



Annexure VI

to Directors' Report to the Shareholders – 2024-25

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

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	contactus@tvsmotor.com
7	Telephone	044-28332115
8	Website	www.tvsmotor.com
9	Date Of Start of Financial Year	Start Date End Date
	Financial Year	01-04-2024 31-03-2025
	Previous Year	01-04-2023 31-03-2024
	Prior To Previous Year	01-04-2022 31-03-2023
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	₹ 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	thakur.pherwani@tvsmotor.com
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	Bureau Veritas (India) Pvt. Ltd.
15	Type of assurance obtained	Reasonable Assurance engagement for BRSR (Core) parameters and Limited Assurance for non-core parameters

II. PRODUCTS/SERVICES

16. Details of business activities (accounting for 90% of the entity's Turnover):

S. No.	Description of main activity	Description of business activity	% of turnover
1	Manufacturing	Two wheelers and Three wheelers	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	83%
2	Three-wheelers	30912	5%
3	Parts & Accessories	30913	11%

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	-	3	3

* 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 Dubai, UK and Singapore

19. Markets served by the entity:

a. Number of locations

Location	Number
National (No. of States)	22
International (No. of Countries)	91

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 (TVS Motor), the third-largest two-wheeler manufacturer by market capitalization, stands as a leader in delivering diverse mobility solutions. The company's extensive portfolio includes mopeds, motorcycles, petrol and electric scooters, as well as premium and super-premium motorcycles, catering to legally eligible riders globally.

As a rapidly expanding Indian original equipment manufacturer (OEM), TVS Motor has established a strong presence in over 91 countries, reinforcing its global footprint. The company's core strength lies in its cutting-edge research and development, ensuring high success rates in launching next-generation products.

TVS Motor has also developed a proprietary connected platform, enhancing vehicle telemetry and connectivity to meet the evolving needs of its customers. Whether for performance-driven riders, daily commuters, or urban consumers seeking sophistication, the company remains committed to innovation, excellence, and customer-centric mobility solutions across all segments.

IV. EMPLOYEES

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Particulars	Total (A)	Male		Female		Others
		No. (B)	% (B/A)	No. (C)	% (C/A)	
Permanent (D)	4,719	4,037	85.55	682	14.45	0
Other than Permanent (E)	4,983	3,947	79.21	1,036	20.79	0
Total employees (D + E)	9,702	7,984	82.30	1,718	17.70	0
Worker						
Permanent (F)	1,803	1,802	99.94	1	0.06	0
Other than Permanent (G)						
Total workers (F + G)	1,803	1,802	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)
DIFFERENTLY ABLED EMPLOYEES								
1.	Permanent (D)	27	25	92.59	2	7.41	-	-
2.	Other than Permanent (E)	255	199	78.04	56	21.96	-	-
3.	Total differently abled employees (D + E)	282	224	79.43	58	20.57	-	-
DIFFERENTLY ABLED WORKERS								
4.	Permanent (F)	14	14	100.00	0	0	0	0
5.	Other than Permanent (G)							
6.	Total differently abled workers (F + G)	14	14	100.00	0	0	0	0

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	1	12.5
Key Managerial Personnel	2	0	0.00



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

Particulars	FY 2024-25 (Turnover rate in current FY) [values in %]				FY 2023-24 (Turnover rate in previous FY) [values in %]				FY 2022-23 (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	10.62	11.09	0	10.69	11.29	11.08	0	11.26	11.71	9.70	0	11.48
Permanent Workers	2.7	0	0	2.7	2.5	0	0	2.5	2.76	0	0	2.76

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.	Sundaram Auto Components Limited	Subsidiary	100.00	No
3.	TVS Credit Services Limited	Subsidiary	80.69	No
4.	TVS Motor Services Limited	Subsidiary	100.00	No
5.	TVS Electric Mobility Limited	Subsidiary	100.00	No
6.	DriveX Mobility Private Limited	Subsidiary	89.40	No
7.	Harita ARC Private Limited	Subsidiary	0	No
8.	TVS Housing Finance Private Limited	Subsidiary	0	No
9.	Harita Two-wheeler Mall Private Limited	Subsidiary	0	No
10.	TVS Motor Company (Europe) B.V.	Subsidiary	100.00	No
11.	TVS Motor (Singapore) Pte Limited	Subsidiary	100.00	No
12.	PT TVS Motor Company	Subsidiary	51.20	No
13.	TVS Motor Company DMCC	Subsidiary	100.00	No
14.	The Norton Motorcycle Co Limited	Subsidiary	0	No
15.	The GO Corporation	Subsidiary	0	No
16.	Swiss E-mobility Group (Holding) AG	Subsidiary	0	No
17.	Swiss E-mobility Group (Schweiz), AG	Subsidiary	0	No
18.	Colag E-mobility GmbH	Subsidiary	0	No
19.	Alexand'Ro Edouard'O Passion VeloSarl	Subsidiary	0	No
20.	Swiss E-Mobility Group (Österreich) GmbH	Subsidiary	0	No
21.	EGO Movement, Stuttgart GmbH	Subsidiary	0	No
22.	EBCO Limited	Subsidiary	0	No
23.	Celerity Motor GmbH	Subsidiary	0	No
24.	TVS Digital Pte Limited	Subsidiary	0	No
25.	Ultraviolette Automotive Private Limited	Associate	30.83	No
26.	Killwatt GmbH	Associate	0	No
27.	Predictronics Corp	Associate	0	No
28.	Altizon Inc	Associate	0	No

VI. CSR DETAILS

24. CSR Details

Whether CSR is applicable as per section 135 of Companies Act, 2013	Yes
Turnover (Rupees in Crores)	36,251.32
Net worth (Rupees in Crores)	9,966.18

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 2024-25			FY 2023-24			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		9	0		6	0	Closed	
Employees and workers	Yes		288	41		273	16	Pending concerns are in progress and will be closed	
Customers	Yes		67,015	1,038		57,871	107	Pending concerns are in progress and will be closed	
Value Chain Partners	Yes		0	0		90	12	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 as provided in pg 208 of this Annual Report.

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	Regulations on emissions and fuel efficiency are becoming more stringent across various regions, necessitating design and production modifications that may impact profit margins. Additionally, climate change affects the availability of essential resources like water, posing further operational challenges.	The Company is continuously using renewables in its energy mix, establishing a benchmark for ecofriendly operations in the automobile OEM sector. The Company is committed towards enhancing fuel and resource efficiency in its products while expanding its range of electric vehicle and other low-carbon options	Negative Implications
2	Climate Change and Decarbonization	O	The growing consumer demand for eco-friendly vehicles presents a significant opportunity for our products. Additionally, government subsidies currently support electric vehicles (EVs), further enhancing their market potential.	Revenue growth from eco-friendly products, access to incentives like subsidies, and enhanced operational efficiency.	Positive 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)
3	Supply Chain Management	R	ESG-related supply chain risks for TVSM include regulatory compliance, supplier ESG performance, resource availability, consumer expectations, and operational disruptions. Effective management is essential to mitigate costs, ensure compliance, and maintain brand trust.	TVS Motor prioritises establishing strategic alliances that resonate with its sustainability objectives. Working in tandem with suppliers, dealers, and consumers, the Company champions a unified approach to sustainability, embedding its dedication to social and ecological stewardship and robust governance throughout the entire value chain. Such collaborations are key to a sustainable future, innovation and ethical conduct.	Negative Implications
4	Market/Product Competition	R	Failing to innovate and remain competitive may result in decreased market share, reduced profits, and diminished relevance within the industry.	TVS Motor prioritises R&D to stay at the forefront of innovation. By keeping a close watch on market trends and customer preferences, the Company aligns its product offerings with consumer demands, thus maintaining its competitive edge.	Negative Implications
5	Market/Product Competition	O	Innovative and efficient products enable the company to stand out, expand into new markets, and seize emerging opportunities.	Market competition enables TVS Motor Company to drive innovation, enhance quality, expand globally, optimize costs, and introduce advanced mobility solutions, ensuring differentiation, improved customer experience, and sustained growth in evolving markets.	Positive Implications
6	Road Safety	R	Road safety poses a business risk to TVS Motor Company due to regulatory compliance costs, potential brand reputation damage, product liability issues, rising insurance expenses, technological adaptation demands, and competitive pressures. Proactive innovation, compliance, and customer awareness are essential for risk mitigation.	The Company is advocating for road safety through ABS-equipped two-wheelers, ensuring rider stability and skid prevention. The programme offers essential support while the #Ride4Safety campaign and 'Helmet Wali Holi' initiative promote safe riding practices.	Negative Implications
7	Occupational Health & Safety	R	Improper battery storage, fire risks in the paint shop, and contractor non-compliance with safety standards pose operational and compliance challenges for TVS Motor Company, requiring strict safety measures and risk mitigation strategies.	TVS Motor's health and safety governance is intertwined with its strategic objectives. Its EHS Policy underpins efforts to foster a safe and sustainable work environment. A cross-level safety culture is championed, from Board members to union-represented workmen, with experts ensuring best practices. Plant-level senior staff and unions implement EHS & OHS Policies, embodying the Company's commitment across global facilities.	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)
8	Integrated Risk Management	O	Integrated risk management enhances TVSM's resilience, regulatory compliance, and sustainability. Proactive risk assessment optimizes operations, strengthens brand trust, ensures business continuity, and provides a competitive edge while enabling the company to seize emerging growth opportunities.	As an ISO 22301-certified company, it has established a robust and integrated risk management process. This includes proactive risk assessment, effective mitigation strategies, risk diversification, and well-defined contingency plans. These measures ensure business continuity, minimize potential disruptions, and maintain a competitive advantage in the evolving market landscape.	Positive Implications
9	Corporate Governance	O	A robust governance framework enhances investor confidence and strengthens TVSM's market position, fostering long-term growth and competitive advantage.	TVS Motor emphasises transparency, ethical conduct, and accountability to build trust and a strong reputation. Its Code of Conduct strictly prohibits bribery and corruption, and steadfast dedication to integrity in business conduct.	Positive Implications
10	Water & Effluent Management	R	Unpredictable rainfall due to changing weather patterns, including El Niño, affects water availability. Groundwater depletion from overuse lowers freshwater access. Stricter water regulations may impose consumption limits, potentially impacting TVS Motor's production processes.	Committed to reducing water usage by adopting efficient practices and water-saving technology. The Company supports sustainable water management by integrating rainwater harvesting, recycling water, and recharging aquifers. It is exploring alternative water sources and collaborating with communities on shared projects.	Negative Implications
11	Circular Economy	R	The Company prioritises effective waste management and circularity, with defined actions for environment management, resource conservation, and sustainable production. The Company's advanced waste management systems exceed regulatory requirements, setting industry benchmarks through meticulous segregation and recycling	TVS Motor is working towards transition from linear economy to a circular economy, eliminating waste and extending resource use by redesigning processes and enhancing product longevity. Embracing a closed-loop system, the Company increasingly incorporates recycled materials, cutting down reliance on virgin resources and lessening environmental impact, thus conserving resources, saving energy, and reducing emissions	Negative Implications
12	Product Stewardship	O	Product stewardship fosters innovation and efficiency, enabling the Company to stand out in the market. By designing eco-friendly products, optimising resource use and demonstrating advanced safety features in its products, the Company positions its products as best-in-class across multiple segments.	TVS Motor's product stewardship emphasises full product lifecycle management via Life Cycle Assessment (LCA) and compliance with Extended Producer Responsibility (EPR). The Company's commitment to environmental labelling, reducing hazardous substances, and creating low-carbon products.	Positive Implications



SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

1. 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
P1	Ethics & Transparency	Yes	Yes	CODE OF BUSINESS CONDUCT & ETHICS: https://www.tvsmotor.com/-/media/Feature/Investors/Communication/Files/CodeofBusinessConductandEthicspdf.pdf WHISTLE BLOWER POLICY: https://www.tvsmotor.com/-/media/Feature/Investors/Communication/Files/Whistle-Blower-Policy-Apr2020.pdf TAX POLICY: https://www.tvsmotor.com/api/InvestorDownloadData?ItemId=7EF42C2B577C4DBC9884AEC9CD41D30D SUPPLIER SUSTAINABILITY CODE OF CONDUCT: https://www.tvsmotor.com/api/InvestorDownloadData?ItemId=46F5076C5AFE4AB39DEC50EEC811C847
P2	Product Responsibility	Yes	Yes	SUSTAINABLE PROCUREMENT POLICY: https://www.tvsmotor.com/api/InvestorDownloadData?ItemId=46F5076C5AFE4AB39DEC50EEC811C847
P3	Human Resources	Yes	Yes	DISCRIMINATION POLICY: https://www.tvsmotor.com/api/InvestorDownloadData?ItemId=3B199FA3ECB249ECACFF9CABBA29D059 BOARDS DIVERSITY POLICY: https://www.tvsmotor.com/api/InvestorDownloadData?ItemId=B4F6AAA0F98D4147BE0459BBDCEB7CEB7
P4	Responsiveness to Stakeholders	Yes	Yes	POLICY ON PREVENTION OF SEXUAL HARASSMENT Policies on POSH, are published on the intranet STAKEHOLDER ENGAGEMENT POLICY: https://www.tvsmotor.com/api/InvestorDownloadData?ItemId=B4EC3D8F698E44249EF027F75458827D
P5	Respect for Human Rights	Yes	Yes	HUMAN RIGHTS POLICY: https://www.tvsmotor.com/api/InvestorDownloadData?ItemId=78204B0317E14301B27F7BC494F93D52
P6	Efforts to restore the Environment	Yes	Yes	EHS POLICY: https://www.tvsmotor.com/api/InvestorDownloadData?ItemId=0FBF2CA4CC80423FBE06C8C79EF09B40 ENERGY POLICY: https://www.tvsmotor.com/api/InvestorDownloadData?ItemId=0BC172BA677C49779388D3523A128948 BIODIVERSITY POLICY: https://www.tvsmotor.com/api/InvestorDownloadData?ItemId=8958B17560D0432BBC1EDCB3BD645977
P7	Public Policy Advocacy			-
P8	Inclusive Growth	Yes	Yes	CSR POLICY: https://www.tvsmotor.com/api/InvestorDownloadData?ItemId=35DB4B90B2694F8E942A1542B4CF7DC1
P9	Customer Engagement	Yes	Yes	PRIVACY POLICY https://www.tvsmotor.com/privacy-policy

Disclosure Question		2. Whether the entity has translated the policy into procedures. (Yes / No)	3. Do the enlisted policies extend to your value chain partners? (Yes/No)	4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.
Policy and management processes				
P1	Ethics & Transparency	Yes, the Company has effectively integrated its policies into practical procedures across all areas of operations. For instance, to uphold compliance with the Code of Business Conduct & Ethics, a dedicated committee has been established to investigate any violations. Additionally, the company has implemented well-defined Standard Operating Procedures (SOPs) to address and resolve stakeholder grievances efficiently.	TVS Motor Company Limited (TVSM), a leading provider of mobility solutions, recognizes the pivotal role its supply chain partners play in achieving its vision—enhancing quality of life through safe, sustainable, and responsible mobility. In line with this vision, TVSM's Sustainable Procurement Policy underscores the importance of integrating sustainability into procurement practices, ensuring that all suppliers adhere to environmentally and socially responsible standards. The Supplier Sustainability Code of Conduct ("Code") establishes key expectations for its partners, focusing on environmental, social, and governance (ESG) responsibilities.	TVSM's Code of Business Conduct & Ethics of the Company, which forms the pillar of the Company is based on ISO 11469; AIS 129, 156: EC 1907/2006; CMV Rules, SA 8000 including Integrated Management System- ISO14001:2015 & ISO 4500:2018, ISO 22301:2019 for Business Continuity
P2	Product Responsibility			
P3	Human Resources			
P4	Responsiveness to Stakeholders			
P5	Respect for Human Rights			
P6	Efforts to restore the Environment			
P7	Public Policy Advocacy			
P8	Inclusive Growth			
P9	Customer Engagement			
Disclosure Question		5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	
Policy and management processes				
P1	Ethics & Transparency	TVS Motor Company demonstrates a strong commitment to sustainability and environmental stewardship through various initiatives. The company promotes renewable energy, enhances green cover, implements rainwater harvesting, reduces carbon emissions, optimizes water consumption and advances waste recycling efforts. Additionally, TVS Motor Company plays a crucial role in community development through Srinivasan Services Trust (SST), which focuses on empowering women and fostering socio-economic upliftment in rural India.	Performance on specific parameters is as under:	
P2	Product Responsibility		1. Three manufacturing facilities in India- Hosur, Mysuru, Nalagarh are certified as "Water Positive Facility" and "Zero Waste to Landfill" by Confederation of Indian Industries	
P3	Human Resources		2. Nalagarh and Hosur facility certified according to ISO 50001:2018	
P4	Responsiveness to Stakeholders		3. 84% Material is Sourced from Local promoting 'Vocal for Local'	
P5	Respect for Human Rights		4. 43% Green Cover having Home for 1042+ Fauna & 652+ Flora species.	
P6	Efforts to restore the Environment		5. 1.6 million beneficiaries till date under CSR through Srinivasan Services Trust (SST)	
P7	Public Policy Advocacy		6. TVS Mysuru facility was awarded "GreenCo Gold Rating" by CII	
P8	Inclusive Growth			
P9	Customer Engagement			
Governance, leadership, and oversight				
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.		TVS Motor Company is committed to sustainability, environmental stewardship, social responsibility, and ethical governance, ensuring a positive impact on all stakeholders, including customers, communities, employees, suppliers, and dealers. In FY 2023-24, the company conducted a 'Double Materiality' assessment to prioritize sustainable issues for TVS Motor, laying the foundation for a robust sustainability strategy. The outcome of the assessment has laid the foundation for a strong sustainability framework aligned with the United Nations Sustainable Development Goals (UNSDG) and strategic sustainability pillars, thereby embedding sustainability into day-to-day operations. This structured framework enables the company to systematically address its most pressing sustainability concerns while aligning with stakeholder expectations and broader business objectives. The company is committed to reducing emissions in line with climate science, aiming to limit global warming to 1.5 degrees Celsius. TVS Motor has adopted the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and plans to adopt the Task Force on Nature-related Financial Disclosures (TNFD). By proactively managing climate and nature-related risks, the company aims to build a resilient future, ensuring long-term sustainability and stability.		



Disclosure Question	5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.
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, Chairman Emeritus & Managing Director and Director & Chief Executive Officer	
If NA, provide details.		

10. Details of Review of NGRBCs by the Company:

Particulars	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 Bureau Veritas (India) Pvt. Ltd.

