



APOLLO TYRES LTD
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GST No.: 06AAACA6990Q1Z2

ATL/SEC/21

July 8, 2025

The Secretary, National Stock Exchange of India Ltd Exchange Plaza, Bandra- Kurla Complex, Bandra (E), Mumbai- 400 051	The Secretary, BSE Ltd. Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai – 400001
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Sub: Business Responsibility and Sustainability Reporting

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report (BRSR) for Financial Year 2024-25 (FY25), along with an Independent Practitioner's Reasonable Assurance Report on Identified Sustainability Information ('Statement') provided by M/s. Batliboi & Co. LLP, Chartered Accountants. The BRSR and Statement both form an integral part of the Annual Report of Apollo Tyres Ltd for the FY25.

This is for your information and record.

Thanking You,

Yours faithfully,

For Apollo Tyres Ltd

(Seema Thapar)
Company Secretary & Compliance Officer



Annexure III

Business Responsibility and Sustainability Report

Section A

General Disclosures

Details of the listed entity:

S. No.	Question	Response
1.	Corporate Identity Number (CIN) of the Listed Entity	L25111KL1972PLC002449
2.	Name of the Listed Entity	Apollo Tyres Ltd.
3.	Year of Incorporation	28-09-1972
4.	Registered Office Address	3 rd Floor, Areekal Mansion, Panampilly Nagar, Kochi-682036 (Kerala). India
5.	Corporate Address	7, Apollo House, Institutional Area, Sector-32, Gurugram-122001, Haryana
6.	E-mail	investors@apolloytyres.com
7.	Telephone	0124 2721000
8.	Website	www.apolloytyres.com
9.	Financial Year for which reporting is being done	April 1, 2024 to March 31, 2025
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited ('NSE') and BSE Limited ('BSE')
11.	Paid-up Capital (₹)	635,100,946
12.	Name and contact details (telephone & email) of the person who may be contacted in case of queries on the BRSR report	Name-Ms. Seema Thapar Telephone-0124 2721000 Email id- investors@apolloytyres.com
13.	Reporting Boundary (Standalone or Consolidated basis)	Standalone basis
14.	Name of assurance provider	S.R. Batliboi & Co. LLP
15.	Type of assurance obtained	Reasonable Assurance

Products/ Services:

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

S. No.	Description of Main Activity	Description of Business Activity	%Turnover of the entity
1.	Manufacturing	Tyres, tubes and flaps	100%

17. Product/ Services sold by the entity (accounting for 90% of the entity's turnover):

S. No.	Product/ Service	NIC Code	%of total Turnover contributed
1.	Tyres, tubes and flaps	22111	100%

Operations:

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

Location	Number of Plants	Number of Offices	Total
National	5	194	199
International	2	75	77

19. Markets Served by the Entity:**a. Number of Locations:**

Location	Number
National (No. of States/Union Territories)	Pan India
International (No. of Countries)	Over 100 countries

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

12.93% of the total turnover was contributed by exports.

c. A Brief on types of customers?

Original Equipment Manufacturers (OEMs): Major automobile manufacturers across segments such as passenger vehicles, commercial vehicles and two-wheelers.

Replacement Market Customers: Individual vehicle owners through a wide distribution network of dealers, retailers and service centres for replacement tyre needs.

Commercial and Fleet Operators: Large fleet operators, logistics companies and public transportation agencies.

Export Customers: Serving international markets across Europe, Americas, Asia Pacific and Africa through exports of both Apollo and Vredestein branded tyres.

Specialty and Industrial Customers: Off-highway vehicles sectors such as agriculture, mining and construction

Employees:**20. Details as at the end of Financial Year 2024- 25:****a. Employees and Workers**

S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (C)	Percentage (C/A)
Employees (including differently abled)						
1.	Permanent Employees	2,402	2,224	92.59%	178	7.41%
2.	Other than Permanent Employees	67	51	76.12%	16	23.88%
3.	Total Employees (1+2)	2,469	2,275	92.14%	194	7.86%
Workers (including differently abled)						
4.	Permanent Workers	4,900	4,897	99.94%	3	0.06%
5.	Other than Permanent Workers	8,312	7,765	93.42%	547	6.58%
6.	Total Workers (4+5)	13,212	12,662	95.84%	550	4.16%

b. Differently abled Employees and Workers

S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (C)	Percentage (C/A)
Differently Abled Employees						
1.	Permanent Employees	6	6	100%	0	0%
2.	Other than Permanent Employees	0	0	0%	0	0%
3.	Total Employees (1+2)	6	6	100%	0	0%
Differently Abled Workers						
4.	Permanent Workers	12	12	100%	0	0%
5.	Other than Permanent Workers	0	0	0%	0	0%
6.	Total Workers (4+5)	12	12	100%	0	0%

21. Participation/ Inclusion/ Representation of Women

	Total (A)	Number of Female (B)	Percentage (B/A)
Board of Directors*	12	1	8.33%
Key Management Personnel (KMP)*	3	1	33.33%

*Includes Managing Director and Chief Financial Officer & Whole-time Director

22. Turnover rate for permanent employees and workers:

	FY 2024- 25			FY 2023- 24			FY 2022- 23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	13.57%	19.49%	13.94%	15.30%	18.60%	15.45%	11.00%	30.00%	12.00%
Permanent Workers	5.27%	0.00%	5.26%	8.40%	20.00%	8.41%	6.00%	20.00%	6.00%

Holding, Subsidiary and Associate Companies (including joint ventures):**23. (a). Names of holding/ subsidiary/ associate companies/ joint ventures**

