

September 27, 2022

To our stakeholders:

I am pleased to confirm that TVS Motor Company reaffirms its support to the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual *Communication on Progress*, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We are committed with these principles and are already sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,



K N Radhakrishnan
Director & CEO



Communication On Progress

Human Rights

TVS Principle 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS.

A) Complaints received on cases arising out of discrimination

- **Company direction, plan, and action**
 - Code of Conduct (CoC) clearly states that the Company is an equal opportunity employer and prohibits any kind of discrimination / favouritism based on gender, region, religion, race, caste, colour and is abided by laws of the land. All new recruits are covered through orientation on CoC and acknowledged by every individual.
- **Measures and Outcome**
 - An e-module on CoC is developed and 100% coverage is tracked annually.
 - Complaints received on cases arising out of discrimination and number of complaints received in the year: None

B) Health and Safety

- **Company direction, plan, and action**
 - Periodical safety trainings have been organized and around 14,836 employees were covered in various safety topics. During National Safety Day celebration on 4th March 2022, around 7 suppliers & service providers were awarded for their excellence in safety performance.
 - Tika Utsav was organized to ensure 100% vaccination coverage for employees as well as their families. This was also rolled out to temporary staff, vendors, creche staff and other business associates of TVS Motor Company
- **Measures and Outcome**
 - The Company has achieved 100% vaccination (double dose) of all employees including service providers, tracking them using app-based IT system

TVS Principle 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

A) Human rights related grievances

- **Company direction, plan, and action**
 - All contract agreements with stakeholders have clauses pertaining to Industrial & labour laws compliance, which promotes human rights
 - 100% of stakeholders have been made aware of the grievance mechanism for any issues including human rights with clear redressal process.
- **Measures and Outcome**
 - Human rights related grievances and/or complaints: None Reported

Key Initiatives: (Internal Sources):

B) Diversity and Inclusion

- **Company direction, plan, and action**
 - Unnati: Second Career Programme for Women – Company has developed the programme “Unnati” keeping in mind the high dropout rate globally among women professionals due to personal reasons. Programme offers a platform to upskill, coach and join back the workforce with high levels of flexibility
- **Measures and Outcome**
 - Moving towards a more inclusive culture

Labour

TVS Principle 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS.

A) Child labour-related policy

- **Company direction, plan, and action**
 - Company's recruitment policy stipulates engagement of people above 18 years of age. Plants at all locations follow this guideline during talent acquisition process irrespective of color of the collar by validating the age through Government authorized certificates.
- **Measures and Outcome**
 - Engagement of child / adolescent labour is NIL at all Company's establishments.
 - This is 100% ensured through the Company's internal audit system.

Key Initiatives: (Internal Sources):

B) Union related negotiations

- **Company direction, plan, and action**
 - Through three tier negotiation process, the Charter of Demands submitted by the Employees Union at Hosur Plant was deliberated and finalized on various wage components and welfare benefits for a period of 4 years effective from 23.04.2021
- **Measures and Outcome**
 - Through Memorandum of Long-Term Settlement, the employees of Union at Hosur Plant were assured an increase of Rs 14000/- per month effective 23.04.2021
 - Post notification of minimum wages from respective State Governments, wages at all Plant locations revised to 8-10% above the notified minimum wages

Environment

TVS PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT.

A) CO2 emissions reduction and prevention of Hazardous waste

- **Company direction, plan, and action**
 - The Company has identified and prohibited using hazardous chemicals that pose risk to the environment as well as to the society.
 - Heavy Metal Restriction (HMR) - As per AIS 129
 - Persistent Organic Pollutants (POPs) as per Stockholm convention.
 - Company strictly adheres to internal material standard that restricts the usage of all the prohibited and declarable substances. Further, continuous training is imparted to its suppliers and internal teams for compliance
 - Shift towards EV: The market for iQUBE EV product was expanded into additional zones and product portfolio is being expanded
 - Light weighting: The weight reduction has helped to reduce the CO2 emission during manufacturing stage
 - Improved Energy (fuel) efficiency: The fuel economy of key products is increased by 2-4% through advanced technologies, friction reduction and light weighting. This increase in fuel economy will reduce the consumption of gasoline as well as CO2 emissions
 - Development of Flex Fuel Vehicle (FFV): The Company is developing flex fuel vehicle which can run on higher blends of ethanol.
 - Electricity consumption with renewable energies was 80.4% during the reporting year

- **Measures and Outcome**

- Electricity consumption with renewable energies resulted in CO2 emissions reduction of 61,386 tons during 2021-22
- Higher CO2 emissions reduction in future expected due to company's direction towards cleaner energy

Anti-Corruption

A) Corruption related policies

- **Company direction, plan, and action**

The company has established Whistle blower policy for :

- Doing business with integrity and display zero tolerance for any form of unethical behavior
- Vigil mechanisms are instituted by the Company to report concerns about unethical behaviour, Protected disclosures can be made by a whistle-blower through several channels to report actual or suspected frauds and violation of the Company's Code of Conduct
- The Company also has an established Internal Financial Control framework including internal for financial reporting, operating controls, and anti-fraud. Based on the periodical testing, the framework is strengthened, from time to time, to ensure adequacy and effectiveness of Internal Financial Controls.

- **Measures and Outcome**

- No Cases of complaints / cases of corruption and conflicts of interest.

TVS Motor Company: Communication On Progress | UN Global Compact(FY 2021-22)

Mapping of UNGC Principles

Principle No	Principles	Coverage in Business Responsibility Report
1	Businesses should support and respect the protection of internationally proclaimed human rights.	BRR Principle 3, Page 11-15 BRR Principle 5, Page 17-18
2	Make sure that they are not complicit in human rights abuses.	BRR Principle 3, Page 11-15 BRR Principle 5, Page 17-18
3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Internal (Shared in CoP)
4	The elimination of all forms of forced and compulsory labour.	BRR Principle 3, Page 11-15 BRR Principle 5, Page 17-18
5	The effective abolition of child labour.	BRR Principle 3, Page 11-15 BRR Principle 5, Page 17-18
6	The elimination of discrimination in respect of employment and occupation.	BRR Principle 3, Page 11-15 BRR Principle 5, Page 17-18
7	Businesses should support a precautionary approach to environmental challenges.	BRR Principle 6, Page 18-21
8	Undertake initiatives to promote greater environmental responsibility.	BRR Principle 6, Page 18-21
9	Encourage the development and diffusion of environmentally friendly technologies.	BRR Principle 6, Page 18-21
10	Businesses should work against corruption in all its forms, including extortion and bribery	BRR Principle 1, Page 6-8 Internal (Shared in CoP)

For more information, please refer to the **TVS Motor Business Responsibility Report** (Attached below)

TVS MOTOR COMPANY LIMITED

BUSINESS RESPONSIBILITY REPORT

[Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]

Introduction

The National Guidelines on Responsible Business Conduct (NGRBC) introduced by the Ministry of Corporate Affairs in the year 2019 replaced and revised the National Voluntary guidelines (NVG) on Social, Environmental and Economic Responsibilities of Business earlier issued by the Ministry in the year 2011.

This report conforms to the Business Responsibility Reporting (BRR) requirement of the Securities & Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (Listing Regulations) and the NGRBC.

The NGRBC are designed to be used by all businesses, irrespective of their ownership, size, sector, structure or location. The NGRBC also provide a useful framework for guiding companies in their operations, in addition to aligning with applicable national standards and norms governing responsible business conduct.

ANNEXURE - 1

SECTION A: GENERAL DISCLOSURES

1.	Name of the Company	:	TVS Motor Company Limited								
2.	Year of registration	:	1992								
3.	Corporate Identity Number (CIN) of the Company (if applicable)	:	L35921TN1992PLC022845								
4.	Corporate address, telephone, email and website	:	"Chaitanya", No.12, Khader Nawaz Khan Road, Nungambakkam, Chennai - 600 006 Tel: 044-28332115 e-mail: contactus@tvsmotor.com Website: www.tvsmotor.com								
5.	Financial Year Reported	:	2021-22								
6.	Sector(s) that the Company is engaged in (industrial activity code)	:	<table border="1"><thead><tr><th>NIC Code</th><th>Description</th></tr></thead><tbody><tr><td>30911</td><td>Motorcycles, Scooters, Mopeds</td></tr><tr><td>30912</td><td>Three-wheelers</td></tr><tr><td>30913</td><td>Parts & Accessories</td></tr></tbody></table>	NIC Code	Description	30911	Motorcycles, Scooters, Mopeds	30912	Three-wheelers	30913	Parts & Accessories
NIC Code	Description										
30911	Motorcycles, Scooters, Mopeds										
30912	Three-wheelers										
30913	Parts & Accessories										
7.	List of three key products that the Company manufactures	:	Manufacture of 1. Two-Wheelers 2. Three-Wheelers 3. Parts & Accessories (Please refer to Company's website for complete list of its products)								
8.	Brands (top five by respective share of market) owned and percentage of revenue contributed:	:	All the products of the Company are being sold under TVS brand.								

