

Driving shared progress together

Our approach to social responsibility is centred on the belief that enduring progress is built through people — by creating safer workplaces, nurturing talent, strengthening inclusion and contributing meaningfully to the communities around us. Across our organisation, this commitment is reflected through a people-centric culture, continuous learning and capability building, strong health and safety practices, and community initiatives focused on mobility, livelihoods and social empowerment.

Our people

TVSM believes that its people are central to building a resilient, innovative and future-ready organisation. Guided by the understanding that every employee brings unique strengths, perspectives and potential, the Company seeks to create an environment where individuals feel valued, respected and empowered to contribute meaningfully towards collective progress. This emphasis on people-powered excellence continues to shape the way TVSM approaches talent development, organisational culture and long-term capability building.

How we cultivate excellence



Talent acquisition, retention, and management

We continue to strengthen our talent pipeline through structured and inclusive hiring practices designed to attract skilled professionals across functions and geographies. Campus recruits undergo structured induction and role-readiness programmes, while lateral hiring is supported through defined recruitment processes and cloud-based assessment platforms that enhance transparency, efficiency and data security.

Our retention approach is centred on long-term career growth, internal mobility and employee engagement. More than half of the positions filled during the year were through internal hiring, reflecting our focus on nurturing talent from within and creating meaningful growth pathways. Long-term incentives and the proposed ESOP framework further reinforce alignment between employee contribution and the Company's sustained growth ambitions.

Our performance management framework aligns individual goals with organisational priorities through ASmart goal-setting and the integration of Managing Points and Checking Points (MPCP), ensuring measurable outcomes and role clarity. The framework includes 360-degree feedback and annual appraisals covering all employees, supporting continuous improvement, succession planning and leadership pipeline development under the oversight of the NRC.

Ethics and compliance are embedded into the system through mandatory annual Code of Conduct training covering areas such as human rights, labour practices, environmental responsibility and POSH, while PMS practices are independently audited against standards such as IATF 16949, SA8000, ISO 45001, ISO 14001 and others.



Diversity, equity and inclusion

We believe that a diverse and inclusive workforce strengthens innovation, operational excellence and long-term organisational resilience. Our approach to diversity, equity and inclusion is centred on creating a workplace where varied perspectives, backgrounds and experiences are valued, while ensuring fair opportunities for growth, leadership and participation across the organisation. During the year, women represented 21% of blue-collar roles and 15.5% of white-collar roles, while employees under DAP accounted for 4% of the workforce, reflecting continued progress in strengthening inclusion across the organisation.

We support this commitment through merit-based talent practices, gender-neutral parental policies, flexible work arrangements, childcare support, menstrual leave and targeted programmes aimed at advancing women across functions and leadership roles. The Company is also focused on expanding opportunities for persons with disabilities through accessible workplaces, assistive technologies and dedicated support systems that enable employees to contribute and grow effectively. Our zero-tolerance approach towards discrimination and harassment, together with structured sensitisation, grievance redressal and inclusion initiatives such as the Women Resource Group and Unnati programme, continues to strengthen a workplace culture built on respect, equity and belonging.



CASE STUDY



Shared journeys, stronger voices

We continued to strengthen inclusion through culture-building moments across the year in FY 2025-26. On International Women's Day, more than 700 women colleagues came together through a month-long series of engagements centred on community, growth and everyday allyship. Framed around the theme 'Give to Gain', these interactions created space for women leaders and allies to share their journeys, encourage confidence and reinforce the everyday choices that help build a more supportive workplace.

01 02

Learning and Development

We continue to foster a culture of continuous learning, leadership development and innovation, recognising that future-readiness depends on the strength of our people capabilities.

At the centre of this effort is the Institute of Quality & Leadership (IQL), established in 1987, which drives workforce readiness, cultural development and capability building across the organisation.



Supported by global institutional partnerships, job rotations, digital learning platforms and immersive technologies such as AI, VR and AR, our learning ecosystem equips employees with future-focused skills across mobility software, analytics and digital transformation, while also strengthening leadership depth and cross-functional capability building.

Learning at TVS also integrates sustainability, ethics and responsible business practices into everyday capability development. Programmes such as the Sustainability Ambassador Programme (SAP), sustainability workshops and specialised awareness sessions help embed ESG thinking across operations, suppliers and dealer networks, while mandatory annual training on the Code of Conduct, POSH and compliance practices reinforce responsible workplace behaviour across the organisation. During the year, 100% employees completed mandatory compliance training modules, reflecting our continued emphasis on responsible and values-led organisational culture.

