of goods)}	(tCO <sub>2</sub> e/No of goods)	0.004	0.005
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity	(tCO <sub>2</sub> e/No goods sold)	0.004	0.004

**Note:**

- CO<sub>2</sub> equivalent (CO<sub>2</sub>e) emission factor covering CO<sub>2</sub>, CH<sub>4</sub>, and N<sub>2</sub>O based on IPCC methodologies in DEFRA 2025
- Furnace oil - Emission factor from GHG Protocol Cross Sectoral Tools
- Central Electricity Authority 2025 for scope 2 emissions
- Petrol - E20 modelled Emission factor aligned to National Policy on Biofuels & Ethanol Blended Petrol (EBP) Programme, Government of India

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)**

**If yes, name of the external agency.**

M/s Forvis Mazars LLP

**8. Does the entity have any project related to reducing Green House Gas emission?**

Yes

**If yes, then provide details.**

In FY 2025–26, the entity implemented a comprehensive portfolio of decarbonisation initiatives targeting both Scope 1 and Scope 2 emissions. These included fuel transition to lower-carbon alternatives, large-scale energy efficiency and process optimisation programs, and increased integration of renewable energy across operations.

Collectively, these initiatives delivered quantifiable reductions in energy consumption and GHG emissions, driven by technology-led interventions such as AI/ML-based optimisation, waste heat recovery, and advanced energy management systems. The approach reflects a structured transition towards low-carbon manufacturing, with measurable improvements in emission intensity and operational efficiency.

**9. Provide details related to waste management by the entity, in the following format:**

Parameter	Parameter	FY 2025-26	FY 2024-25
<b>Total Waste generated (in metric tonnes)</b>			
<b>Plastic waste (A)</b>	metric tonnes	762.43	582.23
<b>E-waste (B)</b>	metric tonnes	107.80	36.4
<b>Bio-medical waste (C)</b>	metric tonnes	0.36	0.629
<b>Construction and demolition waste (D)</b>	metric tonnes	845.61	0
<b>Battery waste (E)</b>	metric tonnes	29.89	792.25
<b>Radioactive waste (F)</b>	metric tonnes		
<b>Other Hazardous waste. Please specify, if any. (G) – Used Oil, Waste containing traces of oil, Phosphate Sludge, Spent Solvents, Used Containers, Chemical Sludge, Paints Sludge, ATFD salt</b>	metric tonnes	4566.81	4237.58
<b>Other Non-hazardous waste generated (H) – Metallic waste, Composite Fibre, Paper, Wood, Cardboard, Thermocol, Rubber</b>	metric tonnes	16221.99	15253.11
<b>Total (A+B + C + D + E + F + G + H)</b>	metric tonnes	22534.89	20902.199
<b>Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)</b>	MT/Crore	0.48	0.58
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)</b>		9.70	11.58
<b>Waste intensity in terms of physical output {Goods produced (Tonne/No of goods produced)}</b>	MT/No of goods	0.004	0.004
<b>Waste intensity (optional) the relevant metric may be selected by the entity {Goods produced (Tonne/No of goods sold)}</b>	MT/No of goods	0.004	0.004
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>			

Parameter	Parameter	FY 2025-26	FY 2024-25
<b>Category of waste</b>			
(i) Recycled	metric tonnes	35959.41	17967.76
(ii) Re-used	metric tonnes	0	0
(iii) Other recovery operations	metric tonnes	845.61	0
<b>Total</b>	metric tonnes	<b>35527.794</b>	<b>17967.76</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>			
<b>Category of waste</b>			
(i) Incineration - Biomedical Waste	metric tonnes	0.36	0.70
(ii) Landfilling	metric tonnes	0	0
(iii) Other disposal operations- The remaining hazardous waste disposed to cement industry for Co-Processing	metric tonnes	2963.1	2933.81
<b>Total</b>	<b>metric tonnes</b>	<b>2963.46</b>	<b>2934.43</b>

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)**

Yes

**If yes, name of the external agency.**

M/s Forvis Mazars LLP

**10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes**

TVS Motor Company is progressing towards its goal of Zero Waste to Landfill across all operations, supported by a structured waste management framework focused on responsible handling, disposal, and resource recovery. This approach is aligned with the Company's broader sustainability vision and circular economy principles.