S. No.	Name of the holding/ subsidiary/ associate company/ joint venture (A)	Indicate whether holding/ subsidiary/ associate company/ joint venture	% of shares held by listed entity	Does the entity indicated at Column A, participate in the Business Responsibility initiatives of the entity (Yes/ No)
1.	Apollo Tyres Global Business Services Limited (Formerly Apollo Tyres Centre of Excellence Limited)	Subsidiary	100%	No
2.	Trusted Mobility Services Limited	Subsidiary	100%	No
3.	Apollo (South Africa) Holdings (Pty) Ltd	Subsidiary	100%	No
4.	Apollo Tyres Africa (Pty) Ltd	Subsidiary	100%	No
5.	Apollo Tyres (Thailand) Limited	Subsidiary	100%	No
6.	Apollo Tyres (Middle East) FZE	Subsidiary	100%	No
7.	Apollo Tyres Holdings (Singapore) Pte Ltd.	Subsidiary	100%	No
8.	Apollo Tyres Cooperatief U.A.	Subsidiary	100%	No
9.	Apollo Tyres (Greenfield) B.V.	Subsidiary	100%	No
10.	Apollo Tyres Global R&D B.V.	Subsidiary	100%	No
11.	Apollo Tyres (Europe) B.V.	Subsidiary	100%	No
12.	Apollo Tyres (NL) B.V.	Subsidiary	100%	No
13.	Vredestein Consulting B.V.	Subsidiary	100%	No
14.	Finlo B.V.	Subsidiary	100%	No
15.	Apollo Tyres (UK) Holdings Ltd	Subsidiary	100%	No
16.	Apollo Tyres (London) Pvt Ltd	Subsidiary	100%	No
17.	Apollo Tyres (UK) Sales Ltd	Subsidiary	100%	No
18.	Saturn F-1 Pvt. Ltd	Subsidiary	100%	No
19.	Apollo Tyres (R&D) GmbH	Subsidiary	100%	No
20.	Apollo Tyres (Germany) GmbH	Subsidiary	100%	No
21.	Reifencom GmbH, Hannover	Subsidiary	100%	No
22.	Reifencom Tyre (Qingdao) Co., Ltd.	Subsidiary	100%	No
23.	Apollo Tyres AG	Subsidiary	100%	No
24.	Apollo Tyres (Schweiz) AG	Subsidiary	100%	No
25.	Apollo Tyres Do (Brasil) Ltda	Subsidiary	100%	No
26.	Apollo Tyres (Hungary) Kft.	Subsidiary	100%	No
27.	Apollo Tyres (Hungary) Sales Kft	Subsidiary	100%	No
28.	Apollo Tyres (Nordic) AB	Subsidiary	100%	No
29.	Apollo Tyres (France)	Subsidiary	100%	No
30.	Apollo Tyres (Belux) SA	Subsidiary	100%	No
31.	Apollo Tyres (Austria) Gesellschaft m.b.H.	Subsidiary	100%	No
32.	Apollo Tyres Iberica S.A.U.	Subsidiary	100%	No
33.	Apollo Tires (US) Inc.	Subsidiary	100%	No
34.	Apollo Tyres (Polska) Sp. Z.o.o.	Subsidiary	100%	No
35.	Pan Aridus LLC	Joint Venture	100%	No
36.	KT Telematic Solutions Private Ltd.	Associate	25%	No
37.	CSE Deccan Solar Private Limited	Associate	27.27%	No

CSR Details:

24. (i). Whether CSR is applicable as per Section 135 of Companies Act, 2013 (Yes/No) Yes
(ii). Turnover (in INR.) ₹ 178,706,006,350
(iii). Net Worth (in INR.) ₹ 106,720,530,000

Transparency and Disclosures Compliances:**25. Complaints/ Grievances on any of the Principles (1-9) under the National Guidelines on Responsible Business Conduct:**

Stakeholder Group	Grievance Redressal Mechanism in place (Y/N) (If yes, then provide web-link for grievance redressal policy)	Financial Year 2024- 25			Financial Year 2023- 24		
		Number of complaints filed	Number of complaints pending at close of year	Remarks	Number of complaints filed	Number of complaints pending at close of year	Remarks
Investors (Other than shareholders)	Yes https://corporate.apollotyres.com/investors/corporate-governance/#?activeTab=Others	0	0	Apollo Tyres Ltd considers the Debenture Holders (NCDs) as investors	0	0	We have considered the Debenture Holders (NCDs)
Shareholders	Yes https://corporate.apollotyres.com/investors/corporate-governance/#?activeTab=Others	67	0	These are based on the filings made with the Stock Exchange	34	0	These are based on the filings made with the Stock Exchange.
Employees and Workers (including contract laborers)	Yes (Apollo Code of Conduct, Human Rights Policy, Work Instruction for Grievance Redressal & Individual Forums in Plants) https://corporate.apollotyres.com/content/dam/orbit/apollo-corporate/investors/corporate-governance/codes-policies/codes-policies/reporting-of-coc-breaches.pdf	0	0	No complaints registered	0	0	No complaints registered
Customers (Distributors, Wholesalers, Retailers, etc.)	Yes https://corporate.apollotyres.com/content/dam/orbit/apollo-corporate/sustainability-and-ethics/policy/policy/Work%20Instruction%20for%20Grievance%20Redressal.pdf	386	0	Only CV Zone data is available	419	0	Only service dealers are available.
Consumers	Yes https://corporate.apollotyres.com/content/dam/orbit/apollo-corporate/sustainability-and-ethics/policy/policy/Work%20Instruction%20for%20Grievance%20Redressal.pdf	764,788	0	All complaints were resolved within a financial year	670,240	0	All Consumer complaints were resolved

Stakeholder Group	Grievance Redressal Mechanism in place (Y/N) (If yes, then provide web-link for grievance redressal policy)	Financial Year 2024- 25			Financial Year 2023- 24		
		Number of complaints filed	Number of complaints pending at close of year	Remarks	Number of complaints filed	Number of complaints pending at close of year	Remarks
Contractors	Yes https://corporate.apollotyres.com/content/dam/orbit/apollo-corporate/investors/corporate-governance/codes-policies/codes-policies/reporting-of-coc-breaches.pdf	0	0	No complaints registered	0	0	No complaints registered.
Suppliers	Yes https://corporate.apollotyres.com/content/dam/orbit/apollo-corporate/sustainability-and-ethics/policy/policy/Work%20Instruction%20for%20Grievance%20Redressal.pdf	0	0	No Complaints registered	0	0	No complaints registered.
Communities	Yes	0	0	No Complaints registered	0	0	No complaints registered.
Implementing partners (NGOs)	Yes	0	0	No Complaints registered	0	0	No complaints registered.

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

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along with its financial implications, as per the following format:

S. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of Risk, approach to adapt or mitigate	Financial Implications of the risk or the opportunity (Negative/ Positive)
1.	Climate change	Risk	Climate-related risks include both physical risks, arising from the direct impacts of climate change (such as extreme weather events) and transition risks, associated with the shift towards a low-carbon economy (such as carbon pricing, future government policies and regulations). If not proactively managed, these risks can result in substantial business impacts.	Mitigation Approach: To manage transition risks, Apollo Tyres is prioritizing the reduction of its environmental footprint through initiatives such as Greenhouse Gas (GHG) emissions reduction, improvements in energy efficiency and an increased reliance on renewable energy sources. These efforts are aligned with Apollo Tyres' commitment to achieving Net Zero emissions by 2050. Adaptation Approach: To address physical risks associated with the impacts of climate change—such as extreme weather events, rising temperatures and water scarcity—Apollo Tyres is enhancing the resilience of its operations and supply chains. This includes investing in climate-resilient infrastructure, conducting regular climate risk assessments and incorporating	Negative

S. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of Risk, approach to adapt or mitigate	Financial Implications of the risk or the opportunity (Negative/Positive)
				adaptation strategies into its business continuity and risk management frameworks. Additionally, this fiscal year, Apollo Tyres has commenced climate scenario analysis to revalidate physical and transition climate risks relevant to the Company.	
2.	Business conduct	Risk	Business Conduct is vital for maintaining stakeholder trust, protecting the Company's reputation and ensuring long-term sustainability. Operating across diverse markets, it is important for Apollo Tyres to protect its brand and reputation against unethical practices, corruption, legal non-compliance and unfair competition. Strong business conduct practices help mitigate legal, financial and reputational risks, while fostering an ethical corporate culture and supporting the Company's commitment to responsible operations and stakeholder value.	Mitigation Approach: Apollo Tyres has implemented a comprehensive Code of Conduct, which included anti-corruption, anti-harassment and the prevention of insider trading and conflicts of interest etc. It applies to all employees and business partners to ensure ethical standards across the organization. To promote a culture of ethics and compliance, regular training and awareness programs are conducted for employees at all levels, focusing on responsible business practices. Apollo Tyres has also established whistleblower mechanisms and grievance redressal systems that allow confidential reporting and resolution of concerns.	Negative
3.	Economic Performance	Risk	Rapid changes in industry trends, consumer behavior, raw material costs, supply chain disruptions and geopolitical factors significantly impact the economic performance of Apollo Tyres. These factors pose direct risks by increasing operational costs, disrupting supply chains and influencing consumer demand, all of which can reduce profitability and affect market competitiveness. Fluctuating raw material prices, for instance, can directly escalate production costs, while geopolitical uncertainties can hinder market access and disrupt global supply chains.	Mitigation Approach: Guided by its commitment to the triple bottom line—social, environmental and financial sustainability—Apollo Tyres diligently seeks to create value for every stakeholder. By embedding economic risk management into its decision-making processes, the Company ensures that investments in people, planet and profit reinforce one another, thereby safeguarding long-term enterprise value. Adaptation Approach: To remain resilient amid evolving industry dynamics, raw-material price swings and supply-chain disruptions, Apollo Tyres continuously refines its operations. Through relentless innovation in product development, targeted enhancements in manufacturing efficiency and rigorous cost-optimization measures, the Company bolsters its capacity to absorb shocks and capitalize on emerging opportunities—all while preserving robust economic performance.	Negative

S. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of Risk, approach to adapt or mitigate	Financial Implications of the risk or the opportunity (Negative/Positive)
4.	Working conditions (own Workforce)	Opportunity	At Apollo Tyres, working conditions are crucial for fostering a motivated, productive workforce and creating a positive Company culture. By prioritizing employee health and safety, work-life balance and equal opportunities, we enhance employee satisfaction and attract top talent. Improving working conditions not only strengthens Apollo's reputation but also drives higher productivity and long-term business growth, making it a key opportunity for both operational efficiency and sustainability.	NA	Positive
5.	Resource Use and Circular Economy	Opportunity	Increasing the use of circular materials directly contributes to reducing the extraction of finite natural resources and mitigating associated environmental impacts. By prioritizing the use of recycled and renewable materials, Apollo Tyres aims to lower its resource consumption, minimize waste generation and decrease carbon emissions, supporting the transition towards a more sustainable and circular economy. This not only aligns with global sustainability goals but also enhances operational efficiency, reduces costs and opens new avenues for innovation, helping Apollo Tyres stay ahead in a resource-constrained future.	NA	Positive
6.	Product Quality and Safety	Opportunity	Varying road conditions underline the importance of safe and reliable tires with efficient performance on roads. Ensuring superior product quality and safety enhances customer trust, brand reputation and market competitiveness. It opens doors to new markets, drives repeat business, fuels innovation and powers sustainable future growth.	NA	Positive

Section B

Management and Process Disclosures

This section is aimed at helping businesses demonstrate the structures, policies and processes out in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Ethics and Transparency	Sustainable Business	Employee Well-being	Stakeholder Relationship	Human Rights	Environment Stewardship	Public Advocacy	Community Development	Customer Relations
Policy and Management Processes									
1. (a). Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
(b). Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
(c). Web Link of the policies, if available	https://corporate.apollotyres.com/investors/corporate-governance/#?activeTab=Codes/Policies								
2. Whether the entity has translated the policy into procedures? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/ certifications/ labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	(ISO 9001, ISO 20400)	(ISO 14001, ISO 45001, ISO 20400)	(ISO 45001, ISO 20400)	(ISO 20400)	(ISO 26000, ISO 20400)	(ISO 14001, ISO 20400, ISO 46001, ISO 50001)	-	(ISO 20400)	(ISO 9001)
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>Aligned with the targets set in the previous year, Apollo Tyres continues to focus on achieving its sustainability and inclusion goals. To achieve these goals, Apollo Tyres has set the following commitments and targets:</p> <ul style="list-style-type: none"> > Committed to be net zero by 2050. > Reduce Scope 1 emission intensity by 25% by FY26 (compared to FY20) > Reduce Scope 2 emission intensity by 35% by FY26 (compared to FY20) > Source 30% of total power from renewable energy by FY26. > Improve water withdrawal intensity by 25% FY26 (compared to FY19) > Increase the use of sustainable raw materials to 40% by 2030. > Enhance global diversity and inclusion (D&I) to 12% by 2026. > Contribute to the sustainable development of communities by reaching over 15 million beneficiaries through CSR initiatives by 2026. 								
6. Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	<p>All the units of Apollo Tyres have implemented management systems like ISO 9001, ISO 14001, ISO 45001, ISO 50001, ISO 20400, ISO 26000. These systems facilitate the continuous monitoring of Key Performance Indicators (KPIs) and regular reviews to ensure alignment with the Company's long-term sustainability roadmap. In line with its commitment to Net-Zero, the Company has also introduced Internal Carbon Pricing (ICP) as a strategic tool to guide low-carbon investment decisions and embed climate considerations into business planning. For further information on the targets adopted by Apollo, please refer to our sustainability report FY25. In FY25, the company achieved its target to reduce scope 1&2 emission intensity by 25% and 35% respectively compared to FY20. The company has achieved 33.3% of the renewable energy target against 30% of total power from renewable energy by FY26. Apollo Tyres achieved 28% reduction in water-related target, this year, well above the 25% goal set for water withdrawal intensity by FY26.</p> <p>Towards sustainable roadmap, Apollo Tyres aspires to become zero waste to landfill by 2030 and will continue to work towards Net-zero by 2050.</p>								
Governance, leadership and oversight									
7. Statement by the director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p>Sustainability continues to be a pivotal pillar of our Vision 2026, shaping our approach to responsible growth across operations. We remain committed to reducing our environmental footprint through focused efforts on greenhouse gas emissions, energy efficiency, water conservation and increased adoption of renewable energy affirming our dedication to sustainability goal.</p> <p>Our sustainability governance framework enables us to identify material ESG risks and opportunities and implement strategies that drive meaningful impact across our value chain. We work closely with our suppliers and partners to promote responsible sourcing, traceability and transparency. We are embedding climate considerations into strategic decision-making to strengthen resilience and create long-term stakeholder value. While digital initiatives such as real-time analytics support operational efficiency, they also complement our sustainability goals.</p> <p>We recognise that sustainability is a continuous journey and we will continue to work towards Net-zero by 2050, increasing use of sustainable raw materials, enhancing waste management and supporting inclusive community development. Further details on our ESG initiatives, targets and progress are available in our Sustainability Report FY25.</p>								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Ethics and Transparency	Sustainable Business	Employee Well-being	Stakeholder Relationship	Human Rights	Environment Stewardship	Public Advocacy	Community Development	Customer Relations
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)	Name: Sunam Sarkar Designation: Chief Business Officer Email: sunam.sarkar@apolloytyres.com Telephone No: +65 6804 6262 Address: Apollo Tyres Holdings (Singapore) Pte Ltd 9 Temasek Boulevard #42-01 Suntec Tower 2 Singapore 038989								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes/No). If "Yes", provide details	Yes, Apollo has set up a Business Responsibility and Sustainability Committee that oversees the implementation of sustainability-related issues. The Committee meets once a year or as required to discuss progress on sustainability related issues. Business Responsibility and Sustainability Committee Composition: - Onkar Kanwar, Chairman - Neeraj Kanwar, Member - Sunam Sarkar, Member - Vinod Rai, Member								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any Other- please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Performance against above policies and follow up action	The Business Responsibility & Sustainability Report (BRSR) undergoes annual scrutiny by the Business Responsibility and Sustainability Committee. Subsequently, it is presented to the Board each year, as an intrinsic component of the Company's Annual Report.																
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	The Company is compliant with all the applicable laws and regulations. The status on the same is presented to the Board annually as part of the Company's Annual Report.																	