Operations:

- | | | | |
|----|---|---|--|
| 9. | Location of plants (in case of manufacturing businesses) | : | i) Number of National Locations: |
| | a. National (Districts and states - top five by employee strength): | | A. The Company has three manufacturing locations as under: |
| | | | 1. Post Box No. 4, Harita, Hosur - 635 109, Tamil Nadu, India. |
| | | | 2. Post Box No. 1, Byathahalli Village, Kadakola Post, Mysuru - 571 311, Karnataka, India. |

		3. Bhatian Village, Bharatgarh Road, Teh. Nalagarh, Solan District - 174 101, Himachal Pradesh, India.
		B. The Company has Area Offices across pan India.
		C. The sales and marketing office of the Company is situated at TVR Pride, No.383, 16 th Main, 3 rd Block, Koramangala, Bengaluru 560 034, Karnataka, India
b. International (Country - top three by employee strength):	ii) Number of International Locations:	
		The Company does not have any manufacturing unit outside India. However, its overseas subsidiary viz.,
	(i)	PT TVS Motor Company Indonesia has a manufacturing facility in Karawang, Indonesia;
	(ii)	The Norton Motorcycle Co Limited, has a manufacturing facility in Solar Park, Solihull, UK
10. Location of major offices (in case of service businesses) :		Krishnagiri - Tamil Nadu
a. National (Districts and states - top five by employee strength):		Mysuru - Karnataka Solan - Himachal Pradesh
b. International (Country - top three by employee strength):		Not applicable
Employees:		
11. Number of permanent employees	:	5,161
12. Contractual employees (seasonal, non-seasonal)	:	1,310
13. Temporary employees	:	6,518
14. Percentage of women employees	:	7%
a. On the Governance Structure	:	–
b. In top management i.e., business and functional heads :		3.7%
Associate entities:		
15. Name of subsidiaries / associates	:	Subsidiaries
		1. Sundaram Auto Components Limited (SACL), Chennai
		2. TVS Housing Limited, Chennai
		3. TVS Motor Services Limited, Chennai
		4. TVS Credit Services Limited, Chennai
		5. Intellicar Telematics Private Limited, Bengaluru (Intellicar)
		6. TVS Electric Mobility Ltd, Chennai (From 13.12.2021)
		7. TVS Motor Company (Europe) B.V., Amsterdam
		8. TVS Motor (Singapore) Pte. Limited, Singapore (TVSM Singapore)
		9. PT TVS Motor Company Indonesia, Jakarta
		Subsidiaries of TVS CS
		10. Harita ARC Private Limited, Chennai
		11. TVS Housing Finance Private Limited, Chennai
		12. TVS Two-wheeler Mall Private Limited, Chennai
		Subsidiaries of TVSM Singapore
		13. The GO Corporation, Switzerland (GO AG) (From 16.09.2021)
		14. Swiss E-Mobility Group (Holding) AG, Switzerland (SEMG) (From 27.01.2022)
		15. The Norton Motorcycle Co Limited, UK
		16. TVS Digital Pte Ltd, Singapore (From 20.05.2021)

Subsidiaries of GO AG (From 16.09.2021)

17. EGO Movement, Switzerland

Subsidiaries of SEMG (From 27.01.2022)

18. Swiss E-Mobility Group (Schweiz), Switzerland

19. Colag E-Mobility GmbH, Germany

Subsidiaries of SACL

20. Sundaram Holding USA Inc, Delaware, USA

21. Green Hills Land Holding LLC, South Carolina, USA

22. Components Equipment Leasing LLC,
South Carolina, USA

23. Sundaram - Clayton (USA) LLC, South Carolina, USA

24. Premier Land Holding LLC, South Carolina, USA

Subsidiary of Intellicar (From 10.11.2021):

25. Intellicar Singapore Pte Ltd, Singapore

Associates

1. Emerald Haven Realty Limited, Chennai and its 8 subsidiaries

2. Ultraviolette Automotive Private Limited, Bengaluru

3. Tagbox Solutions Private Limited, Bengaluru

Associates of TVS Digital Pte Ltd:

4. Tagbox Pte Limited, Singapore

5. Predictronics Corp., USA

6. Scienaptic Systems Inc., USA

7. Altizon Inc, USA

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- | | |
|--|--|
| <p>16. Details of Trust/Society/Section 8 company to further its CSR agenda:</p> <p>a. Name;</p> <p>b. Organization form (Trust, Society, Company) and year of establishment;</p> <p>c. Main objects/purpose;</p> <p>d. Amounts and sources of funds received in the reporting year;</p> | <p>a. Srinivasan Services Trust</p> <p>b. Established in 1996</p> <p>c. Main objects:</p> <p>i. Eradicating hunger, poverty, promoting preventive healthcare and sanitation and making available safe drinking water.</p> <p>ii. Promotion of Education, including special education and employment, enhancing vocation skills especially among children, women and livelihood enhancement projects;</p> <p>iii. Promoting gender equality, empowering women and measures for reducing inequalities faced by socially and economically backward groups;</p> <p>iv. Ensuring environment sustainability, ecological balance, animal welfare, agroforestry, conservation of natural resources and maintain quality of soil, air and water;</p> <p>v. Rural development projects.</p> |
| <p>17. Contact details of Nodal officer of this report (Name, Designation, Email ID, Phone number)</p> | <p>: Mr. K.S. Srinivasan, Company Secretary & Nodal Officer
kss@tvs-motor.com
044-2833 2115</p> |

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 Principles and Core Elements.

- P1 Businesses should conduct and govern themselves with integrity, and 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 to all its stakeholders.
- P5 Businesses should respect and promote human rights.
- P6 Businesses should respect and make efforts to protect and 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 customers in a responsible manner.

TVS MOTOR COMPANY LIMITED

S. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	Names of the policy / policies that covers each Principle	The Company has in place the following policies in line with the National Guidelines on Responsible Business Conduct: 1. Code of Business Conduct and Ethics 2. Whistle Blower Policy 3. Related Party Transaction Policy 4. Corporate Social Responsibility Policy 5. Code of fair disclosure 6. Code of conduct to regulate, monitor and report trading by insiders 7. Quality and environment policies relating to safe and sustainable products 8. Environment, Occupational Health and Safety policy.								
2.	Core Elements related to the Principle that the policy/ policies cover	All the core elements are stated in the policies								
3.	Policy / policies relating to each principle that has been translated into guidelines and procedures	Y	Y	Y	Y	Y	Y	-	Y	Y
4.	Extent to which manpower, planning and financial resources have been allocated for the implementation of the policy / policies relating to each Principle	Y	Y	Y	Y	Y	Y	-	Y	Y
5.	National and International codes and standards adopted mapped to various Principles	Y	Y	Y	Y	Y	Y (ISO 14001: 2015)	-	Y	Y
		All the policies of the Company are in compliance with the national / international standards wherever applicable								

S. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Governance, leadership and oversight										
6.	Names of the above policies that have been approved by the board / top management	The following policies / codes have been approved by the board: 1. Code of Business Conduct and Ethics 2. Whistle Blower Policy 3. Related Party Transaction Policy 4. Corporate Social Responsibility Policy 5. Code of fair disclosure 6. Code of conduct to regulate, monitor and report trading by insiders Other operational / internal policies are approved by the management.								
7.	Name of the specified committee(s) of the Board / Director / Officer and processes to oversee the implementation of the policy / policies	Audit committee and Board oversees the implementation of various policies / Codes as required under the legal framework in force from time to time. CSR committee oversees the implementation of CSR activities by the Company. All the policies and their implementation are being reviewed at regular intervals by the board.								

TVS MOTOR COMPANY LIMITED

S. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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Governance, leadership and oversight - *continued*

8.	The process for board / top management to review performance against the above policies and incorporating inputs	An Independent Consultant has been engaged to ensure compliance of all laws including these policies at periodic intervals in conformity with the best national / international standards and to align with the latest amendments introduced by various regulatory authorities.								
9.	Process for board/ top management to review compliance with statutory requirements of relevance to the Principles and rectify any non-compliances.	The report on Company's conduct of its businesses is presented to the Board for its review and further improvement of its standards.								
10.	Frequency of the reviews of the business's alignment with the Principles and Core Elements conducted by the board / top management	The board on a continuous basis reviews the businesses alignment with the principles and core elements.								

