

**TVS Holdings Limited**  
(Formerly known as Sundaram-Clayton Limited)

**Annexure - V to Directors' Report to the shareholders**

**BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT FOR FY 2024-25**

**SECTION A: GENERAL DISCLOSURES**

**I. DETAILS OF THE LISTED ENTITY**

1	Corporate Identity Number (CIN) of the Listed Entity	L64200TN1962PLC004792
2	Name of the Listed Entity	TVS Holdings Limited
3	Year of incorporation	1962
4.	Registered office address	"Chaitanya", No.12, Khader Nawaz Khan Road, Nungambakkam, Chennai - 600 006
5.	Corporate address	"Chaitanya", No.12, Khader Nawaz Khan Road, Nungambakkam, Chennai - 600 006
6.	E-mail	<a href="mailto:corpsec@tvsholdings.com">corpsec@tvsholdings.com</a>
7.	Telephone	044-28332115
8.	Website	<a href="http://www.tvsholdings.com">www.tvsholdings.com</a>
9.	Financial year for which reporting is being done	2024-25
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited, Mumbai National Stock Exchange of India Limited, Mumbai
11.	Paid-up Capital	₹ 10,11,60,520
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	R Raja Prakash 044-28332115 <a href="mailto:corpsec@tvsholdings.com">corpsec@tvsholdings.com</a>
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis
14.	Name of the assurance provider	Not Applicable
15.	Type of assurance obtained	Not Applicable

**II. PRODUCTS / SERVICES**

16. Details of business activities (accounting for 90% of the turnover)

S. No.	Description of main activity	Description of business activity	% of turnover
1	Investments in group entities	The Company is registered with RBI as Non-Banking Financial Company - Core Investment Company (NBFC-CIC) and operates primarily as a Investment Company involved in the activity of making long-term strategic investments in group companies and other investments permissible as per the regulations of RBI	83%
2	Sale of Spares *	Trading Business	17%

\* The Company has wound up its business of trading in automotive spare parts in compliance with the condition stipulated by the RBI upon grant of registration to the Company as CIC, effective 10<sup>th</sup> October 2024.

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

S. No.	Product / Service	NIC Code	% of total Turnover contributed
1	Investment	64200	83%
2	Sales of Spares	45402	17%

**III. OPERATIONS**

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

Location	Number of plants	Number of offices	Total
National	Not Applicable*	1	1
International		1	1

\* The Company is engaged in the business of investment in securities and does not undertake any manufacturing activity.

19. Markets served by the entity:

- a. Number of locations

Location	Number
National (No. of States)	Not Applicable*
International (No. of Countries)	

\* The Company is engaged in the business of investment in securities and does not undertake any manufacturing activity.

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

NIL

- c. A brief on types of customers

The Company is registered as a Core Investment Company to carry on the business of non-banking financial company without accepting public deposits in accordance with Core Investment Companies (Reserve Bank) Directions, 2016 effective 14<sup>th</sup> March 2024. Hence, the Company invests only in the securities of Group Companies and is eligible to grant loans / provide security only to its Group Companies and is not having any customer interface.

The Company has wound up its trading business in automotive spare parts effective 10<sup>th</sup> October 2024.

**IV. EMPLOYEES**

20. Details as at the end of Financial Year:

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

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	56	45	80.36	11	19.64
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	56	45	80.36	11	19.64
WORKERS						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total workers (F + G)	-	-	-	-	-

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b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	–	–	–	–	–
2.	Other than Permanent (E)	–	–	–	–	–
3.	Total employees (D + E)	–	–	–	–	–
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	–	–	–	–	–
5.	Other than Permanent (G)	–	–	–	–	–
6.	Total workers (F + G)	–	–	–	–	–

21. Participation / Inclusion / Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.5
Key Management Personnel (KMP)*	1	–	–

\* KMP who is also a Director has been reported against the Board of Directors.

