Apollo Tyres Ltd

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a K&A creation | www.kalolwala.com



Those who changed history, changed it by going the distance.

SUSTAINABILITY REPORT
2022-23

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This report covers information pertaining to the period from April 1, 2022 to March 31, 2023. "The scope of the report includes Apollo Tyres' Corporate Office, 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 Chinnapandur, Andhra Pradesh"

Our history has been shaped by our ambition to go the distance, challenge the status quo and rewrite the rules of the business. We have always had our own share of challenges, but the vision to make a difference and drive progress together prevailed.

Our performance during FY23 across core markets of the world was largely in line with expectations, and we are well positioned to leverage opportunities with a capex-light growth model.

With a stronger balance sheet, better operating leverage and a sharper focus on capital allocation and cost structure, we are making progress on several fronts — from product differentiation, foraying into new markets to brand building, R&D investments and capacity optimisation. We are also deeply committed to achieving sustainability across the value chain.

Corporate Factsheet

About Apollo Tyres

With a foundation laid in 1972, we have continually transformed ourselves to stay at the forefront of the industry. Embracing cutting-edge technologies and adopting globally acclaimed practices, we are among the trusted and renowned global brands in tyre manufacturing and sales. Our commitment to excellence enables us to lead the market and deliver exceptional value to our valued customers, investors, and stakeholders.

We rank among the world's top-tier tyre manufacturers and have been recognised for our environmental and social initiatives. We have articulated a strong commitment towards ESG.



Our Brands and its varying range

We cater to specific consumer segments through our key brands, Apollo and Vredestein.

Segments



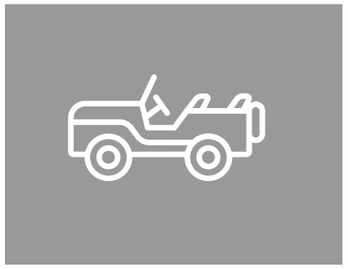
Trucks and buses



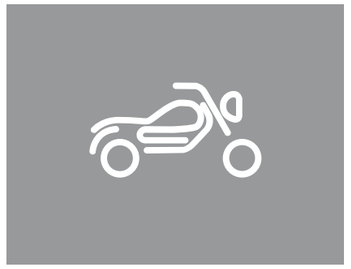
Light trucks



Passenger vehicles



Off-highway vehicles



Two-wheelers

Apollo Tyres

The Apollo brand is the preferred choice of tyres for global and Indian original equipment automobile players. Our products are available across all categories, including commercial, passenger vehicles, two-wheelers, farm and industrial.

Vredestein Tyres

The century-old premier first-class brand has refined the art of tyre innovation and performance. Our products include car tyres, tyres for agricultural and industrial applications and bicycle tyres.

Corporate Factsheet

Our Presence

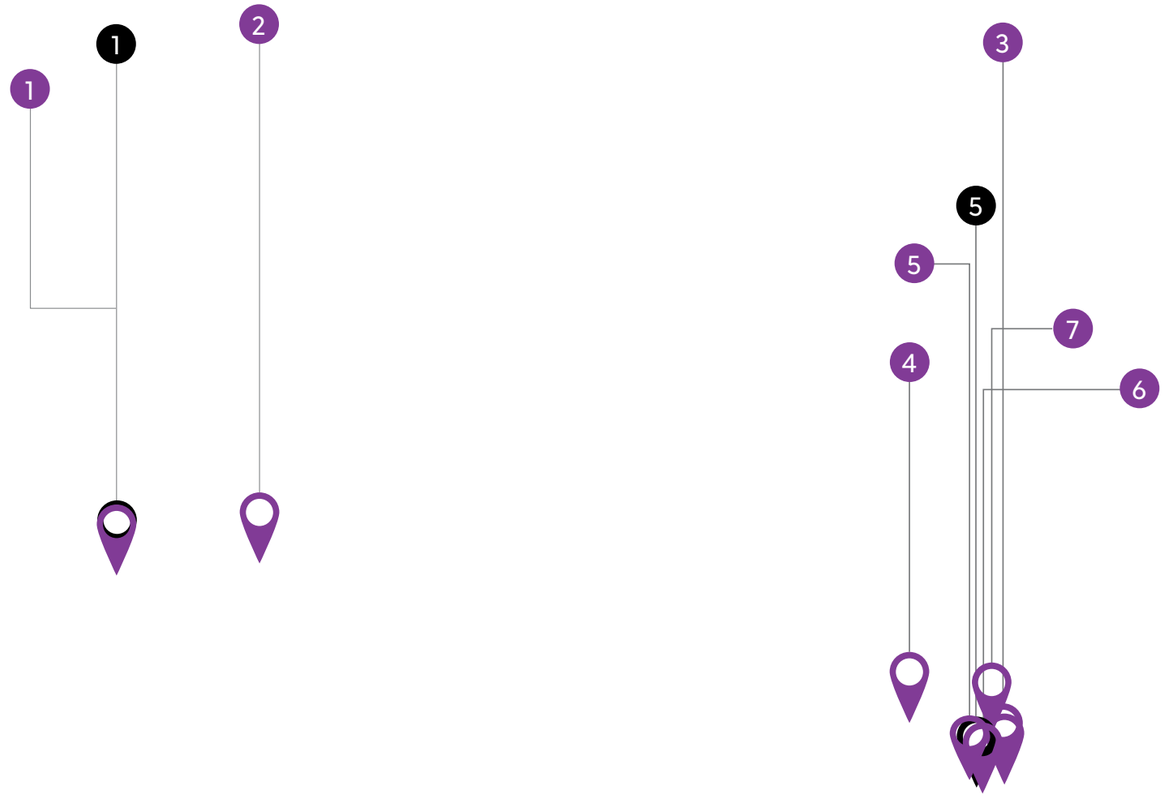
As a global leader in tyre manufacturing, we proudly supply high-quality tyres under Apollo and Vredestein brands to over 100 countries worldwide. Our advanced manufacturing facilities, significant investments in research and development, and wide distribution network of branded and exclusive outlets have propelled us to become a truly global enterprise.

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**
5. Chennai - **Tamil Nadu**



*Map not to scale

Strong Presence

7
Manufacturing Facilities across India and Europe

100+
Countries Served

Innovation Prowess

2
Global R&D Centres

28
Patent Applications filed in FY23

200+
Active Patents have been granted across geographies

12
Design Registrations filed in FY23

210+
Design Registrations have been granted across geographies

Growing Sustainably, Acting Responsibly

People



Planet



Profit



Message from Chairman



Dear Stakeholders,

I am pleased to present our 12th Sustainability Report for the Financial Year 2022-23, which provides an update on the Company's ESG performance.

> The company has committed to use 40% sustainable raw materials by 2030, out of which 30% would be bio-based. This move is aimed at making the product greener.

We have been making concerted efforts towards fulfilling aspirations set out in our Sustainability Roadmap for FY26. As a further step in that direction, we have declared our global commitments towards reducing Scope 1 and Scope 2 emission intensities, improving the water withdrawal intensity, accelerating use of sustainable raw materials in our products and committing to Diversity, Equity and Inclusion (DEI) improvement. These targets represent our commitment to our stakeholders on Sustainability.

Climate change remains one of the greatest challenges that humans must manage. As a corporate entity, we are playing our role in combating the perils of this phenomenon. Our decarbonisation roadmap charts out regional strategies and also addresses value chain emissions, which are the Scope 3 emissions. The company has committed to use 40% sustainable raw materials by 2030, out of which 30% would be bio-based. This move is aimed at making the product greener. To realise this ambition, we have already developed some tyres with up to 75% sustainable materials.

Given our commitments, our global Carbon Disclosure Project (CDP) response on Climate Change recorded a stellar improvement from Level D to Level B.

We lay great emphasis on our people and invest in processes to ensure stronger engagement with the workforce. We also have a global commitment to improve our DEI measure to 12% in our global workforce by FY26.

It's a pleasure to observe that our Singapore and London offices were certified as Top Employers for 2023 by the 'Top Employers Institute', which is the global authority on recognising excellence in people practices. The survey covered six HR domains consisting of 20 topics including People Strategy, Work Environment,

> It's a pleasure to observe that our Singapore and London offices were certified as Top Employers for 2023 by the 'Top Employers Institute', which is the global authority on recognising excellence in people practices.

Talent Acquisition, Learning, Diversity, Equity & Inclusion, Wellbeing and more, via a strenuous process of data submission and audits.

We also launched the 2nd edition of Apollo Voice, our Global Employee Engagement Survey, in January 2023. In line with the 'One Family' value, we believe that it is important to listen to each member of the family.

The results indicate that we have a Sustainable Engagement score of 87, which means 87% of Apolloites have given a favourable response to key engagement parameters, globally.

The introduction of new Environment Social and Governance legislations gives us an opportunity to recalibrate ourselves with the growing expectations from stakeholders. The Business Responsibility and Sustainability Reporting [BRSR] for listed entities in India mandated by the Securities and Exchange Board of India [SEBI] is one such requirement that became applicable in the reporting year. We have been working on this and our first BRSR is a part of our Annual Report for FY23.

Sustainability is increasingly becoming important as a business propeller. This needs to be taken beyond operational boundaries towards the entire value chain as well. Our recent adoption of ISO 20400 - Sustainable Procurement framework emphasises our viewpoint of sharing our Sustainability values across our supply chain.

We will continue to engage with all stakeholders and make our Sustainability journey inclusive.

Regards,

Onkar Kanwar
Chairman

Global Goals: SDGs

Apollo Tyres Sustainability roadmap in alignment with UN's Sustainable Development Goals (SDGs)

Rated one of **India's 50 most Sustainable Companies** based on SDG alignment by the 2021 **Capri Global Capital Hurun India Impact 50 List**

Linkages with Sustainable Development Goals



1

Over **17,000 beneficiaries** provided livelihood opportunities for continued employability or entrepreneurial endeavours

3

Over 8.3 million beneficiaries outreached for provision of healthcare services

5

Over 14,000 women trained on gender-based rights and equal opportunities

Over 75% of women trained on Income generation activities are employed

6

Over 23,000 beneficiaries provided access to potable drinking water

Over 5,300 beneficiaries provided access to safe sanitation

7

Accelerated our efforts to harness renewable energy. Vision to utilise renewable energy-based power 30% by FY26

8

Adoption of ISO20400 a framework for Sustainable Procurement. First Company in the Automotive Sector to receive the certification.

9

190+ active patents across geographies
08 industry – academia collaboration
1600+ active trademarks across geographies

12

40% sustainable material by 2030

13

Carbon neutral by 2050 Commitments undertaken for Scope 1 and 2 emission intensity by 2026

14

Biodiversity is our global theme.

15

Investment in afforestation projects for local communities to continue sustainable livelihood opportunities

17

Forward looking institutional partnerships like GPSNR
Adoption of ISO 26000 - global framework for Sustainability

Value Creation Model

INPUT

FINANCE CAPITAL

Capital Expenditure Outflow (consolidated)	₹ 7.75 bn
Net Debt (consolidated)	₹ 43.40 bn
Capital Employed (consolidated)	₹ 128.78 bn

HUMAN CAPITAL

Total workforce **18,850**

Apollo Safe Way – Individual Ownership Workshop conducted

Global Employee Engagement Survey, **Apollo Voice** conducted and achieved **90% participation from employees.**

SOCIAL AND RELATIONSHIP CAPITAL

CSR spend in FY23 ₹ 132.25 mn

Apollo Samadhan - An initiative to provides swift redressal to customers at the business partners. **Apollo Radial Service Assistance (ARSA) :** Technically qualified individual engages with this customers to optimise their operational efficiency.

Apollo Partnership Pact [APP] for Preferred Upstream Suppliers

INTELLECTUAL CAPITAL

Skilled R&D workforce	429
Research & Development allocated capex (consolidated) for FY22 is	₹ 1,081.74 mn

MANUFACTURED CAPITAL

Operating sites across the globe	7
R&D centres	2
Property, plant and equipment (consolidated) of	₹ 158.86 bn

NATURAL CAPITAL

Raw material consumed in operations	708,700 MT
Energy consumed	6,935 TJ
m^3 water withdrawn	2.20 mn m^3

VALUE CREATION APPROACH

Purpose

Enabling Excellence



Values

Following Our Passion
We champion ideas that inspire us to think big, be brave and challenge the ordinary

Taking Responsibility
We are committed to building a responsible and sustainable business that benefits society

One Family
We create an exclusive culture that brings our people, partners, and community together

OUR COMMITMENT

Reducing **Scope 1 emission** intensity **by 25% in FY26** compared to baseline year FY20.

Reducing **Scope 2 emission** intensity by **35% in FY26** compared to baseline year FY20.









Sourcing 30% of total power usage from **Renewable Sources by FY26.**

Improving water withdrawal intensity by **25% in FY26** compared to baseline year FY19.

OUTPUT

FINANCE CAPITAL

Cash generated by operating activities (consolidated)	₹ 21.34 bn
Consolidated operating profit	₹ 33.14 bn

HUMAN CAPITAL

16,000+ people made aware about health and safety risk assessment beyond work.

123 business units underwent HSE ownership assessment and road map developed.

Secured Engagement score of **87**

SOCIAL AND RELATIONSHIP CAPITAL

Over **1.49** mn CSR beneficiaries

The number of outlets have increased by **66**% in FY23.

80% + upstream supplier signed ATSPP

INTELLECTUAL CAPITAL

Intangible assets worth	₹ 7,386.83 mn
Patent applications were filed in FY23	28

MANUFACTURED CAPITAL

Production in FY23

Chennai	251,578 MT
Perambra	80,588 MT
Kalamassery	30,071 MT
Limda	150,359 MT
Chinnapandur	82,850 MT
Enschede	18,607 MT
Hungary	62,862 MT
Countries served	100+

NATURAL CAPITAL

CO_2 eq total GHG footprint	8.34 Lakh tonnes
Waste generated	32,275 tonnes

OUTCOMES

FINANCIAL CAPITAL

Net debt to EBITDA excluding other income (ratio) (consolidated) FY23 **1.31**

Net debt to Equity (ratio) (consolidated) FY23 **0.34**

Earnings per share (₹) (consolidated) FY23 **17.39**

Return on Equity (consolidated) FY23 **0.09**

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

354,577 Total manhours for training imparted

Certified as a **#GreatPlaceToWork** for the 10th year in a row.

A total of **177,943** intervention achieved in Health & Safety

ISO 14001:2015 and **ISO 45001:2018** certification for all manufacturing sites

A total of **21,652 training** workdays achieved for OHS risk management practices

SOCIAL AND RELATIONSHIP CAPITAL

Communities

Almost **10 Mn** beneficiaries were reached, with **8.3 Mn** from the Healthcare sector served till FY23.

Customer: Operational efficiency increased by **15 -20%** beacause of Apollo Radial Service Assistance (ARSA)

Value Chain:

100% of the Natural Rubber suppliers signed the Apollo Sustainable Natural Rubber policy (ASNRP).

