



Apollo Tyres Ltd

Corporate Office

ApolloHouse
7InstitutionalArea,Sector32,
Gurgaon122001,India

T:+911242383002
F:+911242383821

Registered Office

3rdFloor,AreekalMansion,
Panampilly Nagar,
Kochi682036,India

T:+914844012046
F:+914844012048

www.apollotyres.comE:investors@apollotyres.comCIN:L25111KL1972PLC002449

Concept, content and design at **AICL** (hello@aicl.in)



No challenge too tough

SUSTAINABILITY REPORT 2020-21



Value Creation at Apollo Tyres

Apollo Tyres commenced its integrated reporting journey in FY18, to articulate its performance across six identified capitals, its strategic way forward and progress. We conducted the materiality assessment in FY18 as per the Integrated Reporting framework. A third-party study was commissioned to identify the material issues by mapping stakeholder concerns and the business priorities.



7,248 MT

Total Recycled Material used

22 patents

filed in FY21



In this section

- 3 Message from Chairman
- 5 Value Creation at Apollo Tyres
- 13 Working with Engaged Stakeholders
- 17 Governance – For an Enabling Ecosystem
- 23 Environment – Operating within the Ring of Nature
- 29 Social – Enriching and Empowering a Prosperous Society
- 49 Being Future Ready

Annexures-

- 51 GRI G4 Standard Reference Chart
- 55 Carbon Footprint Assurance Certificate
- 56 ISO 26000 Assurance Certificate

Chairman's Message



Sustainability is positioned as a growth engine for the Company to continue on our journey of a sustainable profitable growth.

Onkar Kanwar
Chairman and Managing Director

Dear Stakeholders,

I hope all of you continue to remain safe with your families during these unprecedented times.

I am pleased to present our 10th Sustainability Report for Financial Year 2020-21, which provides an update on the Company's Sustainability journey in the past year.

The business community is witnessing a growing interest in Environment, Social, and Governance (ESG) indicators, hence making it a key component for Corporates to map their ESG impacts. Sustainability is now a critical value driver for the Company.

In a fiscal which saw a COVID-19 induced pandemic, we continued to re-engineer our business in order to ride out of the challenging conditions. Our Sustainability Governance, modelled on the international standard ISO 26000, has been under implementation for the past few years. In addition to the 4 core subjects which were earlier adopted in the previous years, we undertook the adoption of the 5th core subject: Labour Practices, and developed its Standard Operating Procedures, which was externally verified by the CSR Company, Austria.

Sustainability is positioned as a growth engine for the Company and I strongly feel that this will put us in the driver's seat to continue on our journey of a sustainable profitable growth.

The Company enhanced its Manufactured Capital stock with the inclusion of its state-of-art greenfield plant in Andhra Pradesh, India. Further, we strengthened our health and safety journey within our operations by adopting the H&S mission - 'Achieving Well-being with Always Healthy and Absolute Safety'. The mission ensures long lasting safety with stringent standards to ensure continued productivity.

The adverse impact of climate change is driving us to reshape our Natural Capital strategy in order to build climate resilience. Apollo Tyres has been consistent in its approach towards measuring and managing its Greenhouse Gas (GHG) footprint. To take this journey forward, we undertook a comprehensive climate risk assessment as per the Taskforce on Climate Related Financial Disclosure [TCFD] framework. This will help us in framing our climate mitigation strategy by addressing hotspots for action in the imminent future.

Innovation shapes the future of every industry. The innovations in our sector will not only define the future of mobility, but also a host of other related aspects like faster access to services and improved connectivity. Our dedicated R&D centres, representing the Company's Intellectual Capital, are working with our partners and customers to find ingenious solutions to fulfil our goals.

Our Social and Relationship Capital, ranging from our business partners, influencers, beneficiaries, peers to our customers - has always been a strong source of our strength. Our engagement in International Forums, like Global Platform for Sustainable Natural Rubber, help us to calibrate our efforts with a large global community working for a common goal. We continue to draw support from our ecosystem and also invest back for our stakeholders.

Successful organisations have people at the heart of their existence. We have dedicatedly invested in driving knowledge in our Human Capital to enrich it further. Our digital transformation during COVID-19 has helped us to create alternate avenues to make learning an ongoing process.

Financial Capital makes it possible to implement initiatives that would help the Company achieve long term Sustainability. We expect these investments to deliver long-term growth and profitability for the Company.

In hindsight, our past investments in the Sustainability journey have made us better aligned to customer expectations, changing market behaviours, addressing stakeholder imperatives, and delivering societal value. We are excited about the opportunities ahead and look to embrace those as we continue our journey of Sustainability to create a long-lasting value for all!

Thank You,

Onkar Kanwar

Chairman and Managing Director

Creating Value for Stakeholders, across a Global Value Chain

STAKEHOLDER MAP

Six stakeholder groups play a pivotal role in our business



Employees



Community



Shareholders & Investors



Value Chain Partners



Customers



Environment

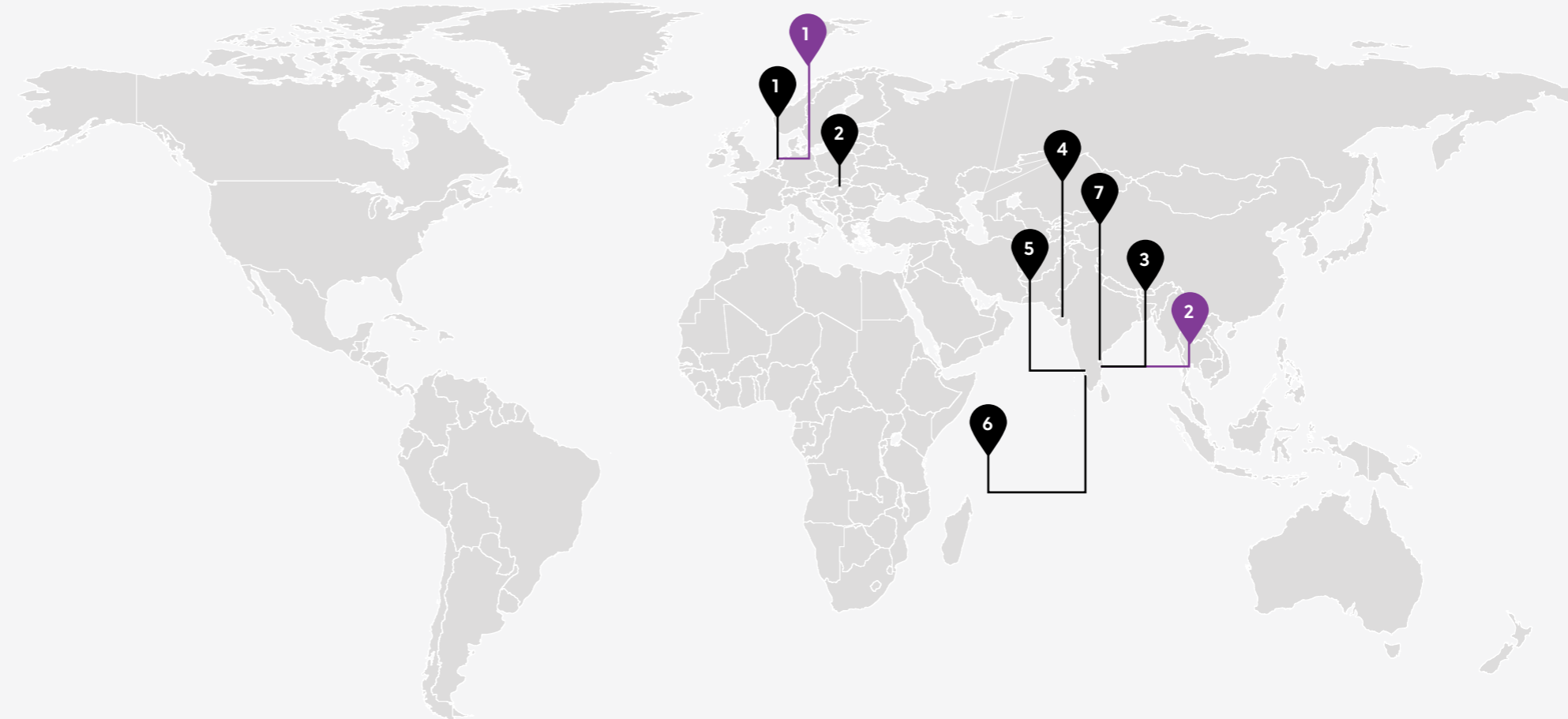
MANUFACTURING AND R&D REGIONS

MANUFACTURING LOCATIONS

1. Enschede, The Netherlands
2. Gyöngyöshalász, Hungary
3. Chennai, Tamil Nadu
4. Limda, Gujarat
5. Perambra, Kerala
6. Kalamassery, Kerala
7. Chinnapandur, Andhra Pradesh

R&D LOCATIONS

1. Enschede, The Netherlands
2. Chennai, Tamil Nadu



*Map not to scale

PROCESS

Our business processes outline the key activities that are intrinsic to our operations



Research and innovation
at R&D locations in Asia and Europe



Manufacturing
at plants in Asia and Europe



Marketing and distribution
in USA, Europe, the Middle East, India and other parts of Asia



Value Creation Model

CAPITALS	INPUT			OUTPUT		CONTRIBUTION TO SDGs	
Financial Capital	₹11.90 Bn Capital Expenditure Outflow (consolidated) (as on FY21)	₹114.43 Bn Capital Employed (consolidated) (as on FY21)	₹41.98 Bn Net Debt (consolidated) (as on FY21)	₹24.47 Bn Cash generated by operating activities (consolidated) for FY21	₹27.97 Bn Consolidated operating profit (EBITDA excluding other income) for FY21		
Human Capital	18,734 Total workforce (as on FY21)	Safety Culture Across the operations as an enabler	Apollo Virtual Academy For promoting Learning and Development	31% Reduction in Lost Time Injury Frequency Rate over FY20	98,935 Accident prevention opportunities were identified 56% higher than the last year		
Social and Relationship Capital	₹129.91 Mn CSR Spend in FY21	Sampark 2 A digital platform to conduct all business transactions	Apollo Partnership Pact [APP] For Preferred Upstream Suppliers	Nearly a million CSR beneficiaries	80% APP Endorsements upstream raw material suppliers	68 Dedicated CV zones	
Intellectual Capital	420 Skilled R&D Workforce	₹893.28 Mn Research & Development allocated capex (consolidated) for FY21		22 Patents filed in FY21	₹375.95 Mn Intangible assets worth (standalone) in FY21		
Manufactured Capital	7 Operating sites across the globe	2 Dedicated R&D Centres	₹145.24 Bn Property, plant and equipment (consolidated) (as on FY21)	Installed Capacity (MT) <ul style="list-style-type: none"> LIMDA: 199,433 CHENNAI: 301,556 PERAMBRA: 110,508 KALAMASSERY: 41,763 	<ul style="list-style-type: none"> CHINNAPANDUR: 21,163 HUNGARY: 56,376 ENSCHDEDE: 59,623 	100+ Countries Served	
Natural Capital	583,321 MT Of Raw Material Consumed in operations	4,969 TJ Of energy consumed	5.19 Mn m3 Of water consumed	7.35 Lakhs tonnes of CO2 eq Total GHG footprint	Over 21,000 MT Of solid waste generated		



The Value Creation endeavours of the Company has created the following outcomes across the Capitals.



FINANCIAL CAPITAL

1.50

Net debt to EBITDA excluding other income (ratio) (consolidated)

₹5.68

Earnings per share (consolidated)

0.37

Net debt to Equity (ratio) (consolidated)

3.3%

Return on Equity (consolidated)

Credit Ratings

CRISIL AA+/ Stable for Long term
CRISIL A1+ for Short term

IND AA+/ Stable for Long term
IND A1+ for Short term



HUMAN CAPITAL

- Launched Apollo Virtual Academy for global employee engagement and learning & development, with 23 in-house and live global (Refresh@Apollo) webinars hosted, and 38 virtual online self-paced courses offered

- ADMIRE programme, focused on sales capability development attended by frontline field sales managers, and Winning with Customers & Apollo ONE designed to enhance managerial and functional skills.

- Speak Up for safety programme reached out to workers on one-on-one basis as part of micro learning programme. 215,248 Safety contacts were made successfully.

- 65,590 behavior observations made on the shop floor to strengthen the safety culture, 29% higher than last year.

- Risk-based training introduced in FY21. 18,140 training man-days across manufacturing operations, 15% higher than last year.

- Diversity is critical on our People Pillar, focusing on provision of equal opportunities and increasing women participation. 21% of workforce is women in Hungary.