**Hazardous Waste Management:** All hazardous waste generated is channelled for co-processing in authorised cement plants, where it is utilised as alternative fuel, thereby reducing environmental impact and enabling resource recovery.

**Non-Hazardous Waste Management:** Non-hazardous waste streams are segregated and directed towards recycling, ensuring maximum material recovery and minimisation of landfill disposal.

**Reduction of Hazardous and Toxic Chemicals:** The Company continues to advance its efforts to reduce hazardous and toxic chemicals through process optimisation, material substitution, and sustainable sourcing practices. This includes phasing out high-risk substances, adopting environmentally preferable alternatives, and implementing closed-loop systems to minimise waste generation and enhance resource efficiency.

**11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:**

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N)	If no, the reasons there of and corrective action taken, if any.
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Not Applicable

**12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:**

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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**13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). Yes**

If not, provide details of all such non-compliances, in the following format:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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**Leadership Indicators**

**1 Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): TVSM does not operate in water stress areas.**

Water withdrawal, consumption and discharge in areas of water stress

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	Please specify unit	FY (Current Financial Year)	PY (Previous Financial Year)
Water withdrawal by source (in kilolitres)			
Surface water	kilolitres	Not applicable	Not applicable
Groundwater	kilolitres	Not applicable	Not applicable
Third party water	kilolitres	Not applicable	Not applicable
Seawater / desalinated water	kilolitres	Not applicable	Not applicable
Others	kilolitres	Not applicable	Not applicable
Total volume of water withdrawal (in kilolitres)	kilolitres	Not applicable	Not applicable
Total volume of water consumption (in kilolitres)	kilolitres	Not applicable	Not applicable
Water intensity per rupee of turnover (Water consumed / turnover)	kilolitres	Not applicable	Not applicable
Water intensity (optional) - the relevant metric may be selected by the entity	kilolitres	Not applicable	Not applicable
Water discharge by destination and level of treatment (in kilolitres)			
(i) Into Surface water			
- No treatment	kilolitres	Not applicable	Not applicable
- With treatment - please specify level of treatment	kilolitres	Not applicable	Not applicable
(ii) Into Groundwater			
- No treatment	kilolitres	Not applicable	Not applicable
- With treatment - please specify level of treatment	kilolitres	Not applicable	Not applicable
(iii) Into Seawater			
- No treatment	kilolitres	Not applicable	Not applicable
- With treatment - please specify level of treatment	kilolitres	Not applicable	Not applicable
(iv) third party water			
- No treatment	kilolitres	Not applicable	Not applicable
- With treatment - please specify level of treatment	kilolitres	Not applicable	Not applicable
(v) Others			
- No treatment	kilolitres	Not applicable	Not applicable
- With treatment - please specify level of treatment	kilolitres	Not applicable	Not applicable
Total water discharged (in kilolitres)	kilolitres	Not applicable	Not applicable

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) Not applicable**

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)- Across 11 categories	tCO <sub>2</sub> e	-	-
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity			