100%

Employee strength that has completed the compliance training modules

Occupational Health and Safety

Safety remains central to our social licence to operate. Our occupational health and safety systems are designed to create safe workplaces, strengthen preventive controls and embed responsibility across levels. In FY 2025-26, this was supported by plant-level interventions, behaviour-based safety programmes, emergency response mechanisms, ergonomics improvements, shop-floor systems and structured governance practices across manufacturing locations.

During the year, the My Safety Index achieved an average score of 84.5. This reflects stronger calibration and oversight across all Indian manufacturing locations of Hosur, Mysuru & Nalagarh.

Safety efforts also extended into awareness and outreach, with ~300,000 individuals reached through road-safety campaigns conducted across ~2,200 events in partnership with dealerships, Area Offices and community networks.

~3 Lakh

People reached through road safety campaigns across 2,000+ events



Employee engagement

We continue to strengthen a people-centric and values-led workplace culture through initiatives that encourage participation, collaboration and shared purpose. Our engagement approach is anchored around communication, consultation, engagement and participation, helping build greater awareness and collective action around themes such as sustainability, safety and well-being. During FY 2025-26, thematic campaigns on climate resilience, water stewardship, road safety and employee well-being reached several thousand employees, value chain partners and community members.

We also foster engagement through collaborative learning and inclusive workplace initiatives such as Communities of Practice, the 1Up 1Down peer learning framework, Fun at Work, Sportitude and Confluence, which encourage teamwork, knowledge-sharing and cross-cultural connectedness. Programmes such as the Operator to Engineer initiative further support internal growth and capability building, reinforcing our commitment to long-term workforce development and employee participation.

Employee well-being

Employee well-being remains central to our human capital and sustainability approach, with a strong focus on physical, mental, social and financial wellness. Through Occupational Health Centres, periodic health check-ups, comprehensive medical insurance coverage and ISO 22000-certified canteens, we continue to strengthen healthcare access and workplace well-being across operations. During the year, 100% employees and workers remained covered under medical insurance and regular health check-ups.

Our well-being initiatives also extend to mental and emotional resilience through programmes such as YourDOST and PROMOTE in collaboration with NIMHANS, which provide counselling, crisis intervention and wellness support to employees and their families. The My Health Index (MHI) further strengthened our preventive healthcare approach through personalised health assessments and tailored wellness interventions designed to improve long-term employee health outcomes.

1,100

Employees assessed through
MHI in FY 2025-26



CASE STUDY



The everyday system that keeps TVSM moving

Long before the first machine starts running at TVSM's Hosur shopfloors, another engine is already at work — the employees dining canteen that serves nearly 22,000 meals a day with remarkable speed, consistency and care. What began in 1979 as a modest initiative serving just 80 meals has evolved into one of the Company's most quietly powerful people-centric systems.

Operating almost round-the-clock, the canteen supports employees across shifts with nutritious, freshly-prepared meals designed around both taste and well-being. From millet-based dishes and herbal rasam [herbal soup] to calorie-tracking through an internal app, the focus extends beyond food to employee health and energy.

Behind this lies a deeply human philosophy. Whether serving factory workers, office staff or visitors, the spirit remains unchanged — no one who comes into the factory premises leaves hungry. Supported by a 145-member team, the canteen reflects TVSM's broader belief that caring for people is not an initiative, but a culture woven into everyday operations.

Embedding sustainability across the value chain

Our approach to sustainability increasingly extends beyond our own operations and into the wider ecosystem that supports our business. Across suppliers, dealers and customer interfaces, we continue to strengthen governance, transparency and accountability practices to build a more resilient, responsible and trust-led value chain.

Suppliers

Our relationship with suppliers is guided not only by quality and business performance, but also by expectations around sustainability, ethics and human rights. This reflects our effort to build a more resilient and responsible value chain rather than treating procurement as a purely commercial function.

In FY 2025-26, this agenda advanced through wider supplier calibration under the My Sustainability Index. A total of 320 suppliers were calibrated during the year, extending ESG oversight and capability-building deeper into the value chain. This signals a stronger move towards governance systems that travel beyond our own operations and into the wider ecosystem that supports our business.

320

Suppliers assessed
in FY 2025-26

95.4%

Local sourcing



Dealers

Dealers play an important role in extending our governance and customer-trust standards into the market. We have made a growing effort to integrate dealer practices into wider sustainability and governance systems, recognising that responsible growth depends not only on internal processes, but also on the behaviour and capability of partner networks.