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

Category	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	39.60	17.39	56.99	2.06	–	2.06	11.70	0.70	12.40
Permanent Workers	–	–	–	–	–	–	–	–	–

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**V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)**

23. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies/ joint ventures (A)	Indicate whether holding / Subsidiary / Associate / Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business entity Responsibility initiatives of the the listed entity? (Yes/No)
1.	TVS Motor Company Limited (TVSM)	Subsidiary	50.26	No
2.	Home Credit India Finance Private Limited	Subsidiary	81.04	No
3.	TVS Digital Limited (Formerly known as TVS Housing Limited)	Subsidiary	100	No
4.	TVS Holdings (Singapore) Pte. Ltd	Subsidiary	100	No
<b>Subsidiaries of TVSM</b>				
5.	TVS Credit Services Limited	Subsidiary	-	No
6.	Sundaram Auto Components Limited	Subsidiary	-	No
7.	TVS Motor Services Limited	Subsidiary	-	No
8.	TVS Electric Mobility Limited	Subsidiary	-	No
9.	DriveX Mobility Private Limited	Subsidiary	-	No
10.	PT TVS Motor Company	Subsidiary	-	No
11.	TVS Motor (Singapore) Pte Limited	Subsidiary	-	No
12.	TVS Motor Company (Europe) B.V.	Subsidiary	-	No
13.	TVS Motor Company DMCC	Subsidiary	-	No
14.	Harita ARC Private Limited	Subsidiary	-	No
15.	TVS Housing Finance Private Limited	Subsidiary	-	No
16.	Harita Two-wheeler Mall Private Limited	Subsidiary	-	No
17.	The Norton Motorcycle Co Limited	Subsidiary	-	No
18.	TVS Digital Pte Limited	Subsidiary	-	No
19.	The GO Corporation	Subsidiary	-	No
20.	Swiss E-mobility Group (Holding) AG	Subsidiary	-	No

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**V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES) - (continued)**

23. (a) Names of holding / subsidiary / associate companies / joint ventures - (continued)

S. No.	Name of the holding / subsidiary / associate companies/ joint ventures (A)	Indicate whether holding / Subsidiary / Associate / Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business entity Responsibility initiatives of the the listed entity? (Yes/No)
21.	EBCO Limited	Subsidiary	-	No
22.	Celerity Motor GmbH	Subsidiary	-	No
23.	EGO Movement Stuttgart GmbH	Subsidiary	-	No
24.	Swiss E-mobility Group (Schweiz), AG	Subsidiary	-	No
25.	Colag E-mobility GmbH	Subsidiary	-	No
26.	Alexand'RoEdouard'O Passion VeloSarl	Subsidiary	-	No
27.	Swiss E-Mobility Group (Osterreich) GmbH	Subsidiary	-	No
<b>Associate Companies</b>				
28.	TVS Training and Services Limited	Associate	21.07	No
<b>Associates of TVSM</b>				
29.	Ultraviolette Automotive Private Limited	Associate	-	No
<b>Associates of TVS Motor (Singapore) Pte. Limited</b>				
30.	Killwatt GmbH, Germany	Associate	-	No
<b>Associates of TVS Digital Pte. Limited</b>				
31.	Predictronics Corp, USA	Associate	-	No
32.	Altizon Inc, USA	Associate	-	No

**VI. CSR DETAILS**

24. CSR Details

Whether CSR is applicable as per Section 135 of Companies Act, 2013	Yes
Turnover (₹ in Cr)	637.30
Net worth (₹ in Cr)	1,604.56

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**VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES**

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

Stakeholder group from whom complaints is received	Grievance Redressal Mechanism in Place (Yes / No) if yes then provide web-link for grievance redress policy	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	No	-	-	-	-	-	-
Investors (other than shareholders)	NA	-	-	-	-	-	-
Shareholders	Yes	4	-	-	4	-	-
Employees	Yes	-	-	-	-	-	-
Customers	Yes	-	-	-	-	-	-
Value Chain Partners	Yes	-	-	-	-	-	-