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If "Yes", provide name of the agency.

	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Ethics and Transparency	Sustainable Business	Employee Wellbeing	Stakeholder Relationship	Human Rights	Environment Stewardship	Public Advocacy	Community Development	Customer Relations
Yes, the company has obtained third party certifications on ISO 9001, 14001, 45001, 50001 which includes assessment of policies by independent external assessors. ISO 9001, 14001, 45001- TUV SUD, ISO 50001- BSI The independent assessment has been carried out by S.R. Batliboi & Co. LLP as a part of the reasonable assurance of BRSR Core.									

12. If Answer to Question (1) Above is "NO", i.e., not all Principles are covered by a Policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Ethics and Transparency	Sustainable Business	Employee Well-being	Stakeholder Relationship	Human Rights	Environment Stewardship	Public Advocacy	Community Development	Customer Relations
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or human and technical resources available for the task (Yes/No)	Not Applicable								
It is planned to be done in the next financial year (Yes/No)									
Any Other Reason (please specify)									

Section C

Principle Wise Performance Disclosure

Entity demonstrates their performance in integrating the Principles and Core Elements with key processes and decisions.

Principle 1: Businesses should conduct and govern themselves with integrity and in a manner that is Ethical, Transparent and Accountable

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year 2024-25:

Segment	Total number of training and awareness programs held	Topics/ Principles covered under training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	4	The following sessions were delivered during FY 25: <ol style="list-style-type: none"> Organisational Restructuring A session on amendments in SEBI (Listing Obligations and Disclosure Requirements), 2015 on Related Party Transaction. A session on amendments in SEBI (Listing Obligations and Disclosure Requirements), 2015 on Market Rumor. A session on amendments in SEBI (Listing Obligations and Disclosure Requirements), 2015 on General Meetings. 	100%
Key Managerial Personnel	4	The following sessions were delivered during FY 25: <ol style="list-style-type: none"> Organisational Restructuring A session on amendments in SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 on Related Party Transaction. A session on amendments in SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 on Market Rumour. A session on amendments in SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 on General Meetings. 	100%
Employees other than BoD and KMPs	1,685	<ol style="list-style-type: none"> Leadership & Management Development based on: (i) Leadership Transitions (Frontline to Senior Leadership), (ii) Coaching, Conflict Management and Delegation Skills, (iii) Building Emotional Intelligence, Resilience & Executive Presence, (iv) Managing Change, Innovation and Strategic Thinking, (v) Empowerment, Accountability and Inclusive Leadership. Technical & Functional Expertise based on: (i) Tyre Technology, Rubber Science and Manufacturing Processes, (ii) Industrial Systems: Hydraulics, HVAC, Drives, PLC, Calibration, (iii) Engineering Programs: TQM, IATF 16949, ISO Standards. Safety, Compliance & Risk Management based on: (i) First Aid, Emergency Response and Disaster Preparedness, (ii) HIRA, Incident Investigation, Safety Interaction Systems, (iii) POSH, Confined Space Training, Defensive Driving. Communication & Collaboration based on: (i) Effective Communication, Presentation & Public Speaking, (ii) Listening Skills, Feedback Culture, Nonverbal Messaging. Customer Centricity & Business Acumen based on: (i) Financial Acumen, Business Strategy, Commercial RMS, (ii) Understanding Customer Requirements & Complaint Handling. Personal Growth & Workplace Well-being based on: (i) Resilience, Stress Management & Mindfulness, (ii) Career Development & Motivation (iii) DEI, Psychological Safety and Wellness Programs. 	88%

Segment	Total number of training and awareness programs held	Topics/ Principles covered under training and its impact	%age of persons in respective category covered by the awareness programmes
Workers	1,197	<ol style="list-style-type: none"> Health, Safety & Environment (HSE) based on: (i) Hot Work, Work at Height & Fall Protection, (ii) Unsafe Acts/Conditions, Near Miss Reporting. Technical & Operational Skills based on: (i) PLC (Basic, Advanced, Servo), HVAC Performance, Robot/Fanuc, (ii) Industrial Hydraulics, Radiography (Internal & External). Workplace Discipline & Compliance based on: (i) Employees' Duties & Responsibilities, Workplace Discipline, (ii) Ownership & Commitment, SWM, Work Permit Rules. Shopfloor Excellence & Lean Systems based on: (i) Toyota Production System, DWM Awareness, JIS Activity, (ii) 5S, QCC (Quality Control Circles), Process Safety & Quality. Communication & Soft Skills based on: (i) Business English, Communication & Interpersonal Skills, (ii) Team Building, Workplace Ethics, Go the Distance. Functional Acumen & Business Awareness based on: (i) Finance Management Training, (ii) BOPT Training (likely finance/supply-related). 	100%

2. Details of fines/ penalties/ punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors/ KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year:

Monetary					
	NGRBC Principle	Name of the Regulatory/ enforcement agencies/ judicial institutions	Amount (in ₹)	Brief of Case	Has an appeal been preferred? (yes/ No)
Penalty/ Fine					
Settlement			Nil		
Compounding Fee					
Non-Monetary					
	NGRBC Principle	Name of the Regulatory/ enforcement agencies/ judicial institutions		Brief of Case	Has an appeal been preferred? (yes/ No)
Imprisonment					
Punishment			Nil		

Note on FY24 case status: The Competition Commission of India (CCI) issued an order on February 2, 2022 mentioning that it has held five tyre manufacturers and Automotive Tyre Manufacturers Association (ATMA) guilty of contravention of the provisions of Section 3 of the Competition Act, 2002 and imposed a penalty of ₹ 425.53 Crores on the Company.

The Company filed an appeal against the aforesaid order before the National Company Law Appellate Tribunal, New Delhi ("NCLAT"). NCLAT through its judgement dated December 1, 2022 disposed off the appeals by remanding back the case to CCI for review. CCI has filed an appeal in the Supreme Court against the Order passed by the NCLAT. The hearing to consider admission of appeal is likely to come on July 20, 2025.