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

Particulars	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee								
	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: PRINCIPLE 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	9	P1, P2, P6	100%
Key Managerial Personnel	9	P1, P2, P6	100%
Employees other than BoD and KMPs	8,349	Covering All principles	87%
Workers	1,803	P3 & P5	98%

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	-	-	-



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

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 pg 208 of this 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:*

Particulars	FY 2024-25	FY 2023-24
Board of Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2024-25		FY 2023-24	
	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 2024-25	FY 2023-24
Number of day of accounts payables	42	50

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 2024-25	FY 2023-24
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	1,121	1,084
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	4.96%	4.9%
Share of RPTs in	a. Purchases** (Purchases with related parties / Total Purchases)	1,221.12	961.65
	b. Sales** (Sales to related parties / Total Sales)	481.97	854.49
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0	0
	d. Investments** (Investments in related parties / Total Investments made)	2,031.48	1359.34

All units above are in Crores

**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	24*	P2, P3, P6	48.37%

*14 training courses conducted for Dealers with 48% coverage(of 1413) and 10 training courses conducted for Suppliers with 46% coverage(of 460)

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

Yes

The Company follows a 'Policy on Related Party Transactions' in accordance with its **Code of Conduct for Business and Ethics**. The policy requires directors and senior management to proactively identify and disclose any potential or actual conflicts of interest that could adversely impact the Company. If necessary, they must take appropriate measures to resolve or eliminate such conflicts.

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 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	612.27	423.27	TVS Motor is continuously working on improving the environmental and social impacts from the products. In the previous year, TVS Motor has worked in the following area. - Electric Vehicle – The company has launched TVS King EV, a three-wheeler model. Company has invested in development of EVs in various other segments. - CNG – Company has developed and showcased Jupiter 125 CNG model - Flex fuel Technology – Company has developed and showcased Raider 125 Flex Fuel Technology - E20 – All the IC Engine products are E20 (Ethanol blended fuel) compliant. - OBD II B – Investments have been done on the improvement in the tail pipe emissions in line with the regulatory norms. - Engine development – invested in optimizing the fuel economy and reducing the tailpipe emissions
Capex	412.68	221.39	Capex investments are made accordingly as mentioned in the above projects/areas.

Note: All units above are in crore.

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

Yes, in FY 2023-24, TVS Motor institutionalized its "Sustainable Procurement Policy" to guide its engagement with the supply chain partners. The policy sets a clear framework for suppliers to follow, aiming to reduce environmental and social impacts. It focuses on cutting carbon emissions, ensuring fair labour practices, and providing ongoing training for workers. The policy was communicated to suppliers through email and the internal TVS Motor's Supplier portal.

The Sustainable Supplier Code of Conduct, part of this policy, outlines specific responsibilities for suppliers. It requires them to maintain high standards in health and safety, manage environmental and social risks, and use resources wisely. By working closely with the suppliers, TVS Motor aims to create a sustainable supply chain that benefits everyone and positively impacts the environment and society.

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

Over the last 1 year, TVS Motor has initiated several sustainable sourcing initiatives to enhance environmental responsibility and operational efficiency. These initiatives are in the process of being consolidated:

- Localizing Suppliers: The company encourages Tier-1 suppliers to establish manufacturing facilities near its plants. This approach not only helps to reduce transportation emissions; also supports local economies.



- **Material Innovation:** The company is transitioning from metallic parts to recyclable plastics and incorporating recycled plastics into vehicles like the TVS Apache, TVS Star City+, TVS Victor, and TVS Jupiter. This shift is aimed to maintain performance and durability while reducing environmental impact.
- **Supplier Certification:** As an IATF 16949:2016 certified company for Automotive Quality Management System, TVS Motor encourages its suppliers to obtain the IATF certification along with SA 8000, ISO 14001, and ISO 45001 certifications. These certifications enhance sustainability and robustness within the supply chain.
- **Sustainable Packaging:** TVS Motor is implementing eco-friendly packaging solutions to minimize waste and environmental impact.
- **Ethical sourcing guidelines:** The company enforces strict guidelines to ensure that suppliers adhere to labor rights, environmental standards, and ethical practices.

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)

- The packaging plastic materials are managed as per Extended Producer Responsibility requirements.

(b) Battery Recycling Practices

Lithium-Ion Batteries (Electric Vehicles):

- TVS is registered on the Central Pollution Control Board (CPCB) portal as a producer for lithium-ion batteries used in electric vehicles.
- Lithium-Ion batteries installed in TVSM vehicle comply with Labelling requirements as per the Regulations.

Lead-Acid Batteries:

- Lead-acid batteries used in TVS products comply with recycling symbol marking requirements.
- At EOL, these batteries are channelled to recyclers through our dealer and partner network, following the EPR guidelines established by the respective battery manufacturers.

(c) Hazardous waste

- **Used Oil:** TVS Motor has applied to the Central Pollution Control Board (CPCB) for registration as a producer of used engine oil (sold in the after-market) to ensure circularity.
- **Waste Tyres:** TVS Motor procures domestic tyres from supplier-manufacturers registered on the CPCB portal. Additionally, it is also registered on the CPCB portal as an importer for the tyres used in premium models.

(d) Other waste

- **Circular Economy Approach:** High recyclability rates contribute to a circular economy where materials are recovered and reused in new products.
- **End-of-Life Management:** The company is developing a framework for:
 - Collection of End-of-Life Products
 - Dismantling Products
 - Reclaiming Recyclable Materials
 - Reusing Recovered Materials in New Components

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No) If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes,

Reaffirming its commitment to environmental responsibility, TVS Motor Company has met its Extended Producer Responsibility (EPR) obligations under the Plastic Waste Management Rules, 2016. For 2024-25, TVS Motor is on track to collect 1,155 metric tons of single-use plastic waste, ensuring compliance with regulatory requirements. This will be reported to the Central Pollution Control Board (CPCB) as part of its responsibilities as a brand owner.

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 ? If yes, provide details in the following format*

Life Cycle Assessments (LCAs) have been conducted for iQube in fiscal year 2024-25 as detailed in below table

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	iQube	9%	Cradle to Grave	No	No	NA

TVS Motor Company conducts Life Cycle Assessments (LCAs) in-house using GaBi software and the Ecoinvent database. The collected data is periodically evaluated to identify improvement areas, enabling targeted actions across product models to reduce environmental impact effectively.

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
All IC Engine Products	Tailpipe emissions	All the products comply with the OBD II B regulatory requirements
TVS Jupiter 125 2W CNG	Reduction of tailpipe emissions	Showcased India's first CNG scooter. Jupiter 125 CNG Model displayed in Bharat Mobility 2025
TVS KING 3W EV	Usage of non-hazardous parts / materials	Introduced PVD (Physical Vapour Deposition) process, where trivalent chromium bath is used in place of hazardous hexavalent chromium bath for decorative chrome finish parts. Achieved copper colour for such parts through use of copper and avoided painting process. Silicon hard coating is also eliminated
All ICE Products	Depletion of fossil fuel	All ICE products are tuned for E20 (Ethanol 20% + Gasoline 80%). The ethanol in India is produced from the bio-based sources, which is renewable and carbon-neutral. All ICE products are pasted with E20 Sticker, to inform the customers about the use of fuel in the vehicles

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).*

Currently, TVS Motor is developing its internal framework to track the use of recycled or reused material in the manufacturing process.

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:*

Particulars	FY 2024-25			FY 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	346.5	808.5	-	935	-
E-waste	-	NA	-	-	NA	-
Hazardous waste	-	NA	-	-	NA	-



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

Reclaimed product and their packaging material under EPR which is collected with the help of M/s Rapidue Technologies Private Ltd.

Indicate Input Material	Recycled or re-used input material to total material FY 24-25
Category 2: Flexible plastic packaging (Single layer or Multilayer having more than one layer with different types of plastic)	Negligible quantity (As the use of recycled content commenced in February 2025)
Single layer or Multilayer having more than one layer with different types of plastic	A minimum of 10% Post-Consumer Recycled (PCR) material is targeted to be initiated from the next fiscal year, in accordance with the recent Extended Producer Responsibility (EPR) procurement guidelines.

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:

	% of employees covered by										
Category	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)
Permanent employees											
Male	4,037	4,037	100%	4,037	100%	0	0	4,037	100%	4,037	100%
Female	682	682	100%	682	100%	682	100%	0	0	682	100%
Total	4,719	4,719	100%	4,719	100%	682	14.44%	4,034	85.56%	4,719	100%
Other than Permanent employees											
Male	3,947	3,947	100%	3,947	100%	0	0	3,947	100%	3,947	100%
Female	1,036	1,036	100%	1,036	100%	1,036	100%	0	0	1,036	100%
Total	4,983	4,983	100%	4,983	100%	1,036	20.79%	3,947	79.21%	4,983	100%

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

	% of workers covered by										
Category	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)
Permanent workers											
Male	1,802	1,802	100%	1,802	100%	0	0	1,802	100%	1,802	100%
Female	01	01	100%	01	100%	01	100%	0	0	01	100%
Total	1,803	1,803	100%	1,803	100%	01	0.06%	1,802	99.94%	1,803	100%
Other than Permanent workers											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

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

Particulars	FY 2024-25	FY 2023-24
c. Cost incurred on well- being measures as a % of total revenue of the company	0.44%	0.44%

* The total cost incurred on well-being for FY24-25 is INR 160 crores and for FY23-24 is INR140 crores

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

Benefits	FY 2024-25			FY 2023-24		
	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, recognizing the unique needs of the automotive industry's talent pool. With a strong focus on including 3% Persons with Disabilities (PwD), the company has implemented targeted initiatives to create an equitable work environment. Driven by senior leadership, these efforts ensure that Diversity, Equality and Inclusion (DE&I) remain a strategic priority.

In the fiscal year 2024-25, the company was honoured with the Inclusive Workplace Excellence Award in the Pan India Category at the CII EFI National Conference, demonstrating its commitment to inclusivity. As part of its focus on inclusive growth, the company also received the ASSOCHAM 5th Diversity & Inclusion Excellence Awards & Conclave – 2024 in two categories: Best Employer for Persons with Disabilities (Large Sub-category) and Best Employer for Women (Large Sub-category).