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

Pursuant to Composite Scheme of Arrangement which was approved by the Hon'ble National Company Law Tribunal, Chennai, the Die-casting division of the Company were demerged to Sundaram-Clayton Limited (Formerly Known as Sundaram-Clayton DCD Limited) effective 11<sup>th</sup> August 2023 ("Demerger"). In view of the above, the Company does not carry on any manufacturing activity. Hence, there were no grievances reported from other stakeholders mentioned above except shareholders of the Company.

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

As a principle, in line with the policies, practices and processes of the Company, it engages with its stakeholders and strives to resolve differences with them in a just, fair, equitable and consistent manner and if warranted takes corrective measures.

Considering the nature of business of the Company, there are no material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity for the Company.

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**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

The nine principles prescribed under the National Guidelines for Responsible Business Conduct (NGRBCs) are as follows:

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

S. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. a	Whether your entity's policy / policies cover each principle and its core elements of the NGRBCs. (Yes / No)	Y	Y	Y	Y	Y	Y	N	Y	Y
b	Has the policy been approved by the Board? (Yes / No)	Y	Y	Y	Y	Y	Y	N	Y	Y
c	Weblink of the Policies, if available	Policies of the Company are available on the website of the Company i.e., <a href="http://www.tvsholdings.com">www.tvsholdings.com</a>								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	N	Y	Y
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	N	N	N	N	N	N	N	N	N
4.	Name of the national and international codes/certifications / labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	All policies have been developed based on industry practices or as per the regulatory requirements, as may be applicable to the Company.								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	None, due to the nature of business of the Company.								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not applicable								
Governance, leadership and oversight										
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	We are committed to fulfilling our responsibility to society and the environment. Furthermore, through our CSR policy, we continue to drive initiatives for the benefit of different segments of society, with a focus on the marginalized, poor, needy, deprived, underprivileged, and differently abled persons.								
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	At the highest level, the Board of Directors of your Company, led by the Chair- man has the primary role to protect and assess the Business Responsibility (BR) performance of your Company, ensuring that the Company's operations align with its commitment to sustainable and responsible business practices								

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S. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Governance, leadership and oversight - (continued)										
9.	Does the entity have a specified Committee of the Board / Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, the Chairman, the Managing Director and the Director & Group Chief Financial Officer are responsible for decision making on sustainability related issues.								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was under-taken by Director / Committee of the Board / Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	As part of our standard practice, all Company policies undergo periodic or as-needed reviews by department heads, senior management personnel, and relevant committees. These reviews include an assessment of policy effectiveness, and any necessary adjustments to policies and procedures are implemented									On need basis.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company has the required policies and procedures in place to ensure compliance with laws applicable to the Company. The Company is in compliance with the extant regulations, as applicable																	
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.										P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
										No. however, the Company consistently places sustainability at the forefront of its values and actions.								

12. 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 entity does not consider the Principles material to its business (Yes/No)	-								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	-								
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	-								
It is planned to be done in the next financial year (Yes/No)	-								
Any other reason (please specify)	P7 - The Company through the various industrial forums endeavours to promote growth and technological process, economic reforms, inclusive development policies and sustainable business principles. Therefore there is no need for such policy.								