INTELLECTUAL CAPITAL

Active patents across geographies	200+
Designs across geographies	210+

MANUFACTURED CAPITAL

Depreciation and Amortisation (consolidated) FY23	₹ 14.19 bn
Depreciation and Amortisation (Standalone): FY23	₹ 9.07 bn
Capital Expenditure Outflow (consolidated) FY23	₹ 7.75 bn

NATURAL CAPITAL

Total recycled material used	9,957 MT
Total water recycled/reused	898,525 m^3
Total energy saved in FY23	104,187 GJ

SDG MAP

STAKEHOLDER MAP

Six stakeholder groups play a pivotal role in our business

Employees — Community — Shareholders & Investors — Value Chain Partners — Customers — Environment

Governance

Governance for An Enabling Ecosystem

Our focus is on strong ethics and commitment to best-in-class Governance. Over the last few years, the Company has invested in processes guided by forward-looking policies to build a sustained, inclusive and equitable economic growth.

Key Performance Indicators

All employees trained on Code of Conduct

Rated as low risk category in Sustainalytics ESG assessment*

Aligned with ISO 20400 standard for Sustainable Procurement as continuation of ISO26000 journey

Sustainability Committee established to drive towards achieving sustainability objectives

A Sustainability Roadmap with 6 focus areas

*Based on core assessment criteria



Sustainability at Apollo Tyres

Sustainability is one of the Company's 5 key growth pillars for achieving vision for FY26. The Company has taken a framework approach to incorporate sustainability principles into its core operations and business goals.

The Company's sustainability statement resonates with the Company's approach and outlines that "Apollo Tyres will continuously work towards achieving Sustainability across all its operations and value chain."

The Company has adopted ISO 26000 as its guiding standard to define its Governance model, embedding sustainability within the organisation. Furthering this approach, it recently aligned its procurement framework and practices to the international standard of ISO 20400 on Sustainable Procurement.

The Company has developed a Sustainability Management Framework that further defines its Sustainability Roadmap for FY26. It is categorised into six focus areas, aligned with with Sustainable Development Goals (SDGs) integrated with digitisation;

- Establishing **Sustainability Governance** model
- Combating Climate Change
- Working towards **Circular Economy**
- Building a **Responsible Value Chain**
- **Fostering a People-Centric** approach
- **Engaging with Communities**

The roadmap is supported by action plans for each focus area with clear call to action and outcomes by 2026. Followed by these action plans, half-yearly progress review is conducted to map the progress and collect feedback on improvements. Further to this, the six focus areas will be reinforced by digitalisation as an overarching pillar. In its efforts to make sustainability performance a core business objective, the Company began submitting its disclosures, based on international guidelines since 2010. These disclosures have been instrumental in supporting continual improvement towards a better growth trajectory in all domains of the triple bottom line – social, environmental, and financial.

The Company also constituted working groups on Environment and extended producer responsibility to align with the six focus areas of the roadmap, ensuring delivery of specific outcomes under these heads.

Sustainability Steering Committee

The President & Chief Business officer (CBO) heads the Sustainability Steering Committee and reports to the Chairman, who is the highest level of management position in the Company. The CBO has the ultimate responsibility for management strategy and overall management including climate-related issues.

The Sustainability Steering Group represented by senior members of the management, act as a conduit between the Board of Directors and the Company. The Committee provides oversight on sustainability issues of critical significance and guides the Company towards achieving sustainability objectives by setting up an overall vision.

The Committee meets once in a quarter. The Sustainability function acts as the secretariat for the Committee, responsible for providing direction on initiatives to undertake and provide updates.

The Group took strategic decisions during the year, releasing the Sustainability commitments for the vision period of FY26, covering Carbon Emissions, Water Usage, Sustainable Raw Materials and Diversity & Inclusion for the vision period and Raw materials for FY30.

Risks And Mitigation

The Company also 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.

For instance, Climate Change Risk was locked 2.5 years ago as a strategic risk with high impact which was incorporated by Apollo Tyres in its corporate risk register. Based on the mitigation plan, the Company has taken a conscious decision to define decarbonisation roadmap and made 2026 climate change commitment.

Governance



The Company recorded notable improvement in Sustainalytics ratings moving from Medium Risk Category to Low-Risk Category in FY23. [core assessment criteria]

Framework for Sustainability

Apollo Tyres adopted ISO 26000:2010, an International Standard on Social Responsibility to develop its Sustainability Governance Model. The standard has 37 issues spread across seven core subjects. The Company has adopted 29 out of these for establishing its procedures. All the adopted procedures are also independently assured by a third party.

Community involvement and development

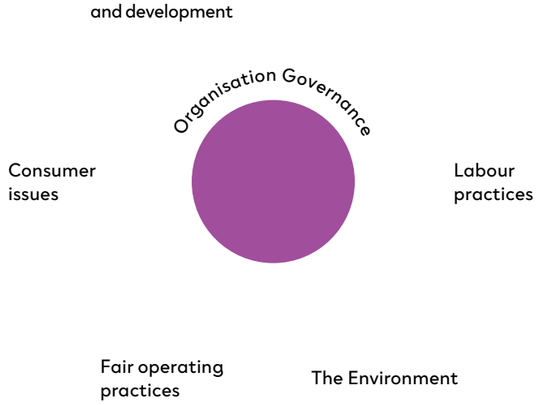
- Community involvement
- Employment creation and skills development
- Technology development and access
- Wealth and income creation
- Health

Human rights issue

- Due diligence
- Avoidance of complicity
- Resolving grievances
- Discrimination and vulnerable groups
- Fundamental principles and rights at work

Consumer issues

- Fair marketing, factual and unbiased information and fair contractual practices
- Protecting consumers' health and safety
- Sustainable consumption
- Consumer service, support, and complaint and dispute resolution
- Education and awareness



Labour practices

- Employment and employment relationships
- Conditions of work and social protection
- Social dialogue
- Health and safety at work
- Human development and training in the workplace

Fair operating practices

- Anti-corruption
- Responsible political involvement
- Fair competition
- Promoting social responsibility in the value chain
- Respect for property rights

The environment

- Prevention of pollution
- Sustainable resource use
- Climate change mitigation and adaptation
- Protection of the environment, biodiversity and restoration of natural habitats

Policy Framework and Fair Operating Practices

The Company is guided by appropriate publicly stated policies to address the needs and expectations of its spectrum of stakeholders. It identifies, adopts, and applies standards of ethical behaviour appropriate to its purpose and activities. It has been able to sustain productive relationships with other companies because of its responsible business practices. Further, it is following all applicable legal and regulatory requirements.

Apollo Tyres Code of Conduct sets out key policies that outline the standards and behaviours that help to shape and strengthen the organisational culture. All the employees have undergone mandatory training on the Code of Conduct.

Whistle Blower Policy: With this policy, the Company has a strong vigil mechanism 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.

Fair competition: The Company 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. 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.



Environment

Being an Ecosystem Player

Our aspiration to be a true ecosystem player has led us to think holistically on ecology, environment and energy.

Key Performance Indicators

14%
Of Green Component in Total Power Share

41%
Water Recycled

104,187
GJ energy Saved

3.25 M^3/MT
Specific Water Withdrawal

Global Commitments

Reduce Scope 1 emission intensity by 25% in FY26 compared to baseline year FY20.

Reduce Scope 2 emission intensity by 35% in FY26 compared to baseline year FY20.

Improve water withdrawal intensity by 25% in FY26 compared to baseline year FY19.

Use 40% Sustainable Materials [10% Recycled Materials and 30% Biobased materials] by 2030

RE target - Sourcing 30% of total power usage from Renewable sources by FY26



Combating Climate Change

Apollo Tyres is working concertedly to create climate resilient operations. This is in line with the Company's commitment to be carbon neutral by 2050. The climate adaptation strategy includes levers such as renewable energy usage, energy efficiency and shifting from coal to biomass. To ensure a gradual transformation to a low carbon trajectory, the Company has worked out a decarbonisation strategy, looking at ways to reduce its Scope 1 and Scope 2 emissions in the Europe and APMEA regions. In the reporting year, the Company has announced its targets for FY26 covering Scope 1 and Scope 2 emissions. This is in addition to the earlier target of Renewable power declared in FY22. The organisation has improved its commitments on Scope 2 emissions to 35% from previous committed target of 25%. In FY23, the Company recorded an improvement over 21% & 19% in the Scope 1 and Scope 2 intensities respectively from the baseline year of FY20. This reiterates the organisation's commitment towards reaching carbon neutrality goal.

At the Company level, 14% of its power requirement in the reporting period was met by renewable (wind and solar) sources. Taking forward its long-term commitment to renewable power to be 30% by FY26, Apollo Tyres has ensured green power for its largest manufacturing facility in Chennai, in the southern part of the country. This will increase the share of renewable energy to more than 30% of the total for this manufacturing facility. The Company invested in CSE Deccan Solar, a subsidiary of Cleantech Solar, a sum of ₹ 93 million, for a 27.2% equity, to get a guaranteed supply of 40 million units of electricity per annum for its Chennai facility. In addition, the Company has invested in Hybrid power of 5 MW capacity for its Limda Plant, Gujarat. These initiatives have moved RE share to about 14% to total power share.

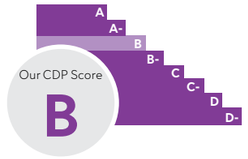
Hungary Plant has installed a solar power plant of 9.3 MW.

To keep its approach comprehensive, the Company has also been looking at Value Chain emissions or the Scope 3 footprint and exploring ways to reduce it.

The Environment Working Group has the pivotal role of deciding on the thematic areas of work under the climate change theme. It also advises the Sustainability Steering Committee on the targets and performance against them.

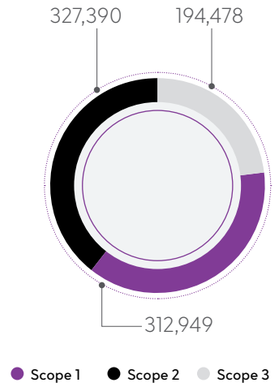
In FY23, the Company has revised the Environment Policy based on need assessment.

The Company has been responding to the CDP Climate Change questionnaire since FY20. In the reporting year, Apollo Tyres recorded a significant improvement in the disclosure score from level D to level B.



Carbon Emission Profile FY23

2022-23 GHG Emissions (tCO_2 eq) - Scope Breakup



Extended Producer Responsibility

The evolving concept of Extended Producer Responsibility (EPR) legislation, a strategy to pass the responsibility to the producers to promote and increase the use of product recovery and minimise environmental impact, is a pivotal step to move away from a linear approach.

In the reporting year, EPR legislation on plastic waste and e-waste was extended to include End of Life Tyres (ELT) in India. In this context, Apollo R&D is working with various recyclers to use the recycling materials in their products as a part of compliance to this regulation.

Apollo Tyres has partnered with Tyromer Inc, a leader in non-chemical devulcanisation of end-of-life tyres. Tyromer Inc, through their Indian associate, Tyromer India LLP will be supplying recycled rubber material, produced using its environmentally sustainable processes to Apollo Tyres. This will help increase the sustainable raw material content in the product mix.

Resource Conservation

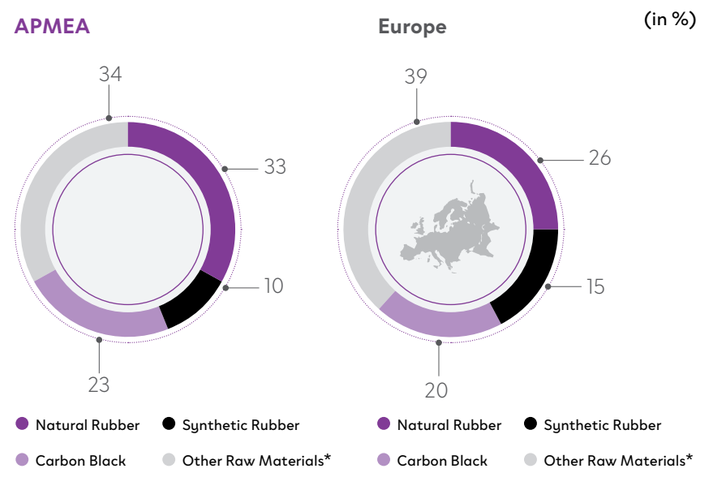
At Apollo Tyres, resource use efficiency is given prime importance as it translates to optimal use as well cost benefits.

Raw Material Footprint

The three main constituents used for manufacturing tyres are natural rubber, synthetic rubber and carbon black. While these constitute a major part of the raw material, it uses other materials as part of its overall raw material requirement.

Share of Raw Material Consumed, APMEA and Europe Operations in FY23

(in %)

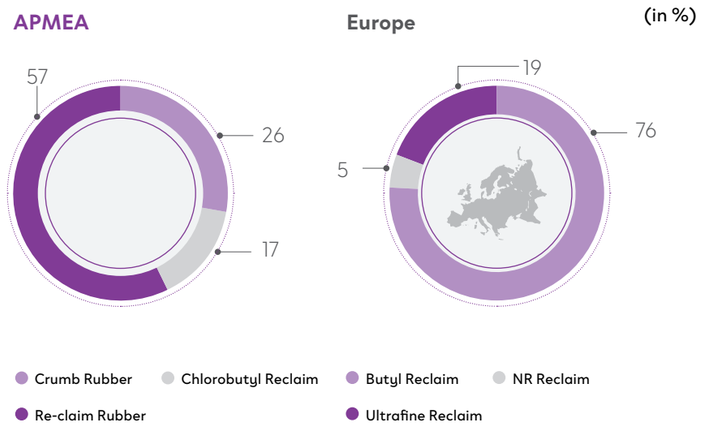


*Other Raw Materials include associated process materials.

Total raw material consumed across all the operations: 708,700 metric tonnes. Total recycled material: 9,957 metric tonnes. This has increased by 13 % as compared to last financial year.

Break up of Recycled Raw Materials by Type, APMEA and Europe Operations in FY23

(in %)



Driving Sustainable Consumption

The rolling resistance of the EV tyre is 30% lower than the ICE tyre translating into reduction of rolling loss and extended battery range, without compromising any other performance.

Prototypes of the agricultural and passenger tyre have been developed with 75% sustainable materials. An extensive test programme has been initiated to assess the functional efficiency and capability of this tyre.

To support the light weighting of tyres while maintaining their performance, an initiative is taken to redesign tyres for different product categories.

To align with the Company's sustainability objectives, a technical level discussion carried out among ATMA (Automated Tyre Manufacturers Association) members and government representatives to address the shortcomings associated with newly notified EPR guidelines.



Some of the improvements achieved in certain parameters in FY23

Passenger vehicle (PV):

Achieved the recognition of First Indian Tyre Brand to get fuel savings label with 5-STAR RATING for Passenger Car Tyre Category by Bureau of Energy Efficiency (BEE). "Amperion" bagged the prestigious 5 Star rating after evaluation as per the new regulations.