To enhance accessibility, all common areas across TVS facilities are wheelchair-friendly, enabling seamless movement for employees. The company strengthens strategic hiring by partnering with organizations to create opportunities for PwD candidates, while role mapping helps identify suitable positions based on skills and qualifications. A culture of inclusion is fostered through continuous learning, with leaders, managers, and teams receiving sensitization training. TVS also prioritizes communication accessibility by offering Sign Language training and utilizing technology-enabled translation tools.

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

Yes

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	97	100	97	100
Female	100	100	100	100
Total	98.5	100	98.5	100



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
Permanent Workers	Yes	TVS Motor Company Limited (TVSM) has established multiple grievance redressal mechanisms within its plants, ensuring fair representation from both management and worker representatives. Various committees, including the POSH Committee and the Ethics Committee, address and manage grievances effectively. Depending on the nature and severity of the issue, unresolved concerns are escalated to the appropriate authority, such as the Head of Department (HOD), Employee Relations (ER) Head, or Plant HR Head. The company's Whistleblower Policy provides a formal platform for employees to raise grievances on a wide range of issues. Additionally, the employee induction program familiarizes new recruits with the available redressal mechanisms. TVSM has a POSH Internal Committee (PIC) in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013. The policy is accessible on the company's website, and PIC members conduct inquiries related to complaints.
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

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

Category	FY 2024-25			FY 2023-24		
	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)
Total Permanent Employees	4,719	0	0.00	4,129	0	0.00
- Male	4,037	0	0.00	3,579	0	0.00
- Female	682	0	0.00	550	0	0.00
- Others						
Total Permanent Workers	1,803	1,803	100%	1,851	1,851	100%
- Male	1,802	1,802	100%	1,850	1,850	100%
- Female	1	1	100%	1	1	100%
- Others						

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	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)
Employees										
Male	4,037	4,037	100%	4,034	99.93%	3,579	3,579	100%	3,579	100%
Female	682	682	100%	681	99.85%	550	550	100%	550	100%
Others	-	-	-	-	-	-	-	-	-	-
Total	4,719	4,719	100%	4,715	99.91%	4,129	4,129	100%	4,129	100%
Workers										
Male	1,802	1,802	100%	1,802	100%	1,850	1,847	100%	1,847	100%
Female	1	1	100%	1	100%	1	1	100%	1	100%
Others	-	-	-	-	-	-	-	-	-	-
Total	1,803	1,803	100%	1,803	100%	1,851	1,848	100%	1,848	100%

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
- Male	4,037	4,037	100%	3,579	3,579	100%
- Female	682	682	100%	550	550	100%
- Others	-	-	-	-	-	-
Total	4,719	4,719	100%	4,129	4,129	100%
Workers						
- Male	1,802	1,802	100%	1,850	1,850	100%
- Female	1	1	100%	1	1	100%
- Others	-	-	-	-	-	-
Total	1,803	1,803	100%	1,851	1,851	100%

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?

TVS Motor Company (TVS Motor) has implemented a comprehensive Occupational Health and Safety Management System (OHSMS) across all its manufacturing plants, operations and across its value chain. The system is designed to ensure a safe and healthy work environment by adhering to global safety standards and regulatory requirements.

Coverage of TVSM's Occupational Health & Safety Management System:

1. All Manufacturing Plants & Facilities:

- OHSMS is implemented across all TVSM production plants to safeguard employees, contract workers, and visitors.
- Compliance with ISO 45001:2018 (Occupational Health & Safety Management System) for best safety practices.

2. Workplace Safety Measures:

- Risk assessment and hazard identification to eliminate workplace accidents.
- Implementation of safety protocols, emergency response plans, digital incident reporting and investigation system and PPE (Personal Protective Equipment) usage.

3. Employee Health & Well-being:

- Regular health check-ups, medical screenings, and wellness programs.
- Ergonomic assessments and workplace modifications to reduce physical strain.

4. Training & Awareness Programs:

- Safety training sessions & campaigns, emergency drills, and awareness programs for all employees.
- Special training for high-risk job roles to prevent workplace incidents.

By integrating a robust safety culture, TVSM ensures that employee health, well-being, and workplace safety remain a top priority across all 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?

In compliance with ISO 45001:2018 certification requirements, TVS Motor conducts regular Hazard Identification and Risk Assessment (HIRA) studies across all its sites. This systematic approach ensures consistent risk identification and mitigation throughout the company's operations. Based on insights from these safety audits, multiple proactive hazard control measures have been implemented across plants to enhance workplace safety and minimize potential risks.

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 a robust digital platform called 'Safetymint' that is the cornerstone of its safety reporting process. The platform, is integral to its operations, allowing seamless reporting, investigation of incidents, and dissemination of learnings across all units including supporting departments such as R&D, Quality Assurance, Canteen, Scrap Yard, and others, ensuring a secure and confident reporting process.



Additionally, the 'Snakes and Hazard' program is a collaborative effort that involves all employees. It allows employees to report any equipment-related abnormalities, empowering them to identify new hazards and collaborate with relevant stakeholders, particularly the Plant Maintenance Department, to address and mitigate these issues.

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

Yes. TVS Motor Company's Occupational Health Centre (OHC) operates 24/7, ensuring accessibility for all employees, including contract workers. The OHC provides medical care and treatment for both work-related and non-work-related injuries and illnesses, promoting overall employee well-being.

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

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.20	0.39
Total recordable work-related injuries	Employees	0	0
	Workers	3	4
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

TVS Motor is committed to creating a safe and healthy workplace for its employees. These measures align with industry best practices, occupational health and safety standards, and sustainability principles. Key initiatives include:

- **Four-Stage Safety Clearance Process:** Implemented for new equipment to ensure safety is integrated from the design stage. Similarly, safety clearance for layout changes ensures that OHS control measures are incorporated during the design or modification of layouts, minimizing risks.
- **My Safety Index (MSI) Calibration:** In FY '25, the company transitioned from Plant Safety Score to My Safety Index (MSI). MSI is a single KPI representing the overall Occupational Health & Safety performance across plants, indirect areas, and functions. It evaluates safety through three significant elements: safety culture, processes, systems, governance, and technology, ensuring a holistic approach to workplace safety. For FY 2024-25, the overall MSI score was 81%.
- **Partnership with dss+ (Dupont Sustainable Solutions):** To transform safety culture from the 'dependent' to an 'independent' stage. FY 2024-25 ended with the progress to the early independent stage through the TICK—Transform, Inspire, Commit, Keep-up program.
- **Proactive Hazard Control Measures:** 598 proactive hazard control measures have been implemented across plants, including equipment safety features for 3D printing machines, abrasive coating machines, etc. Conforming to ISO standards, 'Advanced Water Mist Fire Protection' has been extended to engine test cells in QAD and R&D.

Other initiatives include:

- **Contractor Management Centre (CMC):** Assists contractors in effectively managing safety programs, ensuring they are well-equipped with safety protocols.
- **Driver Management Centre (DMC):** Addresses road safety challenges by providing safe commuting for employees and responsible transportation of goods. Under DMC, drivers are trained on defensive driving, other toolkits, and journey risk management training, establishing better coordination and risk-free association.
- **Progressive Disciplinary Action Guidelines:** Enforce adherence to critical safety rules.
- **Ergonomic Assessments (Rapid Upper Limb Assessment and REBA: Rapid Entire Body Assessment):** Evaluate employee fatigue and posture.

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

Category	FY 2024-25			FY 2023-24		
	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.

At TVS Motor, two significant identified risks are propane storage and battery pack manufacturing. To mitigate these risks, Hazard and Operability (HAZOP) analysis and Quantitative Risk Assessment (QRA) are conducted before facility installation. We have taken a proactive approach by deploying advanced fire detection and suppression systems, reassuring stakeholders of our commitment to effective risk management. Additionally, mitigation measures are reviewed every six months, with corrective actions implemented to maintain a safe working environment.

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 24-25

3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Particulars	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 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	0	0	0	0
Workers	0	11	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

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	97%
Working Conditions	97%

Detailed break-up: 100% Suppliers (out of 112 no.) and 95% Dealers (out of 100 no.) under FY24-25 MSI initiative



The Company actively collaborates with its value chain partners, striving not just to meet industry standards, but to redefine them. TVS Motor's 'My Sustainability Index' (MSI) is designed to drive innovation, foster transparency, and create a ripple effect that could redefine industry benchmarks. By systematically assessing and training its value chain partners in a phased approach, the Company ensures compliance with legal and ethical standards while promoting a network-wide transformation toward sustainable practices. In FY24- 25, MSI calibration included 112 suppliers, 57% of suppliers (based on spending), and 100 dealers.

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.

TVS Motor Company is working towards ensuring safe and healthy working conditions across its supply chain. The Company proactively assesses its value chain partners' health and safety practices, identifying potential risks and implementing corrective actions. Key risks and mitigation measures include:

Sustainability at Dealers

- **Fire Readiness:** The Company requires its dealerships to implement fire safety measures, which include fire detection systems, extinguishers, and first aid kits. In the fiscal year 2024-25, 222 dealerships adopted these protocols to mitigate risks and protect their assets.
- **Fire Safety Training:** Fire safety training sessions were held during the reporting year. These sessions provided essential knowledge and risk mitigation strategies, significantly enhancing the safety of dealership and warehouse environments. They improved preparedness and response capabilities, ensuring a safer workplace. Approximately 490 participants attended these sessions, contributing to the company's overall safety culture.
- **Road Safety Campaign:** In January 2025, a nationwide road safety campaign was conducted across dealerships in major cities and 19 area offices. This campaign emphasized safe driving practices and traffic awareness. Through 480 dedicated events, it successfully engaged and educated 33,338 individuals, making a significant contribution to road safety and responsible mobility. This achievement reinforces the Company's commitment to the community and responsible business practices.
- **Water Conservation:** The Company's Dry Wash Initiative at dealer workshops aims to conserve water by utilizing steam and waterless cleaning techniques. This initiative reduces wastewater while ensuring effective vehicle maintenance with minimal environmental impact. By promoting these sustainable practices, the initiative aligns with the company's commitment to environmental responsibility and sustainability.