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**SECTION C : PRINCIPLE WISE PERFORMANCE DISCLOSURE**

**PRINCIPLE 1**

**BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.**

**ESSENTIAL INDICATORS**

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	from time to time	The Company conducts structured orientation programmes for newly appointed Directors to ensure they are well-acquainted with the organisation's operations and governance framework. Senior Management delivers comprehensive presentations covering the Company's business model, subsidiaries and associates entities, industry practices, regulatory landscapes, internal systems and policies. Special emphasis is placed on governance mechanisms, Compliance protocol, risk management strategies and data / information security practices. Further more, during quarterly Board meetings, Directors are regularly updated on significance regulatory developments and the performance metrics of the Company, including its subsidiaries and associates, thereby enabling informed decision making and strategic oversight.	100
Key Managerial Personnel	from time to time		100
Employees other than BoD and KMPs	from time to time	The employees are imparted various trainings/ awareness sessions such as induction/functional/behavioral training at the time of joining and leadership, policy, technical and specific compliance training during the course of employment.	100
Workers	Not Applicable	—	—

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

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

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

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

Case Details	Name of the regulatory / enforcement agencies / judicial institutions
	NA

**4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.**

Yes. As part of Code of Conduct for all the employees, on discipline and misconduct, accepting bribe or illegal gratification, in any form, from anyone, in connection with the Company's business is considered as violation.

The Company has zero tolerance approach towards such violation, corruption and bribery. The Company has appropriate internal controls to ensure that the Company or its employees do not engage in unethical practices.

All employees are educated on the "Code of Conduct" with an objective to establish and specify standards of behaviour. Web-link of such policies covered under the Code of Conduct are available on the Company's website as provided in page no. 94 of this Annual Report.

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

Category	FY 2024-25	FY 2023-24
Directors	—	—
KMPs	—	—
Employees	—	—
Workers	—	—

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

Particulars	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	—	—	—	—
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	—	—	—	—

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

Not Applicable

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

Particulars	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Number of days of accounts payables	9	39

**9. Open-ness of business**

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

Parameter	Metrics	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	100%	100%
	b. Number of dealers / distributors to whom sales are made	10	10
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	100%	100%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	100%	88.88%
	b. Sales (Sales to related parties / Total Sales)	-	31.25%
	c. Sale of Services (Services to related parties / total services)	100%	100%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	-	-
	d. Investments (Investments in related parties / Total Investments made)	94%	100%

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**LEADERSHIP INDICATORS**

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programs held	Topics / principles covered under the training	% age of value chain programmes partners covered (by value of business done with such partners) under the awareness programmes
Not Applicable		

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

Yes, the Company has in place a 'Policy on Related Party Transactions', which is applicable to our Board members. Transactions with the Board members or any entity in which such Board members are concerned or interested or other related parties of the company and its subsidiaries are required to be approved by the Audit Committee and the Board of Directors. In such cases, the interested directors abstain themselves from the discussions at the meeting. The weblink of the policy is available elsewhere reported in the annual report.

Further, a declaration is obtained from the Senior Management Personnel (SMP) with regard to any conflicts of interests.

**PRINCIPLE 2**

**BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE**

**ESSENTIAL INDICATORS**

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

Particulars	Current FY 2024-25	Previous FY 2023-24	Details of improvements in environmental and social impacts
R & D	Not Applicable		
Capex			

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

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

Not Applicable

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

Not applicable. The Company does not offer physical products in the normal course of its operations; therefore, product reclamation is not applicable given the nature of the business.

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

Not applicable

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**LEADERSHIP INDICATORS**

1. **Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)?**  
Not Applicable
2. **If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.**  
Not Applicable
3. **Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).**  
Not Applicable
4. **Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:**  
Not Applicable
5. **Reclaimed products and their packaging materials (as percentage of products sold) for each product category.**  
Not Applicable

**PRINCIPLE 3**

**BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS**

**ESSENTIAL INDICATORS**

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	45	45	100	45	100	NA	NA	45	100	NA	NA
Female	11	11	100	11	100	11	100	NA	NA	NA	NA
Total	56	56	100	56	100	11	100	45	100	NA	NA
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

There are no workers in the Company as on 31<sup>st</sup> March 2025

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**Annexure - V to Directors' Report to the shareholders - (continued)**

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

Particulars	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Cost incurred on well- being measures as a % of total revenue of the Company	0.46%	1.10%

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

Benefits	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	-	Yes	100	-	Yes
Gratuity	100	-	Yes	100	-	Yes
ESI	2	-	Yes	3	-	Yes
Others - please specify	Nil	-	NA	Nil	-	NA

**3. Accessibility of workplaces**

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes. The Company has ensured that its office premises have the facility for elevators, and / or ramps wherever possible and accessibility - centric designs in common spaces such as response.