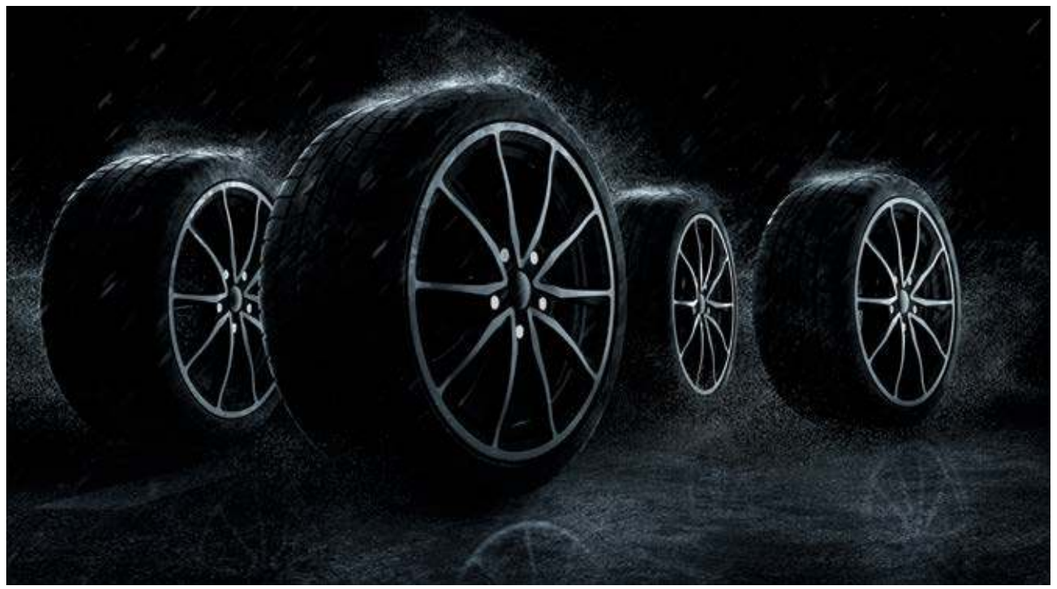
In UHP category, Aspire 4G+ is upgraded with **20%** improved Rolling Resistance.

Truck Bus Radial (TBR):

Apollo Tyres becomes the first in CV segment to be approved for 5 Star Label for fuel efficiency as per Bureau of Energy Efficiency Tyre labelling programme. All range of radial Tube type Light Truck tyres are in the 4 Star/ 5 Star band. The Company has improved the rolling resistance of commercial vehicle tyre by **6%.**

In line with the commitment to reducing material usage, Apollo has developed light weight carcass technology and launched light weight range of products for export and domestic markets.

Nitrogen curing technology in TBR has been adopted in Hungary and Chinnapandur Plants envisaging the sustainability and smooth operations in future. Nitrogen curing helps in shortening the curing cycle and increases the utilisation rate of curing press compared to Hot water curing. Nitrogen curing helps in reduction of steam consumption compared to steam cure system. Moreover, the quality of product, uniformity and appearance is improved.



Tyre Improvements for Electric Vehicles (EV) :

One of the major revolutions in the automotive sector is the electrification of vehicles. Contributing to this development and to address the requirement for this fast-emerging market, Apollo Tyres has developed an EV range which offers a low rolling resistance coefficient, reduced noise and better comfort without sacrificing structural durability and wear performance. Several sizes are now available in its portfolio to cater to the demand of the upcoming Electric vehicles.

Some of the innovations that have been made for tyres made for electric vehicles are enumerated below.

- A tyre flattens at the contact area to generate necessary footprint for traction. Apollo Tyres has developed a Tread cap compound which generates less heat on such deformation that occurs periodically while rolling. The tyre has an optimized cavity contour which facilitates a carcass structure with ideal tension to minimize deformation and energy loss. Also, the cavity contour is designed to minimize aerodynamic drag to offer less resistance to cut through air.
- Tyre road interaction creates noise pollution. The Company's low noise technology involves –
  a. A tread pattern comprising varying block sizes and their optimised sequencing around the tyre. This spreads the noise generating frequencies to avoid resonance.
  b. Optimised cavity contour helps tyre to make an ideal contact patch causing less impact noise. It also moderates shoulder vibrations which are potential sources of noise.
- Enhanced Wet Grip is a desirable attribute for tyres. The Company has been investing to improve the wet grip which includes –
  a. A pattern with wide circumferential grooves along with optimally oriented lateral grooves offering efficient channelling of water while tyre contacts a wet road. This together with optimally placed sipes establish enhanced grip of the tyre onto the road.
  b. Specially designed tread cap compound reinforced with silica maximises enveloping of road asperities by the tyre tread and thereby maximizing the area of contact to resist tyre slippage on wet roads.
  c. Ideal pressure distribution across the footprint extends a synergistic support to above phenomena to maximise efficiency in road holding even at higher speeds and cornering.
- EVs effect high tractive loads on tyres to cause higher slip and abrasion which releases suspended particulate matter into the air and surroundings. Apollo has developed Tread compound which overcomes the conflict between traction and abrasion to offer excellent mileage with enhanced traction. Reduced rate of wear results in extended tyre life through significant reduction of tyre particle emission for a given usage life.

Energy Performance

Apollo Tyres utilises a mix of renewable and non-renewable fuel types in its operations. The India operations, mainly use coal. There is also a conscious shift from fossil fuels to biomass in all the plants in APMEA region. The Chinnapandur plant in Andhra Pradesh runs completely on Biomass. The Company 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. By the use of biomass, the Company has reported 13,355 tonnes of CO_2 of avoided emissions.

The total energy consumption (from both direct and indirect sources) for the reporting year was 6,935 TJ. The share of direct energy was 43% (3978 TJ) and the indirect energy accounted for 43% (2,957 TJ).

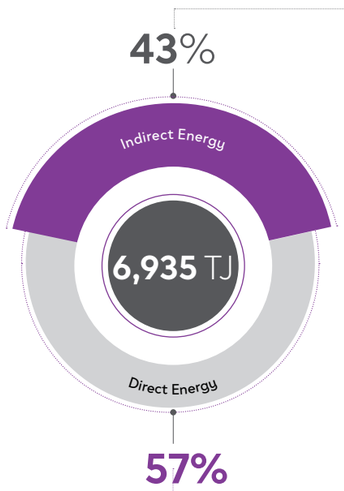
The Indian plants have been using renewable power in their operations. The region used 17% of renewable power in its total power demand in FY23. The sources included imported power as well as captive capacities.

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 104,187 GJ of energy savings.

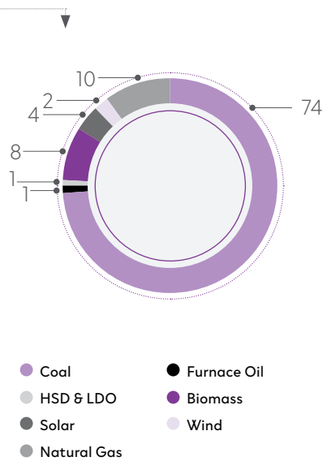
Further continuing the journey of energy savings, Apollo Tyres became the first Company to be awarded with 5 stars for its Apollo brand of light truck radials as a part of 'star rating' of tyres. Multiple SKUs of 16-inch Apollo Endurace RA and LD have received the 5-star ratings from the Bureau of Energy Efficiency (BEE), while few of them have also received 4-star ratings. BEE's label programme provides the customers information on fuel/energy savings and helps them take an informed buying decision.



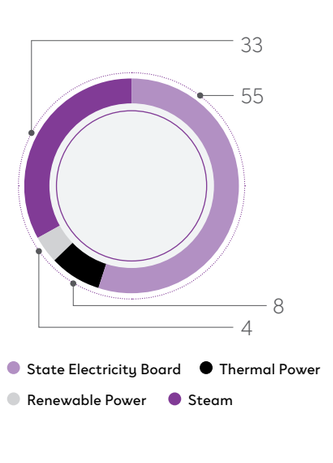
Share of Direct and Indirect Energy Consumed, FY23



Break-Up of Direct Energy by Source, FY23 (%)



Break up of Indirect Energy by Source, FY23 (%)



Sustainable Water Use

Prudent use of water has been an important aspect of operations. The Company has committed to improve its water withdrawal intensity and has been investing in processes to achieve this. As a further step, Apollo Tyres has started to get its water footprint verified by an independent 3rd Party since FY22. The certificate is a part of the report.

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

469,440
Perambra

193,682
Kalamassery

105,112
Hungary

2,198,698
Total Annual Water Withdrawal (in m^3), FY23

737,105
Limda

27,842
Netherlands

261,149
Chinnapandur

404,368
Chennai

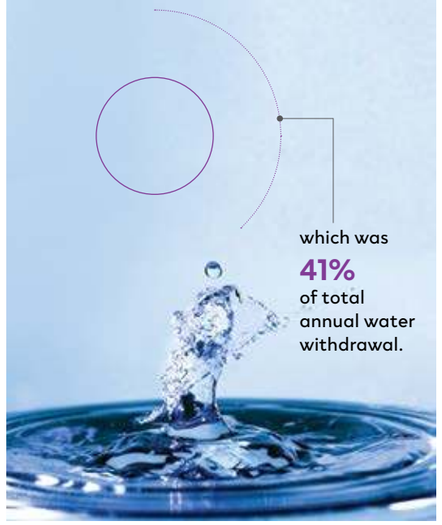
The APMEA operations carried out several initiatives to conserve water in the reporting year. Some of them are enumerated below –

- Increased reuse of rainwater into process
- Trench water recycling
- Condensate recovery system
- Use of Nitrogen in place of hot water system in curing process
- Closed loop circuit with Air cooled chiller
- Ultrafiltration unit installed to treat ETP final water for reusing as plant softwater
- Ultrafiltration water treatment for STP

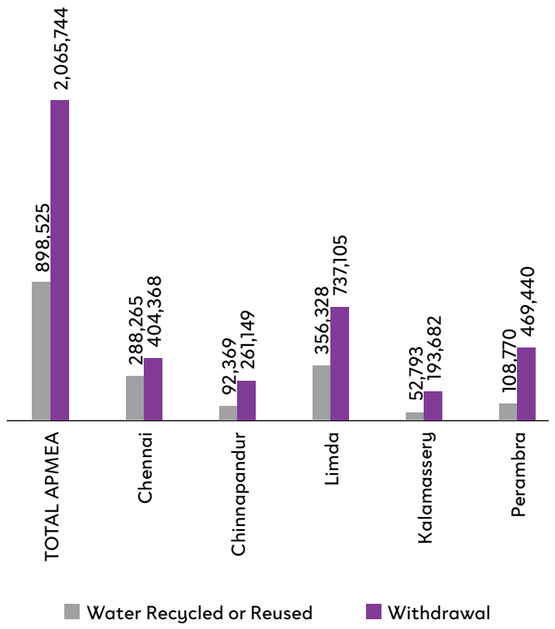
The wastewater generated at sites are segregated in Process and Domestic wastewater streams and treated in Effluent Treatment Plant accordingly followed by Reverse Osmosis Process based on process requirement. In the Indian operations, the treated water at site is used to meet the water requirement replacing fresh water. While in sites in Europe, wastewater is collected and discharged to Common Effluent Treatment Plant (CETPs) as per regulatory mandate.

Total recycled or reused water

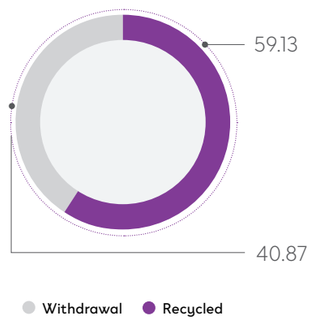
898,525 m³



Break-Up of Total Water Usage in terms of Recycled Water and Fresh Water Withdrawal, FY23



Break-Up of Total Water Usage in terms of Recycled Water and Fresh Water Withdrawal, FY23 (%)



In the APMEA operations, the total annual water withdrawal was 2,065,744 m³, of which 898,525 m3 (44%) was recycled or reused during the reporting period.





Promoting Biodiversity

Apollo has designed and implemented several activities within the plants on promoting Biodiversity.

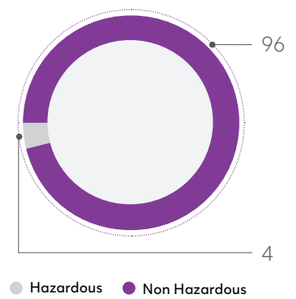
At its Kerala plants in Perambra and Kalamassery, the activities include maintaining the existing theme gardens such as butterfly garden, fruit garden to enhance the biodiversity and increase species of flora and fauna. Apiculture, for collection of honey from rubber trees within the premises, was also continued at Perambra during the reporting period. Also, the Company has an organic farming project within the plant premises in Limda, Gujarat.

Waste Management

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 Soild waste generated in the reporting period was 32,275 metric tonnes.

Waste generation category FY23 (%)



In the APMEA operations, 877 metric tonne of hazardous and 26,412 metric tonne of Non Hazardous was generated.

A total of 333 metric tonne of hazardous and 4,411 metric tonne of non-hazardous waste was generated in the reporting period in Europe region.

32,275 MT

Total waste generated in the reporting year

Social

Enriching and Empowering a Prosperous Society

The existence of a broad spectrum of stakeholders (Customers, Value Chain Partners, Employees, Communities and Environment) that we operate in, reinforced with the commitment to diversity & inclusion is our biggest propeller towards growth.

Key Performance Indicators

3.54 lakhs
Total manhours of training imparted

1.49+ mn
Beneficiaries outreached through CSR initiatives in FY23

80%
Upstream supplier have signed the Apollo Tyres Sustainable Procurement Policy (ATSPP)

100%
Natural Rubber suppliers have signed the Apollo Sustainable Natural Rubber policy (ASNRP)



Customers – Central to Existence

Apollo Tyres values its customers as it works towards two broad management approaches; Customer Care and Transparent Communication. Importantly, it values their purchasing choices and their growing role in promoting sustainability.

Customer Care

Safety

The Company focusses on providing products to customers that minimally impact the environment and are produced with safety, reliability and efficiency in mind. Customers are provided ample information through product labels to assist them in making an informed decision.

Quality and Safety of products in use are ensured through periodic checks at each stage of the product lifecycle. Dealers and consumers are regularly educated on proper use of products and right application.

Customer Delight

Apollo Tyres actively engages with its customers to understand product complaints, fostering trust, transparency, and improved reputation. There are multiple platforms and programmes including; 'Voice of the Market', and 'Voice of the Customer' that not only collect valuable feedback from customers but also help various functions including manufacturing and R&D departments in their endeavour to further improve product quality and customer engagement. For instance, based on the customer feedback, the Company redesigned the Alnac 4G, an OEM tyre to Maruti Suzuki Baleno, and offered it in the replacement market.

Furthermore, redressal mechanisms are in place for customers to register their grievances and raise their queries. Apollo Customer Care ensures speedy response and resolution of complaints with a quick turnaround time to enhance customer experience. Few other initiatives are mentioned below :

Apollo Tyre Service Centre

A pioneering, specialised service center in Gurugram, helps customers get on the spot grievance redressal instead of going to multiple touch points.

Apollo Samadan

This is an online platform for business partners to resolve complaints of customers on the spot within 2 hours at their respective counters.