Sustainability at Suppliers

- In FY 2024-25, the Company organized regular safety training sessions to address workplace hazards, fire risks, and emergency response, while risk assessments identified safety gaps for corrective actions.
- During the reporting period, the Company organized 112 supplier capacity-building sessions to raise awareness on energy-efficient measures, water conservation initiatives, waste minimization, recycling programs, and emission reduction to enhance sustainability.

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 continually improves its proactive engagement with all stakeholder groups, viewing this as crucial to building partnerships. It has adopted a stakeholder engagement approach that ensures comprehensive dialogue. This approach involves identifying stakeholders' risks, concerns, challenges, and future perspectives, fostering collaboration and informed decision-making.

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, Newspapers and Advertisements, showroom enquiries, customer satisfaction surveys, after-sale services	Continuous	Regular engagement with customers, satisfaction assessments, and various market studies help identify principal concerns. These concerns encompass product and service excellence, prompt delivery, competitive pricing, and the fuel economy of vehicles
Dealers	No	E-mail	Continuous	The ambit covers managing dealer systems, organizing dealer and cluster gatherings, providing training on the latest products and company guidelines, conducting facility tours, and maintaining regular communication. Primary issues involve product quality, pricing and margins, product management, technological advancements, catering to varied customer needs, and the availability of skilled personnel
Employees	No	Email, SMS, Notice board, policies, codes and procedures	Monthly, quarterly, and annual as applicable	The scope encompasses conducting performance evaluations, employee engagement, managing grievance procedures, and facilitating trainings and workshops. Central issues include strategies for career development and effectively communicating policies related to employees.
Workers	No	Notice Board, Forums, Committee meetings, consultative collective bargaining process	On-going	The activities include internal forums, sessions with the Director and CEO, and meetings of the plant safety committee. Principal issues cover resolving grievances, addressing occupational health and safety matters, along with additional employee benefits.
Community	No	Community Meetings	Continuous	The focus is on evaluating community requirements, engaging in village events, attending gram sabha meetings, and executing community programs by the SST. Chief concerns include public health and sanitation, infrastructure development, employment opportunities, and educational enhancement
Policy Makers	No	Email, meetings	As-needed basis	Involvement in policy advocacy and collaboration with industry associations.



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
Regulatory Bodies	No	Email, meetings	As-needed basis	The process involves submitting reports, conducting inspection tours, and holding meetings as required by directives. The main issues concern adherence to regulations and maintaining clarity in reporting.
Shareholders/ Investors	No	Email, Website, Meetings, AGMs, Analyst calls etc	Quarterly and annual	The scope encompasses participating in investor forums, managing corporate communications, conducting annual general meetings, and sending annual reports. Key issues include the company's strategic direction and performance, future objectives & ESG performance, and shareholder returns.
Vendors, Transporters and Suppliers/Service Providers	No	Email, Meetings	Monthly	Initiatives by the supplier development group, such as supplier encounters, visits and assessments, are underway. The main issues being addressed include enhancing communication within the supply chain about strategic planning and updates on rejected financial transactions; coordinating schedules; coping with variable order quantities; securing proactive participation from suppliers in achieving new product development goals; as well as implementing a system for supplier performance recognition and rewards

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.*

Engagement Activities:

- Regular Meetings and Discussions: Business and functional heads engage with stakeholders through bi-monthly meetings and open dialogues, ensuring a consistent flow of communication and feedback.
- Surveys and Feedback Mechanisms: TVS Motor values stakeholder perspectives and actively seeks them through surveys and other feedback mechanisms.

Utilizing Stakeholder Input:

- Data Analysis and Insights: Feedback from these engagements is compiled, analyzed, and transformed into actionable insights and recommendations.
- Informing Board Decisions: This collaborative process ensures that stakeholder interests and concerns are considered, promoting a team approach to decision-making.

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

Yes, through a comprehensive evaluation of its internal operations and external environment, TVS Motor identifies key stakeholder groups, including investors, employees, customers, dealers, suppliers, communities, CSR partners, industry associations, and regulators.

Identification of Key Stakeholders:

- Stakeholder Mapping: TVS Motor systematically maps stakeholders across the value chain, categorizing them based on their internal roles or external influence on business operations. Key stakeholders include investors, employees, customers, dealers, suppliers, communities, CSR partners, industry associations, and regulators.

Continuous Interaction and Dialogue:

- Active Engagement: The company maintains ongoing engagement with stakeholders through regular meetings and open discussions, fostering a collaborative and transparent environment.

Assessment and Response Tools:

- **Feedback Mechanisms:** TVS Motor utilizes various tools, such as surveys, to gather stakeholders' views and opinions, ensuring their voices are heard and considered in decision-making processes.

Evaluation and Actionable Insights:

- **Strategic Recommendations:** Feedback collected from stakeholder interactions is analysed and transformed into practical insights and strategic recommendations, guiding the company's actions and policies.

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.

In the last FY23-24, the Company conducted a double materiality assessment to analyse its sustainability impacts and risks. The assessment involved ~500 stakeholders from six groups and identified 19 material issues, with 10 deemed 'Critical' due to their significant influence on business activities and strategies. The Company plans to repeat this assessment every three years to address emerging risks and opportunities. Details of the outcome of the assessment is available in our [Sustainability Report for FY 23-24](#)

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

TVS Motor Company is committed to social responsibility and actively collaborates with local communities to drive meaningful change. Through direct engagement and third-party assessments, the company gathers community feedback to shape its Corporate Social Responsibility (CSR) initiatives. These initiatives, implemented in partnership with Srinivasan Services Trust (SST), focus on creating a sustainable and lasting impact by addressing present and future community needs.

SST's "Inclusive Change" program is designed to promote holistic development across key areas:

- **Environment:** SST raises awareness about soil erosion, deforestation, and climate resilience while promoting tree plantation and sustainable agricultural practices. Farmers are actively encouraged to adopt eco-friendly methods for long-term sustainability.
- **Healthcare:** Preventive healthcare programs prioritize maternal and child health, nutrition, and access to essential care. Initiatives such as toilet construction, clean water supply, and hygiene promotion help prevent diseases and improve overall well-being.
- **Livelihood Development:** SST empowers individuals and self-help groups (SHGs) by facilitating access to government welfare programs, fostering economic self-sufficiency, and supporting skill development.
- **Social Development:** Community-driven initiatives enhance overall social well-being, fostering inclusivity and growth.
- **Education:** SST ensures that children have access to quality education, supporting their academic development and future opportunities.

By implementing these focused initiatives, TVS Motor Company and SST work towards building stronger, self-reliant communities, driving positive social change for generations to come.



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 2024-25			FY 2023-24		
	Total (A)	No. of employees/workers covered (B)	% (B / A)	Total (C)	No. of employees/workers covered (D)	% (D / C)
Employees						
Permanent	4,719	0	0	4,129	0	
Other than permanent	4,983	0	0	2,971	0	
Total Employees	9,702	0	0	7,100	0	
Workers						
Permanent	1,803	0	0	1,850	0	
Other than permanent	0	0	0	1		
Total Workers	1,803	0	0	1,851	0	

Note: TVSM established its Human Rights Policy in FY24-25 and is in the process of developing training modules and plans to undertake human right assessment in the coming year; hence the numbers for FY 23-24 have been revised to NIL

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

Category	FY 2024-25					FY 2023-24				
	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)
Employees										
Permanent	4,719	0	0.00	4,719	100%	4,129	0	0.00	4,129	100%
Male	4,037	0	0.00	4,037	100%	3,579	0	0.00	3,579	100%
Female	682	0	0.00	682	100%	550	0	0.00	550	100%
Others	0	0	0.00	0	100%	0	0	0.00	0	100%
Other than permanent	4,983	0	0.00	4,983	100%	256	0	0.00	256	100%
Male	3,947	0	0.00	3,947	100%	221	0	0.00	221	100%
Female	1,036	0	0.00	1,036	100%	35	0	0.00	35	100%
Others	0	0	0.00	0	100%	0	0	0.00	0	100%
Workers										
Permanent	1,803	0	0.00	1,803	100%	1,851	0	0.00	1,851	100%
Male	1,802	0	0.00	1,802	100%	1,850	0	0.00	1,850	100%
Female	1	0	0.00	1	100%	1	0	0.00	1	100%
Other than permanent										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0

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

a. Median remuneration / wages:

Particulars	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	7	INR 41,89,589	1	-
Key Managerial Personnel	2	-	-	-
Employees other than BoD and KMP	5834	INR 14,00,000	683	INR 13,27,048
Workers	3,947	INR 1,28,458	1,036	INR 1,22,488

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

Particulars	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	8.58%	5.75%

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 to address human rights impacts and issues at its plant level. The Company's human rights policy aligns with international conventions, including the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights. These frameworks guide the Company's commitment to ethical labour practices, fair treatment, and workplace rights.