**4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.**

Web-link of such policies covered under the Code of Conduct are available on the Company's website as provided in page no. 94 of this Annual Report.

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

Not Applicable, considering no such instances occurred during FY 2024-25.

**6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.**

Category	Yes/No (If Yes, then give details of the mechanism in brief)	Remark
Permanent Workers	Not applicable	The Company's whistleblower policy provides a formal platform for sharing grievances on a variety of topics. The employee induction program also sensitizes new recruits to the various mechanisms. The Company has dedicated channels for raising grievances and the same has been communicated to all the concerned stakeholders.
Other than Permanent Workers	Not applicable	
Permanent Employees	Yes	
Other than Permanent Employees	Not applicable	

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**Annexure - V to Directors' Report to the shareholders - (continued)**

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

Category	FY 2024-25			FY 2023-24		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	56	-	-	68	6	8.8%
- Female	11	-	-	12	-	10.7%
Total Permanent Workers	-	-	-	-	-	-
- Male	-	-	-	-	-	-
- Female	-	-	-	-	-	-

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

Category	Total (A)	FY 2024-25				FY 2023-24				
		On Health and safety measures		On Skill upgradation		Total D	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
EMPLOYEES										
Male	45	45	100	45	100	62	62	100	62	100
Female	11	11	100	11	100	12	12	100	12	100
Total	56	56	100	56	100	74	74	100	74	100
WORKERS										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
EMPLOYEES						
Male	45	45	100	62	62	100
Female	11	11	100	12	12	100
Total	56	56	100	74	74	100
WORKERS						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total	-	-	-	-	-	-

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**Annexure - V to Directors' Report to the shareholders - (continued)**

**10. Health and safety management system:**

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes / No). If yes, the coverage such system?**

Yes, the Company provides safety training to its employees through periodic fire safety drills and evacuation exercises conducted by its operating group entities. Additionally, the Company promotes health and safety practices among employees, including wearing helmets while riding two-wheelers, using seatbelts in four-wheelers, maintaining a healthy diet, staying hydrated, remaining active, and opting for stairs over elevators.

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

Not applicable, considering the nature of business.

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

Not applicable

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

Yes. Medical Health Insurance Policy is provided for all employees of the Company.

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

Safety Incident / Number	Category	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	-	-
Total recordable work-related injuries	Employees	-	-
	Workers	-	-
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

The Company provides safety training to its employees through periodic fire safety drills and evacuation exercises conducted by its operating group entities. Additionally, the Company promotes health and safety practices among employees, including wearing helmets while riding two-wheelers, using seatbelts in four-wheelers, maintaining a healthy diet, staying hydrated, remaining active, and opting for stairs over elevators.

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

Particulars	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-					
Health & Safety	-					



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**Annexure - V to Directors' Report to the shareholders - (continued)**

**14. Assessments for the year:**

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

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

Not applicable.

**LEADERSHIP INDICATORS**

**1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (NA).**

Yes,

The Company provides Employee death benefit scheme, group personal accident coverage and all other benefits in line with Statutory requirements.

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

Not applicable.