Commercial Vehicle (CV) Zone

In addition to the value-added service at CV Zones, we have equipped 11 CV zones with electric vehicle charging stations in collaboration with Tata Power.



Transparent Communication

Apollo Certified Fitter (ACF)

A fitter engagement and welfare initiative with the aim of educating customers on the recommended fitment practices. The network of Apollo Certified Fitters has increased to 544 in FY23.

Apollo Radial Service Assistance (ARSA)

A technically qualified individual engages with the customers in this initiative to optimise their operational efficiency through standard checks, This leads to an increase in operational efficiency by 15-20%.

Apollo Direct (Contact Centre Management)

A dedicated customer care service center for grievance redressal which is accessible seven days a week and in various regional languages.



Apollo Radial Repair Centre (ARRC)

Customers are supported as dealers are guided to repair damaged tyres instead of scrapping them through this initiative. Total 71 ARRC are operational.

Bad Road Buddy (BRB) Activities

- Micro BRBs - 155 Rides | 26 Cities | 4,000 Participants
- Save the Earth Rides - 55 Rides | 79 Clubs | 2,800 Riders
- Rain Forest + Motorama - 5,500 People
- SUV Drives - 6 Drives | 100 Vehicles

Apollo Samadhan

An initiative to provide swift redressal to customers at the business partner's counters. Service's reach is extended through Apollo Samadhan at OEM Franchises at selected outlets. The number of outlets have increased by 66% (8 Tractor OEMs & 1 Car OEM) since the previous year. Apollo OEM Samadhan Centres have has increased to 570 and Apollo Samadhan centres to 1,949 in FY23.

On Spot Dispositions

- New Initiative for better customer Connect as per the changing customer expectations.
- 31,049 Tyres inspected of 17,573 unique Customers

Apollo Tractor Owners Meet (ATOM)

Training sessions are held to engage farmers and educate tractor owners in tyre care and repair. The sessions which are accessible to dealers, franchisees, fitters and retreaders, have achieved 698 agri-customer engagements activites for the year.

No incident of non-compliance with regulations, voluntary codes concerning the health and safety impacts of products and services within the reporting period.

Value Chain - Partners in Progress

The Company's Corporate Procurement function manages the role of sourcing raw material from suppliers across Asia, Africa, Europe and USA.

The Company is commited to complying with applicable laws that govern international trade. Importantly, the Company expects its suppliers' services and products comply with all national and other applicable laws and regulations.

At the heart of its core procurement activities, the Company strives to promote sustainable procurement agenda through its Sustainable Procurement vision, policy and guiding principles, which have been translated into supplier Code of Conduct in its upstream raw material supply chain.

Sustainable procurement has the most positive environmental, social and economic impact across the entire life cycle. This process enhances resource and cost efficiency, improves the quality of products and services, and ultimately minimises adverse impact on environment and drives socio-economic development in the upstream raw material supply chain.

The Company has taken a commitment to increase usage of sustainable materials (including recycled materials) to 40% by 2030.

Apollo Tyres' Sustainable Procurement policy directions consist of three sections: Sustainable Procurement Vision, Sustainable Procurement Policy, and Sustainable Procurement Guiding Principles:

Sustainable Procurement Vision

Apollo Tyres will work towards minimising the environmental and social impacts to its business by adopting sustainable procurement policies and in this regard ensure the suppliers' participation in promoting sustainable practices in the raw material supply chain. The Company will ensure strong sustainability governance framework that provides for both identification of key material issues, risks and opportunities arising in the raw material supply chain; and strategies to address them.

In line with the Company's sustainability vision, it continuously works towards achieving sustainability objectives across its operations and value chain. It aims to achieve so, by adopting sustainable procurement policies and by ensuring the partner's participation in promoting sustainable practices in its core processes.

Sustainable Procurement Policy

The Company considers its suppliers as long-term business partners and is committed to conducting its business affairs in a fair and ethical manner that promotes open and fair competition in the best interests of Apollo Tyres and its suppliers. It strives to continuously enhance customer satisfaction by providing cost effective and quality materials on a timely basis, while working in tandem with its supply chain partners on Sustainability objectives (ESG aspects), enabling sustainable business practices.

Sustainable Procurement Guiding Principles:

The guiding principles for Sustainable procurement are as follows:

1

Driving through governance, transparency, and accountability.

2

Enhanced usage of recycled and renewable raw materials in products including encouraging the Company's Raw Material (RM) supply chain partners in increasing the content of their recycled and renewable raw materials in their manufacturing processes.

3

Striving towards highest environment, health & safety standards for RM supply chain partners on manufacturing processes and operations and in the raw material supplier 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 supplier partner's operations.

5

Ensuring compliance of international norms on decent work agenda and encouraging the Company's 'One Family' culture in the raw material supply chain.

6

Work on Natural Rubber Sustainability in line with the Global Platform for Sustainable Natural Rubber (GPSNR) guidelines to drive improvements in the Social, Economic and Environmental performance of Natural Rubber supply chain.

7

Driving continual improvement in sustainable procurement agenda in the raw material supply chain.

With a view to reduce carbon footprint, optimising the transport flow/ logistics and supply proximity to the manufacturing locations, the Company encourages sourcing from domestic partner suppliers with all other factors being equal.In addition, dealing directly with manufacturers enables close engagement and resilience in the upstream supply chain to efficiently respond to changes in the dynamic markets at all times.

The Company develops import supplier partners as an additional and alternate source of supply and to seek collaboration under joint technical projects. It ensures that the raw materials sourced are free from chemicals and Substances of Very High Concern (SVHC) which impact environment adversely and comply with all international norms and standards.

Apollo Tyres encourages its partners to establish their respective environmental systems in compliance with the requirements of ISO14001 and to get the systems certified by an accredited third party.

Aligning with the overall organisational sustainability policies and objectives, the Company focusses on sustainable procurement practices to ensure a sustainable supply chain. To begin with, it identified and addressed stakeholder needs and expectations by ensuring no negative impacts on ESG standards. The procurement policy was then formulated in accordance with the international standards and ESG legislations. In addition to the techno commercial aspects, sustainability aspects have been considered in the raw material sourcing strategy and in the process of contracting for its procurement supplies from the regular approved sources.

The Supplier Code of Conduct requires the supplier partners to comply with all applicable environmental laws, regulations, and standards, such as chemical and waste management disposal, recycling, industrial wastewater treatment and discharge, air emissions controls, environmental permits and environmental reporting.

Supplier Code of Conduct

The Company expects its business partners to demonstrate their commitment for compliance with its Supplier Code of Conduct, which lays down the foundation for deployment of the sustainable practices in the supply chain.

The code of conduct is developed based on the core objectives of social responsibility and sustainable procurement adopted from ISO26000 and ISO20400 standards respectively. It endeavours to work jointly with its partners to promote adherence to compliance standards. Till date, more than 80% of the upstream suppliers have signed the Apollo Tyres Sustainable Procurement Policy (ATSPP) to pledge their compliance.

The code of conduct for the natural rubber supply chain addresses the specific needs of the natural rubber sector, in addition to the standard requirements for the environment, social and governance pillars. Having joined Global Platform for Sustainable Natural Rubber (GPSNR) in March 2019 as an ordinary member, the Company is working towards improvements in the socio-economic and environmental programmes of the natural rubber supply chain by implementing Apollo Sustainable Natural Rubber Policy (ASNRP) for the natural rubber supplier partners in accordance with GPSNR policy framework. **Till date, 100% of the Natural Rubber suppliers have signed the Apollo Sustainable Natural Rubber policy (ASNRP) to pledge their compliance.**

Partners are expected to ensure deployment in their next tier level of their respective supply chains, as applicable.

The Company initiates supplier assessment from time-to-time, based on a criteria and frequency and engage jointly with the supplier for a continuous development and improvement in this area.

Expectation from the Raw Material Partners on Supply Chain Sustainability

'More with less' has been the mantra of the Company's sustainability journey. Below are the **eight areas** where the Company would encourage its raw material partners to focus on:

1
Use of non-fossil based fuels in operations including the use of renewable energy to lower carbon emissions

2
Practicing sustainable consumption to ensure resource conservation

3
Target to be water neutral/ water positive

4
Optimal operations and practice of preventive maintenance

5
Measure Scope 1,2 and 3 emissions and set targets to reduce them

6
Minimise waste in the manufacturing process

7
Seek third party assurance for responsible operations

8
Commit to involve your suppliers in this journey

Green Procurement Initiatives

As a part of its green procurement and digitalisation initiative, Apollo Tyres has introduced an online supplier portal for day-to-day operational management of purchasing and supplier quality management activities. The supplier portal features various modules covering - RM Schedules and supply monitoring system, RM Specification, Audit Report, Supplier Rating, and other quality related requirements. All the purchase orders are autogenerated through the SAP system and communicated to the supplier base globally through a paperless electronic medium.

The Company also promotes and encourages suppliers to embrace environment friendly and green materials in their production processes including usage of recycled products. In this regard, it emphasises on usage of environment friendly, re-usable, recyclable packing materials (which has minimum environmental impact) like returnable pallets, returnable metal boxes, returnable metallic spools for the supply of raw material to its manufacturing facilities globally. This additionally helps in enhanced vertical space utilisation in storage warehouses. The packaging of raw material should also be "wood-free". In addition, a supplier needs to conform to the local regulations, as and where applicable in each country of supply.

To maximise the use of digital information technology, it encourages the use of video conferencing, telephonic conferencing, and other latest collaborative technologies available to minimise the adverse impact on environment and promote green practices in its procurement activities.

REACH & PAH Compliance

Apollo Tyres and its suppliers ensure that the final product and its raw materials conform to the REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) requirements, as applicable and seeks declaration from its suppliers to ensure compliance to all applicable requirements in supplies.

It is geared to meet all raw material related requirements with reference to usage of PAH (Polycyclic Aromatic Hydrocarbons) free materials for supply of tyres to Europe and other markets.

Supplier Engagement

Apollo Tyres engages with its suppliers in multiple ways and across multiple spheres of working. Few of its initiatives include Global Partner meets, Sustainability workshops, Joint technical projects, Quality and capacity building workshops with natural rubber small holders, producers and processors, CSR workshops at supplier's manufacturing facilities, Safety @ supplier workplace, business meetings, etc.

The following are the supplier engagement framework and key initiatives:

- **New Supplier selection**

  It involves stage-wise evaluation and approval process involving commercial and technical evaluation of the supplier by a cross function team of Procurement, R&D, Plant Technology, and Manufacturing.

- **Joint Development Projects**

  Based on the voice of the customer, the emerging market requirements and changes in regulatory requirements, the Company engages with its suppliers or potential new suppliers for raw material to initiate joint development work on new materials and new tyres development.

- **Supplier Audits**

  Supplier audits, assessment of the supplier Quality Management System, are conducted at the time of selection of new suppliers and are also conducted at defined frequency for existing suppliers as per defined audit criteria. Such supplier audits are conducted by a qualified team of trained auditors.

  The scope of supplier audits covers various elements like quality management system, environmental standards, occupational health and safety standards and others as per the Procurement Standards, Apollo Tyres Sustainable Procurement Policy (ATSPP) and Apollo Sustainable Natural Rubber Policy (ASNRP). The Audit teams conduct compliance check as per the standard audit checklist at regular intervals according to the predefined criteria.

  Supplier audits continued in the Upstream Supply Chain this year via physical audits at supplier workplaces and using the virtual collaboration platforms to conduct online system audits at supplier end, including Gemba visit at suppliers through virtual live videos, thereby leveraging the use of IT technology in the Supply Chain. Additional guidelines for the suppliers are put in place to ensure smooth conduct of the audit programs through virtual platforms.

  Based on the audit, action plans for improvement are drawn and jointly agreed and being followed up with the suppliers until closure.

- **Supplier Performance Evaluation**

  Supplier performance evaluation is done on Quality, Delivery and Service performance through rating criteria which aims at timely feedback to suppliers to improve their performance at Apollo Tyres.

  The same is communicated to suppliers on periodic basis and action plans are drawn and followed up with the suppliers using the newly launched supplier portal for the upstream supply chain.

- **Apollo Global Partners' Summit 2022**

  Apollo Tyres held its Global Partners Summit 2022 virtually, with the raw material business partners, which witnessed a tremendous response with over 700 participants joining from 24 countries.

  Apollo Tyres used the platform to stress on the important role that technology plays for the Company, along with a clear roadmap regarding the usage of sustainable materials.

  The attending business partners were also updated on the organisation's vision 2026, which has People, Sustainability, Digitalisation, Brand and Technology & Innovation as the key pillars.

  As part of the Summit, an elite panel of industry leaders discussed on the enablers of Apollo Tyres vision for 2026 and a Young Leaders Panel discussed on 'Building Sustainable and Resilient Partnerships'.

  Apollo Partner Awards 2022 were presented on Apollo Emerging Partner, Apollo Gold Partner Award for Innovation and Development, for the Quality Champion, for Supply Chain Excellence, for Sustainability, for Service Excellence and the Apollo Pillar Award to the deserving supplier partners.

  Apollo Champion for individuals at Business Partners' end was awarded to individuals from partner companies who have gone the distance to support in their services and supplies to Apollo Tyres.

- **Corporate Social Responsibility in Supply Chain**

  The Company continues to conduct CSR activities at the premises of its Raw Material suppliers to support good health and covers awareness programmes such as HIV / AIDS and TB Prevention and the ill effects of Substance Abuse, covering a spectrum of participants covers Operators, Supervisors, Engineers and People from Plant Management.

  The activities are conducted by the Procurement department, which has been trained by International Labour Organisation (ILO).

  The CSR activities continued in the Upstream Supply Chain this year using the virtual collaboration platforms, thereby leveraging the use of IT technology for a farther reach with the RM supplier partners.

- **Safety @ Suppliers' Workplace**

  Apollo Tyres encourages suppliers to follow all applicable industrial practices to ensure safe operations. The new manufacturing and information technologies can be an enabler to make the workplace safer by building an environment through periodic assessment of the prevailing safety practices and development of workplace conditions.

  The initiatives aim for minimising risks of downtime because of accidents, providing a robust system to maintain and continually improve health and safety, possible cost savings from public liability insurance premiums, demonstrating commitment to meet legal obligations and improving reputation of the suppliers and increasing opportunities for them to expand their business.

  The program initiative was continued in the Upstream Supply Chain this year with the RM suppliers, thereby leveraging the use of IT technology for a farther reach in the Supply Chain.

- **Apollo Natural Rubber Dirt Free Centres**

  Apollo Tyres has taken the lead in contributing to the quality improvement of Natural Rubber (NR) in India. The organisation has set up Dirt Free Centres where Natural Rubber Sheets are sourced from the farmers and graded using international practices. The grading is done using back lit tabletops.

  These centres have employed women and trained them in NR grading and provided them livelihood. In this way, the domestic NR is made suitable for critical applications and helps the company in import substitution.