SOCIAL & RELATIONSHIP CAPITAL



Community

₹1 Mn +

Women beneficiaries earned through face mask production

- Recognition by Ministry of Health and Family Welfare for efforts on TB Eradication
- Received an appreciation from Haritha Kerala Mission, Kerala Government for Mangrove Conservation



Value Chain

- Close to 250 AVK/ ARD and more than 1,000 REDs in the rural network
- Exclusive rural engagement vehicle - Apollo Vikas Kendra



Customers

- Apollo Quick Service and AQS Lite caters nationally with 915 centres in FY21
- Dedicated Commercial Vehicle Zones in FY21 - 68
- 50 CV Zones certified by third-party for standardisation for better safety and hygienic environment
- Total 550 digital activities and 50 influencer activities conducted in FY21 as a part of Apollo Tractor Owners Meet [ATOM] in FY21



INTELLECTUAL CAPITAL

Products Commercialised

34 PCR Domestic **83** Export

7 TBR Domestic **1** Export

2 Two Wheeler (2W) and Three Wheeler (3W) Domestic

14 OHT/ TBB Domestic **3** Export

Intellectual Property

- Patents filed in FY21 22 Nos (total 181 active patents across geographies)
- Design registrations in FY21 44 Nos (total 193 designs across geographies)
- Trademarks filed in FY21 12 (approx. 1000+ active trademarks across geographies)

Research Collaboration

- Global R&D centre Chennai is now an approved Research centre of IIT Madras



MANUFACTURED CAPITAL

₹13.15 Bn

Depreciation and Amortization (consolidated) in FY21

₹7.1 Bn

Depreciation and Amortization (Standalone) in FY21

₹1.17 Bn

Impairment of fixed assets in FY21

₹11.90 Bn

Capital Expenditure Outflow (consolidated) in FY21



NATURAL CAPITAL



Environment

696,464 m3

Total water recycled/reused

7,248 MT

Total recycled material used

36,795 GJ

Total energy saved in FY21

24,500 tonnes of CO2

Total amount of GHG sequestered



Interconnectivity between Capitals

At Apollo Tyres, we consider our capitals as stocks of value that interact with each other to deliver larger stakeholder and organisational value. As they interact, they result in key trade-offs, which we strive to optimise.



Interlinkage of Financial Capital with other capitals

Financial capital stock is utilised to build on other forms of capitals. These in return help in contributing to the financial capital itself, and Manufactured and Social & Relationship capitals.



Interlinkage of Human Capital with other capitals

The Company's human capital stock is positively impacted when it invests in skill development initiatives to improve the technical know-how for better operations. This also benefits the individuals with career enhancements, and increasing growth prospects, thereby increasing intellectual capital stock as well positively impacting the financial capital stock by enhanced profitability.



Interlinkage of Social and Relationship Capital with other capitals

The Organisation invests proactively in developing its social and relationship capital stock. This translates into build up in financial capital and natural capital stocks over the long term.



Interlinkage of Intellectual Capital with other capitals

The Company builds its intellectual capital stock through investments in state-of-the-art R&D facilities together with skilled human resources. This also augments the rise in Manufactured and Human capitals. The products developed through innovation and collaborations with other institutions consequently translate into positive build up in financial, natural and social & relationship capitals.



Interlinkage of Manufactured Capital with other capitals

The manufactured capital stock gets positively impacted with the Company's strategic focus on growth projects. Increasing capex on manufacturing plants to access domestic as well as global markets impacts financial capital and natural capital in the near term. The enhanced manufactured capital in terms of new products across segments will help in achieving growth in market share. This shall eventually help in building the financial and social & relationship capital.



Interlinkage of Natural Capital with other capitals

The conservation and efficiency initiatives align to conservation of Natural Capital. This in turn, also helps in improving the Financial Capital stock. The Company focuses on state-of-the-art operation and R&D to build manufacturing and intellectual capital stocks which in turn cater to a positive natural capital stock. To further reduce impact on natural capital, the Company invests in community development projects like Environmental Protection thereby increasing social & relationship capital through generation of common natural assets.



Working with Engaged Stakeholders



cornerstone of sustainable corporations globally. While the value chain concept has underlined the partnership approach across stakeholder spectrum, it has also brought to centre stage the need for inclusive and responsive stakeholder engagement for a robust and growing organisation.

Apollo Tyres is deeply aware of this concept and considers its stakeholders an inherent component of its business ecosystem. The organisation being at the nucleus of this ecosystem takes it as its cardinal responsibility to include its stakeholders' views in its operations.



Organisation Stakeholder Paradigm

Stakeholder	Group Responding Department
Customers	Marketing, Customer Services, Sales
Value Chain	Procurement, Sales
Employees	Human Resources, Health Safety & Environment
Community	Corporate Social Responsibility
Environment	Sustainability, Health Safety & Environment
Investors & Regulators	Investor Relations, Company Secretarial

The Company engages with a wide range of stakeholders around the globe. At the local/regional level, the operations are encouraged to work with stakeholder groups to identify and implement engagement initiatives.

Apollo Tyres believes in communicating with various stakeholders to understand their concerns and respond with appropriate mechanisms. Various functional departments use diverse communication channels to fulfil this responsibility.

Three-Pronged Strategy for Stakeholder Engagement





Our ESG Performance



Governance

- 18 Drivers for Sustainability
- 18 Sustainability Committee to build oversight
- 19 Sustainability Roadmap 2025
- 19 Framework for Sustainability
- 22 Policy Framework for Seamless Governance

Sustainability Roadmap 2025 defined

At Apollo, we believe in a long-term approach to business. Hence, we accord equal importance to both financial and non-financial parameters that contribute to our overall growth and business viability. While considering the non-financial parameters, we evaluate our performance across the three facets of Environmental, Social and Governance (ESG).

Environment

- 24 Raw Material Footprint
- 26 Energy Performance
- 27 Sustainable Water Use
- 28 Climate Adaptation and Promoting Biodiversity
- 28 Prevention of Pollution
- 28 Beyond the Fence

13.4%
Water recycled or reused in FY21



Approach

Apollo Tyres has developed its own Sustainability Management Framework (SMF), aligned to the global standard of ISO 26000 on Social Responsibility. The sustainability performance is presented through a stakeholder lens under the three pillars of ESG.

NOTE: This report covers information pertaining to the period from **April 1, 2020 to March 31, 2021**. The scope of the report includes Apollo Tyres' European operations including Enschede, The Netherlands and Gyöngyöshalász, Hungary; and APMEA operations including Chennai, Tamil Nadu; Limda, Gujarat; Perambra and Kalamassery (leased unit), Kerala; and Chittoor, Andhra Pradesh.



Social

- 30 Customers - Central to Existence
- 33 Value Chain - Partners in Progress
- 37 Engaging with Communities
- 43 Performance against Sustainable Development Goals
- 45 People - The Inner Core
- 47 Health and Safety

Nearly a million
CSR beneficiaries

80%
Raw material suppliers endorsed APP

Being Future Ready





For an Enabling Ecosystem

At its core Apollo Tyres has a robust governance model that acts as an enabler to realise far-reaching outcomes with a strong sense of purpose.

Apollo Tyres has invested in processes guided by forward-looking policies to build an Institution of Tomorrow. Over the years, the Company has created a solid foundation where values of ethics, integrity and purpose are deep rooted.

Drivers for Sustainability

Apollo Tyres has always believed that sustainability is not just a 'good to have' but a 'must have' attribute for any organisation aspiring to generate continual value for its stakeholders. With this value proposition, the Company has taken a framework approach to deep root sustainability principles into its core operations and business goals. In the reporting year, the Company strengthened its commitment to pursue sustainability by re-looking at its review mechanisms, assessing emerging challenges in domains like climate induced risks and setting a roadmap on sustainability for 2025.

The Company's sustainability strategy outlines its inclusive growth approach by syncing with environment conservation, social prosperity and economic well-being.

This is further manifested through its well-developed and implemented Sustainability Management Framework. The framework has supported the integration of sustainability into all levels of the corporate strategy, business model and value chain.

In its efforts to make sustainability performance a core business objective, the Company started to submit its disclosures based on international guidelines from 2010. These disclosures have been instrumental in assessing the actual performance, setting benchmarks and supporting continual improvement towards a better growth trajectory in all domains of the triple bottom line – **social, environmental and financial**.

Sustainability Committee to build oversight

The Sustainability Committee, with representations of the senior members of the Management Board, is a conduit between the Board and the Company. It serves to provide

oversight on sustainability issues of critical significance and guide the Company towards achieving sustainability objectives. The committee is responsible for setting up an overall vision.

The key responsibilities of the committee are enumerated below:

- | | |
|--|--|
| 01/
Manage sustainability statement and framework | 02/
Develop strategy and implement priority/focus areas |
| 03/
Review sustainability risk register or framework | 04/
Identify focus areas and fix overall targets in the roadmap |
| 05/
Allocate required resources for achieving projects/objectives | |





Governance

Sustainability Roadmap 2025

The Company has defined its Sustainability Roadmap 2025 with six key focus areas:



Combating Climate Change



Working towards Circular Economy



Establishing Sustainability Governance model



Building a Responsible Value Chain



Fostering a People Centric approach



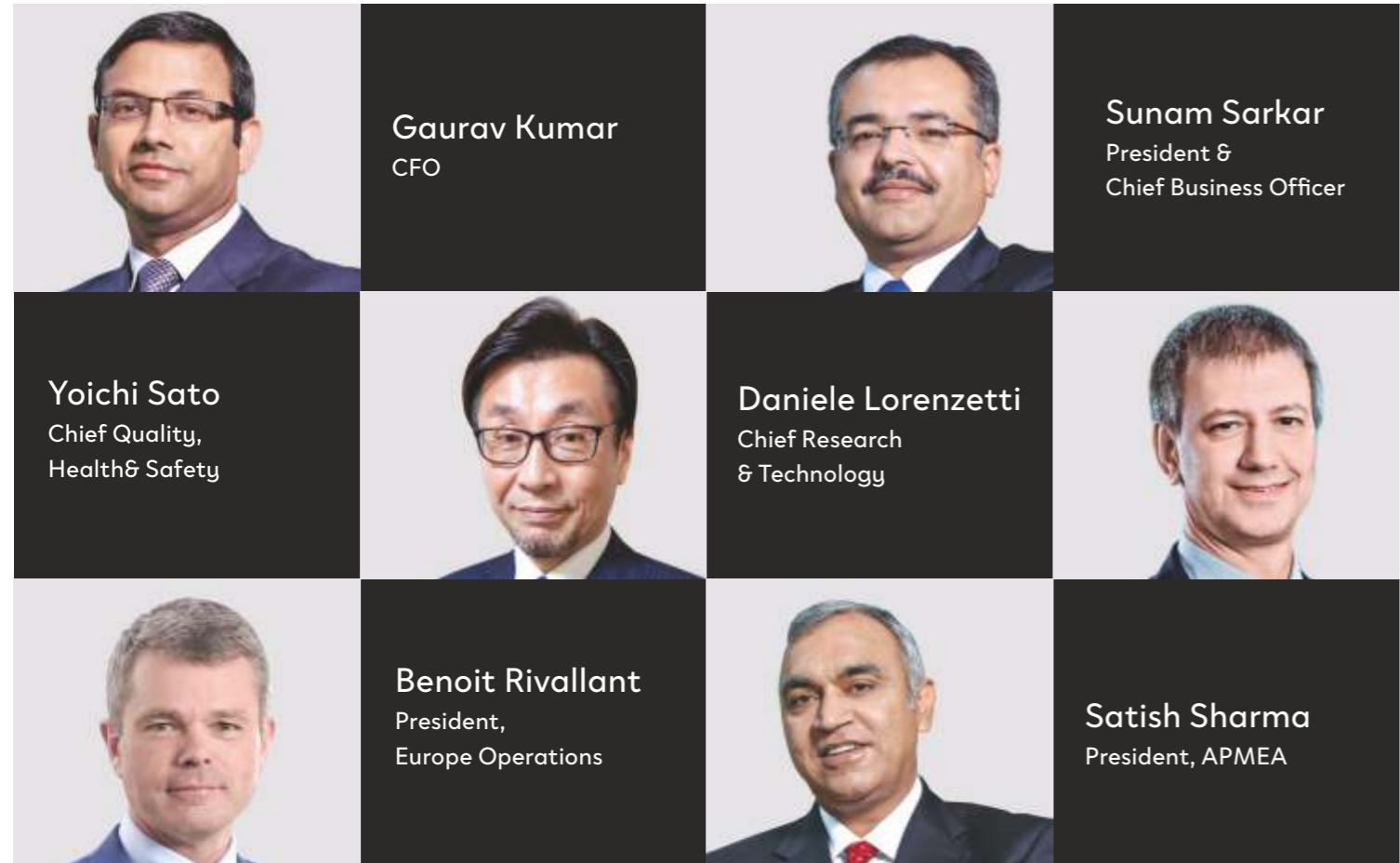
Engaging with Communities

Action plans are being drawn for each of these focus areas to achieve tangible outcomes by 2025.

Framework for sustainability

Apollo Tyres adopted ISO 26000:2010, an International Standard on social responsibility, to develop its Sustainability Governance Model.

