

# • • • Building Resilience for Tomorrow

In today's dynamic business landscape, sustainability is central to long-term success and resilience. TVSM believes that by embedding sustainable practices into every facet of its operations, it is not only safeguarding its future but also enhancing its reputation, ensuring compliance, and driving superior financial performance.

## TVSM'S SUSTAINABILITY FRAMEWORK

The Company's Sustainability Framework is a blueprint that integrates sustainability into every aspect of the business.

By protecting the environment, generating social value, and upholding responsible governance, TVSM is unlocking operational efficiencies, fuelling innovation, and enhancing its brand value. The Company does not perceive sustainability merely as an ethical obligation; it is a strategic imperative for sustained growth and industry leadership.

Sustainability is integral to TVSM's vision and forms a core pillar of its long-term strategy. Its sustainability framework is deeply intertwined with its goal of shaping a greener, more inclusive future through responsible business practices, innovation, and community engagement. TVSM's commitment to shaping a better tomorrow rests on three interdependent pillars, aligned with the United Nations Sustainable Development Goals (UN SDGs):

## Sustainability Philosophy and Approach





TVSM's sustainability commitment centres on innovative, low-impact solutions that boost resource efficiency and advance the clean energy transition. Aligned with the 1.5°C pathway, the Company is working towards 100% renewable energy adoption while protecting Land, Air, and Water through the 4R Principle — Refuse, Reduce, Reuse, and Recycle.

## Sustainable and Thriving Ecosystem

To create a Net Positive Impact by responsible consumption, efficient utilisation and conservation of resources

**Material topics:** Climate change and decarbonisation | Water management | Biodiversity

**SDGs:**



Social progress is embedded in TVSM's ethos — from empowering employees and building an inclusive workforce to uplifting communities around its plants. Guided by the belief in moving Forward. Together, the Company strengthens its social licence to operate by advancing collective growth and shared prosperity.

**SOCIAL**



TVSM's governance framework is built on ethics, transparency, and accountability — with trust at its core, reflected in its approach of Building Trust; The TVS Way. A double materiality assessment in FY 2023–24 identified key environmental and financial issues, helping the Company manage risks and unlock opportunities across the organisation.



## Governance for a Sustainable Future

To build a robust foundation of ethical governance and risk management that drives safe & sustainable growth

**Material topics:** Corporate governance | Integrated risk management | Supply chain

**SDGs:**



## Exciting & Safe Mobility Solutions

To transform exciting mobility solutions through innovative, safe, accessible, affordable product & services

**Material topics:** Circular economy | Product stewardship | Market/product competition | Alternate engines of growth

**SDGs:**



## Responsible Social Licence to Operate

To foster a culture of safety, diversity, inclusivity, and continuous learning in order to continue being an employer of choice and reaffirm the social licence to operate

**Material topics:** Human capital development | Employee attraction and retention | Diversity and Inclusion | Human Rights | Occupational health and safety | Policy safety | Road safety

**SDGs:**



## Embracing the Digital Future

To harness the power of digital innovation for excellent customer experience, optimise operational efficiency and be the partner of choice across the value chain

**Material topics:** Cybersecurity | Data protection

**SDGs:**



# Key Achievements of FY 2024-25



## Environment

### Governed by L.A.W. (Land, Air, Water)

- **Water positive milestone:** TVSM's manufacturing facilities in India received certification as 'Water Positive Facilities' by the Confederation of Indian Industry (CII)
- **Sustainability dual honour:** The above facilities were also recognised as 'Zero Waste to Landfill Facilities' by CII
- **GreenCo Gold recognition:** TVSM's Mysuru facility earned the prestigious GreenCo Gold rating, underscoring our commitment to environmental excellence
- **Certified for energy excellence:** TVSM's Hosur, Nalagrah, and Norton Motorcycles have been certified under the Energy Management System (ISO 50001:2018)
- **Honoured for Sustainability Excellence:** The Biodiversity Excellence Award conferred by the United Nations Global Compact Network and TVSM's success in multiple categories at the 4<sup>th</sup> Edition of the CII-South Region Industrial & Waste Management Competition (in Water Conservation and Efficiency, Wastewater Treatment, and Zero Waste Initiatives) reinforced the Company's sustainability leadership
- **Powering with purpose:** By sourcing approximately 95.32% of TVSM's energy requirements from renewables, the Company has avoided around 68,000 tCO<sub>2</sub>e of emissions



## Social

### Forward. Together.

- **Wellness begins within:** The launch of the My Health Index programme in Hosur has been a cornerstone of TVSM's health and wellness efforts, enhancing employees' physical and mental well-being
- **Smarter safety tracking:** TVSM replaced the Plant Safety Score with a more comprehensive My Safety Index to better gauge safety performance across its facilities and offices
- **Driving safety at scale:** In FY 2024-25, TVSM rolled out a series of strategic thematic campaigns throughout the year, engaging around 70,000 participants through 716 events. A key highlight was a targeted road safety initiative, which reached the on-site employees and 31,112 members of the public through 480 dealership-led events—driving broad-based awareness and reinforcing the importance of safety across the value chain
- **Enhancing workplace resilience:** TVSM implemented 598 safety measures, including equipment upgrades and advanced fire protection systems, ensuring conformity with ISO safety standards
- **Zero accidents, maximum awareness:** With the establishment of Driver and Contractor Safety Centres at key plants, the Company achieved a record of zero accidents and markedly improved safety behaviour, compliance, and engagement among its truck drivers and contractors
- **Empowering every ability:** Inclusivity is a key marker of TVSM's social commitment, with 3% of its workforce comprising of differently abled people.
- **Change at the grassroots:** The Company's broad-based community initiatives have impacted 2,500+ villages, with their focus on women's empowerment, improved village infrastructure, water conservation, and sustainable agricultural practices



## Governance

### Building Trust. The TVS Way

- MSI Sets New Benchmarks:** In FY 2024-25, TVSM introduced the My Sustainability Index (MSI) to pioneer new levels of value chain transparency and drive innovative sustainability practices; through MSI, 166 value chain partners were evaluated, enabling the Company to set industry benchmarks for environmental and social performance
- Strengthening Social Accountability:** Adhering to the Social Accountability Standard (SA8000), TVSM audited 96 value chain partners to ensure safety compliance; the initiative facilitated the identification of approximately 100 improvement opportunities geared toward enhancing safety and health standards across the Company's supply chain
- Sustainability Ambassadors in Action:** In FY 2024-25, TVSM launched the Sustainability Ambassador Program to foster a company-wide culture of sustainability; Level 1 awareness module reached approximately 84.5% of employees and contractual workers; around 18% advanced to Level 2, with 13 participants became certified Level 3 certified trainers

**TVSM's journey in sustainability is one of continuous evolution and relentless commitment. Its commitment to environmental stewardship, social responsibility, and ethical governance lays the groundwork for future innovation and excellence.**