TVS Motor's Supplier Sustainability Code of Conduct is a comprehensive framework that promotes human rights protection and responsible business practices across its supply chain. It prohibits child labour, forced labour, and human trafficking, ensuring compliance with international and local laws. Suppliers must provide fair wages, safe working conditions, and reasonable hours, prioritizing workplace health and safety through training and hazard prevention.

The Code upholds freedom of association, allowing employees to form unions without retaliation, and enforces non-discrimination. Suppliers are recommended to have grievance mechanisms and protection for whistleblowers. TVSM ensures compliance through audits, corrective actions, and training, thereby fostering an ethical and sustainable supply chain that stakeholders can trust.

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

The Company has established strong grievance redressal mechanisms to address human rights concerns and ensure a safe and ethical workplace. At the plant level, committees such as the Prevention of Sexual Harassment (POSH) Committee and the Ethics Committee handle employee grievances related to human rights and ethical conduct.

The Whistleblower Policy provides employees a secure platform to report concerns without fear of retaliation, promoting transparency and accountability. Additionally, the POSH Internal Committee (PIC), formed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act of 2013, investigates complaints to ensure a respectful work environment.

The Company has incorporated grievance redressal sensitization into its employee induction program to enhance awareness. Regular workshops, group discussions, online training sessions, and awareness initiatives educate employees on human rights issues and workplace safety.

TVS Motor demonstrates its commitment to safeguarding employee rights and maintaining an equitable and ethical workplace culture through these structured mechanisms.



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

Category	FY 2024-25			FY 2023-24		
	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	11	1	Enquiry in progress	1	1	Enquiry in Progress
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced Labour/Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
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:

Particulars	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	11	1
Complaints on POSH as a % of female employees / workers	0.58	0.18
Complaints on POSH upheld	0	1

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

TVS Motor is committed to maintaining a workplace free from discrimination and harassment, ensuring employees can report concerns without fear of retaliation. To provide a safe reporting environment, the Company has implemented a robust Whistleblower Policy and a Prevention of Sexual Harassment (POSH) Internal Committee. These provide formal platforms for employees to report grievances, including those related to discrimination and harassment, confidentially and without fear of retaliation. Any attempt to intimidate or retaliate against complainants is considered a violation of the Code of Conduct. Further, all complaints are addressed promptly to ensure swift and fair resolution.

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

Yes. Human rights requirements are key to the Company's business agreements and contracts. Suppliers and partners must follow the Supplier Sustainability Code of Conduct, which aligns with international human rights principles, including ILO standards and UN Guiding Principles on Business and Human Rights.

The Company's enforce compliance with child and forced labour prohibitions, fair wages, safe working conditions, non-discrimination, and ethical sourcing. These commitments are contractually binding, ensuring ethical labour practices. Regular audits and assessments monitor compliance, and violations are met with corrective action plans or business termination, demonstrating the seriousness of our stance on responsible and ethical operations.

10. Assessments for the year:

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

Note: In FY 24-25, 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.

In FY25, the company did not receive any human rights complaints. The company has a robust monitoring system to uphold and protect human rights within the organization. The Company has a well-established Human Rights Policy, Code of Conduct, Sexual Harassment Prevention, Fair Practices & Discrimination Policy which strengthens its commitment to maintaining an ethical, inclusive, and compliant workplace. This includes proactive approach of continuous awareness and sensitization through an annual certification system, reinforcing employee understanding of these critical policies.

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

TVS Motor is committed to social responsibility and the protection of human rights across its operations and supply chain. Through proactive Human Rights Due Diligence (HRDD), the company identifies and mitigates risks using international standards, as evidenced by its SA 8000:2014 certification across all manufacturing plants. In FY 2024-25, no human rights risks were identified, underscoring the Company's strong ethical standards and dedication to social accountability.

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:

The My Sustainability Index (MSI) is a strategic framework designed to systematically benchmark and train value chain partners. It ensures compliance with legal and ethical standards while promoting a network-wide shift toward sustainable practices.

In the fiscal year, 112 upstream suppliers and 100 downstream dealers were assessed using the MSI, ensuring a consistent and robust sustainability benchmarking approach across the value chain. By reinforcing sustainable practices, the MSI strengthens supply chain resilience and underscores TVS Motor's commitment to sustainability and excellence. Additionally, it supports the company's partnership model, promoting collaboration and shared responsibility among all stakeholders.

As part of new supplier onboarding, the company also conducted an SA8000 assessment to improve supply chain safety. Ninety-six value chain partners were audited for their safety compliance and supported in identifying around 100 improvements in safety and health.

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

The Company encourages its dealers to adopt eco-friendly practices, such as dry washing, to minimize water consumption. Additionally, they are required to implement comprehensive fire safety measures, including fire extinguishers, smoke and fire detectors, and thermal runaway boxes, ensuring a safe and compliant workplace.

In the FY 2024-25, thirty suppliers (30) developed their action plans to address gaps identified under the MSI assessment. As of date, they are working towards addressing these gaps and achieving the set targets with support from the Company through capacity building & training.



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 2024-25	FY 2023-24
From renewable sources			
Total electricity consumption (A)	Gigajoules	3,40,385.39	3,06,833.17
Total fuel consumption (B)	Gigajoules	0	0
Energy consumption through other sources (C)	Gigajoules	0	0
Total energy consumed from renewable sources (A+B+C)	Gigajoules	3,40,385.39	3,06,833.17
From non-renewable sources			
Total electricity consumption (D)	Gigajoules	17,617.68	22,499.84
Total fuel consumption (E)	Gigajoules	3,18,657.28	2,99,342.59
Energy consumption through other sources (F)	Gigajoules	0	0
Total energy consumed from non-renewable sources (D+E+F)	Gigajoules	3,36,274.96	3,21,842.43
Total energy consumed (A+B+C+D+E+F)	Gigajoules	6,76,660.35	6,28,675.6
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations in Crores)	Gigajoules	18.67	19.87
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	Gigajoules	385.66	588.65
Energy intensity in terms of physical output {Goods sold : (GJ/No of goods)}	Gigajoules	0.14	0.15
Energy 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)

Yes

If yes, name of the external agency.

Bureau Veritas (India) Pvt. Ltd.

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) 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

Not Applicable

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)			
(i) Surface water	kilolitres	24,943	16,329
(ii) Groundwater	kilolitres	5,58,185	5,40,422
(iii) Third party water	kilolitres	34,951	18,533
(iv) Seawater / desalinated water	kilolitres	0	0
(v) Others	kilolitres	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	kilolitres	6,18,079	5,75,284
Total volume of water consumption (in kilolitres)	kilolitres	6,85,168	7,51,457
Water intensity per rupee of turnover (Water consumed / turnover in crores)	kilolitres	18.90	23.65
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	kilolitres	562.33	703.33
Water intensity in terms of physical output (Goods sold : (KL/No of goods))	kilolitres	0.14	0.17
Water intensity (optional) - the relevant metric may be selected by the entity	kilolitres	-	-

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.

Bureau Veritas (India) Private Limited

4. Provide the following details related to water discharged:

Water discharge by destination and level of treatment (in kilolitres)	UoM	2024-25	2023-24
(i) To Surface water	kilolitres	0.00	0.00
- No treatment	kilolitres	0	0
- With treatment - please specify level of treatment	kilolitres	0	0
(ii) To Groundwater	kilolitres	0.00	0.00
- No treatment)	kilolitres	0	0
- With treatment - please specify level of treatment	kilolitres	0	0
(iii) To Seawater	kilolitres	0.00	0.00
- No treatment	kilolitres	0	0
- With treatment - please specify level of treatment	kilolitres	0	0
(iv) Sent to third parties	kilolitres	0.00	0.00
- No treatment	kilolitres	0	0
- With treatment - please specify level of treatment	kilolitres	0	0
(v) Others	kilolitres	4,06,561.00	3,26,112.00
- No treatment	kilolitres	0	0
- With treatment - please specify level of treatment (Tertiary treatment inhouse zero liquid discharge)	kilolitres	4,06,561.00	3,26,112.00
Total water discharged (in kilolitres)	kilolitres	4,06,561.00	3,26,112.00

Note:

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

Yes

Bureau Veritas (India) Pvt. Ltd

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 2024-25	FY 2023-24
Nox	MT	148.38	55.08
Sox	MT	55.52	78.51
Particulate matter (PM)	MT	84.79	111.92
Persistent organic pollutants (POP)		0	0
Volatile organic compounds (VOC)	PMP	4.1	4.3
Hazardous air pollutants (HAP)		0	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.

Bureau Veritas (India) Private Limited



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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) ³	tCO ₂ e	20,440.92 (CO ₂ – 0.98) (CH ₄ – 29.33) (N ₂ O – 43.3) (HFCs-22 – 77.44) (ODS – 660.78)	22,693.34 (CO ₂ – 0.85) (CH ₄ – 11.83) (N ₂ O – 1987.26) (HFCs-22 – 171.42) (ODS – 313.73)
Total Scope 2 emissions ¹⁶ (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) ³	tCO ₂ e	2,963.09	4,393.12
Total Scope 1 and Scope 2 emissions per rupee of turnover (Emission / turnover in crores)	tCO ₂ e/ Crore	0.65	0.71
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)		19.21	25.37
Total Scope 1 and Scope 2 emission intensity in terms of physical output (Goods sold (tCO ₂ e/No of goods))	(tCO ₂ e/No of goods)	0.0049	0.01
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity		-	-

Note:

1. Restatement of Scope 2 data for 2023-24
2. Emission data: Central Electricity Authority 2024; Department for Environment, Food & Rural Affairs(DEFRA) 2024

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.

Bureau Veritas India (Private) Limited

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

Yes

If yes, then provide details.