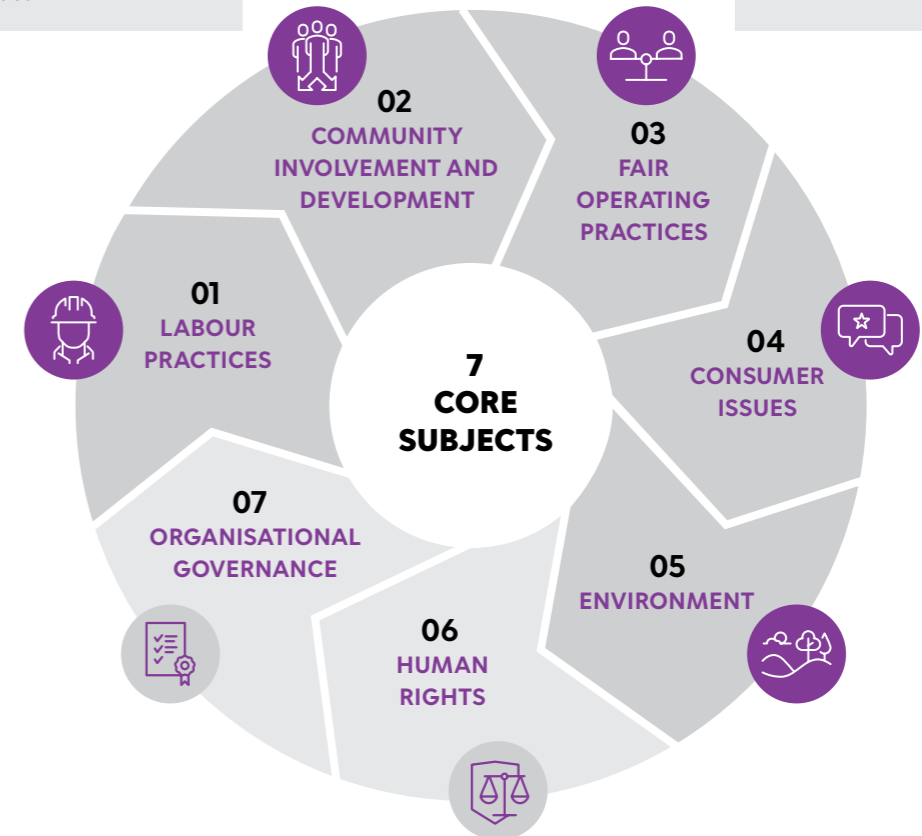
The standard states seven areas, referred to as 'Core Subjects', which any organisation should consider developing a socially responsible entity.



Out of the seven core subjects listed under ISO 26000:2010, Apollo Tyres has adopted five, addressing 23 issues

Subjects adopted by Apollo Tyres

<p>01</p> <p>Labour Practices</p> <ul style="list-style-type: none"> • Employment and employment relationships • Conditions of work and social protection • Social dialogue • Health & Safety at work • Human development and training in the workplace 	<p>02</p> <p>Community Involvement & Development</p> <ul style="list-style-type: none"> • Community involvement • Employment creation and skills development • Wealth and income creation • Health 	<p>03</p> <p>Fair Operating Practices</p> <ul style="list-style-type: none"> • Anti-corruption • Responsible political involvement • Fair competition • Promoting social responsibility in the value chain • Respect for property rights
--	--	---



<p>04</p> <p>Consumer Issues</p> <ul style="list-style-type: none"> • Fair marketing, factual and unbiased information and fair contractual practices • Protecting consumers' health and safety • Sustainable consumption • Consumer service, support, complaint and dispute resolution • Education and awareness 	<p>05</p> <p>Environment</p> <ul style="list-style-type: none"> • Prevention of pollution • Sustainable resource use • Climate change mitigation and adaptation • Protection of the environment, biodiversity and restoration of natural habitats
--	---

RISKS AND MITIGATION

The Company has in place a robust risk management framework that identifies and evaluates business risks and opportunities. The Company's risk management processes focus on ensuring that these risks are promptly identified, and a mitigation action plan is developed and monitored periodically to create sustainable growth.

Sustainability risks are identified through formal and informal interactions with the stakeholders, and mitigation plans are developed. The risks are prioritised and reported to the Board each quarter.

The Company's risk management framework operates with the following objectives:

Proactively identify and highlight risks to the right stakeholders

Facilitate discussions around risk prioritisation and mitigation

Provide a framework to assess risk capacity and appetite; develop systems to identify any red flags



FAIR OPERATING PRACTICES

Apollo Tyres' business dealings involve the relationships between the organisation and its partners, suppliers, contractors, customers, competitors and associations wherein it holds membership. As a responsible organisation, it identifies, adopts, and applies standards of ethical behaviour appropriate to its purpose and activities.

The Company has been able to sustain productive relationships with organisations because of its responsible business practices. Its values are key to the way its employees work and interact with customers, suppliers and colleagues across the business. The Code of Conduct sets out key policies that outline the standards and behaviours that help to shape and strengthen the organisational culture.

Anti-corruption

Apollo Tyres has a zero-tolerance approach towards corruption. It is in compliance with all applicable legal and regulatory requirements and has formulated a Code of Conduct for all employees along with a vigil mechanism through Whistle Blower Policy to deal with instances of unethical behaviour, actual or suspected, fraud or violation. The functioning of the whistle blower mechanism is periodically reviewed by the Audit Committee of the Board. There are laid down procedures in reporting breaches of the Code of Conduct.

Fair competition

Apollo Tyres considers its vendors as long-term business partners. It is committed to conducting business affairs in a fair and ethical manner that promotes open and fair competition in its best interests and its business partners. The Company has been proactive in ensuring compliance with all applicable laws, rules and regulations laid down. It has developed a Competition Compliance Manual to prevent engaging in anti-competitive behaviour and conducts employee awareness on legislations related to fair competition through regular e-mailers, newsletters, trainings, meetings and manuals.

Task Force on Climate-related Financial Disclosures (TCFD)

Assessment conducted in FY21

Respondent of Carbon Disclosure Project (CDP)

Policy Framework for Seamless Governance

The Company is guided by appropriate publicly stated policies to address the needs and expectations of its spectrum of stakeholders. Some of the policy provisions are highlighted below. All the policies are available on the company website.

Read more on our **Sustainability statement: Guiding framework for the company formulated**



Operating Within the Ring of Nature

“True awareness of the limits of Nature has augmented the Company's philosophy to innovate for a better environment. Each tyre rolling out of the manufacturing site represents the Company's

Apollo Tyres has long considered Environment as one of its most influential stakeholders. The need to operate in complete harmony with natural systems is conspicuous in the various initiatives and innovations that the Company has ushered. These are aimed at a better future for all stakeholders and a **reassurance to Earth** – that we are **Partners**.

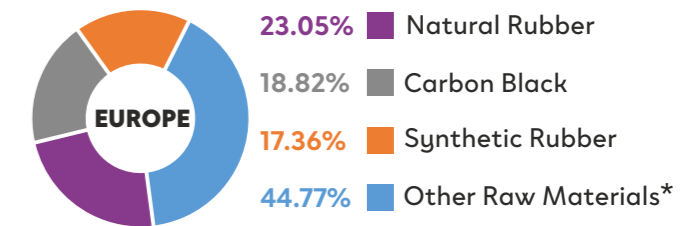
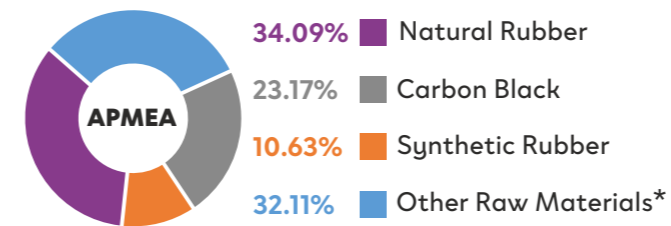
Raw Material Footprint

The three main constituents used for manufacturing tyres are natural rubber, synthetic rubber and carbon black. These constitute a major part of the raw material while there are some other materials required to complete the raw material requirement.



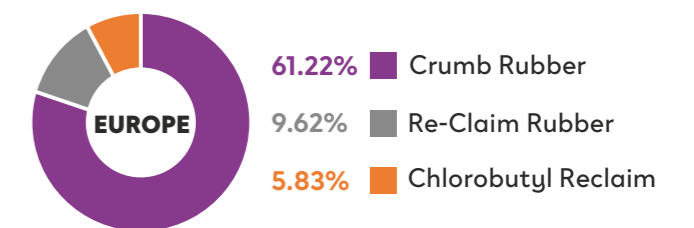
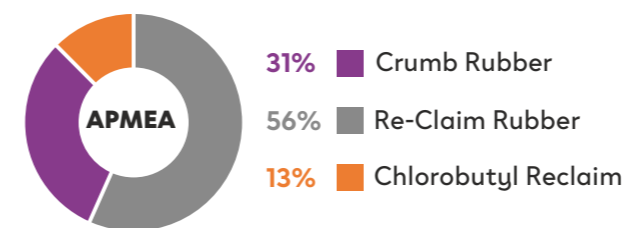
Share of Raw Material Consumed, APMEA and Europe Operations in FY20-21

[%]



Break up of Recycled Raw Materials by Type, APMEA And Europe Operations in FY20-21

[%]



5,83,321 MT

Total raw material consumed across all the operations

7,248 MT

Total recycled material



*Other Raw Materials includes associated process materials. From FY 21, the indicator reporting was revised after the robustness of the calculation method was improved. From FY 21, APMEA has discontinued inclusion of Steam used in Limda as the water used is accounted in Water consumption.



Environment

Driving Sustainable Consumption

In FY21, the Company improved fuel efficiency of all TBR and PCR tyres and enhanced its presence in New BS-VI and Electric vehicles.

Range expansion of energy efficient tyre, new fuel efficiency series tyre called nRG continued in TBR with tubeless tyre sizes. New range of PCR / SUV tyres in Amazer XP & Apterra Cross were launched to deliver significant saving potential in the fuel bill for the customers. Amazer 4G Life continued to deliver High life to reduce tyre consumption and support sustainability.

Another development targeting fuel efficiency, the Durable Ultra Low Rolling resistance (DULRR) tyre with improved Product durability has been the first of its kind product development in India. Ultra low noise (ULN) tyre was developed with an innovative pattern to reduce interior noise to meet stringent OE requirements.

Several developments were aimed to support farming community such as introduction of Farm Plus Haulage

tyre (patented) having dual function as a Farming tyre and as well as a Haulage tyre for transporting farm produce to the market. Introduction of Agri tyre with Steel breaker also helped the farmers to get rid of frequent puncture due to stub penetrations to a considerable extent.

Weight reduction journey continued to reduce per tyre raw material consumption and also the energy consumption for processing to produce the tyre. Increased Recycled material usage effectively supported the sustainability drive practiced by the company.



Some of the improvements achieved in certain parameters FY 21 vis-à-vis FY 20 are mentioned below.

- 1 Water consumed per kg of product [Litre/Kg]: PCR --11.46 & TBR 10.53% reduction
- 2 Progressive reduction of tyre weight in PCR by 5%: which directly corresponds to reduction in the consumption of Hydrocarbon and thereby resulting in the reduced carbon footprint per tyre.
- 3 Silica based tyre production for PCR category increased by 50% in last year, which thus reduced the consumption of carbon black, a fossil fuel based reinforcing agent.
- 4 Recycled material usage expanded to many components beyond Inner liner to reduce virgin material consumption by 10%.
- 5 A new process- "Gas Circulation Unit" employed for ensuring uniform cure across the tyre resulting in consistent durability and energy saving.
- 6 Apollo Mixing Technology (AMT) concept was developed for increased efficiency in manufacturing by 15%, Extrusion Efficiency was also improved by 20%, thereby resulting in substantial savings in energy.
- 7 Nitrogen curing technology has been implemented in the new plant to reduce water consumption.

The rolling resistance of the PCR tyres was reduced through the year from 8.0 Kg/T to 7.0Kg/T. This translates into reduction of rolling loss and reduced fuel consumption without compromising any other performance.

Usage of efficient techniques for Retreading of Truck tyres to provide Extended life cycle of the tyre body material to 2-3 times, thus avoiding the need for frequent replacement. Retreading is also a green process as it extends the usage life of the tyre significantly. Improvement of wear life for all tyres ensured improved re-use of the non-consumable part of tyres to a longer period.

Product failure rate was reduced by almost 14%, thus enhancing the application life of tyres and improve full utilization of tyres till end of life.

Apart from nRG series fuel efficient series in TBR, the Company is reducing the RRc of all major SKUs by around 4%, which can reduce the fuel consumption of vehicles especially for the fastest growing compact SUV segment.

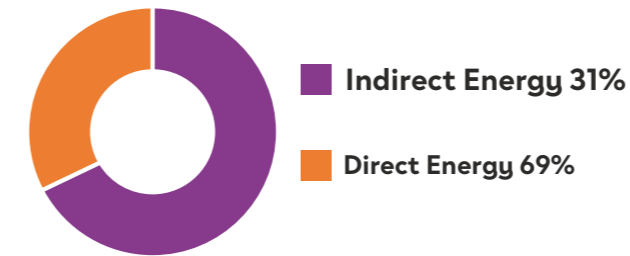


Energy Performance

Apollo Tyres utilises a mix of renewable and non-renewable fuel types to meet its energy requirements. In its India operations, the main source of direct energy continues to be coal, followed by furnace oil. The organisation has also invested in renewable energy like Solar and wind power as direct energy sources. In the Europe operations, direct energy is sourced from natural gas. Indirect energy sources in the Indian operations comprised of grid electricity along with wind energy. In Europe, electricity is the main source of indirect energy.