Stakeholder Engagement

11.	Description of the process to identify your business's key stakeholders	<p>The Company is aware of the fact that all stakeholders have a direct business engagement.</p> <p>The Company has identified stakeholders under eight broad groups:</p> <ol style="list-style-type: none"> 1. Suppliers, Transporters, Service Providers, Industry Bodies 2. Shareholders & Investors 3. Regulatory Bodies 4. Policy Makers 5. Customers 6. Dealers 7. Employees, Trade Union 8. Local Community 								
12.	Description of the process to engage with your stakeholders on the Principles	The Company continuously expands its proactive engagement with all the stakeholder groups. The Company also recognizes that stakeholder engagement is an integral part of partnership building and aims to institutionalize a structured approach through a formal process in the future.								
13.	Description of the processes to identify groups that are vulnerable and marginalized stakeholders.	The Company identifies marginalized and disadvantaged groups through need assessment in all the villages where it works by engaging the local communities.								
14.	Description of the processes to identify issues related to inclusion and impact of adopting the Principles on vulnerable and marginalized stakeholders.	The Company continuously strives to achieve total inclusiveness by encouraging people in all sections of the community irrespective of caste, creed or religion to benefit through its CSR initiatives which would also be focused around communities reside in the proximity of the Company's various manufacturing locations in the country.								

TVS MOTOR COMPANY LIMITED

S. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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Communication

15.	Description of process to communicate to stakeholders, the impact of your policies, procedures, decisions and performance that impact them.	The Company proactively engages with stakeholders formally and informally to: Share information, discuss the Company's sustainability priorities, programs and performance and determine opportunities to collaborate towards common goals.								
16.	Description of how the business communicates the results of stakeholder engagement in the public domain	The Company communicates the performance against the Guidelines to the stakeholder through its website, stakeholder interactions, Business Responsibility Report and Annual report.								
17.	Description of the process of communicating performance against these Guidelines to relevant stakeholders	The Company believes in listening to the viewpoints of its stakeholders and addressing them on priority. The Company values the inputs received from the engagement process and these engagements help to identify material aspects. The progress on the material aspects are communicated in Annual report, Business Responsibility Report and on websites at periodic intervals.								
18.	Note on how disclosures and reporting helped in improving business performance / strategy	Such measures help the Company to identify stakeholder expectations and to design its sustainability strategy to balance the different stakeholder needs and expectations.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The Company has not understood the Principles	-	-	-	-	-	-	-	-	-
The Company is not at a stage where it finds itself in a position to formulate and implement the policies on specified Principles	-	-	-	-	-	-	-	-	-
The Company does not have financial or manpower resources available for the task	-	-	-	-	-	-	-	-	-
It is planned to be done within next 6 months	-	-	-	-	-	-	-	-	-
It is planned to be done within next 12 months	-	-	-	-	-	-	-	-	-
Any other reason (please specify)	P7 - the Company through the various industrial forums endeavors to promote growth and technological process, economic reforms, inclusive development policies and sustainable business principles. Therefore, there is no need for such policy.								

PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER ETHICAL, TRANSPARENT AND ACCOUNTABLE.

Essential Indicators:

1. Month / Year of last review by Governance Structure / top management of performance of the business across the Principles and Core Elements of the Guidelines:

January 2021.

New talents hired, their skills and competencies for future business solutions of the Company and Key areas identified for strengthening the organisation.

The Nomination and Remuneration Committee also reviewed the key priorities including other future thrust areas and skills and competencies of recruits in recent past, from global as well as from premier Indian institutes.

2. Percentage coverage of leadership team by awareness programmes on the Guidelines:

- a. In reporting year : 100 % of the functional heads are always covered by awareness programme on the Guidelines.
- b. Total to date : 100 %

3. Percentage of suppliers and distributors (by value), in the year:

- a. Covered by awareness programmes for the Guidelines - 100 % of the suppliers
- b. Had responsible / sustainable business policies in place? - 100 %

4. Number of meetings / dialogues with minority shareholders that were organized in the year:

Nil

5. Number of complaints received on any aspect of the NGRBC in the year from:

- a. Shareholders / investors – Nil
- b. Lenders – Nil

6. Number of the above complaints pending resolution at close of year:

Not Applicable

7. Value of non-disputed fines / penalties imposed on your business by regulatory and judicial institutions in the year?

Nil

8. Number of complaints / cases of corruption and conflicts of interest that were registered in the year?

Nil

9. Details of unmet obligations (fiscal, social, etc.) arising out of any benefits or concessions provided by the Central, State or Local Governments:

Nil

Leadership Indicators:

1. Percentage coverage of all employees by awareness programmes for the Guidelines:

- a. In reporting year - 100 % of the functional heads
- b. Total to date - 100%

The reporting under the guidelines is ensured by the functional heads and the awareness programme for the guidelines was conducted to the said functional heads.

2. Percentage of suppliers and distributors (by value) covered by social and environmental audits:

- a. In reporting year - 41 numbers of suppliers/recyclers in orange and red categories of industries were audited.
- b. Total to date - 93 (last 4 years)

3. Was report on responsible business conduct made, in the year:

- a. **As per mandatory / global reporting frameworks** - Company publishes Business Responsibility Report (BRR) annually as per National Guidelines on Responsible Business Conduct (NGRBC). The Company also compiles the indicators conforming to Global Reporting Indicators (GRI).
- b. **Available in the public domain** - Yes, BRR is available on the Company's website.
- c. **Assured by a third party** - The above reports are compiled after periodic internal management reviews and assured through self-declaration.

4. Details of non-disputed fines / penalties imposed on your business by regulatory and judicial institutions in the year available in public domain:

Nil

5. Provide examples (up to three) of corrective action taken on the above fines / penalties imposed.

Not Applicable.

6. Provide examples (up to three) of corrective action taken on the complaints / cases of corruption and conflicts of interest to prevent recurrence.

No cases - Hence, not Applicable

PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

Essential Indicators:

1. List top three goods /services (revenue in the year) which incorporate environmental and social concerns, risks, and/or opportunities in their design.

Electric Vehicles and Alternate Fuel Compatible Vehicles - Company has been exploring opportunities in the new business of Electric Vehicles and Alternate Fuel Compatible Vehicles towards mitigating Environmental and social concerns -

- **Electric Vehicles** - Company has developed and launched Electric Vehicles in two-wheeler and three-wheeler segments. During FY 2021-22, the Company has expanded its network for iQUBE sales to 30+ cities across the country.
- **Biofuel blended Gasoline Vehicles** - Company is developing vehicles that are compliant with alternate fuels which reduces consumption of fossil fuel. All the products are designed and developed with E10, E12 and E20 fuel compatibility.

TVS NTorq - The Company's strong engineering team actively works on resource conservation in the products through advanced materials, design optimization, and weight reduction. These efforts resulted in the significant weight reduction of about 4.6 kg in NTorq during FY 2021-22. This has led to an estimated savings of about 8,020 tons of CO₂ per annum during raw material 'production-phase' of product lifecycle.

TVS Jupiter - Efforts have been made to reduce the consumption of gasoline in 'use- phase' by increasing the fuel economy of the products. Due to such sustained efforts, the new Jupiter 125 has 4% higher fuel economy.

Similarly, there is an increase of fuel economy in the range of 1-2% across the Company's products achieved during the year. Reduction in fuel consumption also reduces the country's dependence on import of gasoline. With increase in fuel economy, there is reduction in the CO₂ emission up to 1.5 % during use-phase of product lifecycle.

Elimination of hazardous substances - Company has introduced Aluminium metalizing through Physical Vapour Deposition (PVD), followed by silicon hard-coating to achieve lustrous finish on Jupiter 125 plastic parts replacing the conventional decorative chrome coating. In the conventional decorative chrome coating, there is use of carcinogenic hexavalent chromium in the chemical bath, which is eliminated.

2. Details of investments in specific technologies to improve the environmental and social impacts (top three by value):

- The Company continued its funding for the product development of Electric Two-wheeler and Three-wheeler.
- Investments have been made in developing advanced technologies for reduction in tailpipe emissions On-Board Diagnostic II, increasing fuel economy, light weight technologies and bio-fuel compatible products.
- The Company continues to invest in the development of vehicles that are compatible with alternate fuels which are more eco-friendly.
- The Company has invested over INR 75 Cr in R&D activities for the development of technologies mentioned above

3. Percentage of input material and services (by value), in the year, sourced from suppliers adhering to internal or external sustainability standards / codes / policies / labels

100 %

4. Percentage of total raw material consumed in the year (by value) that consisted of material that was recycled or reused (a.<5% ; b. between 5%& 25%, c. > 25%):

Between 5 and 25%.