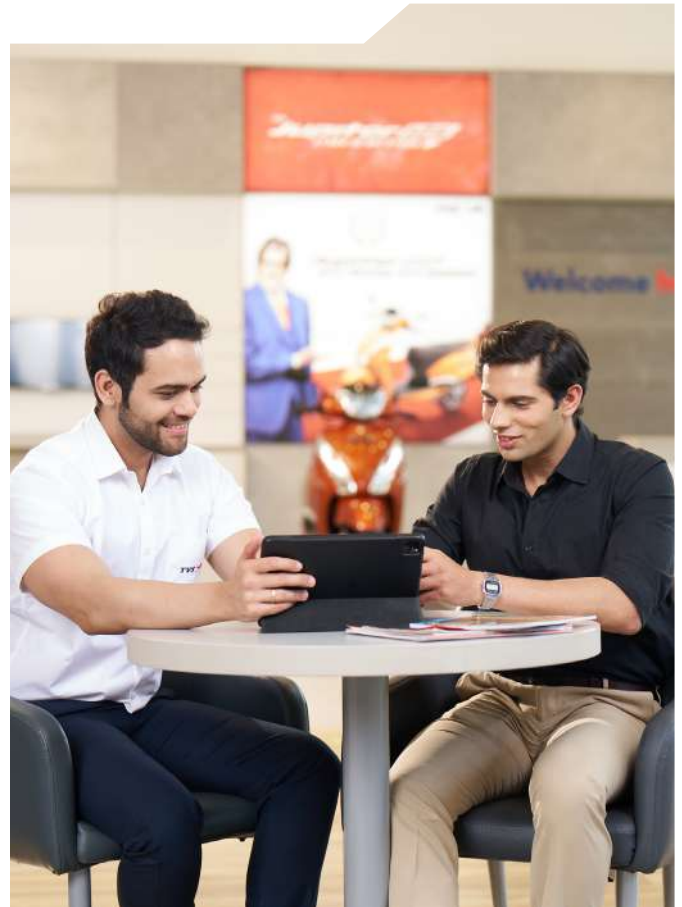
This effort strengthened in FY 2025-26, with 617 dealers calibrated under the My Sustainability Index. In addition, the dealer TQM cluster approach was strengthened to drive improvements in customer satisfaction, market share and profitability, covering 300+ dealers through leadership-led change management workshops and stronger daily work management practices.

300+

Dealers covered under
TQM cluster approach

617

Dealers assessed in
FY 2025-26



Customers

Customer trust remains central to our governance approach. Customer satisfaction is monitored through structured real-time feedback, dealer inputs and multiple customer touchpoints such as N30 PSF calls, while responsible marketing, product-use communication and service support remain important parts of the customer journey. We continue to lay a keen emphasis on honest advertising and direct engagement across geographies.



Paving the road to lasting impact

At TVSM, we believe that long-term business success must go hand in hand with community progress and social development. Through sustained engagement and institution-led interventions, we continue to focus on enabling more self-reliant, inclusive and resilient communities across the regions it touches.

The Company drives its CSR initiatives primarily through the Srinivasan Services Trust (SST), which focuses on long-term rural transformation using the Total Community Involvement (TCI) model, which focuses on participatory planning, execution and community ownership. The approach is designed not merely to deliver interventions, but to build resilience, strengthen local capabilities and create long-term self-sufficiency within communities.

The Company's CSR initiatives span livelihood generation, women empowerment, healthcare, education, skill development, environmental sustainability and rural infrastructure development. Increasing emphasis is also being placed on supporting climate-resilient livelihoods, sustainable agriculture and inclusive access to emerging opportunities linked to cleaner technologies and evolving economic transitions.

By working closely with rural communities, women and youth, TVSM continues to focus on development models that are inclusive, scalable and locally rooted, ensuring that communities remain active participants in shaping their own progress and resilience.