TVS Motor Company is committed to reducing its environmental footprint and conserving energy resources. To achieve this goal, the company implements several key initiatives, which not only contribute to a healthier planet but also lead to cost savings and improved operational efficiency.

- **Renewable energy mix:** TVS Motor Company actively relies on renewable energy sources, a strategy that has proven successful. As of 31 March, '25, 95.32% of its total energy mix was renewable energy. This includes augmenting its wind energy capacity and procuring green power through the Indian Energy Exchange. These efforts help reduce dependence on fossil fuels and associated emissions.
- **Energy Efficiency Upgrades:** TVS Hosur facility, a beacon of our commitment to sustainability, was certified under ISO 50001:2018 for its energy management systems. Additionally, provision for occupancy sensors in all R&D offices, elimination of heaters in washing machines etc.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)			
Plastic waste (A)	metric tonnes	582.23	504.32
E-waste (B)	metric tonnes	36.4	29.33
Bio-medical waste (C)	metric tonnes	0.629	0.39
Construction and demolition waste (D)	metric tonnes	0	0
Battery waste (E)	metric tonnes	792.25	114.17
Radioactive waste (F)	metric tonnes	0	0
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	metric tonnes	4,237.58	4,190.03
Other Non-hazardous waste generated (H)- Metallic waste, Composite Fibre, Paper, Wood, Cardboard, Thermocol, Rubber	metric tonnes	15,253.11	12,344.6
Total (A+B + C + D + E + F + G + H)	metric tonnes	20,902.199	17,182.84
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	metric tonnes	0.58	0.52
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	metric tonnes	16.52	15.49
Waste intensity in terms of physical output {Goods sold (Tonne/No of goods)}		0.0044	0.0039
Waste intensity (optional) the relevant metric may be selected by the entity			
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)			
Category of waste			
(i) Recycled	metric tonnes	17,967.76	13,556.80
(ii) Re-used	metric tonnes	0	0.00
(iii) Other recovery operations	metric tonnes	0	0.00
Total	metric tonnes	17,967.76	13,556.80
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)			
Category of waste			
(i) Incineration- BioMedical Waste	metric tonnes	0.70	0.38
(ii) Landfilling	metric tonnes	0	80.09
(iii) Other disposal operations- The remaining hazardous waste disposed to cement industry for Co-Processing	metric tonnes	2,933.81	2,906.14
Total	metric tonnes	2,934.439	2,986.61

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.

Bureau Veritas (India) Private Limited

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 is dedicated to achieving Zero Waste to Landfill across all operations. The Company's comprehensive waste management plan ensures responsible handling, disposal, and resource recovery, aligning with this ambitious goal and our broader vision of sustainability. During the reporting period, 3 of its manufacturing facilities in India were certified as "Zero Waste to Landfill Facility" by Confederation of Indian Industries (CII).

Hazardous Waste Management: Total hazardous waste generated is sent for co-processing in cement plants, which is converted into alternative fuel, minimizing environmental impact and promoting circularity.

Non-Hazardous Waste Management: All non-hazardous waste is recycled.

Continuous reduction of Hazardous & Toxic Chemicals: At TVS Motor, the Company's commitment to sustainability is ongoing. The Company has adopted a strategy focused on process optimization, material substitution, and sustainable sourcing to reduce hazardous and toxic chemicals. TVS Motor is continuously working towards phasing out hazardous substances, replacing them with eco-friendly alternatives, and implementing closed-loop recycling systems to minimize waste generation



11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity 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.
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
Not Applicable					

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
Not Applicable				

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 2024-25	FY 2023-24
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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
- 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

If yes, name of the external agency.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)- Across 11 categories	tCO ₂ 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 (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action taken, if any
1	Heat Recovery	Introduction of compressor waste heat recovery system powder coating process installed at Hosur Plant where waste heat recovery from compressor is utilized in place of burner	Reduction of Heat pump power consumption by 2.4 lakh units per annum (800 units/day) and Reduction of Fuel consumption by 54000 kgs per annum (180 kgs/day)	-
2	Glass water bottle	Glass water project implemented at Hosur and an average of 750 bottles are distributed daily to Hosur, TVS IQL, Electronic City and Koramangala offices.	Elimination of Single Use Plastic (SUP) water bottles preventing from Land & water contamination and Keeping employees hydrated.	-
3	Infrastructure upgradation	Sewage Treatment Plant of 400 KLD capacity established at Mysuru plant and the designed treated water quality parameters achieved.	Improve treated sewage water quality, less operational cost and Suitable for secondary applications.	-
4	Screw press	Bio-Sludge Dewatering unit with mechanical fine screen installed to remove the moisture from Sewage sludge generated during the treatment.	Reduces sludge volume, Dewatered sludge are repurposed as compost, Protects downstream equipment such as pumps and membranes from blockages.	-
5	Sustainable water management	TVSM has taken conservation efforts like rainwater harvesting, recycling, Zero Liquid Discharge, and process optimization to reduce freshwater dependency.	Achieved Water Positive certification across its manufacturing plants located in Hosur, Tamil Nadu with Water Positive Ratio – 1.21, Mysuru, Karnataka with Water Positive Ratio – 1.24 and Nalagarh, Himachal Pradesh with Water Positive Ratio – 1.49.	-



	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action taken, if any
6	Energy-Efficient EC fan	Conversion of conventional air supply unit blowers into energy efficient electronically commutated fans at Hosur Plant.	1000 Kwh reduction in paint plant power consumption	-
7	Compressor Optimization	Pressure based on load pattern was replaced using Compressor optimization at Hosur plant	Elimination of compressed air requirement which resulted in saving 31000Kwh per Year	-
8	Heat pump	Implementation of Heat pump system to pretreatment process at Hosur Plant.	Fuel Saving (410 Kg per Year of Propane)	-
9	Sensor Installation	Provision for occupancy sensor in R&D centre office areas	Power consumption reduction by (1100890 Kwh per Year)	-

6 Does the entity have a business continuity and disaster management plan?

Yes

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.

7 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.

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

Out of 445 critical suppliers 112 were targeted in phase I of My Sustainability Index (MSI) which constitute 57% of overall suppliers based on spend basis. Among Dealers 100 were targeted under Phase I of MSI where 95 dealers were assessed on environmental impacts.

9 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 top ten (in terms of value of purchases and sales, respectively) value chain partners

TVS Motor is actively exploring opportunities to earn carbon credits through the sale and widespread adoption of electric vehicles (EVs). The Company aims to generate verified carbon credits under national and international frameworks. The proposed strategy includes integrating digital MRV systems, engaging with carbon registries, and ensuring third-party verification for transparency. This approach not only supports India's Green Credit Programme but also reinforces the company's journey net-zero. As EV adoption grows, the Company envision's creating a scalable model that links green mobility to measurable environmental and economic value.

If (b), not applicable, to be specified

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 INDICATOR

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)
			Not Applicable		

The company does not have separate advocacy policy in place. The company collaborates with Industry associations to advocate public policy.

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:

Particulars	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	4.4	6.62
Directly from within India	84	93

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 2024-25	FY 2023-24
Rural	74.76	75.82
Semi-urban	10.79	0.00
Urban	12.96	2.41
Metropolitan	1.49	1.40

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 2024-25, 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	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (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

If NA

(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:*

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
		NIL		

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.*

Name of authority	Brief of the Case	Corrective action taken
	NIL	

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	85,000	100
2	Renovation of Anganwadis, schools, hostel, health centres, veterinary centres and other rural community infrastructure	1,00,000+	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	3,00,000+	75
4	Desilting of water storage bodies and channels	4,000+	75
5	Livelihood initiatives for women in Self-Help Groups	20,000+	70
6	Improving learning outcomes of children in primary and middle schools	5,200+	90
7	Improving life-skills among children	1,200+	90
8	Conducting awareness programs for agriculture and livestock farmers	50,000+	75
9	Beneficiaries of social security schemes	10,000+	95
10	Conducting hygiene awareness programs for children	7,000+	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 two-tiered complaint redressal system:

- Tier 1: General Complaints:
 - Channels: Customers can submit general complaints related to sales or service online or via email to customercare@tvsmotor.com
 - Resolution: A dedicated team within the sales or service department addresses these complaints.
- Tier 2: Escalated Complaints:
 - Scope: This tier handles unresolved complaints, disputes, and privacy-related concerns.
 - Process: The legal department manages these escalated issues, ensuring adherence to legal due process.

Customer Focus: TVS Motor Company has a company-wide policy of prioritizing customer satisfaction. This principle applies to the handling of all complaints at both parties.

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



3. Number of consumer complaints in respect of the following:

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (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	0	0	NA	0	0	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						

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

	Number	Reasons for recall
Voluntary recalls	41675	The company is carrying out detailed inspection and simultaneously ensuring affected customers issues are addressed with no additional monetary receipts
Forced recalls	0	NA

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.tvsmotor.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 comprehensive approach to safeguarding data privacy and security. It enhances detection and monitoring systems to ensure compliance with advertising regulations while optimizing service delivery processes to improve efficiency and reduce security risks. The company implements advanced cybersecurity measures, including frequent security audits to identify vulnerabilities and ongoing personnel training to strengthen awareness and threat prevention. TVS Motor also reinforces data privacy through updated privacy policies aligned with regulations, enhanced encryption methods to protect sensitive data, and continuous monitoring to ensure compliance. This proactive approach enables the company to maintain a secure and resilient data environment.

7. Provide the following information relating to data breaches:

	Number
Number of instances of data breaches	Nil
Percentage of data breaches involving personally identifiable information of customers	Nil
Impact, if any, of the data breaches	Nil

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 adheres to all disclosure requirements for its services in accordance with guidelines on product and service labelling within risk and disclosure categories. Additionally, it provides a comprehensive user manual to educate customers on the responsible usage of its products, ensuring transparency and informed decision-making.