- **Dealer Engagement**

  The Company continues to enhance its processes to offer its business partners the best-in-class service. It has formed a Management Advisory Committee of Business Partners with a view to gather constructive market feedback for improvement. To digitalise the entire distribution value chain, the business has created a strong IT platform to meet the demand from Retailers, dealers and distributors. These IT platforms have significantly improved the efficiency and effectiveness of order to cash Process and contributed to the simplicity of doing business.

Engaging with Communities

Apollo Tyres is committed towards inclusive development and empowerment of its communities. Its CSR strategy focuses on achieving corporate goals in alignment with the Sustainable Development Goals (SDGs).

The strategy is to enable inclusive growth by building on key partnerships and linkages to optimise existing resources in reaching out to a greater number of beneficiaries. To achieve this, all CSR initiatives are delivered through Apollo Tyres Foundation (ATF) registered in 2008 as a Trust.

In addition to the above, there are local initiatives under CSR that are organised in the vicinity of the Company's manufacturing locations like; Watershed Management projects.

As on March 31, 2023, the Company reached out to nearly 10 million beneficiaries since the inception of its CSR programmes.



Healthcare for Trucking Communities

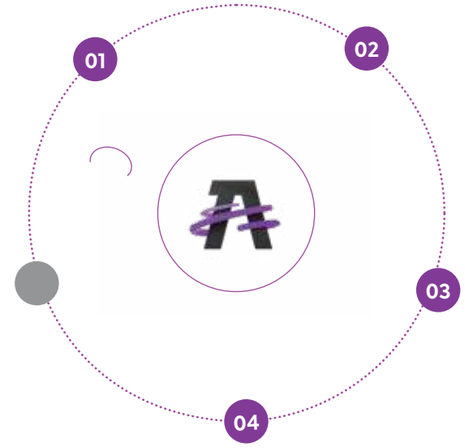


Local Initiatives



Solid Waste and Sanitation Management

The Company has categorised its CSR initiatives in four core thematic areas





Livelihood for Rural Women



Biodiversity Conservation

The core themes

01 Healthcare for Trucking Community

Goal 3
Ensure healthy lives and promote wellbeing for all

Truck drivers in India suffer from many lifestyles related health problems. Providing primary health care services to truck drivers is essential to improve their overall health and well-being. Long driving hours, alcohol and tobacco use, irregular eating schedule, and erratic sleep timings not only affect truck driver's physical health but also the emotional and mental health. Apollo Tyres is committed towards improving the wellbeing of its stakeholders. Truck drivers are the key stakeholders of the Company.

To address the healthcare needs of the trucking community, the Company has established 32 Healthcare Centres in transhipment hubs spanning 19 Indian states, providing healthcare facilities at the doorsteps of this community. The programme provides healthcare services such as prevention and awareness of HIV-AIDS, Vision care, awareness on Tuberculosis and other Non-Communicable diseases such as Diabetes, High Blood Pressure and General Treatment facility.

Over 1.1 million beneficiaries were outreached through Healthcare Centres in FY23.

The services under the Healthcare Initiative:

HIV-AIDS Awareness and Prevention Programme

Due to the constant travel, Truck drivers have been at an increased risk of HIV infections. Under HIV Awareness and Prevention programme services, ATF conducts awareness and sensitisation workshops with support of Peer Educators (Volunteers) to bring about behaviour change towards Sexually Transmitted Infection (STI), and Condom promotion. The programme also promotes diagnosis & treatment, and counselling through, Integrated Counselling Testing Centre (ICTC).

In FY23, 48,130 beneficiaries tested for HIV. Out of which 125 beneficiaries were identified as HIV positive. Under this programme, positive cases are also linked with Anti Retroviral Therapy (ART). **Also the Company established its first ART Centre at Vijaywada in partnership with Andhra Pradesh State AIDS Control Society (APSACS) during this financial year.**

Vision Care

Uncorrected vision contributes to more than 1.25 million road accident deaths each year in the world. Vision related issues are the common problem faced by the trucking community. Apollo Tyres identified Vision Care as a critical issue and started its vision care intervention for truck drivers in 2015. Under Vision care service, regular eye check-up facilities have been created in all the 32 healthcare centres. ATF has partnered with Essilor India PvT Ltd (2.5 NVG), to provide low-cost affordable eye care services to the beneficiaries with refractive error issue. ATF also links people with Cataract issues with Government Hospital for further treatment.

For FY23, a total of 81,968 beneficiaries were tested for vision screening, out of which 43,294 beneficiaries were identified with refractive error issues. Over 10,867 beneficiaries received spectacles.

Awareness on Tuberculosis (TB)

Tuberculosis (TB) is the second leading infectious killer after COVID-19. HIV coinfection is the prime risk factor for developing active TB in the high burden setting.

To support the Government of India's National Strategic Plan for eliminating TB by 2025, ATF began its TB awareness initiative in the year 2017. ATF has partnered with the Ministry of Health and Family Welfare (Central TB Division), The Union, and USAID and established 17 Designated Microscopy Centres (DMCs) at transhipment hubs to provide testing and treatment facilities for its beneficiaries. Also, ATF is linking TB positive patients with Directly Observed Treatment (DOTs)services for effective treatment in the reporting year.

In the FY23, the Company has established 4 DMCs in partnership with Central TB division at Hyderabad, Raipur, Nagpur and Jalandhar locations.

For FY23, a total of 12,461 beneficiaries have availed TB testing facility, out of which 320 beneficiaries were identified as TB positive. 85% of the total positive cases were linked with DOTs Indeterminate.

> I am a truck driver and my name is Kadak Bahadur Thapa. I was tested with Tuberculosis a year back, which perturbed me to an extent that I felt that I might die. That's when I came across an outreach worker from ATF, who helped me with free DOTs treatment for 6 months along with the nutrition support worth ₹ 500 per month under the Government scheme. Today I am free from TB.

Non-Communicable Disease

Based on the findings from the 32 healthcare centres, Diabetes and High Blood Pressure were identified as two significant risks that effect truck drivers. In order to address the problem, the Company added testing facility for both the risks. Diabetes screening and blood pressure check-ups are conducted across the healthcare centres.

For FY23, around 65,906 beneficiaries were screened for diabetes out of which over 12,000 were identified at risk of diabetes and 80,141 beneficiaries were tested for blood pressure.

General Healthcare and Treatment

The Healthcare Centres work as a one-stop facility, providing generic treatments for seasonal cough, flu, stomach dysentery and other basic First Aid features to the beneficiaries.

Interventions

A. Partnership Approach

ATF is committed to SDG 17- Partnership for Goals and in the process of achieving the same, it has partnered with like-minded organisations (public and private sector) to bring about a catalytic impact. ATF fosters collaborative approach for the wider outreach of its services.

It has partnered with State AIDS Control Society, Central TB Division, Ambuja Cement Foundation, Essilor Foundation, Ashok Leyland, The Union, USAIDS, ACC cement for implementation of various Healthcare services.

B. Peer Educator (PE) Involvement

Peer Educators, or volunteers play an important role in creating awareness about health services and referring the beneficiaries to Healthcare Centres for availing the treatment facilities. PEs are typically mechanics or owners of small restaurant (dhaba) and barber shop, and street vendors, etc. who are based at transhipment hubs and remain in close contact with truck drivers. The programme has mobilised over 1,000 PEs who provide voluntary services for the healthcare programme across locations.

In the reporting year, 75% increase (298,915) in the peer led outreach programme compared with FY22

C. Presence of All Health Services at Doorsteps (Mobile Medical Units)

As an extension to ATF's static Healthcare Centres, mobile alternatives have continued to enhance the access to healthcare service for trucking community. Mobile medical units (Apollo Healthcare Express) provide its services at highways, district borders and trucking halt points. The mobile medical units are currently operational at Delhi, Namakkal (Tamil Nadu), Cuttack (Odisha) and Chhindwara (Madhya Pradesh).

In the year 2023, under peer lead outreach initiative, the Company engaged with LGBTQI+ (Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex) community at six Healthcare Centres (Hyderabad, Ludhiana, Kanpur, Agra, Indore and Vijayawada). This initiative envisages integration of LGBTQI+ community members as peer educators with the purpose of awareness building and reaching out to more beneficiaries.

02 Solid Waste Management and Sanitation

Goal 6
Clean Water and Sanitation

Goal 12
Responsible Consumption and Production

India generates over 0.16 million Tons of waste Per Day (TPD), out of which about 0.15 million (TPD) is collected, which is approximately 95.4%. Out of the total waste generated per day, 31.7% waste generated remains unaccounted.

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 12: Responsible Consumption and Production.

This initiative aims at providing comprehensive solution for better health and hygiene which includes proper waste management and promoting the use of toilets.

SPARSH stands for:

Segregate Waste

Practice Composting

Awareness Generation

Reduce-Reuse-Recycle

Safe Sanitation

Hygiene for All

Clean My Transport Nagar (CMTN), Clean My Village (CMV), Sanitation Management and End- of-life Tyres (ELT) projects are initiated under SPARSH initiative.

Total outreach increased by 6.62% in comparison with FY22. In FY23 a total of 107,150 beneficiaries were outreached through SPARSH initiatives.

Services under SPARSH initiative:

i. Clean My Village and Transport Nagar

ATF 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 trans-shipment 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.

ii. Sanitation Management

With a view to provide access to sanitation, the Company has constructed toilets with bathing spaces for the underprivileged communities around Chennai, Chinnapandur and Limda manufacturing locations. In the reporting year, **the Company has constructed 113 toilets with bathing facilities, benefitting 2,642 people and declared 1 village Open Defecation Free (ODF), total 7 ODF villages in Tamil Nadu region.**

This initiative is a true representation of Public Private Partnership as the support is provided by the Government, ATF and the voluntary contribution by employees.

iii. End of Life Tyre (ELT) Play Spaces

The Company constantly looks for methods and processes that help in greening the product life cycle. Recycling of used tyres is a critical part of the Company's sustainability strategy. The End-of-Life Tyres Playgrounds (ELT) is one such initiative where the company converts waste tyres into exciting play structures. **The Company has constructed total 11 ELT playgrounds so far, positively impacting over 7,000 beneficiaries.**

For FY23, a total of 965 metric tonne (MT) waste was collected. Out of which around 9.5 % wet waste was collected.

03 Livelihood for Rural Women

Goal 1
No Poverty

Goal 5
Gender Equality

Goal 8
Decent Work and Economic Growth

Programme Navya, a livelihood initiative for rural women aims at providing skill building and income generation opportunities at the doorsteps of the beneficiaries. The programme is aligned with SDG1- (No Poverty), SDG5-(Gender Equality) and SDG8-(Decent Job Creation and Economic Growth).

Under Navya, women are trained in agriculture and non-agriculture activities such as rubber sheet making, apiculture (honey production), khakhra making, tailoring, organic farming, upcycling products from waste, livestock care and management and others for income generation.

Post training women are further linked with financial institutions for credit support and market linkages are also established to promote the business of the women. The programme has established linkages to leverage government schemes.

There has been an increase in the women outreach by 85% (1,579 women) in comparison with FY22. The fiscal also saw a 53% (1563 women) increase in trained women participating to start income generation activities as compared with FY22.

Total 5,100 women were linked with various Government welfare schemes and have availed benefits worth ₹ 4.05 crores.

Beneficiary Testimony:

"Income generated from being a part of this unit (mushroom cultivation) has been most useful for paying the school fees of my children who now attend private school. I feel proud about being able to contribute in this way to the household.

Usha, Nivedhyam - Mushroom Cultivation, Vazhoor, Kottayam

"Owing to my husband's alcoholism, the family was financially strained. SHG provided me a loan of ₹ 10,000/-. I used the amount for repairing my husband's broken three-wheeler to restart income generation from it. This worked as a turning point in my life.

Geethaben Shantilal Parmar, SHG Leader and Role Model, Narmadapur, Baroda



04 Biodiversity Conservation

Goal 13
Climate Action

Goal 14
Life Below Water

Biodiversity Conservation is a global theme for the Company, wherein it has undertaken projects in India, Hungary, and the Netherlands. In Europe, Apollo Tyres has undertaken two projects at Stadbeek in Enschede, The Netherlands and Conservation of Bukk National Park, Gyöngyöshalász, Hungary.

As part of ACE initiative in Netherlands, the employees at the Amsterdam Office order fruit basket from 'Fruitful Office', a Company that delivers fresh fruit to offices. For every basket ordered they plant one fruit tree in Malawi in Africa to fight deforestation and provide additional income to the community by sale of fruits. This initiative has been in place since Oct 2022 and is aligned with SDG 13 (Climate Action).

In India, mangrove conservation is a key initiative by the Company implemented in, Kannur district, which is the largest Mangrove village in Kerala with the aim to restore the endangered mangrove species Under this initiative, ATF conducts awareness sessions for local communities addressing the threats to mangroves, followed by setting up of mangrove nursery driven by community -based initiatives.

For FY23, a total of 5,954 beneficiaries were outreached through various awareness activities under Mangrove Conservation initiative.

To further mitigate climate change, afforestation projects are being implemented in Tamil Nadu and Gujarat.

Under the afforestation initiative in Tamil Nadu, plantation of 3.5 lakhs teak trees are being maintained. The project also engages with farmers for providing agriculture interventions for enhancing soil productivity. In Gujarat, a total of 25,000 sq. Ft area of land is utilised to plant 10,000 trees of 84 varieties of species under Miyawaki afforestation project by ATF.

Local Initiatives

Goal 6:
Clean Water and Sanitation

Local Initiatives are designed based on the local requirements of the communities. These initiatives are implemented in the communities which are in a radius of 35-45 km of the Company's manufacturing locations. Details of such initiatives are:

India Initiatives:

Water Conservation project is an integral part of this initiative and is mapped as per local community requirements. There are two projects implemented under water conservation category:

a. Access to purified drinking water:

Through this initiative beneficiaries have access to purified drinking water. The Company has set up four RO drinking water plants at plants at Orgadam village, Chennai, Tamil Nadu and Chinnapandur village, Chittoor, Andhra Pradesh. Around 1,591 households and over 6,396 beneficiaries have benefited.

b. Eco restoration of ponds:

The Company has mapped the condition of water bodies through research studies in the communities around its manufacturing locations. Based on the findings, the Company has restored few ponds in Chennai, Tami Nadu, Limda, Gujarat and Perambra, Kerala.

The main objective of this initiative is improving the condition of water bodies, restoring, and enhancing the aqua biodiversity. A total of 14 ponds, covering an area of 3 lakh square feet have been restored through pond deepening, desilting, bunding and maintenance activity. Around 192,228 beneficiaries have availed the benefits from the restored ponds.

At Baroda location, ATF supports the Gujarat Government's Pond deepening initiative under the Sujalam Sufalam Jal Sanchay Abhiyan (SSJA). Under this scheme, ATF has restored one pond in Antoli village of Waghodia block in Baroda district. A total of 303 households with 1,292 beneficiaries directly benefitted with pond restoration activity.





In addition to watershed management initiatives in India, Europe locations also organised various community based local initiatives:

Europe Initiatives

In FY23 the Company introduced an employee led initiative, ACE (Apollo Tyres CSR in Europe) focusing on volunteerism.