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)**

**If yes, name of the external agency.**

3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

#	Initiative undertaken	Details of the initiative	Outcome of the initiative	Corrective action taken, if any
1	Increase white-body storage	Automation and line modification to increase buffer storage (30 → 60 units), reducing oven start-stop cycles and idle losses.	Energy savings of 174,461 kWh against expected 108,000 kWh (161.4% achievement) indicating significant operational optimisation gains.	-
2	HV fault elimination for availability improvement	Reliability enhancement through protection tuning and preventive maintenance to eliminate high-voltage faults.	Achieved 199,038 kWh vs 398,077 kWh target (50% achievement), improving uptime.	-
3	AI-based compressor optimisation	Deployment of AI models and sensors to optimise compressor load sharing and pressure settings.	Delivered 180,000 kWh vs 360,000 kWh target (50% achievement) through reduced idle running.	-
4	VFD + AI optimisation in lube compressor	Installation of VFD with AI control to align compressor output with demand and minimise throttling losses.	Achieved 77,884 kWh vs 150,000 kWh (51.9% achievement), improving energy efficiency.	-
5	AHU DC fan conversion	Replacement of conventional AC fans with energy-efficient DC fans to improve part-load efficiency.	Delivered 104,311 kWh vs 208,623 kWh (50% achievement) through reduced fan energy consumption.	-
6	Centralised PLC control	Transition from relay-based systems to PLC automation to eliminate start/stop energy losses across utilities.	Achieved 54,600 kWh vs 109,200 kWh (50% achievement) through improved operational control.	-
7	Heat pump conversion	Replacement of propane-based hot water generator with high-efficiency electric heat pump system.	Achieved 56,250 kWh vs 112,500 kWh (50% achievement) with improved energy efficiency and fuel substitution.	-
8	Cycle time reduction	Process optimisation reducing cycle time (165s → 150s) to lower energy consumption per unit.	Delivered 63,796 kWh vs 138,225 kWh (46.2% achievement) improving process efficiency.	-
9	Energy-efficient filters in Paint shop ASU	Installation of low-pressure-drop filters and differential pressure monitoring to reduce AHU fan energy.	Achieved 62,192 kWh vs 231,000 kWh (26.9% achievement) indicating partial realisation of benefits.	-

**5. Does the entity have a business continuity and disaster management plan?**

Yes

**Give details in 100 words/ web link.**

Yes, TVSM has a comprehensive Business Continuity and Disaster Management Plan in place. This plan focuses on risk identification, maintaining critical operations during disruptions, and ensuring swift recovery. It incorporates data backup and recovery protocols, alternative communication methods, and designated response teams to manage emergencies effectively. Regular drills and simulations enhance preparedness, while continuous reviews and updates ensure adaptability to evolving risks. By minimizing downtime, protecting assets, and maintaining operational resilience, TVSM's plan safeguards both its business continuity and reputation, reinforcing its ability to withstand and recover from disruptions.

**6 Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.**

In FY'24, TVSM conducted double materiality assessment to assess their supply chain management and identified area of risk and opportunities. The Company has demonstrated its dedication to sustainability through strategic sourcing and supplier engagement. Materials are selected based on their quality and sustainability. By partnering with suppliers committed to environmental stewardship and human rights, the Company aims to minimise its environmental impact and promote a more sustainable, ethical automotive industry.

**7 Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.**

In FY 2025–26, the Company strengthened environmental due diligence across its value chain through the My Sustainability Index (MSI), covering both upstream and downstream partners. A total of 320 suppliers—representing ~ 63% of the supplier base were assessed for environmental impacts under the MSI framework. The assessment enables systematic evaluation of supplier environmental performance, supports risk identification, and drives continuous improvement aligned with responsible sourcing

**8 How do you track & strengthen green credit generation by company and value chain. How many Green Credits have been generated or procured:**

- a. By the listed entity
- b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners

During FY 2025–26, TVS Motor Company did not generate or procure any Green Credits. Based on information available with the Company, no Green Credits were generated or procured during the year by the top ten value chain partners, in terms of value of purchases and sales, respectively. Green Credits are part of India's Green Credit Programme under the Green Credit Rules, 2023, and are distinct from carbon credits.

Going forward, the Company will continue to monitor developments under the applicable Green Credit framework and evaluate relevant opportunities for participation, including strengthening internal processes for identification, documentation and tracking of eligible environmental initiatives, wherever applicable

**PRINCIPLE 7**

**Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent**

**Essential Indicators**

1. a. *Number of affiliations with trade and industry chambers/ associations.*

10

- b. *List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.*

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	BCIC - Bangalore Chamber of Industry and Commerce	National
2	IMTMA - Indian Machine Tool Manufacturers Association	National
3	SIAM - Society of Automotive Manufacturers	National
4	CII - Confederation of Indian Industry	National
5	EFI - Employers Federation of India	National
6	EFSI - Employers Federation of South India	State
7	HIA - Hosur Industries Association	State
8	KEA - Karnataka Employers Association	State
9	BBNIA - Baddi Barotiwala Nalagarh Industries Association	State
10	IMA - Indian Management Association	State