Top: A family in Kavaramalai in Dharmapuri district, Tamil Nadu (India) with their ST community certificate, which is important for the eligibility of government welfare schemes



Farmers of Arpakkam village, Kollidam Block, Mayiladuthurai district, Tamil Nadu

Impact snapshot



2,500

Villages reached, strengthening rural resilience and equitable access to opportunities



1.6 Mn

People benefitted, creating inclusive social impact and supporting vulnerable communities in adapting to change



5,000+

Self-Help Groups (SHGs) facilitated, thus building community-led institutions for shared prosperity



60,000+

Women enrolled in SHGs, empowering women to lead the social change, ultimately becoming decision-makers within families and the society



950+

Schools renovated, expanding access to quality education, through creation of conducive learning environment



980+

Anganwadis renovated, enhancing early childhood development and nutrition, addressing intergenerational equity



190+

Other community structures renovated, strengthening collective resilience and social cohesion



140+

Health centres renovated, expanding access to affordable healthcare, reducing inequalities



530+

Water bodies/structures desilted, constructed, or repaired, securing water resilience to safeguard livelihoods in the face of climate stress



10 Lakh+

Trees planted, contributing to carbon sequestration and climate-smart landscapes



169 Cr litres

of water capacity enhanced, supporting sustainable agriculture and adaptation to water scarcity



₹150 Cr+

Annual income generated by women, advancing gender equity, financial resilience, and inclusive livelihoods

CASE STUDY

Modaiyur becomes a hub of micro-entrepreneurs



In Modaiyur village, Polur Taluk, Tiruvannamalai district, Tamil Nadu, the women of the Sri Selva Vinayagar Women Self-Help Group are transforming their lives through financial independence, entrepreneurship, and community leadership.

Formed in 2017 with SST's support, the SHG began by learning the importance of saving money through small internal contributions. Their growing financial discipline enabled them to secure a ₹3 lakh bank loan in 2019, followed by a transformational ₹17 lakh loan in 2023.

The funding helped members establish micro-enterprises, including dairy farming, tailoring, and agriculture-related businesses, generating monthly incomes of ₹3,000–₹9,000. SST also provided tailoring training, equipping the women with valuable livelihood skills and greater self-confidence.

Beyond economic empowerment, the Group has become a force for positive community action. Members have donated essentials to schoolchildren, encouraged slow learners through prizes, planted and maintained 250 saplings in schools, and supported village cleanliness initiatives.

Their inspiring journey has earned wider recognition, including the prestigious State-level Manimegalai Award for Best Women Self-Help Group. One member, Sasikala, was also selected to support Panchayat Level Federation audits in the Chetpet block.

[STORY AVAILABLE HERE](#)

CASE STUDY

Turning the tide on water scarcity



In the Yanadi tribal villages of Venkatagiri, Tirupati district, Andhra Pradesh, access to safe drinking water once came at the cost of time, health, and livelihoods. Families depended on open wells and borewells with high salt and chemical content, resulting in frequent water-borne illnesses among children and the elderly. Women walked up to 3 km daily to collect clean water, while households spent nearly ₹2,000–₹3,000 every year on medicines and treatment.

To address this challenge, SST launched the Potable Drinking Water Project across 11 Yanadi tribal villages and three schools. Through the installation of 14 water purification systems, nearly 3,200 people — including around 800 school students — now have access to safe drinking and cooking water close to home.

SST also enabled the formation of Village Development Committees (VDCs) to manage and maintain the systems sustainably. Each family contributes ₹5 for every 20 litres of water, helping ensure the long-term functioning of the facilities through collective community ownership. The initiative has significantly reduced the burden on women, improved community health, and brought renewed confidence and dignity to everyday life in the villages.