At the Enschede and Amsterdam facilities a 2 week-long charitable drive was organised, called as **ACE-ing it for Voedselbank**, which witnessed a participation of 770 employees in the drive and donated around 23 crates of non-perishable food items to underserved communities.

In Hungary, employees engaged in a 'Shoebox' campaign organised by Hungarian Baptist Aid. The campaign encouraged employees to pack donations into shoeboxes which were then given as Christmas presents to children in need. A total of 44 gifts were donated in this initiative by our Hungarian employees.

At Hungary plant, periodic blood donation camps were organised and over 175 employees volunteered for blood donation.

Apollo Tyres, via its Vredestein premium tyre brand, has collaborated with Manchester United and launched a programme of 'Soccer School' days across Europe in 2023, providing children and young people with exclusive coaching sessions that encourage exercise and foster personal development. The 'Soccer School days' coaching sessions will be delivered in Italy, Poland and the Netherlands.

Apollo Vredestein in Germany has taken various local initiatives linked with marketing campaigns such as: Fuel up and Donate where the consumer gets a fuel voucher offered in exchange of old tyres (ELT) (worth 40 euros) which he/she chooses to donate. The Company matches value of the voucher for charity purpose.

Additionally, every quarter the Company engages its employees in endurance-based campaigns to raise funds for the treatment of kids suffering from cancer. The Company matches the funds raised by employees.

Apollo Vredestein recognises road safety as an important area of focus for its consumers. The Company sponsors monthly features stories focusing on road safety in Auto Motor Sports magazine.

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 youths to providing healthcare support and distributing ration to the underserved community.

Engagement

To engage with stakeholders and promoting partnership, the Company had launched campaigns focussed on our core themes:

1. **Partnership for Action Against Tuberculosis (PAcT) Campaign**

   The Company supports the Government's TB elimination programme and organised Partnership for Action against Tuberculosis (PAcT) event aligned with 'Azadi Ka Amrit Mahotsav' (75 years of India's Independence). This year marks its 6th edition.

ATF has sponsored 75 TB patients for providing nutritional support. Dr Mansukh Mandaviya, Minister of Health and Family Welfare and Chemicals and Fertilisers, Government of India distributed nutritional baskets to 5 TB patients who are sponsored by Ni-Kshay Mitra Apollo Tyres Foundation, under the Pradhan Mantri TB Mukt Bharat Abhiyaan.

The Honorable Minister of Health and Family Welfare and Chemicals and Fertilisers, Government of India also flagged off 75 trucks with TB messages facilitated by ATF. These trucks would travel across the States and will carry the message right to the general publics.

2. **Ek Naam Campaign - Edition-5**

   To promote the livelihood of the rural women, ATF organised the 5th edition of 'Ek Naam', a social media campaign. To celebrate International Women's Day, ATF felicitated and recognised the outstanding work of eight Change Agents who have made a difference in their families and working as catalysts for change. In the past five years the Company has felicitated the outstanding work of overall 40 rural women.

3. **Environment and Nature Quiz**

   To create awareness on Environment Sustainability, ATF organised an Environment and Nature Quiz competition, featuring participation of 44 students from five coastal states (Gujarat, Maharashtra, Tamil Nadu, Kerala, Andhra Pradesh) of India.

Impressions

Green Championship Award 2022

The Company's Chennai plant was awarded with the Green Championship Award from Tamil Nadu state Government for its environment and sustainability promotion initiatives.



Performance against Sustainable Development Goals

SDG- 17:

Partnership for the Goals

Refers to the cross sector and cross collaboration. The Company works in partnership model with like-minded organisation for wider outreach and impact.

SDG Goals and Target Mapping

Sr.No	Initiative Name	Linkage with SDG	SDG target	Performance against the target (cumulative)
01	**Healthcare for Trucking Community**	**Goal 3:** Good Health and Well Being	End the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases other communicable diseases. — Total **11.60 million** beneficiaries by 2026	Total **8.3 million** people outreached through Healthcare Programme for Trucking Community
02	**Solid Waste Management & Sanitation**	**Goal 6:** Clean-water-and-sanitation **Goal 12:** Responsible Consumption and Production	Achieve access to adequate and equitable sanitation and hygiene for all and end open defecation. — Total **11 villages** ODF by 2026	Total **7 village** panchayats were declared Open Defecation Free (ODF) / Over **6.97 lakh** people were outreached under waste management initiative
			Achieve the environmentally sound management of all wastes. — Total outreach through awareness activities to **950,000** beneficiaries by 2026	Total **11,176 metric ton (MT)** waste was collected. Out of which **1,089 MT** was biodegradable waste, and **10,123 MT** was non-biodegradable waste. / Total **11 End** of **Life Tyres** play spaces constructed. Nearly **1,621 waste** tyres were recycled
			Substantially reduce waste generation through prevention, reduction, recycling, and reuse.	
03	**Livelihood for Underprivileged Women**	**Goal 1:** No Poverty **Goal 5:** Gender Equality **Goal 8:** Decent Work & Economic Growth	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 2026	Reached out to over **17,000** rural women / Over **9,500** women are directly involved in decision-making process.
			Promote decent job creation, entrepreneurship. — Total women in income generation **15,000** by 2026	Over **14,000** women have received income generation training / More than **100** group enterprises established, engaging over **3,000** women directly.
				Over **8,600** women are involved in income generation
04	**Biodiversity Conservation**	**Goal 13:** Climate Action **Goal 14:** Life Below Water	Strengthen resilience and adaptive capacity to climate-related hazards. Improve education, awareness-raising on climate change mitigation, adaptation — Total awareness outreach to **400,000** beneficiaries on Environment conservation by 2026	**350,000** teak trees are planted under Afforestation project at Tamil Nadu region. / Under Mangrove Conservation Project, covering **10.4 acres** of land.
				Under Miyawaki project total **10,000 trees** of **80 plant species** are planted in Gujarat region. / Over **2.33 lakh** beneficiaries outreached from Biodiversity Conservation initiatives
	Local Initiative (Eco restoration of ponds)	**Goal 6:** Clean Water & Sanitation	Protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes — Total **530,000** beneficiary outreach by 2026	**15 ponds**, covering area of over **3.5 lakh square feet** were restored. **Over 1.94 lakh people** are benefitted from restoration of the ponds
	Access to purified drinking water		Achieve universal and equitable access to safe and affordable drinking water for all	**Three RO drinking water** plants installed at Chennai and Chinnapandur location / **Over 1,591 households** and more than **23,000 beneficiaries** benefitted with the facility

Philanthropy Initiatives: The Company also undertakes philanthropy initiatives to provide education support to underprivileged youths and girls, ration support to homeless people to eradicate hunger and poverty and healthcare support to disadvantaged communities. These initiatives are linked to SDG: 4 Quality Education and SGD 3: Good health and well being

The People Pillar

OVERVIEW

Apollo Tyres Vision - Driving Progress, Together - and people are an integral part of the process. Human capital is a crucial intangible asset for any business, and it refers to the collective knowledge, skills, abilities, and experience of the people working for a Company towards economic growth, productivity, and profitability. **Apolloites pursue performance excellence through shared goals, leadership, collaboration, open communication, clear role expectation and a strong sense of accountability and trust.**

18,850
Human Capital at Apollo

APOLLO ONE FAMILY



The Company's core values, make it unique and distinctive. Apolloites are strongly driven by global value of 'One Family' that empowers them with a sense of purpose at the workplace.

The Company takes responsibility for enabling excellence and embedding sustainability in its core values to ensure economic viability, environmental protection, and social equity. The Company and its people are committed to follow its passion, vision, and values to reach greater heights.

WE BELIEVE IN DIVERSITY AND INCLUSION

Apollo is home to a multi-cultural, multi-generational (balanced representation of Baby Boomers, Gen X, Gen Y and Gen Z) and gender diverse workforce.

44
Nationalities

8%
Gender diversity

4
Generations

The Company is committed to nurturing Diversity, Equity, and Inclusion in the workplace. Apollo Tyres' culture provides a safe work environment, free from discrimination and biases. The Company is committed to its **global target of 12%**, by FY26 for gender diversity. It demonstrates its core value of 'One Family' with vigour and passion. Like a unified family, its people stand together during adverse situations, learning from failures and celebrating success.

The Company believes that effective and active listening to employee creates a positive workplace culture and can also help in building trust, forging strong relationships and resolving conflicts. It seeks continuous feedback from the workforce, and this is what the employees have to say:

APOLLO VOICE

91%
Of Apolloites believe that they treat each other with dignity and respect regardless of their personal identities

90%
Of Apolloites in India voiced that they are treated fairly regardless of their gender

90%
Of Apolloites voiced that Apollo provides a working environment free of discrimination and harassment

90%
Of Apolloites in India voiced that they are treated fairly regardless of their sexual orientation

Apollo tyres has established an Internal Compliant (IC) mechanism to prevent adverse consequences of discrimination in accordance with the POSH Act. The Company conducts IC members meeting quarterly and maintains various norms while handling POSH complaints.

To ensure effective abolition of child labour and assess compliance on human rights, Internal Audit team conducts audit across the Company's manufacturing facilities.



Events celebrating Diversity & Inclusion at Apollo

International Women's Day

#WomenAtApollo are the centrifugal force behind the Company's growth and success. In March 2023, the Company celebrated the IWD, strengthening its commitment to gender diversity.





Apollo Women in our Plants

The Company's Limda plant set an example in the fiscal by hiring 18 women, from Gujarat and Bihar respectively for the 2-wheeler plant. Steps have been taken to ensure a safe working environment, ensuring mentorship, training and capacity building for their skill enhancement.



We celebrate together

In FY23, Apollo Tyres organised several onsite celebratory events such as Family Day, Baisakhi, Diwali celebrations and so on, reinforcing its 'One Family' value and the culture of 'Celebrating Together'. The Company invites employees and their extended families in all such events.



Apollo Amsterdam office celebrated the first day of spring with a potluck culture lunch, where they got food from India, China, Turkey, Vietnam, Macedonia, Germany, Netherlands, Qatar, and Indonesia.



Diwali Celebrations at our offices



Christmas and Pongal

Paris Marathon

The streets of Paris turned blue with Vredestein flags, for the 20 km Paris Marathon. Apollo Tyres was represented by 51 members from across Europe.



New Delhi Marathon

The Apollo Tyres New Delhi Marathon was held on February, 2023 with a massive participation of 16,000 runners including employees in the Full Marathon, Half Marathon, 10K and 5K Runs. The event was flagged off by the the Company's Chairman, Mr. Onkar Kanwar and President (APMEA), Mr. Satish Sharma. The event also saw the presence of Olympic Champion and World Record Holder, David Rudisha as well as Khel Ratna and Padma Shri Awardee, Anju Bobby George who motivated the winners to 'Go The Distance' and perform at their best.



We play together | 2022 Unstoppable Cup

After two years of pandemic induced disruption, it was time for people to again gather as 'Apollo One Family' and celebrate the achievements and milestones, along with the Chairman's birthday. During the week, the Company also hosted the Unstoppable Cup, Apollo's own much celebrated and anticipated cricket tournament, where the joys of teamwork and camaraderie are celebrated on the field.



75 Years of Enschede Plant

As Apollo Tyres' manufacturing plant in Enschede, the Netherlands, completed its 75 years, it celebrated this great milestone with much grandeur and fervour. It celebrated the diamond jubilee with the employees in Enschede, the Grolsch Veste.

> In a global multinational Company like Apollo Tyres, we get to work with people from different cultures around the world. Along with working on projects with diverse teams, we also celebrate different festivals together. This testifies that we truly live by our 'One Family' value.
>
> **Ravi Shingari, Group Head, Corporate Taxation & Accounts**

We are 'One Family'

The Industrial relations have been cordial, and all statutory compliances have been complied on time. Regular interactions have been conducted with all stakeholders, management, employee representatives and the trade union leaders to improve productivity, cost-reduction, and the working environment of the plant. Various forums enabled effective resolution of employee grievances and queries. In-house training programmes were conducted to facilitate overall safety and health. Many employee welfare and engagement initiatives were rolled out throughout the fiscal like birthday celebrations, family engagements, factory day celebration, local festival celebrations, sports activities, etc. across all locations. These initiatives helped the Company maintain conducive relations and kept the employees motivated during the fiscal.

OUR STRATEGIC FOCUS AREAS

APOLLO 'PRIDE'

Apollo Tyres is a leading player in the tyre industry and with its distinguished reputation, it has managed to attract talent in the industry in the past years. However, with a fast moving and competitive business landscape, a strong employee value proposition (EVP) is what will make the Company unique and distinctive from its competitors to attract and retain talent.

Apollo Tyres as Great Place to Work (GPTW) | India

For the 10th year in a row, Apollo Tyres has been certified as a #GreatPlaceToWork by the Great Place to Work® Institute (India). The Company champions ideas that inspire it to think big, be brave and challenge the ordinary. It is committed to fostering an inclusive culture that unites employees, business partners, stakeholders and the community together, towards building a responsible and sustainable business that contributes to the society.

Trust is the main ingredient in building a Great Place to Work. It establishes a positive work environment, facilitates collaboration and teamwork among employees.

> Certified as a Great Place to Work 2023 in India, Apolloites are more likely to feel comfortable sharing ideas, taking risks and collaborating on projects, making Apollo a progressive and successful organisation.

Great Place To Work. Certified MAR 2023 – MAR 2024 INDIA

Apollo is seen as an organisation that values:



Apollo Tyres features in the list of 'India's Finest Workplaces'

Apollo Tyres was featured in March 2023 in ET Now's 'India's Finest Workplaces' - a series that highlights organisations' work environments and best practices adopted to improve the work culture. It encapsulates interaction with important stakeholders and employees from the Company, featuring shortlisted organisations as the India's finest companies to work for.

Driven by its value of 'One Family', the Company creates and nurtures an inclusive culture that brings its people, partners, and community together. It takes immense pride in formulating and practising some of the industry's most progressive and people-friendly policies keeping in mind the overall well-being of the people.

Apollo Tyres as Top Employer certified | Singapore and UK

The Top Employers Institute is the global authority on recognising excellence in people practices. To be eligible for the certification, the Company must have advanced HR practices and at least 2,500 employees globally.

The survey covers six HR domains consisting of 20 topics including People Strategy, Work Environment, Talent Acquisition, Learning, Diversity, Equity & Inclusion, Well-being and much more via a vigorous process of data submission and audits. All participating organisations receive objective insights into their employee conditions via a detailed feedback and benchmark report, and only a few qualify for the certification after a rigorous process of four months.

The Company is proud to be certified as Top Employers in Singapore and in the UK, for 2023.

These certifications reinforce the Company's commitment to its people and business and display its dedication of creating a better workplace culture through the best-in-class HR policies and people practices.

Attracting Talent

The Company's talent acquisition approach focusses on developing a strong organisational brand and culture. It focusses on attracting fresh talent to be leaders of tomorrow through Apollo Summer Internship programme, providing opportunity to interns from premier management institutes. (e.g., IIM, IIFT, NITIE, NMIMS, MICA, DMS IIT, IRMA). The interns work on projects closely with the leadership team across functions like sales, marketing, supply chain management and finance.