2. *Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.*

Name of authority	Brief of the case	Corrective action taken
	Not Applicable	

**Leadership Indicators**

- 1 *Details of public policy positions advocated by the entity:*

S. No.	Public Policy Advocated	Method resorted for such advocacy	Whether information available in public domain	Frequency of review by Board (Annually/Half-yearly/Quarterly/Others)	Web Link (if Available)

The Company does not have a standalone public policy advocacy policy. However, it engages with recognised industry associations to contribute to public policy discussions and represent sectoral perspectives. All such engagements are undertaken in a responsible and transparent manner, aligned with applicable laws, regulatory requirements, and the Company's governance framework.

**PRINCIPLE 8**

**Businesses should promote inclusive growth and equitable development**

**Essential Indicators**

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	SIA notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes / No)	Relevant Web Link
Not Applicable					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
Not Applicable						

3. Describe the mechanisms to receive and redress grievances of the community.

Village Development Officers (VDOs) play a crucial role in bridging the gap between government programs and rural communities. Their physical presence within villages allows for:

- Firsthand understanding of community needs: VDOs can directly observe and interact with residents, gaining a clear picture of community challenges and priorities.
- Immediate feedback mechanisms: VDOs can gather community feedback on existing programs and identify areas for improvement. VDOs facilitate effective program implementation through ongoing interaction
- SHG meetings: Regular engagement with Self-Help Groups (SHGs) fosters community participation and ensures program alignment with local needs.
- Collaboration with Community Based Organizations and NGOs: VDOs work alongside other NGOs and CBOs, leveraging their expertise and connections, for capacity building and sustainability
- Collaboration with government officials: VDOs collaborate closely with officials from panchayat, block, and district levels to gather their input. This helps ensure that government schemes reach the intended beneficiaries effectively, even in the most remote areas.
- Community meetings in Villages: Engaging with key stakeholders within the village to discuss matters related to infrastructure renovation or water conservation, to ensure the proper upkeep and long-term maintenance of the renovated structures.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	7.5%	4.4%
Directly from within India	95.4%	84%

5. Job creation in smaller towns and disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location*	FY 2025-26	FY 2024-25
Rural	38.74%	74.76%
Semi-urban	3.87%	10.79%
Urban	24.88%	12.96%
Metropolitan	20.68%	1.49%

Note: In FY 2025-26, TVS Motor Company updated its job creation classification to align with the Reserve Bank of India (RBI) classification

## Leadership Indicators

## 1 Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

TVSM adheres to the practice of conducting Social Impact Assessments (SIAs) for all greenfield projects. However, during the fiscal year 2025-26, no SIAs were conducted.

Details of negative social impact identified	Corrective action taken
	Not Applicable

## 2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

TVSM does not operate in any aspirational districts.

S. No.	State	Aspirational District	Amount spent (In INR)
Not Applicable			

## 3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No) - NO

Not applicable

## (b) From which marginalized /vulnerable groups do you procure?

## (c) What percentage of total procurement (by value) does it constitute?

## 4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge: Nil

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable				

## 5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved. Nil

Name of authority	Brief of the Case	Corrective action taken
Not Applicable		

## 6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Holistic rural development in tribal habitations of Tamil Nadu, Karnataka, and Andhra Pradesh	161000+	100
2	Renovation of Anganwadi's, schools, hostel, health centres, veterinary centres and other rural community infrastructure	300000+	85
3	Medical consultations conducting general health camps, dental camps and eye camps in schools, simple diagnostics, and medicines free of cost at medical centres & Mobile medical units	119000+	75
4	Desilting of water storage bodies and channels	13000+	75
5	Livelihood initiatives for women in Self-Help Groups	24000+	70
6	Improving learning outcomes of children in primary and middle schools	8800+	90
7	Improving life-skills among children	9000+	90
8	Conducting awareness programs for agriculture and livestock farmers	41000+	75
9	Beneficiaries of social security schemes	14000+	95
10	Conducting hygiene awareness programs for children	13500+	90