5. Describe the process in place to safely collect, reuse, recycle and dispose of your products at end-of-life:

Towards enabling disposal of products at End-of-life in an environment friendly manner, the Company's products are designed with higher recyclability and recoverability rates, and has following features that promotes recycling-

- Reusability & recyclability rate between 85-90% and reusability & recoverability rate between 90-95%
- Recyclability symbol marking on the plastic parts (more than 100g component) for easy identification during recycling.
- The Company restricts the use of "hazardous chemicals" in the components used in its products. An internal standard is created considering various national and international laws on hazardous substance.
- Batteries used in products have recycling symbol marked. At the end-of-life, these batteries will reach recyclers through the dealers and channel partners.

Leadership Indicators:

1. For goods and services that incorporated environmental and social concerns, give details of:

a. Resource use (energy, water, raw material) per unit produced in the year:

Resource use per unit produced in the year:

- Energy : 0.18 GJ / vehicle
- Water : 164 litres / vehicle
- Material -
 - Ferrous Metals : 74 kg / vehicle
 - Non-Ferrous Metals : 26 kg / vehicle
 - Non-Metals : 14 kg / vehicle
 - Paint : 1.70 kg / vehicle

b. Reduction in resource use covering sourcing, production and distribution in the year:

Reduction in resource use:

i. Sourcing: 2.5% of reduction through value engineering & process innovation

ii. Production:

- Company has continued to put in efforts towards reducing water consumption and power consumption.

Water Conservation:

Company has reduced 18% specific water consumption in last 3 years. The approach for water conservation being "Demand side Water management" which best utilizes the available water. The water management framework has - water resource management, water distribution & supply management, management of water by end-users and waste-water management. During 2021-22, the Company has repurposed RO rejects in domestic & industrial applications which resulted in fresh water saving of 50 lakh litres.

On the journey towards making the Company water positive, rainwater harvesting was leveraged to reserve and refine ground water. In Hosur plant, the ground water level has improved by 33% compared to previous year and quality improved by 19% in last 6 months.

Renewable Energy:

The renewable power contributes to 80.4 % in overall share of power consumed. Initiatives taken towards using renewable energy resulted in CO₂ emissions reduction of 61,386 tons during 2021-22. The Company's efforts in enhancing Renewable Energy share have been recognised and was awarded "Outstanding Renewable Energy User" by Indian Federation of Green energy.

iii. Distribution:

- Vehicle dispatches using racks (multi-model dispatch): 2,90,911 Litres of diesel saved.
- Trucks routes have been optimized from plants and warehouses to dealers: 6,949 Litres of diesel saved.
- Increased utilisation of trucks carrying Finished Goods: 1,54,008 Litres of diesel saved.
- Vehicles dispatches using Trailers (3 deck loading): 18,082 Litres of diesel saved.
- Kitting packing cover elimination -plastic consumption reduced by 7 Tons.

c. Sustainability standards / codes / labels adhered to:

Following Sustainability Standards / codes / labels adhered:

- Recyclability symbol on the Plastic parts as per ISO 11469
- Battery disposal instructions
- RoHS compliance on the premium products
- Reusability, Recyclability and Recoverability (RRR) rate values calculation (recoverability rate between 90%~95%) as per ISO 22628
- International standards for hazardous chemicals restriction (AIS 129, Directives 2011/65/EC, EC 1907/2006, 2000/53/EC).
- Compliance to Central Motor Vehicles Rules (1989), Applicable Automotive Industry Standards (AIS), Bureau of Indian Standards (BIS) and International Standards for raw material.
- FAME II Label

d. Product life cycle assessment

Company carries out the Life Cycle Assessment (LCA) considering raw material extraction, manufacturing, assembly, logistics, use phase and final disposal for its products and processes. These studies enable to assess the environmental impact (such as global warming potential, acidification, ozone layer depletion, human toxicity, eutrophication, etc.) and identify the hotspots. Both short-term and long-term actions are being taken to minimize the impact on the environment

Information on the impacts of your products across the value chain communicated to:

a. To which stakeholder groups?

Customers, Dealers, Suppliers, Internal stakeholders (employees), Trade Unions, Local Communities, Recyclers, Certifying agency, Government bodies, Investors and shareholders.

b. By which channels for each group?

1. Customers -
User manual, service manual, social media, mobile applications, Company website, labels on the product.
2. Dealers -
Information passed through training, Service Manual, Newsletters, General body meeting.
3. Suppliers -
Design documents, Internal Standards, E-business portal, personal interaction, site visit and e-communication
4. Employees -
Internal Standards, Homologation requirements, training, Employee survey, Company general meetings, Quarterly magazines, Acts/Laws/Rules laid by Government of India.

5. Recyclers -
Recycling symbol marked on the parts.
6. Certifying Agencies & Government bodies -
Test reports, Compliance reports.
7. Investors -
Annual Reports, Investor meets, Media releases, Company website
8. Local Communities -
Through CSR activities

c. At what frequency?

Annually, quarterly, monthly and need based.

2. Provide examples (up to three) on how the feedback received from stakeholders is used for improvements:

- Ethanol blended gasoline compatible vehicles - All the products are designed and developed with E10 fuel compatibility and E12 fuel material compatibility.
- As per customers' aspirations for higher fuel economy, the new Jupiter 125 has 4% higher fuel efficiency.

PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS.

Essential Indicators:

1. Complaints received on cases arising out of discrimination and Number of complaints received in the year:

Company has not received any complaints relating to discrimination during the reporting period.

Code of Conduct (CoC) clearly states that the Company is an equal opportunity employer and prohibits any kind of discrimination / favouritism based on gender/ region/ religion/ race/ caste/ colour and is abided by laws of the land.

100% new recruits covered through orientation on CoC and acknowledged by every individual in a signed hardcopy. In addition, refresher programme are conducted.

An e-module on CoC is developed and 100% coverage is tracked annually.

2. Number of the above complaints pending resolution at end of the year:

Not applicable as the Company has not received any complaints during the reporting period.

3. Percentage of permanent employees who are members of the employee association(s) recognized by the management:

100% of permanent workmen are members of TVS Motor Company Employees Union affiliated to INTUC.

4. Percentage of your establishments / value chain that has been audited in the year for - a. Child labour; b. Forced / involuntary labour:

Company's recruitment policy states only engagement of persons completed 18 years of age. Plants at all locations follow this guideline during talent acquisition process irrespective of color of the collar by validating the age through Government authorized certificates. Consequently, engagement of child / adolescent labour is NIL at all Company's establishments. This is 100% ensured through the Company's internal audit system.

Service providers engaged for availing various services are included in the certificate of registration which is a government issued document and hence forced / involuntary labour is NIL at all its establishments. A separate agreement is entered into each of service provider in line with the above. This is 100% ensured through monthly inspection of documents of service providers.

Similar kind of system is available with others in the value chain viz., suppliers and dealers, wherein need based audits are conducted.

5. Number of cases of child labour in your establishments/ value chains identified to date - a. Resolved; b. Pending resolution:

There is no case of engaging child labour during the reporting period.

6. Number of cases of forced / involuntary labour identified to date - a. Resolved; b. Pending resolution:
No cases reported.

7. Percentage of your employees that were paid above the legal minimum wage in the last year:

100%. All employees are above the legal minimum wage limit as agreed through long-term wage settlements for Company's Workforce and market/industry benchmark for Executives and Managers. Stipends for trainees are fixed above legal minimum wage limit for attracting talent from campus / market.

8. Ratio of the highest salary paid to the median salary paid amongst your permanent employees:

Refer Annexure V to the Directors Report for the year 2021-22.

9. Number of cases of delay in payment of wages during the year - a. Resolved; b. Pending resolution:

Nil. Wages for employees are paid on or before last working day of the month. Stipend for trainees is paid on or before 7th day of every month. Wages for contract workforce is ensured to be paid through Service providers on or before 7th day of every month.

10. Number of complaints related to harassment to date - a. Resolved; b. Pending resolution:

Nil. The Company has not received any complaints relating to harassment during the reporting period. The Internal Committee (IC) meets regularly towards reviewing issues raised and solved on harassment. It also submits its annual report as stipulated by the Prevention of Sexual Harassment (PoSH) Rules. 100% employees are covered on PoSH training through e-module/orientation capsule.

11. Percentage of employees (all categories) trained on health and safety issues and measures - a. In the year; b. Total to date:

100% of new recruits in all categories including Workforce, Executives and Managers undergo health and safety orientation before being deployed.

100% of contract workforce is also provided health and safety orientation periodically. In addition, regular and scheduled role-based, process-based health and safety programme are conducted for employees.

Periodical safety trainings have been organized and around 14,836 employees were covered in various safety topics. During, National Safety Day celebration on 4th March 2022, around 7 suppliers & service providers were awarded for their excellence in safety performance.