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

Particulars	Total no. of affected employees / workers		No. of employees / workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Employees	-	-	-	-
Workers	-	-	-	-

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

No

**5. Details on assessment of value chain partners:**

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

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

Not applicable

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**Annexure - V to Directors' Report to the shareholders - (continued)**

**PRINCIPLE 4**

**BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS**

**ESSENTIAL INDICATORS**

**Describe the processes for identifying key stakeholder groups of the entity.**

Considering the corporate structure of the Company and its business, the key stakeholders are shareholders, government, regulators, employees and the society.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Pamphlets, Meetings, Notice Board, Website), Other	Frequency of engagement (Annually / Half yearly / Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders / Investors	No	Newspaper publications, Email, Website and Meetings	Quarterly / Half yearly / Annually and Event Based	Investor forums, corporate communication, annual general meetings, annual reports. Key topics: Company strategy and performance, future plans, returns to shareholders.
Government And Regulators	No	Email and Meetings	As and when required	Submission of reports, inspection visits, need-based meetings on directives. Key topics: Regulatory compliance and transparency in disclosure.
Employees	No	Email, Townhall meetings	Monthly / Daily/ weekly/ quarterly/ Half yearly / Annually	Performance appraisal, employee engagement survey, grievance handling process, training workshops. Key Concerns: Career planning, communication on employee related policies.
Society (Beneficiaries of CSR initiatives of the Company)	No	Meetings	As and when required	To promote social welfare activities for inclusive growth, fair and equitable development and wellbeing of society through our business functioning and CSR activities.

**LEADERSHIP INDICATORS**

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

Respective business / functional heads engage with the stakeholders on various ESG topics and the relevant feedback from such consultation is shared with the Board, wherever applicable.

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**Annexure - V to Directors' Report to the shareholders - (continued)**

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, the Company collaborates with diverse stakeholders to ensure that all groups' expectations are acknowledged. Social development initiatives are conducted through the Company's CSR arm Srinivasan Services Trust (SST), which offers holistic and inclusive development opportunities to communities.

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

The Company prioritizes fostering positive relationships with all stakeholders. We engage with stakeholders across various topics. Proactive interaction with stakeholders yields valuable insights, informing our approach to material issues, business strategy, and risk management.

**PRINCIPLE 5**

**BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS**

**ESSENTIAL INDICATORS**

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

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>EMPLOYEES</b>						
Permanent	56	56	100	68	68	100
Other than permanent	-	-	-	6	6	100
Total Employees	56	56	100	74	74	100
<b>WORKERS</b>						
Permanent	-	-	-	-	-	-
Other than permanent	-	-	-	-	-	-
Total Workers	-	-	-	-	-	-

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**Annexure - V to Directors' Report to the shareholders - (continued)**

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

Category	Total (A)	FY 2024-25 Current Financial Year				FY 2023-24 Previous Financial Year				
		Equal to Minimum Wage		More than Minimum Wage		Total D	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
EMPLOYEES										
Permanent	56	-	-	56	100	62	-	-	62	100
Male	45	-	-	45	100	12	-	-	12	100
Female	11	-	-	11	100	74	-	-	74	100
Other than Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
WORKERS										
Permanent						-	-	-	-	-
Male	-	-		-		-	-	-	-	-
Female	-	-		-		-	-	-	-	-
Other than Permanent						-	-	-	-	-
Male	-	-		-		-	-	-	-	-
Female	-	-		-		-	-	-	-	-

**3. Details of remuneration / salary / wages**

**a. Median remuneration / wages:**

Particulars	Male		Female	
	Number	Median remuneration/ salary / wages of respective category (₹ in Cr)	Number	Median remuneration / salary / wages of respective category (₹ in Cr)
Board of Directors (BoD)	7	0.15	1	0.18
Key Managerial Personnel*	1	1.13	-	-
Employees other than BoD and KMP	43	0.13	11	0.16
Workers	-	-	-	-

\* KMP who is also a Director has been reported against the Board of Directors.

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

Particulars	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Gross wages paid to females as % of total wages	16%	15%

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

Head HR is responsible for addressing any human rights impacts or issues for the employees in the business. For POSH complaints there is an Internal Complaints Committee comprising of senior team which addresses any issues raised.

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

Employees can reach out to Head HR with reference to grievances related to human rights issues. An e-mail ID is made available for this purpose.