**PRINCIPLE 9**

**Businesses should engage with and provide value to their consumers in a responsible manner**

**Essential Indicators**

**1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

TVS Motor Company has a structured mechanism to receive and respond to consumer complaints and feedback through a two-tier grievance redressal system. At the first level, consumers may raise complaints related to sales, service, and product-related matters through online channels, customer care touchpoints, and email at [customercare@tvs-motor.com](mailto:customercare@tvs-motor.com), which are addressed by the relevant sales / service teams. Matters that remain unresolved, or those involving disputes or privacy-related concerns, are escalated to higher authorities and relevant internal functions, including the legal team where necessary. This mechanism supports timely resolution, customer satisfaction, and continuous improvement in service quality

**2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:**

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100
Safe and responsible usage	100
Recycling and/or safe disposal	5

Number of consumer complaints in respect of the following:

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	NA	0	0	NA
Advertising						NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	0	0		0	0	All closed

**4. Details of instances of product recalls on account of safety issues:**

	Number	Reasons for recall
Voluntary recalls	0	
Forced recall	0	

**5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No)**

Yes

**If available, provide a web-link of the policy.** <https://www.tvs-motor.com/privacy-policy>

TVS Motor Company prioritizes information security and upholds a strong cybersecurity framework. It has maintained ISO 27001 certification, an international standard for information security management systems, for 15 years, demonstrating its commitment to best practices. The company conducts annual internal audits to identify and mitigate potential cybersecurity risks. Additionally, an external cybersecurity council comprising independent specialists provides expert guidance on threat management. To further strengthen its security posture, TVS Motor also undergoes periodic external security audits, ensuring an objective assessment of its cybersecurity measures. These initiatives collectively reinforce the company's commitment to safeguarding data and digital assets.

If NA, provide details.

**6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.**

TVS Motor Company adopts a preventive and corrective approach to addressing issues relating to advertising practices, service delivery, cyber security, customer data privacy, product quality, and regulatory compliance. During FY 2025–26, the Company continued to strengthen internal review and monitoring mechanisms to ensure that advertising and marketing communications remain aligned with applicable regulatory requirements and responsible communication standards. Service delivery processes were also periodically reviewed to enhance responsiveness and improve overall customer experience.

With respect to cyber security and data privacy, TVSM maintains an ISO 27001-certified Information Security Management System (ISMS), which supports structured management of cyber security risks and protection of sensitive information. The Company conducts regular internal reviews, vulnerability assessments, and periodic external security audits, along with employee awareness programmes, to strengthen threat detection and response capabilities. Data protection practices, including privacy policies and system controls, are periodically reviewed and enhanced to safeguard customer information and maintain compliance with applicable requirements. In relation to product quality and safety, the Company continues to implement preventive quality control measures, root cause analysis, and corrective and preventive action (CAPA) processes to minimise the likelihood of recurrence of product-related issues, including recalls. Where required, TVSM also undertakes appropriate corrective measures in response to any regulatory observations or requirements relating to product safety or service compliance.

**7. Provide the following information relating to data breaches:**

	<b>Number</b>
Number of instances of data breaches	0
Percentage of data breaches involving personally identifiable information of customers	0
Impact, if any, of the data breaches	-

**Leadership Indicators**

**1 Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**

The information on various products & services of the Company is available on your website: <https://www.tvsmotor.com/our-products/vehicles>

Additionally, the information regarding the entity and its products is also conveyed through user manual and social media.

**2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**

The Company undertakes multiple measures to inform and educate consumers on the safe and responsible use of its products and services. The Company complies with applicable requirements relating to product information, labelling, and consumer disclosures, and provides customers with relevant guidance through user manuals, owner handbooks, product literature, digital platforms, and dealer touchpoints. These materials include information on safe usage, operation, maintenance, and care of products to support informed decision-making and responsible use. In addition, customer awareness is reinforced through service interactions and other communication channels, wherever relevant

**3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**

TVSM uses multiple communication channels to inform consumers, as appropriate, of any significant disruption or discontinuation relating to customer service or other essential support mechanisms. These channels may include SMS alerts, email communication, website updates, dealer communication, customer care channels, and social media platforms, depending on the nature of the issue. This approach helps ensure timely communication, improves transparency, and enables consumers to take necessary action or seek alternate support, where required.