Towards safe riding of two-wheelers and four-wheelers, as a part of "Buckle up & Strap up" - Road Safety campaign, various promotional activities were conducted across Hosur, Mysuru & Nalagarh locations. In addition, skill building and certification on safe two-wheeler riding was provided through practical and Artificial Intelligence interfaced modules.

Tika Utsav was organized to ensure 100% vaccination coverage for employees as well as their families. This was also rolled out to temporary staff, vendors, creche staff as well as third part associates of TVS Motor Company.

During second wave of CoVID-19 Pandemic, Occupational Health Centre (OHC) extended support to all employees and their families by arranging CoVID-19 testing at various hospital and labs. Also, arranging beds for needy and employees who required admissions. The Company has achieved 100% vaccination (double dose) of all employees including service providers tracking them using app-based IT system.

Similarly, the third wave was also managed with reinstating all CoVID-19 protocols and mass screening of employees using Rapid Antigen Test. Posters, pop ups, online webinars were organized on World Health Day, Diabetic, Heart, No Tobacco and Aids Days to create awareness among employees.

"YourDOST" - Employee mental health awareness and consultation support 24 X 7 was continuously provided round the year by experts / professionals in the field of stress management, confidence building, relationships, career coaching and sexual wellness. Employees and their family members have benefitted

by way of individual consultations. In addition, informative webinar sessions were conducted benefitting over 1,000 employees.

12. Percentage of employees provided training and skill upgradation - a. In the year; b. Total to date:

TVS Institute for Quality and Leadership (IQL) is the Corporate University of the Company and its Group Companies, certified by Global Council of Corporate Universities (Global CCU). TVS-IQL is responsible for supporting change and transformation of people, culture and processes towards institutionalizing learning for individual and collective contribution towards future challenges.

During the last financial year (2021-22), The Company has delivered 100+ role-based competency training programme to 900+ employees across the functions covering 82% of role-based competencies through combination of self-learning and virtual instructor lead training sessions.

Training and certification courses were conducted in the areas of EV and Taguchi Methods covering about 150 identified Executives and Managers.

IQL has developed an online learning platform to enable self-learning opportunities for all the employees under topics functional skills, behavioral skills, innovation and sustainability through curated content from subscribed eLearning platforms such as Actuate and Linked-in learning solutions.

IQL has sponsored 80+ Executives and Managers for the virtual training programme through external partners on different topics.

At TVS, IQL place high importance to develop employees. It provides training to each and every employee inducted and as a routine skill up-gradation is done.

Constantly adopting changes in training process:

To address the complexity from various factors like product, process, supply chain, customer needs, the competency and the methods of training need to be continuously updated. This has given a thought to develop master trainers in identified areas. One such area identified was the 3J Training (Job methods, Job relations and Job instructions) among which job instruction training is being delivered to the trainer to advance them as master trainers. IQL could develop 15 master trainers from training function. Subsequently, JI methodology is being predominantly used for team member training where key points and reason for key points of each major steps are emphasized. This resulted in achieving the line utilization KPI.

Being agile:

There was shortfall of welders in the supplier both tier1 and tier2 because of migration of numerous people during lockdown. This created huge vacuum on the availability of trained resources and around 250 welders were required in the short span of time. It was utmost critical to business. IQL has supported the training of over 263 persons as welders.

The details of training to employees, suppliers, service providers and visitors are given below:

- Employee's skills training : 4,525 people
- Employee's redeployment : 434 people
- Suppliers' skill training : 263 people

Leadership Indicators:

1. Categories of employees (list up to three) supported by affirmative action, and has there been any change from the previous year:

Workforce, Executives and Managers are the three categories of employees. Continuous efforts are made towards affirmative actions as and when opportunities arise for recruitment / engagement of Workforce, Executive and Managers.

During reporting period, towards improving inclusivity, sensitization workshops on working with "Persons with Disability (PwD)" were conducted for managers, teams, support staffs covering 250 employees. In January 2022, 52 persons with speech and hearing impairment joined the workforce as trainees at Hosur and Mysuru plants.

"Flying Lessons"- Second batch of coaching and mentoring programme was rolled out towards developing women leaders in the Company.

Workshops for women employees organized to support them on managing work-life balance, Women Hygiene and well-being, Executive Presence, and personal branding to progress in professional career, parenting workshops, workshop on raising non-acceptance to domestic violence, financial well-being, technology leadership development, and balancing expectations at work & personal front were organized, covering over 300 women employees and families.

Focused group discussions were organized for women to understand their challenges and accordingly actions were taken to support them, this included improving ergonomics at assembly line, more health & wellbeing awareness sessions for women, improving support on transportation, improvements in uniforms and installation of free sanitary pad dispensers in women washrooms.

The Company has recently been recognized for Diversity and Inclusion (D&I) initiatives:

"**Beyond Prism**" - unconscious bias workshops were conducted for managers to sensitise them about gender diversity. During the reporting period, 8 such workshops were conducted covering over 220 senior managers.

2. Percentage of non-permanent employees that are linked to any standing platform / association:

All welfare measures viz., uniform, transport, canteen, medical facility are provided to non-permanent at par with permanent employees.

In addition, stakeholder engagement programme are conducted periodically towards understanding their needs and expectations and appropriate counter-measures are implemented.

With open door policy in practice, employees including non-permanent are encouraged to approach any level of office towards redressal of grievances.

3. Percentage of children identified as employed in your establishments / value chain that have been remediated - a. In reporting year; b. Total to date:

Nil. As a system lock, hiring process allows only adults aged 18 years and above. As a part of daily management, entry into the premises is allowed for personnel aged 18 years and above. For supplier and service providers, this requirement is mentioned as one of the clauses in business agreements.

4. Percentage of forced / involuntary labour identified in your establishments / supply remediated - a. In reporting year; b. Total to date:

NIL. All agreements executed by employees, suppliers, dealers and service providers with the company contains the clause for separation by giving notice on either side.

5. Examples of steps taken (up to three) to prevent adverse consequences to the complainant in the case of harassment cases:

Code of Conduct enumerates that all complaints, enquiries and investigations are to be treated with confidentiality and the protection to whistle blower is also assured.

Needless to mention, any attempts to intimidate the whistle blower is also treated as violation of Code of Conduct and communicated to all employees. Information revealed by the committee is strictly on a need-to-know basis.

The process followed is with Principles of Natural Justice, maintaining anonymity of the employee.

6. Percentage of supply chain partners (by value) that were assessed for adherence to health and safety practices:

100% of the suppliers and service providers. In addition, key fabrication suppliers were assessed on occupational health and safety requirements. Towards sharing the best practices and in identifying hazards and to implement control measures, 8 suppliers (Tier-1) have been covered under scheduled audit by OHS professionals.

7. Describe the work-life balance issues (up to three) that were brought up by employees:

a) Due to pandemic the seating arrangements in the dining halls were made with no possibility to have conversations amongst employees. This was raised by employees during various Focused Group Discussions.

b) During WFH, employees raised concerns over extended hours with limitless meetings.

- c) During interactions, generation X & Y employees raised concerns over availability of more options for meals and food options on campus, as well as lack of collaboration spaces for Cross Functional Teams.

8. Examples (up to three) of identified work-life balance topics that have been implemented:

- a) With relaxation in the CoVID-19 norms, based on employee feedback, dining halls seating arrangements were reverted to group dining, allowing employees scope to have casual conversations over meals.
- b) Revised Hybrid-working Policy is released with guidelines for managers to ensure inclusive behavior and clear working hours during WFH.
- c) A western tuck shop, sandwich point, coffee point and snack shop introduced, to ensure multi-generational inclusion for employees. This space is also used as collaboration space by Cross Functional Teams to come together for discussions, collaboration and offer quick solutions to everyday challenges.

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF, AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

Essential Indicators:

1. List of stakeholder groups that have been identified as key to your business:

Customers, Dealers, Employees, Policy Makers, Government, Regulatory bodies, Share Holders, Investors, Suppliers, Trade Union, Media, and Local Community.

2. Positions / departments / functions responsible for engagement with each stakeholder category identified above?

- Customers & Dealers: Marketing, Sales & Service
- Community: CSR wing
- Policy Makers, Government, Trade union and Employees: Human Resource Development
- Suppliers: Central Purchase (CP), Central Procurement Group (OPN), Supplier Quality team (QAD)
- Media: Corporate Communication Department
- Investors: Finance and Secretarial Department

3. Number of stakeholder groups that were formally engaged on environment and social issues in the last year:

Employees, their families, and people in value chain were supported for first and second dose vaccination through several camps for CoVID-19.

Awareness building programme in collaboration with regulatory authorities were conducted towards avoidance of single-use plastics. Employees were provided with cloth bags to encourage the usage.

4. Percentage of input material and services (by value), in the year, that were procured from local and small vendors / producers:

94% of the input is sourced from local vendors (within India).