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	Not applicable

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

At Apollo Tyres, transparency, integrity and ethical conduct are embedded across all business operations. The Company adopts a zero-tolerance approach towards corruption, bribery and any unethical business practices. Our commitment is clearly outlined in the Apollo Tyres Code of Conduct, which applies to all Directors (including Independent Directors), Senior Management and Employees.

The Code provides comprehensive guidelines that strictly prohibit making or receiving bribes or corrupt payments, in any form. It serves as a fundamental framework to uphold accountability, ensuring compliance with anti-bribery and anti-corruption laws in all regions where it operate. Apollo Tyres reinforces these principles through regular training, awareness programmes and internal communications to foster a strong culture of ethics and compliance.

With these measures and practices across the organization, Apollo Tyres strives to maintain the trust of its stakeholders and protect the Company's reputation globally.

The Code of Conduct is publicly available and can be accessed here:

<https://corporate.apollotyres.com/content/dam/orbit/apollo-corporate/investors/corporate-governance/codes-policies/codes-policies/Code%20of%20Conduct-%20August%2013.%202024.pdf>

<https://corporate.apollotyres.com/content/dam/orbit/apollo-corporate/investors/corporate-governance/codes-policies/codes-policies/Code%20of%20Conduct%20for%20Directors%20and%20Senior%20Management-%20July%204.%202024.pdf>

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

	Financial Year 2024-25	Financial Year 2023-24
Directors	0	0
Key Managerial Personnel (KMPs)	0	0
Employees	0	0
Workers	0	0

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

	Financial Year 2024-25		Financial Year 2023-24	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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

Not applicable

8. Number of days of accounts payables ((Accounts payable*365)/ Cost of goods/services procured):

	Financial Year 2024-25	Financial Year 2023-24
Number of days of accounts payables	53.05	61.20

9. Openness of Business:

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

Parameter	Metrics	Financial Year 2024-25	Financial Year 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of the total purchases	23.72%	27.93%
	b. Number of trading houses where purchases are made from	1	1
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	100%	100%

Parameter	Metrics	Financial Year 2024-25	Financial Year 2023-24
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	66.19%	62.56%
	b. Number of dealers/ distributors to whom sales are made	6,933	8,400
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	4.88%	3.20%
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	29.40%	32.28%
	b. Sales (Sales to related parties/ Total Sales)	8.82%	8.28%
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	86.94%	2.96%
	d. Investments (Investments in related parties/ Total Investments made)	75.84%	82.78%

Leadership Indicators

1. Awareness programmes conducted for the value chain partners on any of the Principles during the financial year 2024-25:

Total number of awareness programmes held	Topics/ Principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
4	Session on corporate responsibility for suppliers	100%
4	Products update, trade policies, market developments and growth opportunities for dealers	90%

Note: Awareness programmes covered suppliers as per the FY25 supplier training plan.

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

If "Yes", provide details of the same.

Yes, Apollo Tyres has established robust procedures to prevent and manage conflicts of interest involving its Board members. The Company's Code of Conduct for Directors and Senior Management includes clear guidelines on handling conflicts of interest, applicable to all Board Directors and Senior Management. It provides instructions for mitigating any real or perceived conflicts and outlines mechanisms for reporting potential conflict situations. Additionally, the Policy on Related Party Transactions ensures proper reporting, approval and disclosure protocols for transactions involving the Company and related parties.

In line with Section 184 of the Companies Act 2013 and relevant regulations, each Director and Key Managerial Personnel must disclose any interests or concerns through Form MBP-1 during their first Board meeting and subsequently at the first Board meeting of each financial year or when changes occur in previously disclosed information. This disclosure includes details of companies, firms, or associations in which Directors have an interest. If a Director has a vested interest in any agenda item, they are required to abstain from participating or voting on that particular item to avoid conflicts of interest.

Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe.

Essential Indicators

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

	Financial Year 2024-25	Financial Year 2023-24	Details of improvements in environmental and social impacts
R&D	72.40%	80.10%	<p>Environmental Impact Improvements:</p> <ul style="list-style-type: none"> ● Reduce: Improving the rolling and wear resistance of the product for reduced carbon footprint and fewer tyres disposed of per unit time. ● Recycle: Increasing the use of recycled materials towards an improved circular economy. ● Reuse: Extending the lifespan of tyres through enhanced durability and retreading, reducing the contribution towards end-of-life tyres and maximum waste prevention. ● Replace: Replacing conventional fossil-based materials with sustainable alternatives towards eco-friendly products with lower carbon footprint. ● Redesign: Optimization of raw material use and designing components towards enhanced strength-to-weight ratio to conserve material use and save on scope 3 emissions. <p>Social Impact Improvement:</p> <ul style="list-style-type: none"> ● Reuse through Retreading: Encouraging safe retreading practices ensures reliable tyre performance, particularly for commercial vehicles, thereby improving road safety for fleet operators and other road users.
Capex	6.63%	5.43%	

Note: In FY25, capex investment has been calculated for the reporting entity. For FY24 capex investment details have been revised as in the previous year's report, global capex investment was also included for the calculation.

2. a. **Does the entity have procedures in place for sustainable sourcing? (Yes/No).**
 b. **If "Yes", what percentage of inputs were sourced sustainability?**

Yes, Apollo Tyres has established a comprehensive Sustainable Procurement Vision, Policy and Guiding Principles to align its operations with sustainability goals. These principles serve as the foundation for responsible sourcing practices, ensuring that environmental, social and ethical considerations are integrated into procurement decisions.

The company has developed two distinct policies to guide procurement processes: the Apollo Tyres Sustainable Procurement Policy (ATSPP) for sourcing raw materials other than natural rubber and the Apollo Sustainable Natural Rubber Policy (ASNRP) for managing the supply chain of natural rubber. These policies outline specific guidelines for suppliers, emphasizing compliance with sustainability standards and fostering ethical practices.

Apollo Tyres incorporates social, ethical and environmental performance factors into its supplier selection process. This approach is aligned with the ISO 20400:2017 standard for sustainable procurement, which provides guidance on integrating sustainability into procurement practices. As part of its commitment to sustainability, Apollo Tyres ensures that 100% of new supplier screenings include assessments of these performance factors. This rigorous evaluation system ensures that suppliers meet the company's sustainability criteria during the selection process.

The company actively monitors the sourcing of raw materials from organizations certified under ISO 14001 (Environmental Management Systems) and ISO 45001 (Occupational Health and Safety Management Systems). These certifications demonstrate suppliers' adherence to high standards in environmental management and workplace safety. In the financial year 2024-25, Apollo Tyres sourced 71% of raw materials by value from ISO 14001-certified suppliers, while 55% of raw materials by value came from ISO 45001-certified suppliers.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life for:

- a. Plastics (including packaging)
 - b. E-waste
 - c. Hazardous waste
 - d. Other waste
- **Plastics:** Complying with the Extended Producer Responsibility (EPR) requirements, Apollo Tyres has partnered with CPCB-authorized recyclers for the collection and recycling of post-consumer plastic waste, thereby ensuring adherence to mandated recycling targets. Furthermore, as part of its commitment to sustainable waste management, all empty plastic containers and packaging materials are returned to respective vendors wherever possible. Non-returnable plastic waste is sold to scrap dealers to facilitate reuse or recycling.
 - **E-Waste:** Not Applicable, as Apollo Tyres' products operations do not generate any post-consumer E-waste.
 - **Hazardous Waste:** Not Applicable.