Here's a glimpse of interesting exchange with MBA students at the Business Networking Event of University of Amsterdam - Amsterdam Business School.



Participation in a job fair in Hungary, attracting top talent.

In Europe, in the Finance and Supply Chain Management functions, the Company has launched different training programmes for recent graduates to gain experience. The trainees participate in rotating assignments and are gradually allocated more responsibilities before they take up a permanent job role in the organisation.

Headcount	Employees			Workers			Total Headcount		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent	3,749	294	4,043	6,091	197	6,288	9,840	491	**10,331**
Other than Permanent	109	21	130	8,101	288	8,389	8,210	309	**8,519**

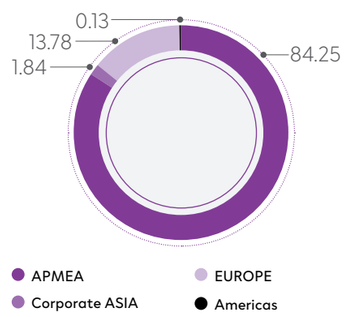
No. of Differently abled people - 18

Employees & Workers by Age Group	Employees			Workers			Total Headcount		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
< 30 Years	623	71	694	1,150	51	1,201	1,773	122	**1,895**
30-50 years	2,111	713	2,824	3,589	107	3,696	5,700	820	**6,520**
> 50 Years	482	43	525	1,352	39	1,391	1,834	82	**1,916**

	< 30 Years			30-50 years			> 50 Years		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Number of Employees hired	270	50	**320**	411	58	**469**	**58**	6	**62**

Turnover by Age Group	Employees			Workers			Total Headcount		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
< 30 Years	155	43	**198**	218	21	**239**	373	64	**437**
30-50 years	316	37	**353**	145	14	**159**	461	51	**512**
> 50 Years	39	7	**46**	93	7	**100**	132	14	**146**

Regions (in %)



GLOBAL TALENT MANAGEMENT

Apollo believes in putting its people first, along with empowering them with opportunities to grow. Its talent management framework ensures that Apolloites are provided with adequate opportunities to learn and grow not only in their roles but across functions and geographies.

Through its new internal career portal, vacancies and career paths are better visible and accessible. This has led to an increase of internal career moves.

Its internal mobility opportunities ensure that its current talent pool is rotated into roles where they can further add value through acquired experience and mentorship to younger generation in the workforce across regions and functions. The multigenerational workforce model within the Company has proven successful over the years as it brings vivid perspectives, skills and experiences to the table which helps it thrive in today's rapidly changing business environment.

In addition, to ensure continuity in leadership and operations within Apollo, the Company has rolled out **APEX (Apollo People Excellence)**, which encompasses the 9-box grid, critical role identification and succession planning. This exercise involves identifying and developing internal employees based on their performance and potential and helps to build a strong bench of talent that can be called upon in the future to take on important roles within the organisation.

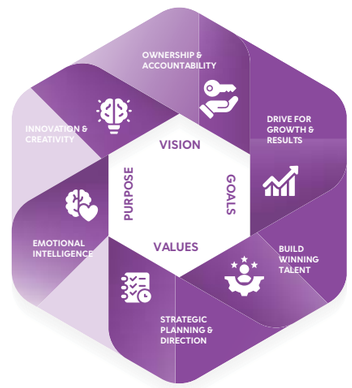
The potential mapping is intricately linked to the **Apollo Leadership Competency Framework**. As the Company moves forward in achieving its vision of 'Driving Progress, Together,' it is committed to develop a rich talent that empowers its people to evolve, ensuring that the existing employees are fully equipped to grow in their careers at Apollo Tyres.

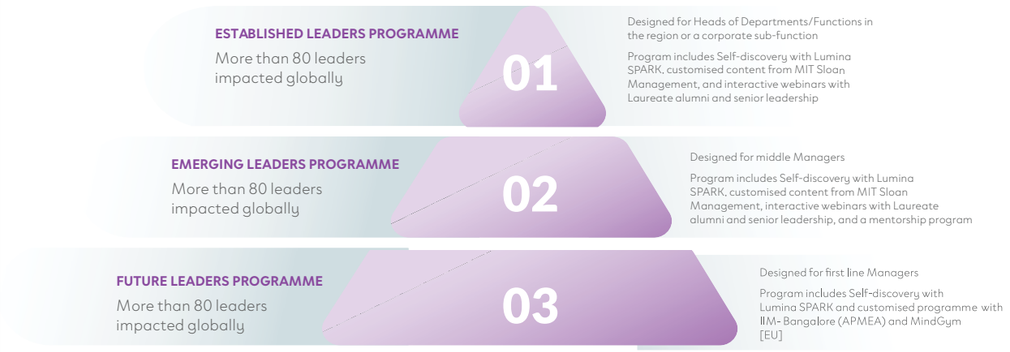
Based on inputs from the top leaders across the organisation and external experts on competency frameworks, the Company has carefully crafted a tailor-made **leadership framework** designed to prepare the next generation leaders to succeed in this ever-evolving business world. Driven by ownership and accountability, it aims to build leadership behaviour at all levels. Through an entrepreneurial culture, the Company wants to build an innovation-driven mobility company that is underpinned by technology and steered by the winning talent of Apollo Tyres.

In this process, top ~30% of the reviewed talent is assessed for future potential mapping, via psychometric analysis. Selected employees are taken through psychometric assessments, using the Company's partner Lumina SPARK. Lumina SPARK provides the Company with accurate, personalised portraits of the employee, focussing on increased self-awareness and practical development points to assess and improve communication, teamwork, and leadership.

Through **Apollo Laureate Leadership Development Flagship programme**, the identified leaders of tomorrow strengthen Apollo leadership competencies, enabling them to achieve and unleash their full potential and positively impacting business outcomes.

Apollo leadership competency framework





REWARDS AND RECOGNITION

Apollo Tyres takes an integrated approach to compensate employees both monetarily and non-monetarily through rewards and benefits like, flexible working hours, recognition towards significant contribution, and career development opportunities. This approach helps the Company in attracting, retaining, and motivating talent by offering comprehensive rewards package.

The Company strongly aligns rewards to the performance outcomes, through a merit-based pay system. This helps in incentivise and reward the top performers, while also encouraging continuous improvement and development.

To foster job satisfaction, motivation, loyalty, and a positive workplace culture, Apollo Tyres actively considers both extrinsic values (e.g., Material objects and/or payments) and intrinsic values (e.g., Global mobility opportunity and career opportunities) in the reward framework.

Global recognition initiatives also align with Apolloite's journey in the organisation, focusing on Performance (Roll of Honour and Chairman's Employee of the Year), Long Service (Apollo Pillars), Appreciation (Recognition Badges), and Celebration (Chairman's Recognition Week).

In FY23, a significant percentage of the employees have been recognised globally with over 20,000 badges exchanged during **Chairman's Recognition Week**. Additionally, recognition activities such as Sponteneo and Wall of Fame also took place at the local level, recognising the contribution and performance of Apolloites across manufacturing locations.

The Company celebrates long service of its employees achieving key milestones such as 5 years, 10 years, 15 years, 20 years, and so on, to recognise and reward the long-term contribution and commitment of the employees towards the growth and success of the organisation.

> A sense of happiness you feel when you are recognised for your work makes you realise your self-worth. At Apollo Tyres, we have Chairman's Recognition Awards which are given every year and recently when I was nominated for the 'Role of Honour' award, I felt a sense of pride to be an Apolloite.
>
> **Aparna Venkatesh Babu, Associate Manager, PCR Technology, Chennai Plant**

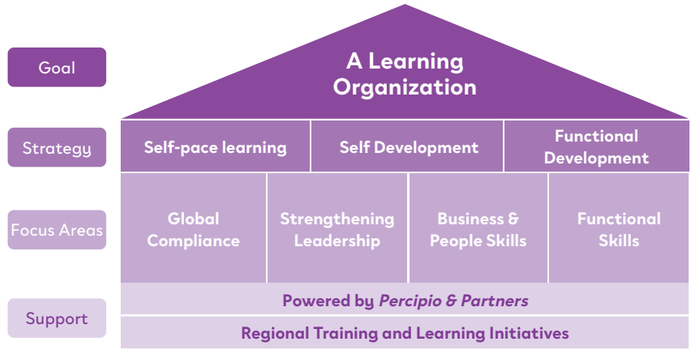
APOLLO TYRES - A LEARNING ORGANISATION

The Company is rigorously working towards making Apollo Tyres a learning organisation. It strives to achieve an improved work culture that harnesses each employee's skill set, encouraging and cultivating an innovation mindset that is at the core of its corporate identity. It gives importance to continuous learning and development at all levels of the organisation and creates a culture that supports ongoing growth and improvement. This helps the Company is building talent by creating opportunities for employees to learn, grow, and develop new skills.

To sustain the Company's competitive edge, it is crucial to develop and nurture a learning organisation where people are not just provided with opportunities but are deeply entrenched in learning for both their personal and professional growth and development. In FY23, the Company broadened its learning and development opportunities across various modalities under Apollo Virtual Academy and started its journey towards building a self-learning culture, encouraging Apolloites to take charge of their self-development. Key learning themes were identified as focus areas that guided the development of learning initiatives globally.

To provide an excellent start to the new joiners, it has introduced a new induction programme, in which new employees learn about the Company's history, purpose, values, product, and management.

> I am fairly new to the Apollo family and my experience so far has been accelerating. I come from a non-corporate culture and it's new to me. But I have been closely mentored and guided by leaders to shine and grow. Today I am a proud MC and manage all events in the Apollo House.
>
> **Harnoor Chana, Associate Manager, Administration**



354,577
Man hours training in FY23

Global Compliance

As Apollo Tyres expands its global footprint, adhering to local legislations and business practices becomes very crucial. To facilitate the Company's growth in new markets, the Apollo Global Code of Conduct has been strengthened in the last year with sub-pillars of the code developed for Apolloites in key locations outside of APMEA. This year, additional modules on ethical dilemmas were also introduced, to ensure that employees increase their knowledge on integrity, business ethics and social responsibility.

The Company rolled out refresher training for all global employees with support of compliance team achieving a significant percentage of participation across the business.

Strengthening Leadership

Leadership development is not only a part of succession planning in the Apollo talent management process, but it also takes place across leadership levels regionally and locally. This helps to build organisational capabilities, enabling Apolloites to adapt to changing business needs, new opportunities, and competitive pressures.

To facilitate self-paced learning and self-development, Skills Benchmark of leadership competencies and capabilities were made available to Apolloites through the internal learning platform, Percipio. This provides Apolloites with the opportunity to assess their leadership capabilities against a normed population, and based on their competency level, access personalised learning content.

Additionally, local, and regional leadership development programmes such as the Evolve program at the Limda plant and the High Impact Excellence Program in EU also took place with a focused population of future leaders, driving the development of Apollo's collective leadership for the future.

Business & People Skills

Based on the research from the World Economic Forum (WEF), the landscape of learning and work is changing: 50% of employees will need reskilling by 2025, and 94% of business leaders also expect employees to learn new skill on the job. Bringing these statistics together with Apollo's ambitious business targets, it is important for Apolloites to not only be continuously learning on the job, but also develop a hunger to learn beyond what they need today and prepare for a challenging tomorrow.

To support the goal of building a learning organisation, the Company has revamped its learning library in alignment with the WEF's Top 10 skills of 2025. In addition, the Expert Speaks series was developed to bring in an external perspective on key learning topics identified through partnership with Lee Hecht Harrison. This series also enabled global peer-to-peer interaction and learning across leadership levels, supporting the learning journey of truly global and multi-generational employees.

Functional Skills

Given the ever-evolving business landscape, functional learning was also identified as a focus area for Apollo Tyres to ensure Apolloites develop the necessary skills and knowledge to stay competitive in their respective fields and perform effectively.

Apart from specific functional training (e.g., Procurement, R&D, Digital IT etc.), the Company has also launched the very first digital training of Apollo products through Apollo LXP – this enables efficient training on products for the sales and marketing teams globally through a shared knowledge base of Apollo products. In addition, the training was also extended to Apollo R&D globally, to further the understanding of current products as part of the innovation process for future product pipeline.

The final highlight of the fiscal was the global Apollo Total Quality Management (ATQM) training that was launched for all employees. Through this training, Apolloites were encouraged to adopt the ATQM framework in their everyday approach to work, adding to the overall effectiveness and efficiency of Apollo Tyres as an organisation.

In FY23, the Company widely focussed on delivering impactful functional learning journeys that are in line with the business needs such as Key Account Management and Advanced Negotiations for senior Sales Managers.

Learning Support Network

To increase access to learning via the internal learning platform, learning management was democratised to expand on internal capability in driving learning across the organisation. This enabled several other learning journeys to be launched and managed on the ground, specific to the local/regional level needs.

Overall, it was a great learning year for Apollo Tyres with a 5% increase above industry benchmarks of learning engagement with Apolloites. The overall engagement on learning and self-development is further validated by the exponential increase in learning hours clocked on Percipio, by Apollo learners, from 1,531 hours in year FY 2021-22 to 36,045 hours in FY23.

HR DIGITALISATION

The pandemic has shown us how digitalisation is essential for businesses to stay competitive in today's fast-changing business environment as it enables organisations to become more efficient and effective. In fact, digitalisation has been accelerated across businesses in the past two years – this is no different at Apollo Tyres. In the last year, the Company placed its people at the focal point and focused efforts on value creation amongst various stakeholder groups, from recruitment, onboarding, employee data management and performance management.

Starting with recruitment and onboarding, it has launched a more efficient and seamless process through the Horizon platform. While multi-channel job postings, job requisitions and interview process management can be initiated by HRBPs. Apolloites can also leverage the platform to either apply for an internal job posting, and/or, refer potential candidates for an open role within Apollo Tyres. Once a candidate has been confirmed for a role, the paperless onboarding process is then initiated through the same platform. In the second half of FY23, multiple job requisitions were created with more than 50 candidates successfully onboarded through the expanded platform.

In the Performance Management space, the Company launched the Apollo leadership competency assessment for all managers and above in the last year. With the clarity and alignment of performance expectations through this exercise that sets measurable goals and objectives, the Company fosters a high-performance culture and roadmap for achieving excellence within Apollo Tyres.

The most recent addition to round the year off saw the launch of the first Apollo Employee Self-service (ESS) portal that embraces the One Apollo experience with web and mobile application access across 27 countries. Apollo ESS has been designed to empower Apolloites with a more convenient, flexible, and efficient way to access HR services and information, thereby driving accountability in individuals and a more productive workforce overall.

By embracing digital technologies, Apollo can unlock new opportunities and drive growth and innovation in the longer term as the time saved from more efficient management of HR processes can now be spent focusing on more strategic initiatives.



EMPLOYEE ENGAGEMENT

In today's competitive environment, employee engagement has emerged as one of the most important drivers of business success. High employee engagement promotes the retention of talent, fosters customer loyalty, improves organisational performance and stakeholder value.