8% of the input is sourced from MSME suppliers.

Leadership Indicators:

1. Frequency of engagement with each stakeholder group:

Daily, Weekly, Monthly, Quarterly, Yearly- Based on the needs and Key Performance Indicators (KPI) review schedules.

2. Examples (up to three) of how the business has incorporated inputs from stakeholders:

Customers: The Company has strong team which gathers information through market survey, customer research, etc. It has developed its own methodology for this purpose. The Company incorporates these inputs to design & development of new products and to upgrade the existing products.

As per customers' aspirations for higher fuel economy, the new Jupiter 125 has 4% higher fuel efficiency. To align with future regulatory requirements, E10 and E12, Ethanol blended gasoline compatible vehicles are designed and developed.

Suppliers: Following activities were carried out after taking input from suppliers-

- a) Constant communication and information sharing:
Web portal called "tradewithtvs.com" is run by the Company and actively used for sharing Quality & Delivery performance and Payment status to supplier. This is a live information sharing portal enabling communication with suppliers.
- b) Enhanced collaboration through regular supplier meets:
For speeding up the developmental milestones in new product development the Company enhanced early collaboration through conducting events like "supplier day conferences"
- c) Supplier excellence:
An exclusive task force towards "Supplier Excellence" was formed to support suppliers for their holistic development in their business performance viz., Safety, Productivity, Quality, Cost, Delivery by establishing sustainable manufacturing systems. The activity is driven through War on Waste "WOW" across the entire business processes.
This was initiated with fabrication supplier's cluster for sharing the best practices between Company and suppliers. In addition, this task force is the Single Window to suppliers for addressing issues and for communicating strategic developments.
Audits were conducted and support provided on process, safety practices, environment compliance and social aspects for ensuring sustainable improvement for the suppliers.

Employee: To improve work-life balance (WLB) score from employee engagement study, an Employee Assistance Programme (EAP) was launched. The programme focused on 360-degree well-being of employees from emotional, psychological, self-improvement to career guidance with help from experts, professionals & psychologists on board. This is available for employees as well as their families. The overall usage of this tool helped us understand the beat map at organisation level on the jet priority areas / concerns of the employees and tailor the future programme accordingly.

In the past year alone, the Company has conducted over 60 plus such sessions/webinars for employees / managers / family members. Also, 560 counselling sessions were conducted.

The Company was recognized with the award of Significant Achievement in Employee Relations by the Employer Federation of India, to recognize exceptional contribution in employee relations for the year 2021.

3. List of the vulnerable and marginalized groups in each stakeholder group:

Community - Villagers and economically deprived persons and women.

Employees - Persons with Disability (PwD) and women

Suppliers - Migrant labour and child labour

4. Examples of decisions and actions taken by the business to address the interests of vulnerable / marginalized groups:

- To address the interest of vulnerable groups under community, Company had taken initiatives under CSR focusing on key areas of Economic Development, Health, Education, Infrastructure, Environment, Social and Cultural Development.
- Similarly, for vulnerable workforce, six sensitization workshops on working with "Persons with Disability (PwD)" were conducted for managers, teams, support staffs covering 250 employees. In January 2022, 52 persons with speech and hearing impairment joined the workforce as trainees at Hosur and Mysuru plant.
- The Company is making all efforts to increase percentage of women employees including senior management level. Now, the Company has about 7% women workforce and during 2021-22, the Company has won "Most Inclusive Companies Index" award.

TVS MOTOR COMPANY LIMITED

- Suppliers and service providers are included in the certificate of registration which is a Government issued document and hence child labour is NIL at all its establishments. Need based audits are also conducted at supplier end.

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

Essential Indicators:

1. **Percentage of employees that have been provided training on human rights issues - a. In the year; b. Total to date:**

100%.

The Company has put in place a Code of Conduct that covers Human rights issues and is applicable to all employees to adhere and uphold the standards contained therein.

E-module has been developed and deployed.

2. **Employee categories that are covered by the human rights policies of the business - Permanent / Contract / Casual:**

All categories of employees viz., Permanent / Contract & Casual are covered by the Human Rights Policies.

3. **Number of business agreements and contracts with third party partners that were reviewed in the year, to avoid complicity with adverse human rights impacts in the previous year:**

100% of business agreements are reviewed so as to ensure protection of Human Rights.

4. **Stakeholders groups governed by the grievance committee for human rights issues:**

The grievance committee meets periodically to review complaints raised if any through e-mail ID provided or otherwise from any of its stakeholder groups viz., employees, visitors, suppliers, and service providers etc.,

5. **Number of stakeholders that reported human rights related grievances and/or complaints - a. Received in the year; b. Pending resolution:**

Nil

Leadership Indicators:

1. **Percentage of contractual employees and value chain partners that have been made aware / provided training on human rights issues - a. In the year; b. Total to date:**

- Contract workforces are engaged through professional service providers.
- Contract agreements contain compliance to all statutory labour laws including PoSH.
- Service providers and contract workforce are periodically provided with orientation on human rights aspects.

2. **External stakeholder groups and representatives that are covered by the human rights policies of the business:**

All contract agreements with stakeholders have clauses pertaining to Industrial & labour laws compliance, which takes care of human rights.

3. **Stakeholder groups that have been made aware of the grievance mechanisms for human rights issues - a. During the year; b. Total to date:**

100% of stakeholders have been made aware of the grievance mechanism for any issues including human rights with clear redressal process.

ethics@tvsmotor.com is an exclusive email ID created for this purpose.

In addition, following programme enable picking up early warning signals and acting closer to the source of occurrence.

- Employee Contact Programme - Monthly
- Open Door Policy
- Plant Committee Meeting - Monthly

- Worker's participation through various committees which meet periodically / monthly
- Need based meetings with Union
- Focus group discussion with middle level managers- Quarterly
- Focused Group Discussions with Women Employees
- Focused Group Discussions with PwD and Separate Interactions with their Managers.
- Women resource group meet- Quarterly
- CEO connect- Quarterly
- MD connect with new joiners - Annually

4. List (up to three) corrective actions taken to eliminate complicity with adverse human rights impacts in the last year.

Nil

5. Provide (up to two) examples of a business process being modified / introduced as a result of addressing human rights grievances / complaints.

Not Applicable.

6. Provide details of the scope and coverage of any human rights due-diligence conducted during the year.

Nil

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT.

Essential Indicators:

1. Material risks of potential or actual adverse impacts upon the environment and communities by the business:

a. Identified in the year:

- i. Hazardous chemicals in products and processes
- ii. CO₂ emissions
- iii. End-of-Life Lithium-ion batteries

b. Mitigation and adaptation measures put in place for the above environmental risks:

i. Hazardous chemical restrictions

The Company has identified and prohibited using hazardous chemicals that pose risk to the environment as well as to the society.

- Heavy Metal Restriction (HMR) - As per AIS 129
- Persistent Organic Pollutants (POPs) as per Stockholm convention.

Company strictly adheres to internal material standard that lists all the prohibited and declarable substances. Further, continuous training is imparted to its suppliers and internal teams for compliance.

ii. Reduction of CO₂ emissions

Development of Electric Vehicles - The EVs have zero tailpipe emissions. Through series launches of EV products, efforts are made to cut down the CO₂ emissions.

Development of Flex Fuel Vehicle (FFV) - The Company is developing flex fuel vehicle which can run on higher blends of ethanol. The Flex Fuel Vehicles can run using up to 85% bioethanol, which leads to reduction of CO, HC emissions as well as CO₂ emissions from fossil fuel.

iii. Recycling of Lithium-ion batteries

The Company has tied with battery recyclers for environmentally friendly disposal of End-of-Life Batteries. The recycling of batteries not only avoid the risk of fire hazards but also helps to recover the precious metals like Li, Ni, Mn, Co and other materials.

2. Good practices (up to three) in reduction, recycling and reuse initiatives that contributed to lowering the adverse environmental footprint of your business activities:

- Company has an electric vehicle in its portfolio which has zero tailpipe emissions.
- Company has developed ethanol blended gasoline (up to E12) compatible vehicles. Also, Company is developing the vehicles that are E20 material compliant. Since, the ethanol is Carbon neutral, the net emissions are lowered.
- Company, continued efforts to reduce the usage of hazardous chemicals including Cr6+, Pb, Hg, and Cd in Company's products
- Under Extended Producer Responsibility (EPR), the Company has collected and recycled 318 Tons of plastic packaging material across India.
- The hazardous waste generated in the factory viz., paint sludge, chemical sludge generated from wastewater treatment plant, waste containing traces of oil are being co-processed in cement industry for over 15 years.
- The flushing thinner generated in the painting process is partially distilled and reused. The total quantity of the thinner distilled and reused in the reporting period was 208.50 Tons.