The hazardous waste generated on-site is stored in accordance with the regulatory requirement and disposed of through an authorized vendor.

- **Other Waste:** In accordance with EPR regulations, Apollo Tyres is required to purchase EPR credits for End-of-Life Tyres from CPCB-registered recyclers. The organization is currently in the process of procuring the required credits to ensure full compliance with applicable regulations.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No).

- If "Yes", whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Board?
- If "Not", provide steps taken to address the same.

EPR for Tyres: Yes. On July 21, 2022, the Ministry of Environment, Forest and Climate Change (MoEFCC) notified the Extended Producer Responsibility (EPR) regulations for End-of-Life Tyres (ELT) in India. In accordance with these regulatory requirements, Apollo Tyres has registered as a producer on the Central Pollution Control Board (CPCB) portal. The Company has successfully fulfilled its EPR obligations for FY23, FY24 and FY25, including the timely submission of annual returns. Apollo Tyres maintains 100% compliance with all applicable regulatory requirements under the ELT EPR framework.

EPR for Plastics: Yes. Extended Producer Responsibility (EPR) regulations are applicable to Apollo Tyres. As part of our compliance commitment, the Company engages with CPCB registered recyclers and have successfully met its EPR targets, achieving 100% compliance with the regulatory requirements during the reporting period.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective/ Assessment (LCA) for any of its products (for manufacturing industries) or for its services (for service industry)?

NIC Code	Name of product/ service	% of Total Turnover contributed	Boundary for which the Life cycle perspective/ assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If "Yes", provide web-link
22111	ENDURACE LD	1.73%	Cradle to Grave	Yes	No
22111	AMAZER 4G	0.60%	Cradle to Grave	Yes	No
22111	ALNAC 4G	0.12%	Cradle to Grave	Yes	No
22111	ALT188-HR	0.02%	Gate to Gate	No	No

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products/ services, as identified in the Life Cycle Perspective/ Assessments (LCA) or through any other means, briefly describe the same along with action-taken to mitigate the same.

Name of Product/ Service	Description of the risk/ concern	Action Taken
No significant environmental or social concerns have been identified.		

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	Financial Year 2024-25	Financial Year 2023-24
Bead Wire	0.175%	0.169%
Carbon Black	0.001%	0.001%
Fabric	0.000%	0.004%
Reclaim Rubber	0.605%	0.573%
Zinc Oxide	2.783%	2.767%
Steel Cord	0.813%	0.846%
Others	0.000%	0.000%
Total	3.853%	4.361%

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled and safely disposed:

	Financial Year 2024-25			Financial Year 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	1,674	-	-	1,417	-
E-Waste	NA	NA	NA	NA	NA	NA
Hazardous Waste	NA	NA	NA	NA	NA	NA
End-of-Life Tyre	-	473,490	-	-	321,789	-

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate Product Category	Reclaimed products and their packaging materials as % total products sold in respective category
	Not applicable

Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains.

Essential Indicators

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

Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	2,224	2,224	100%	2,224	100%	0	0%	2,224	100%	1,317	59.22%
Female	178	178	100%	178	100%	178	100%	0	0%	178	100%
Total	2,402	2,402	100%	2,402	100%	178	7.41%	2,224	92.59%	1,495	62.24%
Other than Permanent Employees											
Male	51	14	27.45%	14	27.45%	0	0%	0	0%	0	0%
Female	16	3	18.75%	3	18.75%	0	0%	0	0%	0	0%
Total	67	17	25.37%	17	25.37%	0	0%	0	0%	0	0%

1. b. Details of measures for the well-being of Workers:

Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	4,897	4,897	100%	4,897	100%	0	0%	3,053	62.34%	4,897	100%
Female	3	3	100%	3	100%	3	100%	0	0%	3	100%
Total	4,900	4,900	100%	4,900	100%	3	0.06%	3,024	62.31%	4,900	100%
Other than Permanent Workers											
Male	7,765	7,765	100%	7,765	100%	0	0%	2,687	34.60%	0	0%
Female	547	547	100%	547	100%	547	100%	0	0%	547	100%
Total	8,312	8,312	100%	8,312	100%	547	6.58%	2,687	32.33%	547	6.58%

1. c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent):

	Financial Year 2024-25	Financial Year 2023-24
Cost incurred on well-being measures as a % of total revenue of the Company	0.09%	0.10%

*The scope for this indicator includes only permanent employees and permanent workers.

2. Details of retirement benefits, for Current FY 2024- 25 and Previous FY 2023- 24

Benefits	Financial Year 2024-25			Financial Year 2023-24		
	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and Deposited with the authority (Yes/ No/ NA)	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and Deposited with the authority (Yes/ No/ NA)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	0%	0%	Yes	0%	2%	Yes
Others- Workmen Compensation	56.06%	33.93%	Yes	100%	98%	Yes

3. Accessibility of Workplaces

Are the premises/ offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

If "Not", then whether any steps are being taken by the entity in this regard.

Apollo Tyres is committed to fostering an inclusive, equitable, diverse and supportive work environment that provides equal opportunities to all individuals, including people with disabilities (PWD). At Apollo Tyres, we deeply value the diversity of our workforce while firmly opposing any form of discrimination or harassment. Our "Equal Opportunity Policy" is fully aligned with the legal provisions of "The Rights of Persons with Disabilities Act, 2016 and Rules, 2017". The company is committed to providing the necessary support and accommodation to ensure the well-being of all employees, including those with special needs, enabling them to perform their roles effectively within the organization.

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

Apollo Tyres is committed to promoting diversity, inclusion and equal opportunities for all employees, including people with disabilities, as part of its broader corporate value. The Company adheres to these principles through its Code of Conduct, which explicitly emphasizes the importance of fair treatment, non-discrimination and equal access to opportunities for all employees and extended workforce.

The Company's approach aligns with the broader goals of the Rights of Persons with Disabilities Act 2016 and supports its efforts towards social inclusivity and equal opportunity for all employees.

<https://corporate.apollotyres.com/content/dam/orbit/apollo-corporate/investors/corporate-governance/codes-policies/codes-policies/Code%20of%20Conduct-%20August%2013,%202024.pdf>

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

Gender	Permanent Employees		Permanent Workers	
	Return to Work Rate	Retention Rate	Return to Work Rate	Retention Rate
Male	100%	88.71%	100%	100%
Female	100%	NA	NA	NA
Total	100%	88.71%	100%	100%

* No female employees and workers took maternity leave in FY 23-24 as per records.

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers?