Share of Direct and Indirect Energy Consumed, FY20-21



The total energy consumption (from both direct and indirect sources) for the reporting year was 4969 TJ. The share of direct energy was 69% (3414 TJ) and the indirect energy accounted for 31% (1555 TJ). The share of renewable energy in the total mix stood at around 3.6%. In the reporting year, the Company's Limda facility contributed captive capacities for solar and wind energy, while Chennai sourced Solar energy from Captive capacity and imported wind power to add to its energy sources.

The Company has been making efforts to achieve energy efficiency through improvements in its process design, conversion and retrofitting of equipment and use of energy efficient equipment. There were several initiatives that were undertaken during the reporting period resulting in 36,795 GJ of energy savings.



Environment

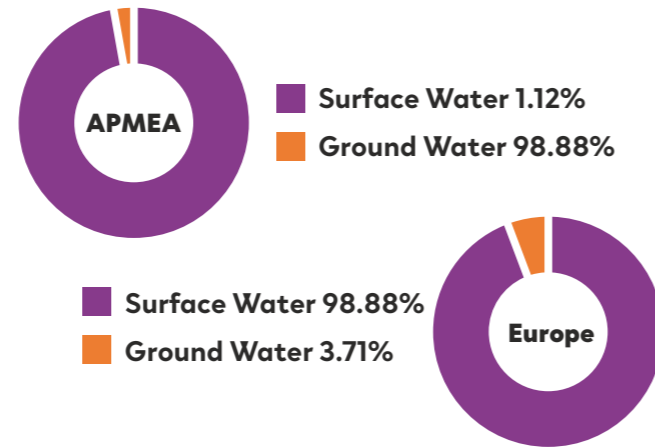
Sustainable Water Use

The primary source of water at the operations is surface water. Other sources included ground water and municipal water.

Total Annual Water Withdrawal (in m³), FY 20-21

Plant	Annual water withdrawal
Perambra	5,57,803
Kalamassery	2,56,551
Limda	6,57,550
Chinnapanduru	1,17,371
Chennai	4,07,462
Nether lands	31,11,052
Hungary	82,340
Total annual water withdrawal	51,90,128

Share of Water Withdrawal by Source in APMEA and Europe Operations, FY20-21



The APMEA operations carried out several initiatives to conserve water in the reporting year. Some of them are enumerated below –

- Increased reuse of Rainwater into process.
- Automatic make up water system for domestic water usage
- Condensate recovery system from steam trap drains
- Ultrafiltration unit installed to treat ETP Final Water for Reusing as plant softwater.
- Ultrafiltration water treatment for STP

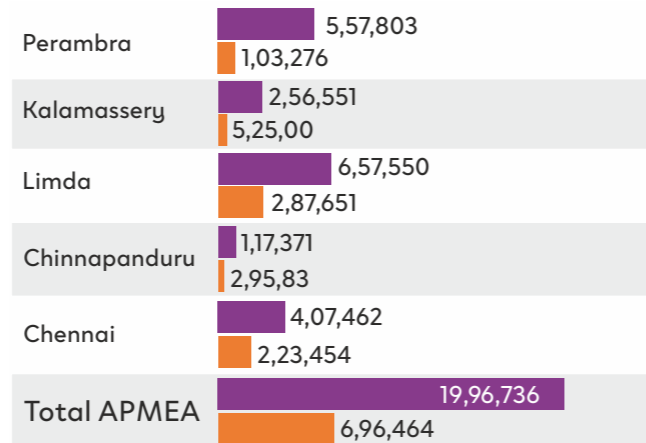
Total recycled or reused water: **6,96,464 m³** which was **13.4 %** of total annual water withdrawal.

Break-Up of Total Water Usage in terms of Recycled Water and Fresh Water Withdrawal, FY20-21



In the APMEA operations, the total annual water withdrawal was 19,96,736 m³, of which 6,96,464 m³ (35%) was recycled or reused during the reporting period.

Water Recycle, APMEA Operations (in m³), FY20-21

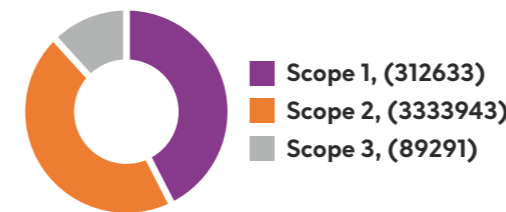


■ Withdrawal ■ Water Recycled Reused*

Climate adaptation & Promoting Biodiversity

Climate adaptation is one of the key considerations in the automobile industry. As an important representative of the automotive industry value chain, Apollo Tyres has been working on this aspect within its zone of influence. The Company has been measuring and monitoring its carbon footprint. To promote a climate conscious manufacturing set up, the Company has invested in renewal energy as well as various energy saving initiatives. To better its foresight on the climate related risks to the business, the Company undertook a detailed climate risk assessment as per the Taskforce on Climate Related Financial Disclosure [TCFD] framework. The Company has been also reporting to the Carbon Disclosure Project on climate change to better respond to the growing needs of its stakeholders for information related to the Company's preparedness on addressing climate related impacts.

Carbon Emission Profile FY21

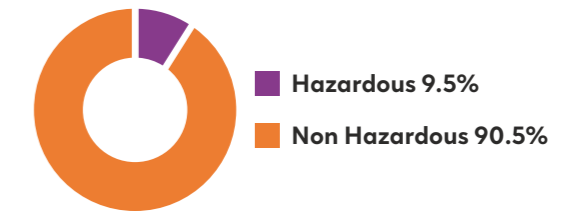


With a view to enhance the Biodiversity quotient within the fence, the Company's environment programme HabitAt Apollo has designed and implemented several activities within the plants. At Kalamassery unit, the activities included maintaining the existing theme gardens such as butterfly garden, snake repellent plant belt and fruit garden to enhance the biodiversity and increase species of flora and fauna. Apiculture, for collection of honey from rubber trees within the premises, was also continued at Perambra during the reporting period. The organisation also has an organic farming project within the plant premises in Limda, Gujarat.

Prevention of Pollution

Apollo Tyres strives towards improving its environmental performance by reducing pollution including emissions reduction, water management, waste management, usage /disposal of toxic and hazardous chemicals and other identifiable forms of pollution. Manufacturing operations use state of the art technology to ensure cleaner operations. Waste generated from the operations included hazardous and non-hazardous types in solid and liquid forms. The total solid waste generated in the reporting period was 21,142 metric tonne.

Break-Up of Solid Wastes by Type Generated, FY 20-21



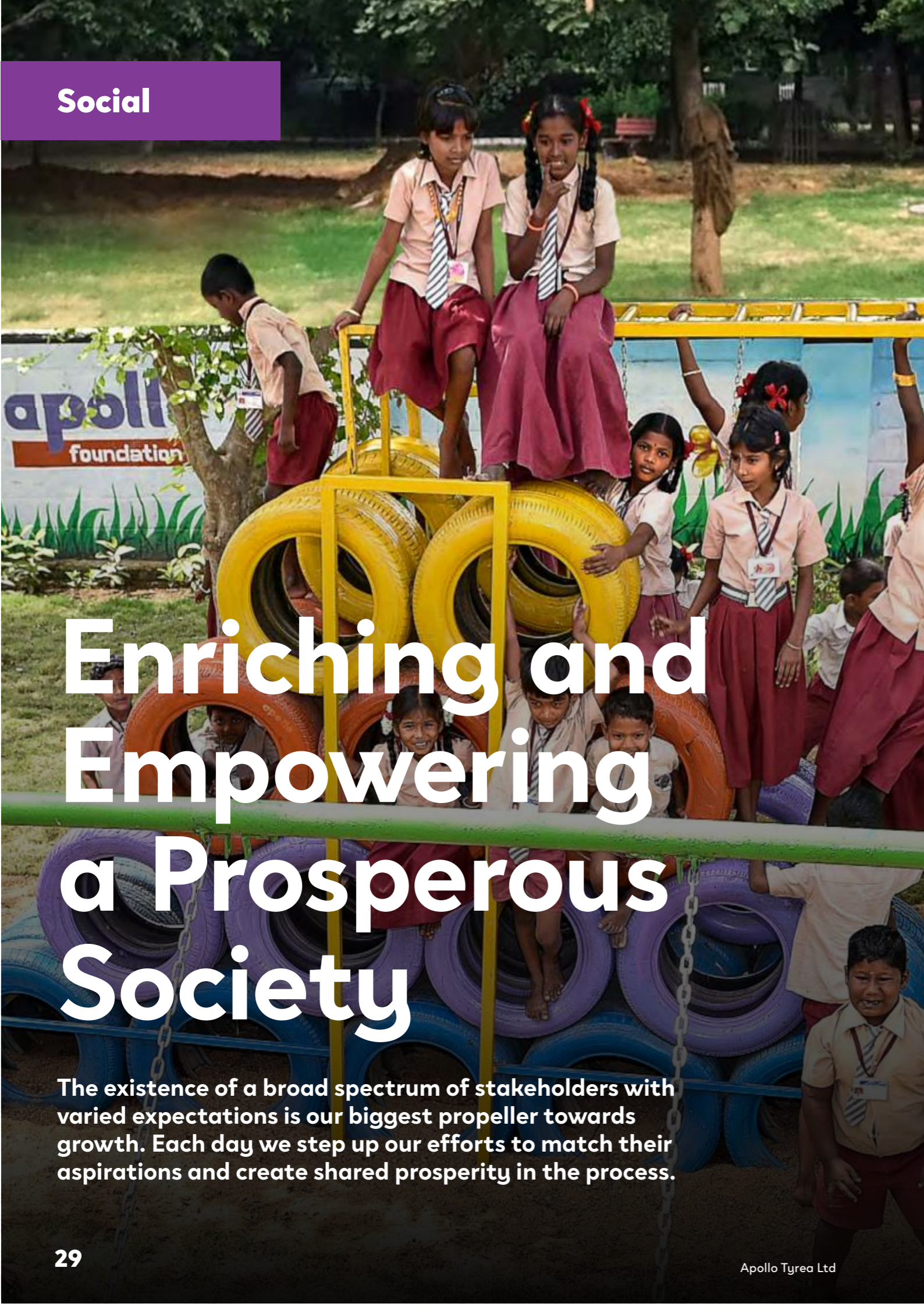
In the APMEA operations, 1645 metric tonne of hazardous and 14,618 metric tonne of non-hazardous solid wastes was generated. The hazardous liquid waste generated was 105 Kilo litres.

A total of 358 metric tonne of hazardous and 4,521 metric tonne of non-hazardous solid wastes was generated in the reporting period in Europe region.



Beyond the Fence

The Company partners with like-minded institutions and corporates to promote water stewardship, waste management and conservation of biodiversity through various initiatives. These are encapsulated in the Social section of this report.



Enriching and Empowering a Prosperous Society

The existence of a broad spectrum of stakeholders with varied expectations is our biggest propeller towards growth. Each day we step up our efforts to match their aspirations and create shared prosperity in the process.



Customers - Central to Existence

Customer-centricity has always been critical to Apollo Tyres. Listening to customers to understand their requirements and identify efficient solutions has been one of the greatest strengths that has made the company a preferred brand over the years.

In the tyre industry, beyond quality and a competitive price, quality of services also plays a key role in enhancing customer loyalty. Customer loyalty begins with the quality of the products and the quality of services plays a key role in the engagement levels with the customers. In line with the perspective, the Company has realigned its approach to customer relationship management into two broad themes - Customer Care and Transparent Communication.

CUSTOMER CARE

Safety a priority

The Company lays emphasis on customer safety while designing and manufacturing the products. It strives to provide its customers with a product that is safe, reliable and efficient, and at the same time has minimum impact on the environment. These are ensured through a combination of rigorous systems, procedures, adhering to all applicable norms and standards and as per the tyre application recommended by the Company. Products are labelled giving sufficient information to the customers regarding the product safety enabling them to make informed decisions in addition to ensuring compliance with applicable rules and legislations.

The Company conducts periodic investigations at each stage of the product lifecycle to ensure that the product is safe for use. It also educates dealers and consumers on the proper use of products.

Customer delight - a lasting commitment

The Company invests in customer service function - equipping it with specialised knowledge on products, technical expertise and commercial understanding to provide value added services to its customers.

Apollo Tyres constantly works towards improving its products. Regional Inspection Centres set up across India carries out checks on returned products. The insights gained are shared with the manufacturing and R&D teams for improving the quality of the products and minimising wastes. Further, customer complaints help the Company to better align products/services to customers' interests.

To ensure customer delight, the Company is working on concepts like Apollo Tyre Service Centre and to doorstep delivery of services with service tractor in rural areas.

Apollo Tyre Service Centre: Increasing the ease of service and facilitating customers with a faster resolution with spot complaint settlement including tyre replacement. Coupled with additional tyre services at these centre is helping the Company create customer delight.

Service Tractor: The Company has started doorstep services in rural to improve uptime.