**4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not applicable) - Yes**

If yes, provide details in brief.

TVS Motor Company seeks to provide clear, accessible, and consumer-friendly product information beyond mandatory legal requirements through a range of communication materials and customer touchpoints. In addition to statutory disclosures, the Company provides product brochures, leaflets, owner manuals, website-based information, and digital interfaces that offer further details on product features, usage, care, service support, and related guidance. Information is also made available through the dealer network and other customer engagement channels to support consumer awareness and informed product choice. The Company continues to strengthen customer understanding through regular feedback, market insights, and improvements in communication practices.

**5 Did your entity carry out any survey regarding consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

Yes- The Company undertakes annual customer satisfaction assessments through independent agencies like J.D. Power, to capture customer sentiment across key product segments and markets. In FY 2025-26, the Company leveraged insights from the J.D. Power India Two-Wheeler Initial Quality Study and the J.D. Power India Two-Wheeler APEAL Study, securing five awards across categories. The outcomes reflected:

- Strong initial quality performance, with reduced defects and improved manufacturing consistency
- High customer satisfaction with product performance and design, particularly in ride comfort, styling, and fuel efficiency
- Enhanced ownership experience, supported by improvements in service quality and dealer engagement

These insights provide actionable market intelligence on customer expectations, product reliability, and after-sales experience. TVSM systematically integrates these learnings into product development, quality enhancement, and service delivery, strengthening customer satisfaction and long-term brand trust.

For and on behalf of the Board of Directors

**SUDARSHAN VENU**

Chairman and Managing Director  
DIN : 03601690

Singapore  
13<sup>th</sup> May 2026

# Independent Assurance Statement

## To the Board of Directors of TVS Motor Company Limited

TVS Motor Company Limited (Corporate Identity Number L3592ITN1992PLC022845, hereafter also referred to as 'TVS' or 'the Company') has engaged Forvis Mazars LLP ('Forvis Mazars', 'us' or 'we' or 'our') to undertake independent assurance of the Company's disclosures in its Business Responsibility and Sustainability Report (hereafter referred to as 'BRSR') for the Financial Year (FY) 2025–26. The disclosures include BRSR Core as per Annexure 17A and the non-financial disclosures as per Annexure 16 of the Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155, dated November 11, 2024.

### Our Conclusion:

#### Reasonable level of Assurance- BRSR Core

Based on the review performed and the procedures undertaken to obtain a reasonable level of assurance, Forvis Mazars concludes that, in all material respects, the BRSR Core Key Performance Indicators (KPIs) across the nine ESG attributes (as detailed in Annexure I of this statement) for FY 2025–26 have been reported in accordance with the requirements specified in the Industry Standard on Reporting of BRSR Core.

#### Limited Level of Assurance- BRSR Disclosures other than core

Based on the assessment undertaken, nothing has come to our attention to suggest that the non-financial disclosures (as listed in Annexure II of this statement) in BRSR do not properly adhere to the reporting requirements as per BRSR reporting guidelines in Annexure 16 of SEBI's Master Circular.

### Scope of Work

The scope of our engagement includes a reasonable level of assurance for the 'BRSR Core' attributes and a limited level of assurance for 'BRSR Disclosures other than core', for the Financial Year (FY) 2025–26, in accordance with the identified sustainability information and criteria listed below.

We have performed an assurance engagement on the Identified Sustainability Information (ISI) for the Reporting Boundary as disclosed under Question No. 13 of Section A: General Disclosures of the BRSR on a standalone basis. The boundary includes the following manufacturing facilities and offices, inclusive of owned and leased workplaces:

Site	Address
Site 1	TVS Motor Company, Post Box No:4, Harita, Hosur, Krishnagiri District, Tamil Nadu, PIN Code - 635109, India and the Test track
Site 2	TVS Motor Company, Post Box:1, Byathahalli village, Kadakola Post, Mysuru District, Karnataka, PIN Code - 571311, India
Site 3	TVS Motor Company, Village Bhatian, Bharatgarh Road, Nalagarh, Solan District, Himachal Pradesh, PIN Code - 174101, India
Site 4	IQL (Training Center), Attibele - Anekal Road, Thattanahalli, Karnataka, PIN Code - 562107, India
Corporate Office	Chaitanya, No. 12, Khader Nawaz Khan Road, Nungabakkam, Chennai, Tamil Nadu, PIN Code - 600006, India
Marketing Office	No. 383, TVS Pride, 2 <sup>nd</sup> Floor, Near BDA Complex, Sarjapur Road, 16 <sup>th</sup> Main Road, Koramangala 3 <sup>rd</sup> Block, Bengaluru, Karnataka, PIN Code - 560034, India
Office	Prathik Tech Park, 93/4, Electronics City Phase I, Bengaluru, Veerasandra Road, Electronic City, Bengaluru, Karnataka, PIN Code - 560100, India
Office	Focus Towers, Plot No. 22, 1 <sup>st</sup> Main Rd, Electronic City Phase I, Electronic City, Bengaluru, Karnataka 560100

### Identified Sustainability Information and Criteria

Identified Sustainability Information (ISI) and Criteria are detailed in the table below:

Identified Sustainability Information subject to assurance	Period subject to assurance	Level of assurance	Reporting criteria used by the Company to prepare Identified Sustainability Information
BRSR Core	From April 01, 2025, to March 31, 2026	Reasonable	<ul style="list-style-type: none"> <li>i. Regulation 34(2)(f) of the Securities and Exchange Board of India (the "SEBI") (Listing Obligations and Disclosure Requirements) Regulations, 2015 as amended.</li> <li>ii. Business Responsibility and Sustainability Reporting Requirements for listed entities per Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024, and Industry Standard on Reporting of BRSR Core per SEBI Circular No. SEBI/HO/CFD/CFD- PoD1/P/CIR/2024/177 dated December 202024.</li> </ul>
BRSR Disclosures other than core	From April 01, 2025, to March 31, 2026	Limited	<ul style="list-style-type: none"> <li>iii. Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard.</li> <li>iv. ISO 14064-1:2018 - Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals.</li> </ul>

## Basis of our conclusion

As part of the assurance process, a multidisciplinary team of assurance specialists conducted assurance procedures across selected sites of TVS. Assessment was conducted by means of physical site visits at Hosur Plant & Test Track, located in Tamil Nadu, Nalagarh Plant in Himachal Pradesh, Corporate Office in Chennai, and remote verification at other sites and offices.

The following activities were undertaken:

<b>BRSR Core – Reasonable level of assurance</b>	<b>BRSR Disclosures other than core – Limited level of assurance</b>
Reviewed the disclosures under the BRSR Core framework, which comprises a set of Key Performance Indicators (KPIs) across nine ESG attributes. These disclosures were evaluated in accordance with the Industry Standard on Reporting of BRSR Core, applying a reasonable level of assurance.	Reviewed the disclosures in line with BRSR reporting guidelines, covering general disclosures, management processes, principle-wise performance (including essential and leadership indicators), and other key metrics specified within the framework. These disclosures were assessed using a limited level of assurance.
Assessed the design and implementation of key systems, processes, and controls established for the collection, management, and reporting of BRSR Core indicators, including an evaluation of operational controls and reporting boundaries.	Gained an understanding of the key systems, processes, and controls established for the collection, management, and reporting of Disclosures other than BRSR Core, and performed sample-based testing to assess adherence to the reporting principles.
Obtained comprehensive evidence across all relevant areas to enable a thorough review of the BRSR Core indicators and engaged directly with stakeholders to gather insights and supporting evidence for each disclosed indicator.	Collected and assessed documentary evidence and management representations to support compliance with the reporting principles. A risk-based approach was applied, focusing assurance efforts on areas of high material significance to the Company's operations and its key stakeholders.
The audit team conducted an on-site audit to perform data testing, assess consistency in reporting processes, and carry out quality checks at selected sites and offices. Sites selected for data testing and evaluation of reporting systems were determined based on their contribution to the reported indicators, and the nature of reporting systems in place.	The audit team conducted on-site audit at selected sites and offices, carrying out sample-based assessment of site-specific data disclosures.