	If "Yes", give details of the mechanism in brief:
Permanent Workers	Apollo Tyres has established a framework which facilitates employees and workers across all levels in addressing their grievances. The employees and workers can directly report their grievances through the Line Manager and HR Business Partner (HRBP) for their respective business vertical. The complaints raised are assessed carefully in a transparent manner. Based on the assessment of each raised concern, appropriate actions are taken promptly. Apollo Tyres also made available a dedicated email address coc.report@apollotyres.com for those seeking to report a concern while maintaining strict confidentiality.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	Financial Year 2024-25			Financial Year 2023-24		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of Association(s) or Unions (B)	Percentage (%) (B/A)	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of Association(s) or Unions (B)	Percentage (%) (B/A)
-Male	2,224	0	0%	2,175	0	0%
-Female	178	0	0%	140	0	0%
Total Permanent Employees	2,402	0	0%	2,315	0	0%
-Male	4,897	4,661	95.18%	5,240	4,992	95.27%
-Female	3	3	100%	4	4	100%
-Total Permanent Workers	4,900	4,664	95.18%	5,244	4,996	95.27%

8. Details of training given to employees and workers:

Category	Financial Year 2024-25					Financial Year 2023-24				
	Total (A)	On health & safety measures		On Skill Upgradation		Total (D)	On health & safety measures		On Skill Upgradation	
		No.(B)	%(B/A)	No. (C)	%(C/A)		No. (E)	%(E/D)	No. (F)	%(F/D)
Employees										
Male	2,275	2,004	88.09%	1,991	87.52%	2,203	2,203	100%	2,001	90.83%
Female	194	152	78.35%	178	91.75%	151	151	100%	132	87.42%
Total	2,469	2,156	87.32%	2,169	87.85%	2,354	2,354	100%	2,133	90.61%
Workers										
Male	12,662	8,777	69.32%	3,653	28.85%	5,240	5,240	100%	3,172	60.53%
Female	550	397	72.18%	114	20.73%	4	4	100%	4	100%
Total	13,212	9,174	69.44%	3,767	28.51%	5,244	5,244	100%	3,176	60.56%

9. Details of Performance and Career Development reviews of employees and workers:

Category	Financial Year 2024-25			Financial Year 2023-24		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Male	2,224	2,142	96.31%	1,709	1,709	100%
Female	178	164	92.13%	74	74	100%
Total	2,402	2,306	96.00%	1,783	1,783	100%
Workers						
Male	4,897	4,897	100%	5,237	5,237	100%
Female	3	3	100%	4	4	100%
Total	4,900	4,900	100%	5,241	5,241	100%

Note: Total number mentioned under (A) includes both eligible and non-eligible permanent employees and workers for performance review (non-eligible refers to those who joined after December 31, 2024)

10. Health and Safety Management System:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No)

If "Yes", then coverage of the system.

Yes, Occupational Health and Safety (OHS) Management System is implemented at Apollo Tyres as per ISO 45001 Standard across all manufacturing plants.

Occupational Health and Safety Management System coverage is 100% of both employees, workers and contractors across operations.

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

The Company employs diverse methods and procedures to identify hazards and risks associated with the workplace, as outlined below:

-Hazard Identification and Risk Assessment (HIRA) Register covering routine and non-routine activities carried across departments.

-Job Safety Analysis on non-routine activity and development of method statement for non-routine activities.

-GEMBA, Switch ON, Safety Interactions, Hazard identification and Near Miss Reporting.

-And, carrying out Health and Safety Audits, both internally and externally on a periodic basis.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks? (Yes/No)

Yes, Apollo Tyres has established robust processes that allow workers to report work-related hazards, including near-misses, unsafe conditions and unsafe acts, through formal mechanisms such as the Hazard Identification System and Behaviour-Based Safety (BBS) / Safety Interaction (SI) Programme.

Additionally, the Company equips all workers with safety PPEs, ensures risk minimization and provides a safe workplace following safety permits systems and safety training. This is communicated through safety training, toolbox talks and internal safety communications. Supervisors and safety officers are trained to take immediate action upon such reports to mitigate risks and ensure safe working conditions.

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

Yes, Apollo Tyres has the provision of non-occupational medical and healthcare services for its employees and workers such as occupational health centre, ambulance, duty Doctor and nursing staff being available at plant premises. The Company also provides group Medclaim insurance and ESI as applicable.

11. Details of safety related incidents:

Safety Incidents/ Number	Category	Financial Year 2024-25	Financial Year 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0.14
	Workers	0.66	0.05
Total recordable work-related injuries	Employees	0	5
	Workers	21	2

Safety Incidents/ Number	Category	Financial Year 2024-25	Financial Year 2023-24
Number of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

Note: Under recordable injuries, only lost time injuries are considered.

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

In accordance with the Company's health and safety mission of "prioritizing well-being through unwavering safety," Apollo Tyres consistently endeavours to enhance safety performance and promote health and safety awareness among employees and workers.

To achieve this, the Company has implemented several measures to ensure a safe and healthy workplace for all stakeholders:

-Regularly conducting mandatory induction safety training and job-specific safety sessions for all employees and workers. Encouraging the identification of hazards and proactive reporting of near miss and unsafe conditions among employees and workers through a Hazard and Near Miss reporting programme, followed by prompt action implementation.

-Reinforcing safe behaviours among employees and workers and addressing at-risk behaviours through programs such as Behaviour Based Safety (BBS) and Safety Interaction (SI), accompanied by corrective actions. Conducting periodic safety audits to review workplace conditions and implementing remedial actions to further enhance safety measures, procedures and reporting systems.

-Promoting timely and effective reporting and investigation of all incidents and implementing corrective and preventive actions within specified timeframes.

-Conducting hazard identification and risk assessment for all departmental operations. Regularly convening safety committee meetings with other stakeholders to ensure compliance with local safety regulations, identify areas for improvement, implement corrective actions and evaluate key performance indicators.

Integrating health and safety into Risk Management projects to strengthen risk controls throughout the Company.

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

	Financial Year 2024-25			Financial Year 2023-24		
	Filed	Pending Resolution at end of year	Remark	Filed	Pending Resolution at end of year	Remark
Working Conditions	0	0	-	0	0	-
Health and Safety	0	0	-	0	0	-

14. Assessment for the Year (2024-25):

	% of plants and offices that were assessed (by entity or statutory authorities or third party)
Health and Safety Practices	100%
Working Conditions	100%

* Through third-party audits as part of ISO certification

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

All workplace safety incidents at Apollo Tyres are thoroughly investigated to identify root causes. These causes, along with the corresponding corrective actions, are systematically communicated to all employees across locations—not just at the site of the incident, but also at other facilities where similar risks may exist. The identified corrective actions are diligently tracked to ensure timely closure.

Post-incident measures include updated training sessions, revised work instructions and enhancements to risk assessment protocols. In addition, significant safety risks are mitigated through the following initiatives:

- Implementation of engineering controls and safety 'poka-yoke' (avoid unexpected surprises) mechanisms under structured Risk Management Projects to prevent unexpected failures.

- Strengthening safety training, operational standards and SOPs with clear health and safety guidelines to promote risk awareness and safe practices.
- Enhancement of the Behavior-Based Safety (BBS) programme, including the installation of high-quality safety infrastructure and interactive safety engagement with workers.
- Installation of roof lifeline systems and other structural safety improvements at high-risk areas.