Apollo Quick Service: Complaints are registered at a single point of contact - Apollo Customer Care and distributed to nearest dealer to the customer based on pin code mapping.

Customer engagement

Apollo Tyres continuously engages with its customers through different forums to gather inputs and suggestions utilised to serve them better. The Company has set in place multiple initiatives to capture customer feedback. These include the 'Voice of Market' programme which gets feedback from touch points like Fitter, Retreader, Casing Dealer, Drivers. 'Load and Fitment' studies which provide a comparative insight against peers on product parameters like fitment share, brand of choice, current loading trends, usage practices by customers on various tyre brands, etc. Further, the Company gets feedback on its products and services through its dedicated customer service team and its Apollo Customer Contact Centres.

Commercial vehicle (CV) zone:

The Company is expanding its CV Zone centres to cater to the need of truck wheel alignment promoting safety culture. A total of 68 centres are operational in FY21.

To standardise the services and to ensure safety and hygienic environment to both visiting customers and serving staff at the CV Zones, the company started its journey of TUV SUD certifications across CV Zones. The certification process has been completed at 50 CV zones in the reporting period.



Social

TRANSPARENT COMMUNICATION

Apollo Tyres 360° Customer Approach

Apollo Certified Fitter (ACF)

A fitter engagement and welfare initiative to educate customer to follow recommended fitment practices, inflation pressures for tyre longevity and using right tools and safety measures. Sustained the touch point and initiated internal audits for better customer service experience. The organization has increased its network of Apollo Certified Fitters from 390 in FY20 and no expansion due to COVID this year.

Apollo Radial Service Assistance (ARSA)

An initiative to engage with customers to optimise operational efficiency in their fleet. A technically trained and qualified person is allocated to the fleet for standard checks like vehicle inspection, scrap tyre inspection, inflation and other routine work which leads to an enhancement in operational efficiency by 15-20%. "Sustained the touch point and initiated internal audits for better customer service experience".

Apollo Radial Repair Centre (ARRC)

An initiative to motivate and equip dealers to support customers by repairing damaged tyres, instead of scrapping them. "Sustained the touch point and initiated internal audits for better customer service experience".

Apollo Quick Service (AQS), Tubeless Service Point (TSP)

A programme to provide quick redressal to customers, like complaint redressal at business partner counter only. Also extended service reach in the name of AQS Lite at OEM Franchisee (M&M and TAFE) at selected outlets with partial empowerment. Added 139 AQS Lite and 347 AQS centres in FY21 and now it is 915 to nos., nationally. Extended our service during the pandemic situation.

Apollo Tractor Owners Meet (ATOM)

A farmer engagement and welfare initiative to educate tractor owners in tyre care and repair. Dealers, franchisees, fitters and retreaders are invited to training sessions. Total 550 nos digital activities and 50 influencer activities conducted during times of COVID.

Apollo Direct (Contact Centre Management)

A dedicated customer care service centre for grievance redressal. It is open all seven days of a week and addresses queries and complaints in English and regional languages. Customers are encouraged to approach us with their query, feedback and grievances.

Customised solutions to Passenger Vehicle (PV) commercial fleet owners

The core purpose of this activity continues to engage PV commercial fleet owners. During the fiscal, the Company conducted 1,057 activities with PV commercial fleets across the geographies. The campaigns were focused on customer engagement and safety trainings including areas like minimising operational tyre failures. Importantly the campaigns focused on product information on Amazer 4G Life like helping them understand benefits of the product and how to reduce operational costs.



INNOVATION

There is a strong emphasis on innovation to provide customers with world-class products. The Company has positioned its R&D as a critical function catering to varied demands of the consumers. There is a dedicated R&D department with 420 skilled, experienced and technically qualified employees. The Company's Global R&D Centre in Asia is an approved Research Centre of IIT Madras and Anna University Chennai. The Company has also sponsored doctoral students at various IITs, BITS, MG University, etc. Several scientists working in R&D are registered for PhD programmes at multiple universities. In Europe, the Centre has numerous affiliations with research institutes and dedicated close partnerships with suppliers focused on innovative and sustainability projects.

As part of sustainability strategy, the Company has committed to the objectives of the European Green Deal, by the introduction of increased bio-based and recycled raw materials, and reduction of substances of concern in its products.

The Company's R&D is at the forefront of this with numerous initiatives to enhance product performance, use of renewable material and creating safer, sustainable tyres.

Performance

The Company achieved a low rolling resistance of 5.4 kg/t concept OEM tyre, containing the latest components and tyre construction technology. Additionally, all summer products have A label graded and A/B level grade for winter and all-season products for wet grip performance. The targets set for the coming five years will be mainly be focussed on the further improvements of rolling resistance, grip and wear performance.

Renew and restore

There is a focus on using bio-based, eco-friendly and renewable materials to prevent resource depletion. To further protect the planet and its resources, the Company is collaborating with ISCC certified partners with the latest sustainable technologies that allow for an increase in bio-based and recycled content in high-quality raw materials. This approach prevents waste generation and reduces the emission footprint of raw material, The Company is committed to protecting the environment, health and safety of the society by complying with all applicable laws.

Towards a circular economy

In the last few years, Apollo Tyres has taken significant steps to increase the use of recycled ELT products and reclaiming powdered rubber crumb.

Compliance with global regulations

In support of OEM customers for complying, further compliance to other chemical restrictions like REACH, SOCs, POPs, PFOA, TSCA, California Prop65 is strictly adhered to.





Value Chain - Partners in Progress

The value chain approach has become a significant factor in embedding sustainability principles across all stakeholders. Globally, corporates are increasingly including the entire value chain as a coherent mass in their quest to standardise processes and maximise growth opportunities.

RAW MATERIAL SUPPLIERS

Apollo Tyres has a centralised procurement function with offices in India, Singapore, and The Netherlands, through which it is able to work efficiently with its global suppliers based in Asia, Africa, Europe and USA.

Sustainable Procurement

In line with the Company's sustainability vision, Apollo Tyres continuously works towards achieving sustainability across its operations and value chain. This is done by adopting sustainable procurement policies and by ensuring the partners' participation in promoting sustainable practices in the raw material supply chain.

In-line with efforts towards sustainability, the Company is working with the Global Platform for Sustainable Natural Rubber (GPSNR) promoted by the World Business Council on Sustainable Development (WBCSD), to contribute to the improvement of socio-economic factors in natural rubber supply chain.

The Apollo way becomes the guiding principles of the sustainable procurement agenda:

1. Driving through governance, transparency and accountability.
2. Enhanced usage of recycled and renewable raw materials in our products including encouraging RM supply chain partners in increasing the content of their recycled & renewable raw materials in their manufacturing processes.
3. Striving towards the highest environment, health & safety standard in the raw material vendor partner's manufacturing processes and operations and to work towards applicable certifications in their respective industries.
4. Integrating international and domestic standards on Human Rights as applicable within the raw material vendor partner's operations.
5. Ensuring compliance of international norms on decent work agenda and encouraging our 'One Family' culture in the raw material supply chain.
6. Work on Natural Rubber Sustainability in line with the GPSNR guidelines to drive improvements in the Social, Economic and Environmental performance of the Natural Rubber supply chain.
7. Driving continual improvement in sustainable procurement agenda in the raw material supply chain.



Purchasing Guidelines

With a view to promoting lower carbon footprints, logistics costs and supply proximity to the manufacturing locations, the Company encourages sourcing from domestic suppliers, other factors being equal. The Company continues to work on developing import supplier partners as alternate sources of supply and for technical partnerships.

Apollo Tyres mandates from its partners to certify compliance of their environmental systems to ISO:14001 by an accredited third party.

Apollo Partnership Pact (APP)

Supplier partners are expected to comply with Apollo's Partnership Pact (APP) and integrate environmental, occupational health & safety, human rights and labour policies into their business and decision-making processes. To date, more than 80% of the upstream supplier base has signed the Apollo Partnership Pact to pledge their compliance.

Digital Initiatives in Procurement

Apollo Tyres has introduced an online supplier portal for the day-to-day operational management of purchasing and vendor quality management processes with its suppliers.

Green procurement

Apollo also promotes and encourages suppliers to embrace environment friendly and green materials in their production and packaging processes including usage of recycled products.

REACH Compliance and other regulatory requirements

In order to meet the obligations under REACH compliance for import into EU, Apollo is geared up to meet all requirements, as applicable. It is ensured that the raw materials sourced are free from chemicals and substances which impact environment adversely (SVHC - Substances of Very High Concern).

Apollo is also geared to meet all raw material related requirements with reference to usage of PAH free materials and tyre labeling requirements for the supply of tyres to Europe and other markets.

Safety @ Suppliers' Workplace

Apollo Tyres encourages suppliers to follow all applicable industrial practices to ensure safe operations. The programme initiative was continued in the Upstream Supply Chain this year using the virtual collaboration platforms with the RM suppliers, thereby leveraging IT for a deeper reach in the supply chain.



Social

Supplier engagement

The joint engagement with suppliers exists in various spheres of working through the following supplier framework:

• New supplier selection

A stage-wise evaluation and approval process involving commercial and technical evaluation of the supplier.

• Joint development projects

Joint development projects and technical collaborations exist through Technical Seminars & Technical Leadership Development Programmes with the raw material suppliers.

• Supplier audits and periodic assessments

Supplier audits and assessment are conducted periodically by a qualified team of trained auditors at the time of selection of new suppliers and for existing suppliers as per defined frequency and criteria.

Supplier performance evaluation is done on Quality, Delivery and Service performance aspects and communicated regularly to the suppliers.

• Apollo Vendor Quality Management Programme 5.0

Apollo released an updated version of its Vendor Quality Manual 5.0 to the RM supplier partners. The initiative was rolled out to the upstream supply chain partners to share the Apollo quality management system requirements and with a view to enabling the absorption of benefits of the quality initiatives across functions in the supplier organisations.

• Apollo Global Partners' Summit

Apollo successfully conducted its Global Partners' Summit 2020 virtually with its global Raw Material Partners this year. The summit conducted through the virtual medium was a maiden attempt this time by Apollo Tyres team going the digital way.

• Vendor Quality Meets

Vendor Quality reviews were periodically conducted with the RM suppliers to share feedback and identified opportunities for improvements and closure of action points with regards to product and supply improvement at Apollo plants.

• Corporate Social Responsibility in Supply Chain

The Company runs a CSR programme at the premises of its raw material suppliers to support good health and covers awareness programmes such as HIV / AIDS Prevention and the ill effects of Substance Abuse. During the current fiscal, the initiative was run virtually with the upstream supply chain which covered 3 supplier companies benefiting about 50 participants.

• Apollo natural rubber dirt free centres

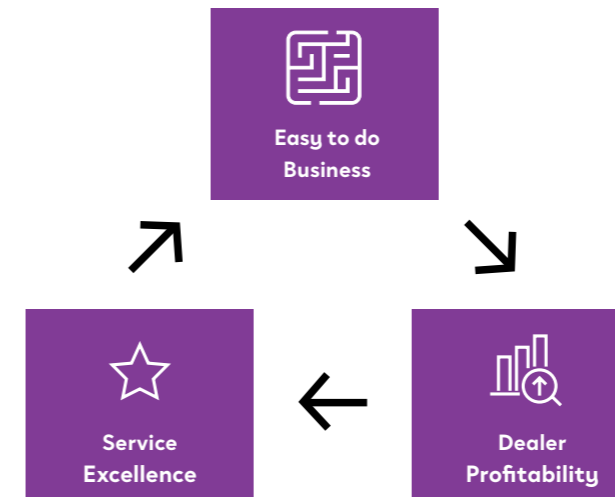
Apollo Tyres has taken the lead in contributing to the quality improvement of natural rubber in India by setting up Dirt Free Centres where natural rubber sheets are sourced from the farmers and graded using international practices.



ENGAGEMENT WITH DEALERS

The Company endeavours to enhance the business processes to offer best-in-class service to its business partners. Apollo Tyres has formed a Management Advisory Committee of Business partners with a view to gathering constructive market feedback for improvement.

Furthering the journey towards enhancing service level for business partners, the Company has introduced three robust IT enabled platforms. These are **Business Partner Service Centre**, a solution for all business transactions, queries, benefits & grievances; **Sampark**, a 24 by 7 digital platform for dealers to do all business transactions; and **Sampark-2**, a technology-enabled distribution system for last-mile connectivity.



Customer Hotline for tyre requirement under essential services

During the lockdown in the pandemic, the movement of essentials such as tractors, ambulances came to a halt due to tyres requirement. The Company launched the 'customer hotline' for essential services through its business partners.

Medical care for business partners

The Company has been working with the business partners and extending all help during the pandemic. Tie ups have been made with various doctors and medical professionals to provide free of cost consultation to its Rural Business Partners. The Company has also introduced a policy to reimburse COVID-19 vaccination cost for the business partners and their families.

Expanding Footprint in rural India

Apollo Tyres has been a significant player in rural markets with close to 250 AVK/ ARD and more than 1000 REDs in the rural network at the start of FY21. With a vision to be the leader in the rural footprint, it launched the 'Apollo Tyres Sarpanch' initiative in March 2021 to enable it to have the widest tyre distribution network in the rural segment. The Company has been quite successful in adding a good number to its secondary network to the AVK/ ARDs despite the restricted movement due to the pandemic. A total of over 4500 touchpoints in rural has been created.