## Management's Responsibility

TVS has the sole responsibility for the preparation of the BRSR and is responsible for all information disclosed in the BRSR Core and BRSR Disclosures other than core. The company is responsible for maintaining processes and procedures for collecting, analysing and reporting the information and also, ensuring the quality and consistency of the information presented in the BRSR. TVS is also responsible for ensuring the maintenance and integrity of its website and any referenced BRSR disclosures on their website.

## Inherent limitations

The assurance engagements are conducted on the assumption that the data and information provided by the Company for our review have been supplied in good faith and are accurate, complete, adequate, authentic, and free from any material misstatements.

- 1) The assurance engagement considers an uncertainty of ±5% based on materiality threshold for estimation/ measurement errors and omissions.
- 2) Forvis Mazars has not participated in the evaluation or assessment of the Company's financial data or performance. Its opinion on specific BRSR Core Attribute 8 ("Number of days of accounts payable"), Attribute 9 ("Openness of business"), and all BRSR indicators expressed in currency or INR is based on the audit performed by the Company's statutory auditors. Accordingly, Forvis Mazars assumes no responsibility for the financial data presented in the Company's audited financial statements.
- 3) Data relating to operations outside the defined assurance boundary is excluded from this engagement, unless explicitly stated otherwise in this report.
- 4) Data outside the operations specified in the assurance boundary is excluded from the assurance, unless explicitly mentioned otherwise in this statement.

- 5) This assurance does not cover statements made by the Company that reflect opinions, claims, beliefs, aspirations, expectations, objectives, or forward-looking intentions. Furthermore, any assertions concerning Intellectual Property Rights or other competitively sensitive matters are outside the scope of this engagement.
- 6) The assessment does not extend to evaluating the Company's strategy or any related linkages presented in BRSR, as these elements fall beyond the assurance scope.
- 7) Additionally, this engagement does not include mapping BRSR against reporting frameworks other than those specifically referenced. Any evaluation or comparison with other frameworks is excluded from the scope.
- 8) Content within the BRSR that lies outside the defined scope and boundary has not been subjected to assurance, as the review is confined to the specified parameters.
- 9) Finally, this assurance engagement does not include an assessment of legal compliance. Ensuring adherence to applicable laws and regulations remains the responsibility of the Company.

### Our Independence and Quality Control

- 1) We have maintained our independence and confirm that we have met the requirements of the Code of Ethics issued by the Institute of Chartered Accountants of India and the SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023, and its clarifications thereto and have the required competencies and experience to conduct this assurance engagement.
- 2) Our firm applies International Standard on Quality Management ('ISQM') 1, "Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements" and accordingly maintains a comprehensive system of quality management, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

### Our Responsibility

In performing this assurance work, Forvis Mazars' responsibility is to the Management of the Company; however, this statement represents our independent opinion and is intended to inform the outcome of the assurance to the stakeholders of the Company. Forvis Mazars disclaims any liability or co-responsibility for any decision a person or entity would make based on this assurance statement.

### Exclusions

Our assurance scope excludes the following and therefore we do not express an opinion on the same:

- Operations of the Company other than the Identified Sustainability Information.
- Data and information outside the defined reporting period i.e., April 01, 2025-March 31, 2026.
- The statements that describe expression of opinion, belief, aspiration, expectation, aim, or future intentions provided by the Company.

### Restriction on use

Our Reasonable and Limited Assurance report has been prepared and addressed to the Board of Directors of "TVS Motor Company Limited" at the request of the Company solely, to assist the Company in reporting on its sustainability performance and activities. Accordingly, we accept no liability to anyone other than the Company.

Our Reasonable and Limited Assurance Report should not be used for any other purpose or by any person other than the addressees of our report. We neither accept nor assume any duty of care or liability for any other purpose or to any other party to whom our report is shown or into whose hands it may come without our prior consent in writing.

For **FORVIS MAZARS LLP**

Firm Registration No.: AAI-2887

**Sudhwasattwa Mukherjee**

Partner

**Gurugram, India**

13<sup>th</sup> May 2026