3. Examples of any collective action by your business with other businesses / NGOs / government agencies / international partners / development institutions undertaken to address any of the environmental risks opportunities identified above:

- The Company has tied up with Tata Power and Jio-bp to set up Electric Vehicle charging infrastructure across the nation.
- The Company has tied up with battery recyclers for recycling the end-of-life batteries to avoid risk of fire hazard while storing, and to recover the precious metals like Nickel, Manganese, Cobalt, etc.
- The Company has collaborated with esteemed academic institutions towards for development of light-weighting, advanced materials, and other green technologies for new products.

4. Details of any adverse orders in respect of any show cause / legal notices from CPCB/ NGT/ SPCB received during the year:

Nil

Leadership Indicators:

1. Information on environmental impact assessments undertaken in the year:

- a. Have the results been communicated in the public domain - NIL**
- b. Provide details of any actions taken to mitigate any negative social impacts.**
Necessity for Environment impact assessment did not arise.

2. Risk management strategies and measures for each material environmental risk identified for the business:

a. Details of measures:

Company's policy and actions are principally aimed to reduce CO₂ emission intensity.

Following measures are taken-

- Active development of Electric vehicles with focus for increasing the share of business
- Development of alternate fuel compatible vehicles
- Reduction of weight of the products (Material conservation)
- Improving Fuel Efficiency of the products

b. Targets and achievement values:

S.No	Risk	Target	Achievement
1.	Migration to Electric Vehicles	Development of Electric vehicle in 2W and 3W segments	iQube network is expanded to 30+ cities. The accessibility of EVs to customer is increased
2.	Migration towards low emission and alternate fuel vehicles.	On-time implementation of alternate fuel compliant products (up to E20)	- Upto E12 compliant BS VI products launched. - Development of E20 and flex fuel compatible vehicles are under progress.
3.	Climate change risk arising from Green House Gas (GHG) Emissions from product and manufacturing processes.	Improve fuel efficiency and reduce tailpipe emissions.	Fuel efficiency of the products increased by 1-3%. Tailpipe emissions are also reduced.

3. Details of your specific contribution to India's Nationally determined Contributions (submitted at UNFCCC COP21 in 2015):

The Company has a policy that addresses combating "Climate Change" by improving energy efficiency and use of renewable energy. The Company's Energy Management System has already made significant progress towards improving energy efficiency.

In-line with NDC-2, Company covers most of its electricity consumption with renewable energies and was 80.4% during the reporting year. This initiative of renewable energy resulted in CO₂ emissions reduction of 61,386 tons during 2021-22.

In-line with NDC target-1, following steps were taken:

- Electric vehicles - The market for iQUBE EV product was expanded during FY 2021-22, thus providing access to many potential customers.
- Alternate fuels - TVS has developed products compatible with ethanol blended gasoline. All TVS products are E10 compliant. Developing alternate fuel compatible vehicle will reduce the consumption of petroleum product and therefore reduce CO₂ combustion. The Company has E100 compatible Apache 200 4V and a 3W CNG vehicle in its product portfolio.
- Light weighting - Company is dedicated to reducing the weight of the vehicles. Through company's continuous efforts, weight reduction is achieved across all key products. The weight reduction has helped to reduce the CO₂ during manufacturing stage.
- Energy (fuel) efficiency - The fuel economy of key products is increased by 2-4% through advanced technologies, friction reduction and light weighting. This increase in fuel economy will reduce the consumption of gasoline as well as CO₂ emissions.

4. New businesses - products - services created to address the material environmental risks identified:

a. Information on businesses created:

Expanding the sale network of iQube to 30+ cities has led to sales of 9,000+ units (cumulative) and Jupiter125 with higher fuel economy.

b. Percentage of revenue contributed by these:

Percentage of revenue contributed by iQube and Jupiter 125 is 1.2% & 4.1% respectively.

5. Details of good practices cited in reduction, recycling and reuse initiatives benchmarked against industry best practice:

- The recyclability rate and recoverability rate of Company's products are in the range of 85-90% and 90-95%, respectively.
- During 2021-22, the Company has repurposed RO rejects in domestic & industrial applications which resulted in fresh water saving of 500 Kilo Litres.
- The Company has advance membrane bioreactor for industrial wastewater treatment and during 2021-22, the Company has recycled and reused 1,62,059 Kilo Litres of treated industrial wastewater.

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. Review public policy advocacy positions by the governance structure for consistency with Principles of these Guidelines a. Frequency; b. Month / year of last review:

The Company works closely with leading Industry Associations and Chambers of Commerce at International, National, State and Local levels to advocate and pursue various causes that are in the larger interests of industry, economy, society and the public.

From time-to-time these have been in areas such as economic reforms, corporate governance and transparency, affirmative action, education and skill development, women empowerment.

The Company has a separate wing, viz., Srinivasan Services Trust (SST), which:

- a. Works with Government education departments and local panchayats to improve education;
- b. Introduces new income generation activities, increase in agriculture and better Livestock management;
- c. Coordinates between local bodies, government and community to maintain a clean environment;
- d. Provides easy access to Primary Healthcare and adoption of proper sanitation, hygiene and nutrition;
- e. Supports government bodies in developing infrastructure such as roads, drinking water facilities and more; and

Women empowerment through supporting self-help groups (SHGs) involved in income generation activities to market their products.

2. Names of trade and industry chambers and associations that you are a member / affiliate of:

The Company is member of following:

- Confederation of Indian Industry (CII);
- Society of Indian Automobile Manufacturers (SIAM)
- Hosur Industries Association (HIA)
- Karnataka Employers Association (KEA)
- Automotive Research Association of India (ARAI)
- SIAM - HCG (Human Capital Group)
- Bangalore Chamber of Industry and Commerce
- Madras Chamber of Industry and Commerce
- Baddi Barotiwala Nalagarh Industries Association (BBNIA)
- Employers Federation of India (EFI)
- Employers Federation of Southern India (EFSI)
- Indo Japanese Chamber of Commerce and Industry
- National Safety Council

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3. Details of any adverse orders received from regulatory authorities for anti-competitive conduct by your business:

Nil

4. Monetary contributions (if any) that have been made to political parties:

₹ 5 Cr

Leadership Indicators:

1. The public policy positions available in the public domain:

Environment Concern:

As a member of SIAM, played an active role in framing guidelines towards technology introduction, ramp-up of electric vehicles, biofuels and phasing out fossil fuel based engines.

In addition, guidelines on handling and disposal of End-of -life vehicles were drafted.

2. Examples (up to three) of any policy changes in the past year as a result of your advocacy efforts:

- The Company helped SIAM to organize knowledge sharing webinars on ethanol blending programme by US Grains council and ABRACICLO.
- Provided inputs to BIS for preparing E20 reference fuel specification
- Suggested changes in the Draft Battery Waste Management Rules 2021 through SIAM.

3. Details of corrective action for anti-competitive conduct, taken by the business based on adverse orders from regulatory authorities:

Nil. The Company has not received any adverse orders from regulatory authorities for anti-competitive conduct.

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

Essential Indicators:

1. Social impact assessments of your business operations conducted:

a. Number completed in the year

The Company carries out its welfare and CSR activities through Srinivasan Services Trust (SST), the CSR arm of the Company and through other implementing agencies.

SST's intervention under CSR is mainly confined to individual and household level, the measure on the impact are regularly made at village level internally through few indicators such as:

- Increase in community involvement on SST initiatives in villages as equal partner in the process of change.
- Increase in the delivery of existing government schemes and programme in villages which enable a win -win situation for people and government officials.
- Increase in the level of ownership by community towards sustainability of development created in villages through community-based organizations.

b. Number conducted by an independent external agency.

No social impact assessment was done by external agencies in this year.

2. Examples of products, technologies, processes or programmes (up to three) that contribute to the benefit of the vulnerable and marginalized sections of society:

- Facilitating formation of Self Help Groups (SHG) among rural women.
- Facilitating SHGs to avail credit facilities from banks
- Enabling farmers to utilize the benefit of Agriculture schemes announced by the Government.
- Enabling livestock owning families to utilize the benefit of veterinary schemes announced by the Government.

- Undertaking infrastructure repair works for Anganwadis, Schools, Health centres, Veterinary centers, Water supply and water storage structures.
- Create awareness among villagers on the various social security schemes and assist them to avail the scheme.

3. With respect to projects during the year for which Re-settlement and Re-habilitation (R&R) is applicable - a. Number of persons that were affected / displaced by these projects; b Gross amount paid out to project-affected and displaced persons:

Not applicable.