This fiscal has seen the launch of the Company's very first Apollo Global Ideathon where Apolloites were invited to share transformative ideas that could help Apollo anticipate and solve future challenges. This ground-up initiative provided a safe space to engage with and listen to Apolloites from across functions within the organisation and roll out ideas that are aligned with the business goals.

The Company also launched its second edition of the Global Employee Engagement Survey, Apollo Voice. It recorded a 90% participation rate which reinforced the One Family value, and strongly reflected that Apolloites are not only empowered, but trust that no consequences would come from sharing their feedback openly.



Overall, with a Sustainable Engagement score of 87, two points above the auto industry, the Company will continue to keep up with current engagement efforts and invest efforts in identified opportunities to build an even more engaging workforce.

WELLNESS & WELL-BEING

Employee engagement is also a critical component of workplace well-being as it creates a positive work environment focussed on positive attitudes, open communication, a sense of shared purpose and enables excellence within Apollo Tyres.

To supplement well-being this year, Apollo Tyres has reviewed employee benefits to ensure that it is continuously meeting the evolving needs of Apolloites. An example is the work from home policy introduced to ease the process of post-pandemic return to office.

The Company offers employees in India with Employee Assistance Programme (EAP). This Programme is designed to provide help to employees in personal circumstances. The role of EAP is to help support and enhance the mental and physical well-being of employees, enhancing the productivity of the Company. Such programmes have been specifically developed to provide support and guidance to employees so that they can deal with issues that could have adversely affected their health, well-being and have a negative impact on their job performance.

The Company also initiated a culture of holistic well-being through a curated calendar of events under the **Apollo Well-Being Programme**. This calendar kicked off with the International Women's Day event across the global offices and will continue to develop.

HEALTH AND SAFETY

Health and Safety has been an integral part of business operations at Apollo Tyres. The Company continues to build on its Health and Safety culture transformation journey through strategic involvements and initiatives across the 'One Family' value chain.

The Apollo Safe Way was launched by VCMD on World Day for Safety and Health. The aim of this initiative is to strengthen the ownership mindset for Health and Safety across the organisation. The Apollo Safe Way have three broad elements - Individual ownership, Functional ownership, and corporate ownership.

To permeate the Apollo Safe Way across Apollo Tyres, the Company introduced the following implementation steps...



- Apollo Safe Way Workshop: A 2-hours workshop with 100% coverage of Apollo One Family including employees, contractors, apprentice and NEEM operators for the workshop.
- Personal Health and Safety Goals: All employees including the Senior leadership takes up Health & Safety Goals
- Individual ownership score card): The cards are distributed as part of the Apollo Safe Way Workshop.

The Company continuously reviews and monitors its H&S key performance indicators, thrives to create psychological safe workplace for people to share key areas of improvement and have developed on-site Gemba tool for line managers to review and address H&S concerns on site.

The Company has achieved

21,652

training workdays in the fiscal.

A total of

177,943

interventions were achieved to reinforce H&S at Apollo Tyres with HSE interaction index rate of 4,377 for million hours.

1,931

Gemba were conducted on site by line plant leadership teams during the year.



Creating Products of Tomorrow

Apollo Tyres continues to focus on creating innovative, sustainable products for tomorrow with a minimum adverse impact on the environment. The Company has been working to develop new products that use sustainable materials and reduce energy consumption. It continues to invest in research and development to find new ways to develop sustainable materials and reduce material quantity without any performance trade off. Its efforts have resulted in the creation of several new products that have been well received by its customers. Beyond the acute focus on products, its R&D team, along with other teams, has streamlined its manufacturing processes and improved efficiency.

Looking forward, there is still much work to be done, and the Company is committed to continue its efforts in creating sustainable products that meet the needs of the customers.

Mentioned below are some of the initiatives carried out in FY23 that are in alignment with the Company's commitment to environment:

1. **Material Research & Development:**

   The Company recognises the importance of material sustainability in its operations and products which refers to responsible sourcing, use, and disposal of materials throughout their life cycle. Our priority is to develop new generation reinforcing materials for improved performance and weight reduction of tyres. The Company is exploring partnerships with global collaborator to transform ELTs (End Life of Tyre) into nearly prime rubber via environmentally friendly technology. It has joined hands with Canada-based Tyromer Inc., for advanced recycling technology to create and use new and highly sustainable rubber from ELTs.

   The sustainability team is proactively engaging with raw materials and purchase departments to identify alternatives with low or negligible adverse impact on environment like; recycled rubber, recovered carbonaceous filler, rice husk silica, bio-oil, bio monomer based synthetic rubber, reinforcements, etc.

   Apollo Tyres R&D has taken initiative to develop an in-house research facility with advanced instrument capability to enhance quality of recycled materials. It is collaborating closely on the development of rubber compounds with improved sustainability index, incorporated across all the product categories.

2. **Predevelopment and Advanced Engineering:**

   TPMS and RFID technologies are developed for tyre health monitoring and digital identification of tyres which can potentially support evolving business models.

   The Company has established Foam technology capability for OE supplies. Even as the Sealant technology is ready, it is working to make sealant technology more sustainable.

   Technology for puncture resistance in passenger and 2W tyre has been developed and the work is in progress to make it a sustainable technology.

   The Company has continued its work in further improving rolling resistance and light weighting of passenger car and commercial vehicle tyres. The team is working with new generation reinforcements which will support in light weighing of tyres without compromising on tyre performance.

Beyond the acute focus on products, the R&D team, along with other teams, has streamlined its manufacturing processes and improved efficiency.

3. **Intellectual Property:**

   - 28 patent applications were filed in FY23.
   - Total 200+ active patents have been granted across geographies.
   - 12 design registrations filed in FY23.
   - A total of 210+ design registrations have been granted across geographies.

4. **Compliance with Global regulations:**

   Apollo's all developments ensured strict compliance of global regulatory requirements like REACH, PAH, ROHS, TSCA, ELV, SOC, Conflict Minerals, California Prop65, etc.

Being Future Ready

Apollo Tyres is committed to meeting its target of becoming carbon neutral. The focus has been on introducing innovating strategies and contribute to its overall Sustainability journey. It has developed a road map with six pillars on Sustainability, which experienced focussed efforts in FY23. Climate Change, one of the key six key priorities, observed a lot of momentum, whereby it reduced its Scope 1 and 2 emissions (in absolute terms) by 4% and 1.5% respectively when compared to the baseline year, even as it saw an increase of 19% in marketable production.

With its trajectory to move away from fossil fuel, the Company has revised and increased its ongoing commitments in the month of June 2023. The revised target for renewable power to total power share is going to be 30% and scope 2 emission intensity reduction by 35% by 2026. The Company has leveraged its work under the Digitalisation pillar to grow and demonstrate a positive impact through adoption of AI in its manufacturing. The increase in the use of sustainable raw material in its product mix is yet another intervention which is creating a ripple effect and pushing the overall Sustainability journey forward.

The Company is creating strategies to work with diverse stakeholders as that is pivotal in moving the needle on Sustainable Development Goals. Collaboration continues to be the key mainstay going forward.



Bureau Veritas Certification

Certificate of Verification

For

APOLLO TYRES LIMITED

7, Institutional Area, Sector 32, Gurgaon –122001, India.

Covering operations within the geographical boundary of the manufacturing units as provided in Annex 1 below.

Bureau Veritas (India) Pvt. Ltd. has carried out the assurance of the following data of the above organization for the manufacturing plants as reported under Annex II, in accordance with its own internal protocol and the results are as below.

Sr. No	*Name of the organization*	*Quantity of raw water intake (m^3 per Year)*	*Quantity of water recycled (m^3/year)*	*Water Intensity (m^3 of raw water intake / MT of product) **
1	*Apollo Tyres Limited**	*2,198,698.4*	*898525.2*	*3.248 m^3/MT ***

** - Detailed breakup provided in Annex II*

- Total Production in FY22-23 is **676915 MT

 # - This certificate of verification shall be read in conjunction with referred assessment report

Reporting year: 1st April 2022 to 31st March 2023

Level of Assurance: LIMITED

Assessment Report reference: 14567048-1/2023

To check this certificate validity please call: **+91 22 6274 2000 OR E-mail: cert.india@bureauveritas.com**

Further clarifications regarding the scope of this verification certificate may be obtained by consulting the organisation.

Certificate Number: **IND.22.14411/WB/V-2** *Date:* **13 June 2023**

Jagdheesh N. MANIAN
Director – CERTIFICATION, South Asia
Commodities, Industry & Facilities Division



Certification / Managing Office Address: Bureau Veritas (India) Private Limited (Certification Business)
72 Business Park, Marol Industrial Area, MIDC Cross Road "C", Andheri (East), Mumbai – 400 093, India.

Greenhouse Gases Verification

Independent Assurance Statement

The inventory of Greenhouse Gas emission in FY 2022-2023 of

Apollo Tyres Limited

has been verified in accordance with AA1000AS-V3 along with AA1000AP (2018) as meeting the requirement of ISO 14064-1: 2018 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, LDO, RLNG) is **312,949** tonnes of CO_2eq and Indirect emission from purchased grid electricity is **327,390** tonnes of CO_2eq, upstream transportation and distribution (**82,839** tonnes of CO_2eq), downstream transportation and distribution (**109,350** tonnes of CO_2eq) and Business Travel (**2,289** tonnes of CO_2eq).

For and on behalf of TUV India Private Limited

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

AA1000 Licensed Assurance Provider 000-138

Date: 15/05/2023
Place: Mumbai, India

Assurance Statement no: 8121519984
www.tuv-nord.com/in

This assurance statement is invaild without annexure 1 of this statement

TÜV®

Complementarity chart with GRI Standard

GRI STANDARD	DISCLOSURE	Location	Page No.
GRI 2: General Disclosures 2021	2-1 Organizational details	About Apollo Tyres	2-5, Back cover
	2-3 Reporting period, frequency and contact point	Navigating this Report	
	2-4 Restatements of information	None	
	2-5 External assurance	Certificates	64-65
	2-6 Activities, value chain and other business relationships	About Apollo Tyres, Value Chain	2-5, 14-15, 36-39
	2-7 Employees	The People Pillar	56
	2-8 Workers who are not employees	The People Pillar	56
	2-9 Governance structure and composition	"Governance for An Enabling Ecosystem"	19
	2-12 Role of the highest governance body in overseeing the management of impacts	"Governance for An Enabling Ecosystem"	19
	2-15 Conflicts of interest	Annual report	141*
	2-17 Collective knowledge of the highest governance body	Annual report	138-139*
	2-22 Statement on sustainable development strategy	Message from Chairman	8-9
	2-23 Policy commitments	Annual report	137*
	2-25 Processes to remediate negative impacts	Annual report	140*, 145*, 155*
	2-27 Compliance with laws and regulations	Annual report	139-140*, 160*
	2-28 Membership associations	Annual report	163*
	2-29 Approach to stakeholder engagement	Annual report	150-152*
	2-30 Collective bargaining agreements	The People Pillar, Annual Report	55, 145*
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Annual Report	311
	201-2 Financial implications and other risks and opportunities due to climate change	Annual Report	135-136*
	201-3 Defined benefit plan obligations and other retirement plans	Annual Report	240, 144*
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	"Engaging with Communities"	45
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Annual Report	164* & 165*
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	"Governance for An Enabling Ecosystem, Annual Report"	21, 154*
	205-3 Confirmed incidents of corruption and actions taken	Annual Report	140-141*
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Annual Report	163*
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Being an Ecosystem Player - Raw Material Footprint	25
	301-2 Recycled input materials used	Being an Ecosystem Player - Raw Material Footprint	25
	301-3 Reclaimed products and their packaging materials	Being an Ecosystem Player - Raw Material Footprint	25
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Being an Ecosystem Player - Energy Performance	28
	302-4 Reduction of energy consumption	Being an Ecosystem Player - Energy Performance	28
	302-5 Reductions in energy requirements of products and services	Being an Ecosystem Player - Driving Sustainable Consumption	25,28
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Being an Ecosystem Player - Sustainable Water Use	29
	303-2 Management of water discharge-related impacts	Being an Ecosystem Player - Sustainable Water Use	29
	303-3 Water withdrawal	Being an Ecosystem Player - Sustainable Water Use, Annual Report	29, 158*
	303-4 Water discharge	Being an Ecosystem Player - Sustainable Water Use	29-30
	303-5 Water consumption	Being an Ecosystem Player - Sustainable Water Use, Annual Report	29, 158*
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Annual Report	160*
	304-2 Significant impacts of activities, products and services on biodiversity	Annual Report	161*
	304-3 Habitats protected or restored	"Being an Ecosystem Player- Promoting Biodiversity Engaging with Communities - Biodiversity Conservation"	"31, 46"

GRI STANDARD	DISCLOSURE	Location	Page No.
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Being an Ecosystem Player - Combating Climate Change	24
	305-2 Energy indirect (Scope 2) GHG emissions	Being an Ecosystem Player - Combating Climate Change	24
	305-3 Other indirect (Scope 3) GHG emissions	Being an Ecosystem Player - Combating Climate Change	24
	305-5 Reduction of GHG emissions	Being an Ecosystem Player - Combating Climate Change	24
GRI 306: Waste 2020	306-3 Waste generated	Being an Ecosystem Player -Waste Management	31
	306-4 Waste diverted from disposal	Annual Report	159*
	306-5 Waste directed to disposal	Annual Report	159*
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Value Chain - Partners in Progress -Waste Management, Annual Report	58, 162*
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	The People Pillar	57
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Annual Report	144*
	401-3 Parental leave	Annual Report	145*
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Value Creation Model - Human Capital	15
	403-2 Hazard identification, risk assessment, and incident investigation	Annual Report	147*, 148*
	403-3 Occupational health services	The People Pillar - Health and Safety	61
	403-5 Worker training on occupational health and safety	Value Creation Model - Human Capital, Annual Report	15,146*
	403-6 Promotion of worker health	Annual Report	147*
	403-9 Work-related injuries	"Growing Sustainably, Acting Responsibly, Annual Report"	7, 147*
	403-10 Work-related ill health	Annual Report	147*
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Value Creation Model - Human Capital, Annual Report	15,146*
	404-2 Programs for upgrading employee skills and transition assistance programs	The People Pillar	57-60
	404-3 Percentage of employees receiving regular performance and career development reviews	The People Pillar, Annual Report	58, 146-147*
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	The People Pillar, Annual Report	56, 132*
	405-2 Ratio of basic salary and remuneration of women to men	Annual Report	154*
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Annual Report	155*
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Engaging with Communities	40-51
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Value Chain - Partners in Progress	38
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Customers – Central to Existence	34
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Customers – Central to Existence	35
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Annual Report	169*, 171*
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Annual Report	170*, 171*

* *Information in Annual Report under BRSR (Business Responsibility and Sustainability Report), which is limited to Asia-Pacific Middle East, and Africa (APMEA) region only. Annual report is accessible on, (https://corporate.apollotyres.com/content/dam/orbit/apollo-corporate/investors/financial-reporting/annual-report/2022-23/AGM%20Notice%20and%20Annual%20Report%20FY2023.pdf)*