Apollo Value Club (AVC)

The core objective of the programme has been to build a stronger bond through one of its core value of 'One Family' with the dealer network and their families.





Social



Engaging with Communities

Apollo Tyres is committed to the sustainable development of its communities. The Company's CSR approach stems from its vision statement mentioning 'continuously enhancing stakeholder value'. The CSR efforts resemble a steadfast focus towards promoting inclusive growth and improving the quality of life, in the regions where the company operates, strengthening relationship with communities.

The CSR programmes are designed to be in consonance with the national development priorities as well as the United Nations Sustainable Development Goals (SDGs). In addition to the social stakeholders, the Environment is also considered a crucial stakeholder, hence Biodiversity features as a global initiative with projects implemented in India, Hungary and The Netherlands.

The CSR initiatives are categorised under 4 themes, details given below:

1. Healthcare for Trucking Community
2. Solid Waste Management and Sanitation (SPARSH)
3. Livelihood for Underprivileged Women (Navya)
4. Biodiversity Conservation

Additionally, to cater to the customised needs and expectations of the communities, the Company has special programmes for local initiatives spanning in 25-50 km radius of the manufacturing locations. Additionally, the Company is also involved in philanthropic endeavours which are implemented through the Taru Foundation.

The Company has been fostering collaborations and partnership through the Apollo Tyres Foundation for reaching out to an expanded base of beneficiaries.

Apollo Tyres is part of the 'Ending Workplace TB' campaign, launched at World Economic Forum, Davos 2020

Key highlights of the programmes in the reporting year are presented below:

HEALTHCARE FOR TRUCKING COMMUNITY

Linked with Sustainable Development Goal (SDG) -3: Good health and wellbeing, preventive healthcare initiative for the truck driver community is a pioneering programme run by the Company.

To provide quality healthcare services to the mobile population, it operates 31 Healthcare Centres in the transshipment hubs spanning across 19 Indian states. The programme provides healthcare services such as Prevention and Awareness of HIV-AIDS, Vision Care, Integration of Tuberculosis and other Non-Communicable diseases such as Diabetes, High Blood Pressure and General Treatment facility.

Services Under Healthcare Programme

- **HIV-AIDS Awareness and Prevention service**
Among India's millions of truckers, nearly half drive on long distance routes and have been found to be at high risk of HIV and other STIs.

Under this initiative spectrum of services are offered i.e. Behaviour Change Communication (BCC), Sexually Transmitted Infection Treatment (STI), Counselling, Awareness through Peer Educators (PE), Condom Promotion, Integrated Counselling and Testing Centre (ICTC) support.

The Foundation delivers this service through staff and Peer Educators (PE) or volunteers. PEs play an important role in creating awareness about health services and referring the beneficiaries to healthcare centres due to their local connect.

So far, the programme has mobilised about 1,021 active PEs across its locations. Periodic training and capacity building workshops are organised with peer educators to cascade the health awareness message within the trucking community. During COVID times, virtual training sessions were organised for PEs and communities to push the awareness messages related to protocols.

Total 26,822 people were tested for HIV during FY21 out of which 49 people were identified as HIV positive. Of these positive cases, 19 were linked with ART centres for HIV treatment service.



- **Vision Care service** is targeted towards addressing the vision related problems faced by the trucking community. Identifying vision impairment as a major health threat to the trucking community, Apollo Tyres initiated its vision care initiative in the year 2015. The programme provides doorstep solution for vision care problems. The organisation has partnered with Essilor India Pvt Ltd (2.5 NVG) for providing affordable and sustainable vision care services to the trucking community. Beneficiaries identified with refractive error issues are provided with low-cost spectacles and cataract patients are linked with the nearby government hospital for further treatment. In the reporting year 32,611 people availed vision screening facility out of which 17,082 people were identified with refractive error issue and 2,361 spectacles were distributed.

- **Tuberculosis Awareness and Treatment**
Apollo Tyres has joined the 'Jan Andolan' for Tuberculosis (TB) free India to contribute to India's National TB Elimination Programme (NTEP) to meet the ambitious goal of eradication of TB from India by 2025. The organisation has partnered with USAID, The Union and Central TB Division for TB initiative. In the reporting year two webinars on the theme of **Partnership for Action against Tuberculosis (PACT)** were organised. The main aim of the webinar was to invite more corporates to join the partnership for TB elimination. The work in this domain has earned a recognition certificate by the Ministry of Health and Family Affairs (MoHFW).

Apollo Tyres has seven Designated Microscopy Centres (DMC) at Agra, Gwalior, Guwahati, Mundra Port, Delhi, Kanpur and Agartala location. Out of the total 7 DMCs, two in Agartala and Mundra Port were inaugurated in the reporting year.

Total 3,659 people were screened for TB testing and total 170 positive TB cases were identified. Out of these 151 positive cases were linked to DOTS centre for TB treatment.

- **Diabetes and Hypertension**
Due to lifestyle issues, lack of awareness and access to medical facilities, trucking community is more vulnerable and at higher risk of getting non-communicable diseases. During the OPDs, an increase in diabetes and high blood pressure cases amongst trucking community was an alarming sign and therefore the organisation started screening of

diabetes and hypertension. At all the healthcare centres (HCC), diabetes screening and blood pressure check-ups are conducted.

In the reporting year, total of 33,114 people have availed diabetes testing facility. Out of these 7,174 people were identified as at risk of diabetes. Also, there are other generic treatment facilities provided at each healthcare centre for ailments such as fever, cough, cold, flu and other basic first aid features.

- **Mobile Medical Units (Apollo Tyres Healthcare Express)** started to provide healthcare services to long-distance truck drivers who do not get the opportunity to visit the healthcare centres. The mobile medical unit provides its services at the highways, district borders and trucking halt points. The main objective of this service is to provide doorstep healthcare facility for the trucking community.

There are five mobile medical units (Apollo Tyres Healthcare Express) currently operational.

The Company also organises health camps (**Sakushal Saarthi**) for the benefit of the employees of its fleet owners.

- **Oral Hygiene service** was introduced in FY20. This was mainly due to the feedback received from the truck drivers about their addictions like tobacco consumption (smoking and chewing) and other substance abuse due to various reasons.

- **Tele Medicine Consultation Service** was introduced during the COVID-19 lockdown period to provide uninterrupted medical consultation facilities to the trucking community while keeping in view social distancing requirements. The tele medicine consultation facilities is available at all the 31 healthcare centres with technical support of Telerad Foundation, whereby an online consultation service with the doctor for the beneficiaries is conducted. Total 8,569 people were benefitted through tele consultation facility in the reporting period.

In the reporting year total 597,921 people were outreached from awareness activities which was 18% more from FY20. The major reason for increased outreach has been the focused 15 days TB awareness and testing campaigns organised across locations twice in the year.





Social

SOLID WASTE MANAGEMENT & SANITATION

India faces major environmental challenges associated with waste generation and inadequate waste collection, transport, treatment, and disposal. To address the issue of Solid Waste Management and supporting the Clean India campaign, the company launched SPARSH programme in 2013. This initiative is linked with SDG 6: Clean Water & Sanitation, SDG 11: Sustainable Cities and Communities, SDG 12: Responsible Consumption and Production.

SPARSH (**S**egregate waste, **P**ractise composting, **A**wareness raising, **R**ecycle-reuse, **S**afe sanitation, **H**yggiene for all) programme comprises of four initiatives: Clean My Transport Nagar (CMTN), Clean my Village (CMV), Sanitation Management and End of Life Tyres Playground (ELT).

The Company started Clean My Transport Nagar (CMTN) and Clean My Village (CMV) initiatives with the objective to improve the conditions of waste management and cleanliness of identified transshipment hubs and villages in India. Under this initiative basic services like door-to-door waste collection, cleaning of roads/lanes, segregation of waste, composting from wet waste and awareness generation are provided to the community. During COVID crisis also the waste workers (Nirmal brigade) were in the forefront and continued their services.

In the reporting period, total 1,300 metric ton (MT) waste was collected. Out of which 95 MT was biodegradable waste and 1,205 MT was a non-biodegradable waste. Total 10,503 touch points were covered through door to door waste collection. Over 2,500 people were reached through awareness activities.

1,300 MT

Total waste collected in reporting period



With a view to providing access to sanitation, the Company has constructed toilet cum bathing space for the underprivileged communities around Chennai manufacturing location. It has constructed 50 toilets cum bathing space in Chennai in the reporting period. Around 200 people have been directly benefitted from these constructed toilets.

The Company has constructed community toilets for the trucking community at Agra and Delhi transshipment hubs. Over 3,000 people have benefitted directly from the community toilets.

Apollo Tyres is also conscious of the perils of irresponsible disposal of used tyres. To reuse the discarded tyres, it has initiated ELT Playgrounds project. Play structures made from tyres help the school kids in improving their agility and fitness, and also sensitises them on the concept of reuses and recycle. In the reporting year one such playground was constructed at Karanja Maharashtra location, making the total to 14 ELT playgrounds.

LIVELIHOOD FOR UNDERPRIVILEGED WOMEN (NAVYA)

The livelihood initiative addresses the Sustainable Development Goals (SDGs) SDG 5-Gender Equality and SDG 1: Poverty. This is a key area of our focus, given that India still has the highest percentage of people living in poverty when compared to the world. This initiative is also aligned with SDG 8: Decent work and Economic Growth, as it provides income generation opportunity to the women at their doorsteps.

To address the problem of poverty and poor social status of women in the community, Apollo Tyres has started skill building and income generation programme namely Navya, for the women in the villages around its manufacturing locations (they are agriculture and non-agriculture based initiatives).

Under this, women are reached through Self Help Group (SHGs) or strengthening of existing SHGs. The main objective of this initiative is to create livelihood opportunities at doorstep and develop entrepreneurship capabilities of underprivileged women.

The women beneficiaries are trained and further linked with the market to enhance their income. As a result of this initiative trained women have started their own business where they are not only supporting their own families but also providing employment opportunities to other women of their villages.

The programme also provides awareness to women beneficiaries about various government funded schemes, and supports them to avail those causing a multiplier effect.



Over 6,500

Women directly benefitted through virtual engagement mode

The outbreak of the pandemic, spawned innovative ideas for providing digital training to the beneficiaries and keeping the programmes operational. Over 6,500 women directly benefitted through virtual engagement mode.

In the reporting year, 2,557 women were trained in different livelihood activities and 897 women started income generation activities to support their families.

The biggest landmark of the programme was linking women beneficiaries to various government schemes for livelihood generation. Total 3,133 women beneficiaries and 9 income generation units were linked with government schemes. Total 108 SHG were linked with banks for loan purpose.

Additionally, the programme also supports farmers by providing them technical knowledge in improved farming practices and livestock care and management. The farmers are trained in improved farming practices like fodder management, seed selection, organic farming, cattle rearing and others. Farmers are also linked with various government agriculture schemes. Over 721 male farmers benefitted through such activities in the reporting period.

Achievements

The first achievement is launching the third edition of 'EkNaam...' Symposium 2021 virtually. ATF, along with Institut Francais (IFI) and CSRBox felicitated eight Change Agents from across the country who have brought a positive impact in their community, to commemorate the International Women's Day 2021.

These eight women, not only worked for their own empowerment and livelihood generation, but they also galvanised similar women from their own or nearby villages, providing income opportunities to them by forming self-help groups or have brought social changes in their communities.

The campaign felicitated the winner representing seven different states including Kerala, Tamil Nadu, Maharashtra, Gujarat, Rajasthan, Odisha and Madhya Pradesh.

This event was followed by a panel discussion on the theme '#ChoosetoChallenge'. A month-long social media campaign was organised to showcase the journey of the chosen eight change agents.

The second achievement has been the partnership with NABARD for providing livelihood training and developing enterprise for rural women under Rural Mart project at Waghodiya Taluka, Baroda. Under this project, women got opportunity to market their products from a centralised place. With NABARD's support, a shop (rural mart) was established at Waghodiya and total 15 underprivileged women got direct benefit to showcase over 14 variety of products. Additionally, 240 women also received training in agriculture and non-farm-based activities through NABARD support.



Social

BIODIVERSITY CONSERVATION

The Company has mapped this initiative with SDG 13: Climate Action, and Goal 14: Life below Water. Biodiversity conservation is the global theme for the company, wherein various projects are undertaken in India and The Netherlands.

In India, Mangrove conservation is the main initiative, implemented at Kannur district of Kerala. Mangroves are remarkably diverse and important ecosystems that keep coastal zone healthy and habitat friendly. Our initiative focuses on conservation of mangroves in Kunhimangalam village in Kannur district, which is the largest mangrove village in Kerala. It has partnered with Wildlife Trust of India (WTI) for the programme.

In the reporting year, mangrove restoration activities were conducted in seven locations in association with various panchayats and Haritha Kerala Mission, Govt of Kerala.