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CASE STUDY

Building back with hope





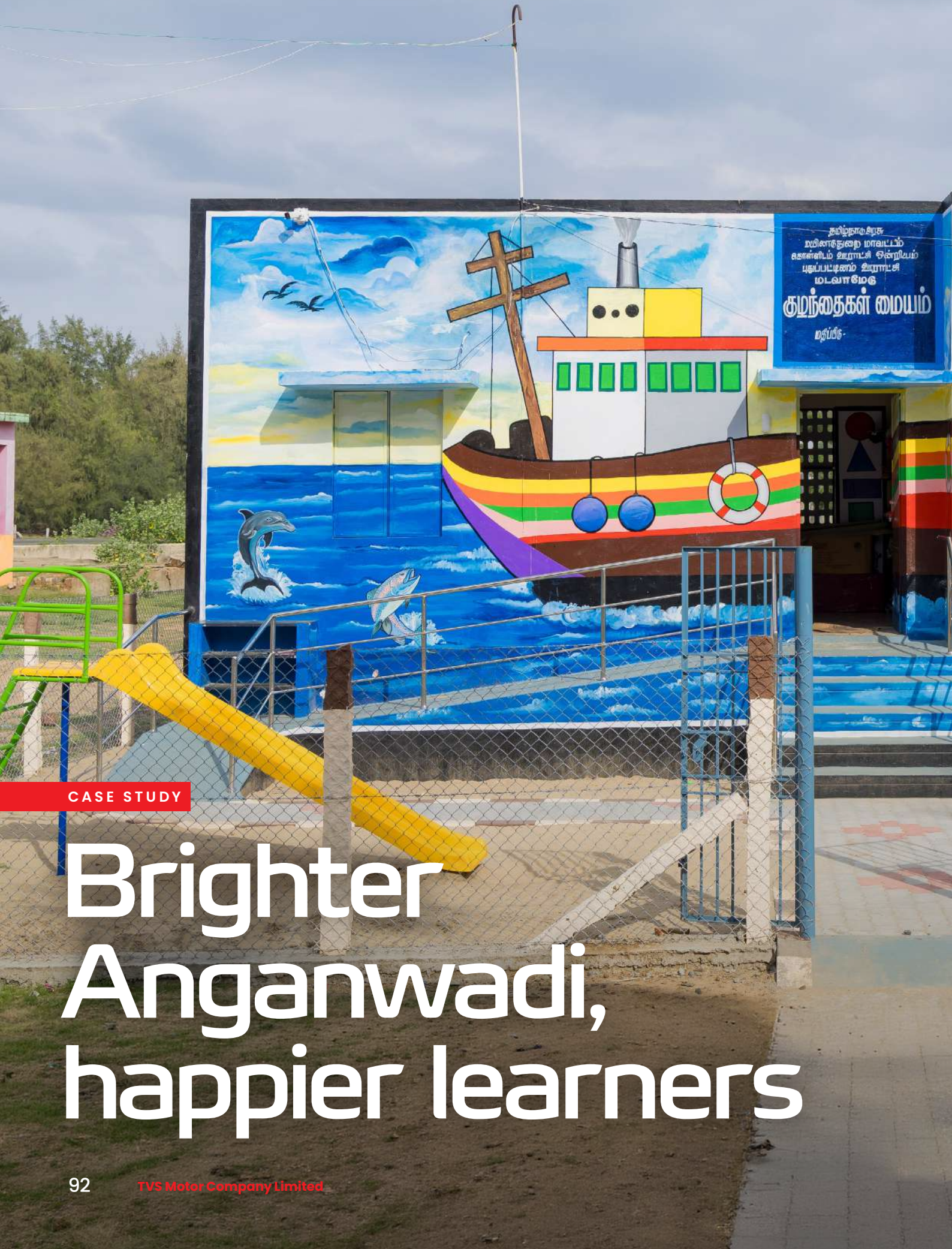
In Kombur village, Manjavadi Panchayat, Dharmapuri district, Tamil Nadu, Shri Ranjith's journey reflects how timely support and self-belief can transform lives. Raised by his grandmother after his parents separated during his childhood, Ranjith grew up in difficult financial circumstances. After completing school and an ITI course, he joined a private company in Salem, hoping to support his family. But earning ₹8,500 a month made him realise that sustaining a secure future would remain a struggle.

Instead of giving up, Ranjith decided to start a business of his own. During a Self-Help Group meeting attended by his grandmother and aunt, both members of SST-supported groups, he shared his idea of manufacturing camphor.

Recognising his determination, SST helped him form a Joint Liability Group (JLG), guided him through the loan process, and supported him in purchasing a camphor-making machine. Initially, he and his aunt had modest earnings by supplying local shops. With continued support from SST, including a ₹50,000 loan from Tamil Nadu Grama Bank and market linkages, the business steadily expanded.