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

TVSM utilizes various communication channels, such as email alerts, SMS notifications, website announcements, and social media updates, to promptly notify consumers about potential service disruptions or discontinuations. These proactive measures ensure transparency and enable consumers to take necessary precautions or explore alternative solutions.

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 is dedicated to ensuring clear and accessible customer communication, going beyond legal requirements. It provides detailed brochures and leaflets outlining its services, maintains a transparent website with comprehensive product and service information, and offers a mobile app for easy access to loan-related details. Additionally, the company conducts regular market research to understand customer needs, enhance product offerings, improve services, and refine grievance redressal processes.

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-Every year, TVS Motor Company (TVSM) conducts a customer satisfaction survey to gauge customer sentiments thru renowned agency along with JD Power.

In the fiscal year 2024-25, TVS Motor Company has achieved the **No. 1 overall ranking** in the **Customer Satisfaction Index (CSI)** with an impressive score of **857 out of 1000**.

Segment-wise Performance:

- Premium Segment: TVSM secured No. 1 position with a score of 869, surpassing the industry average of 836.
- Commuter Segment: TVSM proudly ranked No. 1 with a score of 859, exceeding the industry average of 838.
- Scooter Segment: TVSM claimed the top spot with a score of 852, outperforming the industry average of 834.

Additionally, TVS Motor Company secured the **No. 1 ranking across all attributes** in the CSI Survey, reaffirming its excellence in customer satisfaction as per the **JD Power Satisfaction Index**.

For and on behalf of the Board of Directors

PROF SIR RALF DIETER SPETH

Chairman

DIN: 03318908

Bengaluru
5th June 2025



INDEPENDENT PRACTITIONER'S REASONABLE ASSURANCE REPORT



To

The Board of Directors of TVS Motor Company Limited

Introduction and objectives of work

The Board of Directors of **TVS Motor Company Limited** (the 'Company') have engaged us for providing Assurance Report on identified sustainability information in the Business Responsibility & Sustainability Report (BRSR) of the Company for the Financial Year (FY) ended on March 31, 2025.

Intended User

The assurance statement is made solely for "**TVS Motor Company Limited (herein after TVS)**" and its stakeholders" as per the governing contractual terms and conditions of the assurance engagement contract between "TVS" and "Bureau Veritas". To the extent that the law permits, we owe no responsibility and do not accept any liability to any party other than "TVS" for the work we have performed for this assurance report, or our conclusions stated in the paragraph below.

Scope of Work

We have performed the **Reasonable Assurance engagement for BRSR (Core)** parameters and **Limited Assurance for non-core** parameters in accordance with International Standard on Assurance Engagements (ISAE) 3000(Revised) and in line with the requirements of Bureau Veritas's standard procedures and guidelines for external Assurance of Sustainability Reports, based on current best practice in independent assurance.

The reporting boundaries considered for the BRSR Report for the FY 2024-25, cover the 2 & 3-wheeler (IC engines & Electric Vehicles) Manufacturing Plants, Corporate Office, Marketing Office, Test Track and Training Center.

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, 2nd Floor, Near BDA Complex, Sarjapur Road, 16th Main Road, Koramangala 3rd Block, Bengaluru, Karnataka, PIN Code -560034, India.

Office:

Prathik Tech Park, 93/4, Electronics City Phase 1, Bengaluru, Veerasandra Road, Electronic City, Bengaluru, Karnataka, PIN Code – 560100, India

As part of its independent Reasonable assurance, we assessed the appropriateness and robustness of underlying reporting systems and processes, used to collect, analyze and review the information reported. In this process, we undertook the following activities:

Assessment was conducted by means of physical site visits at Hosur Plant & Test Track, located in Tamil Nadu, Mysuru Unit in Karnataka, Nalagarh Plant in Himachal Pradesh, Corporate Office in Chennai, Tamil Nadu, IQL (training center) in Anekal, Karnataka and remote verification at both Electronic City and Koramangala offices in Bengaluru, Karnataka. Bureau Veritas team interviewed personnel of **TVS Motor Company Limited's** Environment, Employee Resource Management (ERM), Health & Safety (EHS) team, HR, Facilities, Finance and Accounts, Engineering, Purchase, Sustainability Team and other relevant departments.

- The assurance process involved carrying out an Assessment by experienced assessors from Bureau Veritas.
- The Company submitted performance data on reported BRSR (core) topics. The data pertaining to each plant was assessed by Bureau Veritas during the audit visit and through the process above described.
- Data on various BRSR (core) disclosures was assessed for the locations as mentioned above. Later, it was confirmed that the same assessed data went into preparation of the final data within the BRSR Report of FY: 2024-25.

Management Responsibility

The Selection of reporting criteria, reporting period, reporting boundary, monitoring and measurement of data, preparation, and presentation of information in the BRSR report are the sole responsibility of the **TVS Motor Company Limited** and its management. We are not involved in drafting or preparation of the BRSR Report. Our sole responsibility is to provide independent Reasonable Assurance on the BRSR report for the financial year ended 31st March 2025.

The reasonable assurance includes verification of the data and information on selected material BRSR Core topics reported at in the following:



Sl.No	Attribute	Parameter	Cross Reference to the BRSR
1	Greenhouse Gas (GHG) Footprint	Scope 1 Emissions	Principle 6, Question 7 of Essential Indicators
		Scope 2 Emissions	
		GHG Emission Intensity	
2	Water Footprint	Total Water Consumption	Principle 6, Question 3 of Essential Indicators
		Water Intensity	Principle 6, Question 4 of Essential Indicators
		Water Discharge	
3	Energy Footprint	Total Energy Consumed	Principle 6, Question 1 of Essential Indicators
		% from Renewable Sources	
		Energy Intensity	
4	Waste Management (Circularity)	Category-wise Waste Generation	Principle 6, Question 9 of Essential Indicators
		Waste Intensity & Recovery	
5	Employee Wellbeing and Safety	Spending on Well-being	Principle 3, Question 1(c) of Essential Indicators
		Safety Incidents	Principle 3, Question 11 of Essential Indicators
6	Gender Diversity	Wages Paid to Females	Principle 5, Question 3(b) of Essential Indicators
		POSH Complaints	Principle 5, Question 7 of Essential Indicators
7	Inclusive Development	MSME/Indian Sourcing	Principle 8, Question 4 of Essential Indicators
		Wages in Smaller Towns	Principle 8, Question 5 of Essential Indicators
8	Customer & Supplier Fairness	Data Breach Incidents	Principle 9, Question 7 of Essential Indicators
		Accounts Payable Days	Principle 1, Question 8 of Essential Indicators
9	Business Openness	Related Party Transactions & Concentration	Principle 1, Question 9 of Essential Indicators

Our Findings

On the basis of our methodology and the activities described above,

- Nothing has come to our attention to indicate that the BRSR disclosures are inaccurate or that the information included therein is not fairly stated.
- It is our opinion that Company has established appropriate systems for the collection, aggregation, and analysis of data on Sustainability/Non-Financial performance disclosures in the BRSR.
- The BRSR Report provides a fair representation of the Company's activities as included therein.
- The information is presented in a clear, understandable, and accessible manner, and allows readers to form a balanced opinion over the Company and status during the reporting period.

Limitations and Exclusions

Excluded from the scope of our work is any assurance of information relating to:

- Activities outside the defined assurance period.
- Positional statements (expressions of opinion, belief, aim or future intention) by **TVS Motor Company Limited** and statements of future commitment.
- Competitive claims in the report claiming, "first company in India", "first time in India", "first of its kind", etc.

Our assurance does not extend to the activities and operations of **TVS Motor Company Limited** outside of the scope and geographical boundaries as well as the operations undertaken by any subsidiaries or joint ventures of the Company.

This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist within the Report.

Statement of Independence, Integrity, and Competence

Bureau Veritas is an independent professional services company that specialises in quality, environmental, health, safety, and social accountability with over 196 years history. Its assurance team has extensive experience in conducting assessment over environmental, social, ethical and health and safety information, systems and processes.

Bureau Veritas operates a certified Quality Management System which complies with the requirements of ISO 9001:2015, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Bureau Veritas has implemented and applies a Code of Ethics, which meets the requirements of the International Federation of Inspections Agencies (IFIA), across the business to ensure that its employees maintain integrity, objectivity, professional competence and due care, confidentiality, professional behaviour, and high ethical standards in their day-to-day business activities.

The assurance team for this work does not have any involvement in any other Bureau Veritas projects with **TVS Motor Company Limited**.

Competence

The assurance team has extensive experience in conducting assurance over environmental, social, ethical, and health & safety information, systems and processes and an excellent understanding of Bureau Veritas standard methodology for the Assurance of Sustainability Reports.

**Restriction on use of Our Report**

Our Reasonable assurance report has been prepared and addressed to the Board of Directors of the **TVS Motor Company Limited** at the request of the company solely to assist the company in reporting on the Company's Sustainability performance and activities. Accordingly, we accept no liability to anyone other than the Company. Our deliverables should not be used for any other purpose or by any person other than the addressees of our deliverables. The Firm neither accepts nor assumes any duty of care or liability for any other purpose or to any other party to whom our Deliverables are shown or into whose hands it may come without our prior consent in writing.

Mr. Senthil Kumar. V**Lead Assuror****Bureau Veritas India Private Limited****Date: 05/06/2025****Place: Bengaluru, India****Mr. Munji Rama Mohan Rao****Technical Reviewer****Bureau Veritas India Private Limited****Date: 05/06/2025****Place: Hyderabad, India**