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**Annexure - V to Directors' Report to the shareholders - (continued)**

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

Particulars	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment			-			
Discrimination at workplace			-			
Child Labour			-			
Forced Labour / Involuntary Labour			-			
Wages			-			
Other human			-			
Rights related issues			-			

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

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

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

The Company assures confidentiality and protection to the complainant in furtherance, any attempts to intimidate the complainant would be treated as a violation of code of conduct. All complaints are handled in a time bound manner.

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

Yes. Agreements and contracts contain a standard provision of compliance with all the applicable laws, conventions, and policies etc., which encompasses the human rights requirements.

**10. Assessments for the year 2024-25**

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

**11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above**

Not Applicable.

**LEADERSHIP INDICATORS**

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

During the year, the Company has not received any complaints relating to human rights grievances. The Company has established a process to monitor and ensure the protection of human rights within the organization.

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**Annexure - V to Directors' Report to the shareholders - (continued)**

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

Nil

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

Yes

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

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	-
Discrimination at workplace	-
Child Labour	-
Forced Labour / Involuntary Labour	-
Wages	-
Others - please specify	-

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

Not applicable

**PRINCIPLE 6**

**BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT**

**ESSENTIAL INDICATORS**

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

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
From renewable sources			
Total electricity consumption (A)	Kilo Joules	-	-
Total fuel consumption (B)	Kilo Joules	-	-
Energy consumption through other sources (C)	Kilo Joules	-	-
Total energy consumed from renewable sources (A+B+C)		-	-
From non-renewable sources			
Total electricity consumption (D)	-	-	-
Total fuel consumption (E)	-	-	-
Energy consumption through other sources (F)		-	-
Total energy consumed from non-renewable sources (D+E+F)		-	-
Total energy consumed (A+B+C+D+E+F)		-	-
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	Joules / Rupee	-	-
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	-	-	-
Energy intensity in terms of physical output {Goods sold: (GJ/No of goods)}	-	-	-
Energy intensity (optional) - the relevant metric may be selected by the entity {Employees: (GJ/No of employees)}	-	-	-

Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency - No.

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**Annexure - V to Directors' Report to the shareholders - (continued)**

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No

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

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	-	-
<b>Total volume of water consumption (in kilolitres)</b>	-	-
<b>Water intensity per rupee of turnover</b> (Total water consumption / Revenue from operations)	-	-
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	-	-
<b>Water intensity in terms of physical Output</b>	-	-
<b>Water intensity (optional)</b> - the relevant metric may be selected by the Entity	-	-

Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. - No.

Considering the Company owning / leasing only a part of office premises in a building, the disclosure relating to 'water withdrawal' is not quantifiable. However, efforts have been made to ensure that water is consumed judiciously in the office premises at Chennai. In our offices, sensor taps are installed in washrooms to optimize water consumption.

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**Annexure - V to Directors' Report to the shareholders - (continued)**

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment - please specify level of treatment (Tertiary treatment in-house zero liquid discharge)	-	-
Total water discharged (in kilolitres)	-	-

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. - No.



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**Annexure - V to Directors' Report to the shareholders - (continued)**

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.  
No
6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:  
Not Applicable  
**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency.**  
Not applicable
7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format: Not Applicable  
**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**  
Considering the nature of business of the Company, GHG emissions (covered under Scope 1) are not accounted.
8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.  
Not applicable considering the nature of business.
9. Provide details related to waste management by the entity, in the following format: Not Applicable  
**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)**  
Not applicable considering the nature of business.
10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your Company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.  
Not applicable considering the nature of business
11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:  
Not applicable
12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:  
No project was subjected to environmental impact assessment based on the applicable laws.
13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N/NA).  
Not applicable considering the nature of business

**LEADERSHIP INDICATORS**

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):  
The Company does not operate in water stress areas.  
**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency.**  
Not applicable

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**Annexure - V to Directors' Report to the shareholders - (continued)**

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

Not applicable

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

Not applicable

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

Not applicable

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

Yes, The Company has in place a business continuity and disaster management plan which is periodically reviewed and updated based on new risks identified. These risks apart from covering the regular business risks also address risk due to pandemic and cyber security and response to ensure business continuity. The risks identified are also presented to the Management and the Risk Management Committee of the Company every year.