To engage with the stakeholders, the Company organised eight webinars related to biodiversity awareness and mangrove conservation and reaching out to over 580 people.

The Mangrove conservation initiative received an appreciation from the **Haritha Kerala Mission of State Government of Kerala**.

This was given for the model ecological restoration initiatives undertaken by the project and for being a partner in the 'Pachathuruth' project rolled by the state.



The Company also works on climate change mitigation. It has planted 350,000 teak trees and red sandal trees in the Tamil Nadu region. As per the estimation, 24,500 tonnes of CO2 has been sequestered till March 2021. The project also engages with the farmers for providing agriculture interventions for soil productivity enhancement.

With a view to promoting the use of renewable energy, the Company has also installed 231 household biogas units in various villages of Waghodia Taluka, Vadodara.

This initiative has not only helped in addressing climate adaptation, but has also helped the beneficiaries in saving costs associated with purchasing of conventional fuel. This helps women to spend more time in their livelihood activities.

At Enschede, The Netherlands, the Company has undertaken Revitalisation of the City Stream (Stadbeek Project). The project is in partnership with Enschede Municipality and European Union. The objective of this project is to address issues related to flooding from rainwater and groundwater and improve the local biodiversity.

The project encourages community participation in the conservation activity. The project motivated community members to disconnect their downspout to stop the rainwater from going into the sewer, now with this intervention rainwater flows into the stream.

Over the years, the project has seen positive change in the flora and fauna around the Stadbeek.

LOCAL INITIATIVES

In addition to the above four core themes, local initiatives are implemented within the radius of 25-30 kms of the manufacturing locations.

Access to purified drinking water: The project aims to provide RO drinking water to people in Orgadam village, Chennai, Tamil Nadu and Chinnapandur village, Chittoor in Andhra Pradesh. Around 1,100 households and over 4,400 people are availing the drinking water facility.



Eco restoration of Ponds: The main objective of this initiative is to improve the condition of water bodies, restoring and enhancing the aqua biodiversity in Chennai, Limda and Perambra. Total 10 ponds, covering area of 3 lakh square feet have been restored through pond deepening, desilting, bunding and maintenance activity.

At Baroda, the Company supports government's pond deepening initiative under Sujalaf Sufalam Jal Sanchay Abhiyan. The scheme focuses on deepening of lakes, pond, check dams and rivers by removing silt through public participation utilising the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA). In the reporting year, one pond in Tarasva village of Waghodia block in Baroda district was restored and provided livelihood opportunity to 180 beneficiaries under MGNREGA.

Support to Anganwadi & Public Health Centre (PHC) : The Company provided equipment support like water filter, medicine rack, furniture, etc to the local PHC at Chinnapandur village for the better infrastructure facility and smooth functioning of the PHC.

PHILANTHROPIC INITIATIVES

The Company also supports the underprivileged and deprived communities by undertaking philanthropic initiatives through Taru Foundation. The initiative ranges from providing education support to underprivileged girls to providing healthcare facilities to rural people and distributing food items to eradicate hunger and poverty.

Corporate Responsibility in Europe

Blood donation camps: At the Hungary plant, the Company organised 4 blood donation camps in the reporting year. It partnered with the Heves County Organization of Hungarian Red Cross and the Hungarian National Blood Transfusion Service. Over 240 employees donated blood.

Donation drive for child health centre: At Miskolc Hospital Gyöngyöshalász, Hungary, Apollo Tyres along with another regional company provided financial support to the hospital.

Tyre donation: During the fiscal, the Company donated tyres to Gyöngyös Ambulance Service and to Hungarian National Blood Transfusion Service.

Summer camp: A two-week summer camp was organised for school children. The idea was to engage with the children in creative and fun time activities and also help the parents. Total 20 children benefitted from the summer camp.

Mask donation: During the first COVID-19 wave, there was a huge shortage of face masks at the hospitals in the Netherland. The organisation donated 1,000 face masks to the local hospital in The Netherlands to fight the pandemic.



Social

Performance against Sustainable Development Goals



Strengthen the means of implementation and revitalise global partnerships.

Apart from mapping the core initiatives with SDGs, the Company emphasises on linking the initiative with SDG 17: Partnership for Goals. Our focus is on collaborating with like-minded organisations for project implementation and a wider outreach. Our ethos is to work in collaboration not in silos.

Our Partners: Ambuja Cement Foundation, Ashok Leyland, Telerad Foundation, Essilor India Pvt Ltd, The Union, USAID, State AIDS Control Society (SACS), Central TB Division, Wild Life Trust of India, French Institute in India, CSRBOX, NABARD etc.

SDG Goals & Target Mapping

Sr No	Initiative Name	Linkage with SDG	SDG target	Performance against the target (cumulative)
1	Healthcare for Trucking Community		End the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases other communicable diseases. (Total 1 Cr people outreach by 2025).	Total 4,339,290 people outreached and total 1,025,129 people have availed treatment facility from 31 healthcare centres.
2	Solid Waste Management & Sanitation		Achieve access to adequate and equitable sanitation & hygiene for all and end open defecation. (Total 10 ODF village panchayat by 2025). Achieve the environmentally sound management of all wastes. (Total outreach through awareness activities to 4 lakh beneficiaries by 2025). Substantially reduce waste generation through prevention, reduction, recycling, and reuse.	Total 4 village panchayats were declared Open Defecation Free (ODF). Over 1.41 lakh people were outreached under waste management initiative. Total 8,721 metric ton (MT) waste was collected. Out of which 883.2 MT was biodegradable waste and 7,837.8 MT was non-biodegradable waste. Total 09 ELT playgrounds constructed. Nearly 1,600 waste tyres were recycled.
3	Livelihood for Underprivileged Women		Eradicate extreme poverty for all people everywhere Ensure women's full and effective participation and equal opportunities. (Total 20,000 women in financial and social inclusion decision by 2025). Promote decent job creation, entrepreneurship. (Total women in income generation 15,000 by 2025).	Over 8,000 women have received income generation training and are involved in income generation. Over 9,000 women are directly involved in decision-making process. More than 100 group enterprises established, engaging 2,000 women directly.
4	Biodiversity Conservation		Strengthen resilience and adaptive capacity to climate-related hazards. Improve education, awareness-raising on climate change mitigation, adaptation (Total awareness outreach to 5 Lakh people on Environment conservation by 2025).	350,000 teak trees are planted under Afforestation project at Tamil Nadu region. Total 24,000 tonnes of CO2 was sequestered. Under Mangrove Conservation Project, covering 6.4 acres of land. 80,000 people outreached. Total 232 biogas units installed at Baroda location.
5	Local Initiative - Eco restoration of ponds - Access to purified drinking water		Protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes. Achieve universal and equitable access to safe and affordable drinking water for all.	10 ponds, covering area of 3.5 lakh square feet were restored. Over 1 lakh people are benefitted from restoration of the ponds.

Philanthropy Initiatives

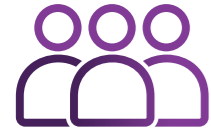


The Company also undertakes philanthropic initiatives through Taru Foundation. These initiatives focus on providing quality education to underprivileged girls, healthcare facilities to rural communities and ration to homeless people to eradicate hunger and poverty.





Social



People – The Inner Core

With the spirit of 'People First', the Company offers a talent value proposition that allows it to challenge, enrich and fulfil aspirations of its people, so that they can maximise their true potential to 'make a difference' and 'go the distance'. As of March 31, 2021, Apollo Tyres has **18,734** permanent and contract employees worldwide. In the reporting year, extensive work was done with regions on aligning existing grades with global grades, using Hay job evaluation method, and was successfully updated in the Company's Human Capital Management System.



18,734

Total employees

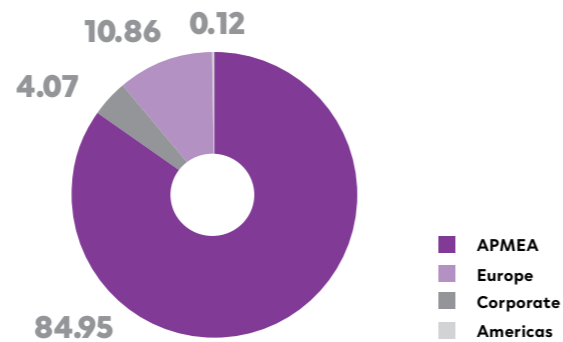
31%

LTIFR (in FY21)

21%

of workforce is women in Hungary

Region-wise breakup of employees is represented below [%]



Apollo Tyres provides its workforce with an equal opportunity to perform and gain recognition and cultivate an environment of 'One Family'. With this philosophy, it engages with them regularly to ensure their well-being and levels of engagement.

ONBOARDING TALENT FOR A PROMISING FUTURE

The Company focused on bringing in global talent that can be fostered along its core values. It believes in not just lateral hiring, but also building and nurturing talent directly from campuses, in order to groom them as future leaders.

The Apollo Summer Internship programme, conducted online, saw interns from premier MBA institutes work on live projects closely with the leadership team across functions like Sales, Marketing, Supply Chain Management and Finance.

FOSTERING SOCIAL DIALOGUE FOR ROBUST INDUSTRIAL RELATIONS

The Company has consistently worked in collaboration with Trade Unions and other employee bodies to improve the working environment for its people as well as the productivity and cost-effectiveness of the operations globally. For grievance redressal, Total Quality Management methodology was adopted and all processes were standardised and therefore addressing their concerns were also streamlined through the Daily Work Management (DWM) model.

In Enschede, the Company successfully implemented the restructuring plan for the plant.



CAPABILITY BUILDING TO BE FUTURE READY

Talent development is one of the key foundation stones of human capital deployment at Apollo Tyres. Capability building has been the focus area, which enables Apolloites to face challenges, learn, grow and 'Go The Distance'. The programmes are designed and linked to achieve business goals and be future ready.

In FY21, it launched the **Apollo Virtual Academy (AVA)** for employee engagement and learning & development. During the pandemic, under the aegis of the AVA, multiple virtual sessions were conducted.

In Enschede, with the restructuring of employees, various training schemes were offered to enhance the skills. In India, the focus was also on organisational behavioural programme titled **Apollo ONE**. This is a change management programme which aims at building high-performing and high-trust teams.

The Company continued its successful **ADMIRE** programme, focused on Sales capability development while the specialised training programmes like **Winning with Customers & Apollo ONE** were designed to enhance managerial and functional skills.

At the plant level, several initiatives were conducted to ensure multi-skilling as well as up skill development trainings. These included **Knowledge House** in Limda, Gujarat, **'Learning Day'** in Kerala, **'E-Learning Week'** and **'Internal Capability Building'** programme in Andhra Pradesh and **'FLM training'** and **'Skill Connect'** in Tamil Nadu.

HEALTH AND SAFETY

Apollo Tyres steadily moved forward in its Health & Safety [H&S] culture transformation journey and its integration with business processes were further strengthened. The Company is making synergised efforts in key focus areas across the operating ecosystem to strengthen H&S risk management. The detailed initiatives for FY21 have been mentioned in the MDA section of the annual report.

JOB ENRICHMENT AND ROTATION

As a growing organisation, to meet the challenging demands of the industry, a lot of learning opportunities are provided to internal talent in the form of job rotation and job enrichment as a win-win arrangement.

EMPLOYEE ENGAGEMENT

At a global level, Apollo Tyres runs several employee engagement programmes to keep employees motivated and productive.

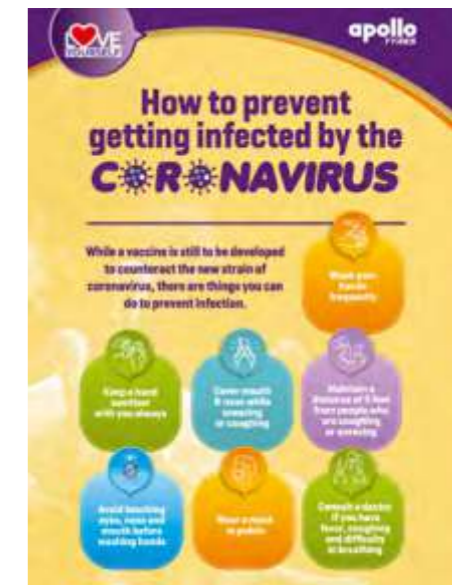
During lockdown, the management ensured connect with each and every employee. At the outbreak of COVID, the Company introduced a helpline, voluntary top up for parents' mediclaim and Corona Kvach policy, work from home ergonomics and Sanjeevani programme to take care of employee health and wellness.

To strengthen healthy well-being, even during pandemic, Sanjeevani (a fitness and wellness programme) was introduced in India, in which regular Yoga sessions and coaching by professional trainers on fitness was done for employees.

REWARDS & RECOGNITION

At a global level, Apollo Tyres runs several recognition programmes aimed at rewarding employees including the **Chairman's Award – 'Employee of the Year'** to senior level employee, and **Roll of Honor** to individuals in middle management. The Long Service Awards, **Apollo Pillars** was introduced to recognise and reward the long-term contribution of the employees, towards the growth and success of the organisation.

In FY21, the Company introduced, **'Chairman's Recognition Week 2020'** which was celebrated by employees globally as they shared Appreciation Badges with other colleagues for their amazing work and out-of-the-box thinking.