4. Details of investments (top three by value) in regions which are underdeveloped:

To implement the CSR activities the working areas are categorized into clusters based on geographical division. The top three invested clusters during this year includes:

- Thirukurugudi, Tamil Nadu: - ₹ 248.18 lakh
- Padavedu, Tamil Nadu: - ₹ 203.94 lakh
- Hosur, Tamil Nadu: - ₹ 159.29 lakh
- Mysuru, Karnataka - ₹ 115.18 lakh

5. Examples of goods and services (up to three) that incorporate local traditional knowledge:

The resource and skills available with the Company and employees are transformed to community for making better quality produce such as:

- Converting waste banana bark into value added product.
- Concerting palm leaf into handicraft product.
- Making of eco-friendly bags from jute.

6. Summary of the key themes covered by CSR initiatives (as per Section 135 of Companies Act, 2013) or linked to the CSR Policy of the business:

- The Company CSR initiatives towards developing a conduit between the government and local communities, enabling people to access various government schemes and benefits.
- The attempt is to make people independent and drivers of change themselves. The idea is to eventually convert individual beneficiaries into community leaders, who in turn motivate and guide others to bring about social and economic transformation of communities.
- Development of rural communities requires a holistic approach where different aspects in an individual's life need to be addressed.
- The economic well-being, education, social empowerment, health of the community and clean environment are all interrelated. Improvement of any one parameter often results in a commensurate improvement in others.

7. Details of adverse orders or judgments in intellectual property rights disputes related to traditional knowledge during the year.

NIL

8. Summary of the key themes covered by CSR initiatives (as per Section 135 of Companies Act 2013) or linked to the CSR Policy of the business.

- a. Empowering women, Promotion of Education, including special education and employment, enhancing vocation skills.
- b. Eradicate poverty, promoting preventive healthcare and sanitation and making available safe drinking water
- c. ensuring environment sustainability, ecological balance, animal welfare, agroforestry, conservation of natural resources and maintain quality of soil, air and water
- d. Rural development projects.

Leadership Indicators:

1. With respect to these social impact assessments

a. Results made available in the public domain:

The results of social impact assessments of SST is made available in its Website: www.tvssst.org.

b. Details of any actions taken to mitigate any negative social impacts:

No such negative social impact noticed. SST has in house planning, implementation and monitoring team, which review the project activities in various locations at periodic intervals. The CSR team are flexible to take forward the learning at every stage of the project and do course corrective measures.

2. Numbers benefitting from such beneficial products, technologies or processes:

- 770+ women SHGs formed with 10000+ members.
- ₹ 50+ Cr received as loan by women SHG members from banks.
- 1000+ Agriculture awareness programme conducted on Government schemes. 7000+ farmers benefitted from Government schemes.
- 1000+ Livestock awareness programme conducted on Government schemes. 10,000+ Livestock farmers benefitted from Government schemes.
- 1500+ Veterinary Camps conducted.
- 214 infrastructure works repaired/ improved.
- 1600+ Social Security Scheme awareness programme conducted. 17000+ people availed both state and central government schemes

3. With respect to projects during the year for which R&R is applicable - a. Was the R&R package developed in consultation with project-affected people; b. Information on gross amounts, made available in the public domain:

Not applicable.

4. Channels / platforms used to communicate Information regarding resolution of grievances / complaints from communities:

CSR team members lives in villages where welfare activities are carried out, to understand the needs and receive feedback then and there.

Continuous interaction with community to understand the benefit and utility of various programme implemented through SHG meetings, Gram sabha and meeting with various community-based organisations.

Feedback from Government officials at local, block and district level on the effectiveness on implementation of the government welfare schemes and programme at grass root level villages.

5. Examples (up to three) of economic and social value addition in these underdeveloped regions:

- Community involvement for inclusive development: Treating the community as equal partners in the process of change. They also play an active role on monitoring and evaluation.
- Facilitate and strengthen delivery of existing Government schemes and programme: enabling a win-win situation for the local Government officials and institutions. Hence check and balance done by Government departments.
- Empower CSR task force for achieving sustainable outcomes.

6. Examples where benefits of this local traditional knowledge being used by the business are shared with the community:

The learnings SST has within the factories which are suitable for village environment will always be utilized in the SST's intervention villages. Few such learning in Company shared with community are:

- The needed resources which including ideas, inspiration and funds may are all be within reach but mobilization of the needed is key.
- Identify the priority needs and focus to ensure the benefits of development reach.
- Effective targeting is key to achieving maximum impact.

Identify priority needs and focus: Summer is almost here and that is when our farmers face difficulties in finding fodder for their cows. Not anymore. This year, SST has helped 20 farmers prepare well by giving them three kilos of fodder sorghum with the help of the veterinary hospital in Vadamathimangalam village. This drought-resistant crop, that has been cultivated on half-an-acre of land, grows easily on any soil with minimum water. These farmers are relieved because they are already set for the summer, with a ready supply of grain and fodder for their livestock.

7. Number of beneficiaries covered under your CSR projects (as per Section 135 of Companies Act, 2013), disaggregated by the vulnerable and marginalized group categories:

SST CSR coverage focus on enabling people to enhance the socio-economic status of 15.46 lakh people out of which more than 1 lakh are in tribal areas.

8. Examples of how the impact of your community initiatives contribute to local and national development indicators:

- 2300+ Government Schools, Government Anganwadis, Government Health centers, and Government Veterinary centers repaired/renovated
- 370+ other community structures improved for people utilization
- Enhanced water storage capacity of 282 MI tanks through desilting
- Plantation of 7.50 lakh trees in community & private land through people participation and government intervention
- More than ₹ 100 crores of annual income generated by women and farmers through various community-based organization like SHGs and farmers groups

PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CUSTOMERS IN A RESPONSIBLE MANNER

Essential Indicators:

1. Examples (up to three) where adverse impacts of goods and services of your business have been raised in public domain:

Nil.

2. Percentage by value of goods and services of the business that carry information about:

a. Environmental and social parameters relevant to the product:

- User's manual - information on rideability, usage and service (100%).
- Recyclability and safe disposal symbol on batteries (100%).

b. Safe and responsible usage:

The Company provides user manual, warning stickers and tell-tale lamps to ensure customer safety and efficient use of vehicle. Few examples are as detailed below:

- Oil drain interval to inform the customers to change the engine oil to avoid damages to the vehicle and run the vehicle more efficiently.
- Warning sticker - Not to mix oil with the petrol
- Warning on speedometer
- Engine RPM (safety)
- Recommended tyre pressure
- Chain free-play check and adjust details.

3. Number of consumer complaints in respect of data privacy:

- | | | |
|-----------------------------|---|-----|
| a. Received during the year | - | Nil |
| b. Pending resolution | - | Nil |

4. Number of consumer complaints in respect of advertising:

- | | | |
|-----------------------------|---|---|
| a. Received during the year | - | 2 |
| b. Pending resolution | - | 1 |

5. Number of consumer complaints in respect of delivery of essential services:

- a. Received during the year - Nil
- b. Pending resolution - Nil

Leadership Indicators:

1. Corrective actions taken on adverse impacts of goods and services of your business - a. Details; b. Communicated in the public domain:

No complaints. Hence, not applicable.

2. List of national-international product labels / certifications being used by the business:

- Euro 3 to Euro 5
- Bharat Stage VI
- UNECE Regulations - United Nations Economic Commission for Europe Regulations
- GTRs - Global Technical Regulations
- SANS - South Africa National Standards
- SNI - Indonesia National Standards
- ES - Egyptian Standard
- Japanese Industrial Standards
- UJI TIPE - Type approval test, Indonesia
- CCC - China Compulsory Certification, China
- ANLA - Autoridad Nacional de Licencias Ambientales (ANLA), Colombia
- PROMOT 4 - Programma de Controle da Poluição do Ar por Motociclos e Veículos Similares (Air Pollution Control Programme for Motorcycles and Similar Vehicles), Brazil
- GSO - Gulf Standard Organization, Gulf Countries
- ADR - Australia Design Rule, Australia
- ANT - Agencia Nacional de Tránsito, Ecuador
- JPJ - Jabatan Pengangkutan Jalan, Malaysia
- DENR - Department of Environment and Natural Resources, Philippines
- 3CV - CENTRO DE CONTROL Y CERTIFICACION VEHICULAR, Chile

3. Channels, platforms where information on goods and services of the business can be accessed:

Official Website, user manual, service manual, authorised service centers, social media, and labels

4. Steps taken to inform and educate vulnerable and marginalized consumers about safe and responsible usage of products:

Service station personnel are comprehensively trained to educate vulnerable, marginalized and all types of customers.

5. On complaints received in respect of data privacy and advertising, indicate what corrective actions were taken to ensure that these do not get repeated.

No Complaints. Hence, not applicable.

6. Processes in place to inform consumers of any risk of disruption / discontinuation of essential services:

Not applicable.

For and on behalf of the Board of Directors