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

Not applicable

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

Not applicable

**PRINCIPLE 7**

**BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT**

**ESSENTIAL INDICATORS**

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

6

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

S. No.	Name of the trade and industry chambers / associations	Reach of trade and industry chambers / associations (State/National)
1	Confederation of Indian Industries (CII)	National
2	FICCI	National
3	Indo German Chamber of Commerce	International
4	Employers Federation of India (EFI)	National
5	Employers Federation of South India (EFSI)	State
6	Madras Chamber of Commerce and Industry (MCCI)	State

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**Annexure - V to Directors' Report to the shareholders - (continued)**

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

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

**LEADERSHIP INDICATORS**

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

S.No.	Public advocacy	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually / Half yearly / Quarterly / Others - please specify)	Web Link, if available
Nil					

**PRINCIPLE 8**

**BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT**

**ESSENTIAL INDICATORS**

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

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

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

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

- 3. Describe the mechanisms to receive and redress grievances of the Community :**

Not Applicable

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**Annexure - V to Directors' Report to the shareholders - (continued)**

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

Particulars	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	-	-
Directly from within India	100%	100%

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

Location	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Rural	-	-
Semi-urban	-	-
Urban	-	-
Metropolitan	100%	100%

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

**LEADERSHIP INDICATORS**

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

During the fiscal year 2024-25, no SIAs were conducted.

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

The Company does not operate in any aspirational districts.

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

No.

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

Not Applicable

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

Not Applicable

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

Nil

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

Nil

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**Annexure - V to Directors' Report to the shareholders - (continued)**

**6. Details of beneficiaries of CSR Projects:**

S.No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Renovation of Anganwadi's, schools, hostel, health centres, veterinary centres and other rural community infrastructure	100000+	85
2	Medical consultations conducting general health camps, dental camps and eye camps in schools, simple diagnostics, and medicines free of cost at medical centres & Mobile medical units	300000+	75

**PRINCIPLE 9**

**BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER**  
**ESSENTIAL INDICATORS**

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

Not applicable.

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

Particulars	As a percentage of total turnover
Environment and social parameters relevant to the product	Not applicable considering the Company being a Core Investment Company (CIC) and it derives majority of its income from dividend earned on the investments held by it in other body corporate(s) being group entities.
Save and responsible usage	
Recycling and / or safe disposal	

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

Particulars	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	-	-	-

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**Annexure - V to Directors' Report to the shareholders - (continued)**

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

Particulars	Number	Reasons for recall
Voluntary recalls	Not applicable	
Forced recalls		

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

If available, provide a web-link of the policy.

<https://www.tvsholdings.com/Information.htm>

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

No corrective action taken as there were no issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

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

- Number of instances of data breaches - Nil
- Percentage of data breaches involving personally identifiable information of customers - Not Applicable
- Impact, if any, of the data breaches - Not Applicable

**LEADERSHIP INDICATORS**

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

All information regarding the Company's business can be accessed through the Company's website [www.tvsholdings.com](http://www.tvsholdings.com) and in its periodic disclosures such as the annual report.

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

The Company ensures that the group companies utilize funds in ways that align with sustainable business practices.

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

The Company identifies risks relating to its business and deploys appropriate counter measures. These are reviewed by the management and Board periodically.

**4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

Not Applicable. The financial transactions are governed as per the laws and regulations of the country.

For and on behalf of the Board of Directors

VENU SRINIVASAN

Chairman

DIN: 00051523

Chennai  
5<sup>th</sup> June 2025