Health and Safety



Apollo Tyres strengthened its H&S journey with new Health and Safety Mission ... Achieving Well-being with Always Healthy and Absolute Safety in April 2021. H&S Mission is applicable to one family beyond work place. The Mission would be penetrated across value chain through six elements defined under System & Processes (Rules & Standards, Continuous Learning & Risk Management), Mindset & Behaviours (Full Participation, Ownership & Speak-Up).

In the reporting year, Chairman, Vice Chairman and Managing Director (VCMD) made periodic interactions at various levels to penetrate the Safety culture mind-set. H&S performance was reviewed and monitored meticulously at various governance levels and appropriate actions were taken to drive

the same. The impact of this effort was also seen in the Company FY21 Safety performance, where the Lost time injury frequency rate (LTIFR) has been reduced by 31% from the previous year.

Proactive efforts are made to review the Risk Management practices across the company with respect to COVID 19 Risk. Functional level controls were introduced, ATL New Ways of working guide was developed and people were trained and made aware about the same periodically. Guidelines are reviewed and updated based on the current information available about COVID 19 Risks & Controls. Virtual Gemba observation system and Video Standard systems are introduced in line with VCMDs DRIVE initiative for re-engineering Apollo.

Integrating Safety as a Culture

Safety has always been an important focus area for the management. The top leadership has well-articulated the need to integrate Safety considerations in the operations. Actions have been taken in line with that to penetrate the importance of safety in the line management. Speak Up for safety programme was introduced in FY21 to reach out to workers on one to one basis as part of micro learning programme. 2,15,248 Safety contacts were made successfully.

COVID 19 was one of the biggest challenges faced across the globe in FY 21. Weekly status reports were published and reviewed to ensure appropriate interventions are made to manage the risk. Proactive changes were introduced in the Company to ensure minimal impact. Various actions like changes in transportation system, manufacturing and non-manufacturing operations, remote working etc were introduced with a view to ensure health & safety of the people.



Ownership at All Levels

Functional Level Ownership is an essential element to penetrate Health & Safety mind-set. H&S leading and lagging indicators are defined and emphasis has been given to monitor and review the same at a functional level in governance platforms, result of which witnessed tremendous increase in proactive identification of accident prevention opportunities through near-miss reporting, unsafe acts, and unsafe conditions reporting. 98,935 accident prevention opportunities were identified which is 56% higher than the last year. 65590 behavior-based observations made on the shop floor to make behavioral interventions to strengthen the safety culture at ground level which is 29% higher than last year.

Apollo Tyres expanded its IRF journey certification for its CV zones across India. Apollo Road safety month was celebrated across CV zones focusing COVID 19 Preventive controls, vehicle visibility on road, vehicle health & Personnel Accident Insurance among drivers. Month long engagement activities were carried out at CV Zones across India. Social Media campaigns focusing Road Safety elements were conducted. DIM the Lights campaign focusing on impact high beam was conducted.



Risk Management & Capacity Building

Manufacturing plants further strengthened risk-based approach and established the controls on machine safety and introduced additional guards, interlocks and physical barriers to make the machines safer. No Go Parameters were introduced to minimise critical risk behaviors. Emergency mock drills are conducted to test and upgrade the emergency response system focusing various emergency scenarios. Emergency mock drills were conducted focusing COVID 19 emergency situations.

In synchronisation with the DRIVE to re-engineering Apollo, Digital H&S Portal based integrated with Artificial Intelligence is in progress for Proof of concept in one of its manufacturing locations.

Various training and development programmes were organised at each level of the Company. Risk-based training was one of the leading indicators introduced in FY21 and all the manufacturing plants were able to achieve 18140 Training Man-days across manufacturing operations which is 15% higher than last year. Virtual training programmes were conducted across one family focusing health & safety including COVID 19 controls.

Awareness and communication have been practiced in a structured and timely manner. Continuous awareness and communications were conducted across the company to make people aware of precautions and actions related to COVID 19. Awareness content was made available in line with respective country and WHO guidelines.



Being Future Ready

As a future focussed company, Apollo Tyres endeavours to find solutions for the rising expectations in mobility. The Company consistently keeps itself calibrated to the changing consumer behaviour and innovates to offer products that suit their needs.

The Paris Agreement and laying down of Sustainable Development Goals (SDG) in 2015 led to a cultural shift in thinking across the sectors where ESG has established a foothold. The Company has embarked upon the journey, whereby it aims to create a shared value for its stakeholders.

Collaboration with all stakeholders remains the mainstay for the Company in advancing its journey towards developing mobility solutions for the future.





Complementarity Chart with GRI G4 Standard



Complementarity Chart with GRI G4 Standard

GRI 102: General Disclosures

GRI G4 Standard Disclosure Key	Details	Apollo Tyres Sustainability Report Section & Page Reference
Disclosure 102-1	Name of the organization	Apollo Tyres Limited
Disclosure 102-2	Activities, brands, products, and services	Value Creation at Apollo Tyres, pg 5
Disclosure 102-3	Location of headquarters	Gurugram, India
Disclosure 102-4	Location of operations	Value Creation at Apollo Tyres, pg 5
Disclosure 102-5	Ownership and legal form	Value Creation at Apollo Tyres, pg 5
Disclosure 102-6	Markets served	Value Creation at Apollo Tyres, pg 5
Disclosure 102-7	Scale of the organisation	Value Creation at Apollo Tyres, pg 5
Disclosure 102-8	Information on employees and other workers	People – The Inner Core, pg 45
Disclosure 102-9	Supply chain	Value Chain – Partners in Progress, pg 33
Disclosure 102-11	Precautionary Principle or approach	Environment – Operating Within Ring of Nature, pg 24
Disclosure 102-12	External initiatives	Governance – For an Enabling Ecosystem, pg 18
Disclosure 102-13	Membership of associations	Business Responsibility Report, Annual Report, pg 103
Disclosure 102-14	Statement from senior decision-maker	Message from Chairman, pg 4
Ethics and integrity		
Disclosure 102-16	Values, principles, standards, and norms of behaviour	Governance – For an Enabling Ecosystem, pg 18
Disclosure 102-18	Governance structure	Governance – For an Enabling Ecosystem, pg 18
Stakeholder engagement		
Disclosure 102-40	List of stakeholder groups	Working with Engaged Stakeholders, pg 14
Disclosure 102-41	Collective bargaining agreements	People – The Inner Core, pg 45
Disclosure 102-42	Identifying and selecting stakeholders	Working with Engaged Stakeholders, pg 14
Disclosure 102-43	Approach to stakeholder engagement	Working with Engaged Stakeholders, pg 14
Reporting Practice		
Disclosure 102-46	Defining report content and topic Boundaries	Our ESG Performance, pg 15
Disclosure 102-48	Restatements of information	None
Disclosure 102-49	Changes in reporting	None
Disclosure 102-50	Reporting period	Our ESG Performance, pg 15
Disclosure 102-51	Date of most recent report	Our ESG Performance, pg 15
Disclosure 102-52	Reporting cycle	Our ESG Performance, pg 15
Disclosure 102-53	Contact point for questions	Rinika Grover, Vishwa Bandhu Bhattacharya, sustainability@apolloytyres.com
Disclosure 102-56	External assurance	Governance – For an Enabling Ecosystem and Annexe. pg 56



GRI G4 Standard Disclosure Key	Details	Apollo Tyres Sustainability Report Section & Page Reference
--------------------------------	---------	---

Topic Specific Standards: Economic

GRI 203: Indirect Economic Impacts

Disclosure 203-2	Significant indirect economic impacts	Business Responsibility Report, Annual Report, pg 108
------------------	---------------------------------------	---

GRI 205: Anti-corruption

Disclosure 205-2	Communication and training about anti-corruption policies and procedures	Business Responsibility Report, Annual Report, pg 98
------------------	--	--

Topic Specific Standards: Environment

GRI 301: Materials

Disclosure 301-1	Materials used by weight or volume	Operating with Ring of Nature – Raw Material Footprint, pg 24
Disclosure 301-2	Recycled input materials used	Operating with Ring of Nature – Raw Material Footprint, pg 24
Disclosure 301-3	Reclaimed products and their packaging materials	Operating with Ring of Nature – Raw Material Footprint, pg 24

GRI 302: Energy

Disclosure 302-1	Energy consumption within the organisation	Operating with Ring of Nature – Energy Performance, pg26
Disclosure 302-4	Reduction of energy consumption	Operating with Ring of Nature – Energy Performance pg 26
Disclosure 302-5	Reductions in energy requirements of products and services	Operating with Ring of Nature – Driving Sustainable Consumption, pg 25

GRI 303: Water

Disclosure 303-1	Water withdrawal by source	Operating with Ring of Nature – Sustainable Water Use, pg 27
Disclosure 303-3	Water recycled and reused	Operating with Ring of Nature – Sustainable Water Use, pg 27

GRI 304: Biodiversity

Disclosure 304-3	Habitats protected or restored	Operating with Ring of Nature – Climate Adaptation & Promoting Biodiversity, pg 28 and Engaging With Communities – Biodiversity Conservation, pg 41
------------------	--------------------------------	---

GRI G4 Standard Disclosure Key	Details	Apollo Tyres Sustainability Report Section & Page Reference
--------------------------------	---------	---

GRI 305: Emissions

Disclosure 305-1	Direct (Scope 1) GHG emissions	Operating with Ring of Nature – Climate Adaptation & Promoting Biodiversity, pg 28
Disclosure 305-2	Energy indirect (Scope 2) GHG emissions	Operating with Ring of Nature – Climate Adaptation & Promoting Biodiversity, pg 28
Disclosure 305-5	Reduction of GHG emissions	Operating with Ring of Nature – Climate Adaptation & Promoting Biodiversity, pg 28

GRI 306: Waste

Disclosure 306-3	Waste generated	Operating with Ring of Nature – Prevention on Pollution. pg 28
------------------	-----------------	--

Topic Specific Standards: Social

GRI 403: Occupational Health and Safety

Disclosure 403-8	Workers covered by an occupational health and safety management system	Social – Enriching and Empowering for a Prosperous Society - People – The Inner Core – Health & Safety, pg 48
Disclosure 403-9	Work-related injuries	Social – Enriching and Empowering for a Prosperous Society - People – The Inner Core – Health & Safety, pg 48

GRI 404: Training and Education

Disclosure 404-1	Average hours of training per year per employee	Social – Enriching and Empowering for a Prosperous Society - People – The Inner Core, pg 46
Disclosure 404-2	Programs for upgrading employee skills and transition assistance programs	Social – Enriching and Empowering for a Prosperous Society - People – The Inner Core, pg 46
Disclosure 404-3	Percentage of employees receiving regular performance and career development reviews	Social – Enriching and Empowering for a Prosperous Society - People – The Inner Core, pg 46

GRI 413: Local Communities

Disclosure 413-1	Operations with local community engagement, impact assessments, and development programs	Social – Enriching and Empowering for a Prosperous Society – Engaging With Communities, pg 37
------------------	--	---

GRI 414: Supplier Social Assessment

Disclosure 414-1	New suppliers that were screened using social criteria	Social – Enriching and Empowering for a Prosperous Society – Value Chain – Partners in Progress, pg 35
------------------	--	--

GRI 416: Customer Health and Safety

Disclosure 416-1	Assessment of the health and safety impacts of product and service categories	Social – Enriching and Empowering for a Prosperous Society – Customers Central to Existence, pg 30
------------------	---	--



Independent Assurance Statement

The inventory of Greenhouse Gas emission in FY 2020-2021 of

Apollo Tyres Limited



has been verified in accordance with AA1000AS-V3 along with AA1000AP (2018) as meeting the requirement of ISO 14064-1 and GHG protocol. With application of the mentioned standard the carbon footprint was examined by TUV India Pvt. Ltd. regarding its correctness and completeness and conforms below results.

Direct emissions from fuel consumption (Coal, FO, HSD, NG) is **312,633** tonnes of CO₂eq and Indirect emission from purchased grid electricity is **333,943** tonnes of CO₂eq, upstream transportation and distribution (**50,969** tonnes of CO₂eq), downstream transportation and distribution (**38,089** tonnes of CO₂eq) and Business Travel (**233** tonnes of CO₂eq).

For and on behalf of TUV India Private Limited

Manojkumar Borekar
Product Head – Sustainability Assurance
Service
TUV India Private Limited



Date: 14/07/2021
Place: Mumbai, India

Assurance Statement no: 8119295758
www.tuv-nord.com/in

This assurance statement is invalid without annexure of this statement



Assurance Certificate

The CSR Company International provides Limited Assurance that the process documentation of core subject:

Labour Practices

Developed by

Apollo Tyres Ltd.

7, Institutional Area, Sector 32

Gurgaon 122001, India

Presented on 24th June 2021 are aligned with the actions and expectations of ISO 26000: Guidance on Social Responsibility.

Date of Issue: 27th June 2021

Serial Number: 2021/0004
Strovolos Avenue 47/4th floor
2018 Strovolos/Nicosia
Cyprus



Martin Neureiter, CEO
The CSR Company International