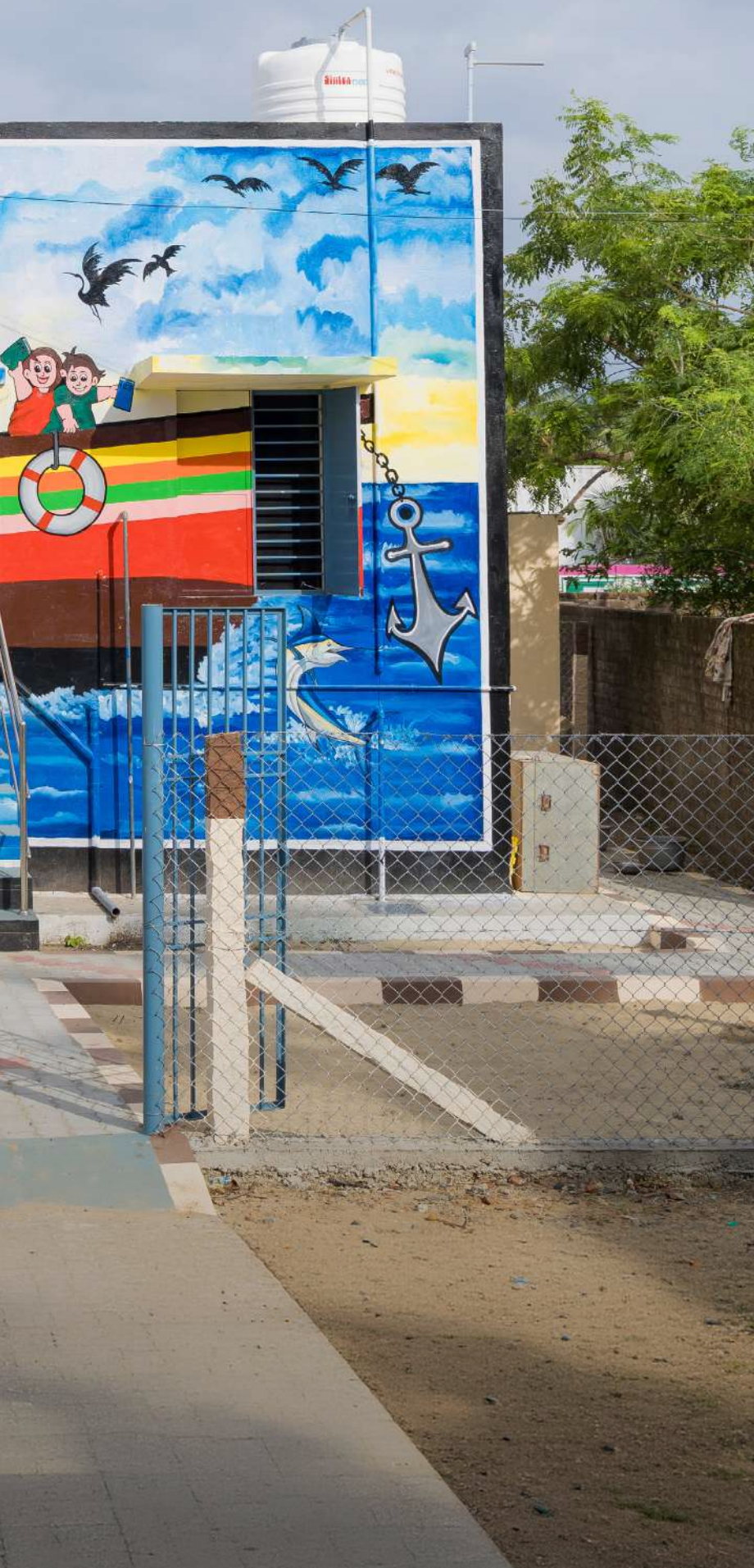
Today, Ranjith earns nearly ₹30,000 a month, while his aunt earns around ₹10,000 — bringing financial stability, confidence and renewed hope to their family.

[STORY AVAILABLE HERE](#)



CASE STUDY

Brighter Anganwadi, happier learners



In Madavamedu village, Pudupattinam Panchayat, Sirkazhi block, Mayiladuthurai district, Tamil Nadu, the local anganwadi has been transformed from a neglected and unsafe space into a vibrant centre of learning and care for young children.

The anganwadi once struggled with broken doors and windows, damaged walls, leaking roofs, and the absence of toilets or basic safety measures. During the rainy season, the space became damp and uncomfortable, while stray animals frequently entered the premises and contaminated food was prepared for children. Located on elevated ground without protective barriers, the centre also posed safety risks, making it difficult for teachers to focus on learning activities. As conditions worsened, parents gradually stopped sending their children, and attendance dropped to barely 15 students.

Recognising the urgent need for improvement, SST worked closely with parents, village leaders, and teachers to renovate the centre. The anganwadi now features colourful classrooms, improved safety measures, protective fencing, and greener surroundings that have created a welcoming environment for children. As of today, daily attendance has doubled to nearly 30–35 children, reflecting renewed trust among families and a happier, safer learning space for the community's youngest learners.

[STORY AVAILABLE HERE](#)