Leadership Indicators

1. Does the entity extend any life insurance or compensatory package in the event of death of (A). Employees; and (B). Workers (Yes/No). Provide detail.

Apollo Tyres offers comprehensive insurance coverage to all its employees. In the unfortunate event of an employee's demise, a life insurance cover of ₹500,000 is provided. Furthermore, in the event of death resulting from an accident, the insurance company will process a claim equivalent to 60 months (100 months for field employees) of the basic salary component of the employee/worker. Additionally, Apollo Tyres ensures statutory compliance by maintaining workers' compensation insurance, providing financial protection to employees in the event of work-related injuries or occupational illnesses.

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

Apollo Tyres places strong emphasis on business ethics, transparency and accountability, extending these expectations to its business partners. The Company undertakes several measures to ensure that its partners adhere to applicable statutory and regulatory requirements. These measures include:

GST dues in the Raw Material Billing to Apollo Tyres

The GST paid to the Raw Material Value Chain Suppliers is being deposited with tax authorities of Govt of India. Once the Invoice data including GST details is uploaded by Apollo suppliers in the GST portal, the GST details appear in Form 2A which Apollo uses to take credit of the GST against the FG Sales.

PF and ESI payment by Labour contractors - Apollo's plant accounts commercial teams are ensuring that before settling the dues to the labor contractors, that labor contractor has complied with the deposit of statutory dues e.g., PF and ESI for his employees on a continuous basis before settling the invoice payment.

In addition to it, Apollo Tyres ensures labor compliance within its raw material (RM) supply chain through the deployment of the Apollo Supplier Code of Conduct and adherence to its sustainable procurement policies:

ATSP (Section III: Labor Practices): Suppliers are required to comply with wage laws, including minimum wages, overtime, piece rates and legally mandated benefits as per local or international laws.

ASNRP (Section I: Labor and Human Rights): The policy mandates support for decent living wages and benefits, ensuring compliance with applicable wage laws and legal requirements.

Also, Apollo Tyres conducts periodic audits to assess suppliers' adherence to fair working practices for employees, ensuring ethical labor standards are maintained.

3. Provide the number of employees/ workers having suffered high consequence work-related injury/ ill-health/ fatalities (as reported in Qs. 11 of Essential Indicators above), who have been/ are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total Number of affected employees/ workers		No. of employees/ workers that are rehabilitated or whose family member have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	0	0	0	0
Workers	0	0	0	0

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

Yes, Apollo Tyres consistently allocates resources to enhance human capital development, focusing on cultivating contemporary skills and capabilities. Simultaneously, we offer employees a rich diverse experience to enable a smooth transition to alternate opportunities.

Under our comprehensive transition assistance programme, we cover aspects related to wellness, financial planning and counselling support. We also offer the extension of the fixed-term work contracts to the retiring employees, in accordance with the skill set required for the business operations. Furthermore, depending on business requirements, the opportunity to become a business partner at Apollo is also extended to such employees.

5. Details on assessment of value chain partners (FY 2024-25):

	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practices	100%
Working Conditions	100%

Note: These assessments have been carried out as per the FY25 supplier assessment plan.

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

During the reporting period, no significant risks or concerns were identified through these assessments. Wherever minor findings emerged, corrective and preventive actions were communicated to the respective suppliers to ensure continual improvement in health and safety performance in alignment with Apollo's standards.



Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders.

Essential Indicators

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

At Apollo Tyres, stakeholder engagement is rooted in the belief that understanding and responding to the perspectives of those who influence or are influenced by the Company operations is essential for sustainable value creation. The identification of key stakeholder groups comprising consumers, supply chain partners, communities, non-governmental organizations (NGOs), business associates and investors is carried out through a structured, materiality-driven process. Stakeholders are systematically mapped and prioritized based on their level of influence on business decisions and their dependency on the Company's operations.

This mapping is regularly reviewed to reflect changing dynamics, ensuring that the Company remains agile in its engagement strategy and continues to foster trust-based, long-term relationships. Continuous engagement through dialogue, surveys and materiality assessments enables Apollo Tyres to stay attuned to evolving stakeholder expectations and align its actions with both stakeholder priorities and the Company's strategic objectives.

Moreover, Apollo Tyres has established a structured framework for stakeholder engagement, aligned with its board-approved Stakeholder Engagement Policy. The Company recognizes the diverse priorities of each stakeholder group and engages with them regularly to incorporate their perspectives into strategic and operational decisions, enhancing overall business performance.

The stakeholder engagement policy can be accessed here: <https://corporate.apollotyres.com/content/dam/orbit/apollo-corporate/investors/corporate-governance/codes-policies/codes-policies/stakeholder-engagement-policy.pdf>

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

Stakeholder Group	Identified as Vulnerable or Marginalized Group (Yes/ No)	Channels of Communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during each engagement
Customers (OEM & Replacement)	No	<ul style="list-style-type: none"> Customer care- 1800-212-7070 Apollo Quick Service Application Direct accessibility to all offices of Apollo Tyres Other Customer Engagement Activities 	Monthly/ Quarterly/Need based	<ul style="list-style-type: none"> Customer Grievance Resolution After-sales service to Customers Information on products & their FABs (Features & benefits), etc. ESG/Sustainability disclosures

Stakeholder Group	Identified as Vulnerable or Marginalized Group (Yes/No)	Channels of Communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during each engagement
Community (Trucking community, Women and children from communities around our manufacturing locations)	Yes	<ul style="list-style-type: none"> - Social media engagement - One on one & group to group communication - Events like street plays, game shows etc. - SHG meetings - Awareness through IEC like posters, pamphlets, hoardings - Livelihood and income generation training 	Daily, Monthly and Quarterly	<ul style="list-style-type: none"> - Addressing the health issues faced by the trucking community, due to their mobile lifestyle and lack of access to healthcare facilities. Providing health care solutions to its stakeholders in the form of healthcare centers - Recognizing the crucial role of women in economic development and aiming to support gender equality and poverty alleviation through a livelihood initiative. - Providing the livelihood opportunity to the women at their doorsteps. Skill building training under farm and off farm-based activities, setting up income generation units, financial and technical support for setting up the income generation units, market and fund assistance through financial institutions.
NGOs, Corporate Partners and Government Bodies	No	Meetings	Quarterly and Half yearly	<ul style="list-style-type: none"> - Collaborating with grassroots organizations, local governments and corporate partners to implement CSR projects and maximize outreach. - Complying with statutory mandatory requirements. Regulatory guidance whenever needed. - Exploring partnership opportunities and securing technical and financial support for CSR projects
Supply Chain partners (Raw material suppliers, logistic partners etc.)	No	<ul style="list-style-type: none"> - Physical Visits - Virtual Meetings - Emails - Telephone Calls - Vendor Quality Manual - Supplier Code of Conduct (available in local languages for Natural Rubber Supplier Partners) - Supplier Engagement Meetings (conducted in local languages for Natural Rubber Supplier Partners) 	Monthly/ Quarterly/ Need based	<ul style="list-style-type: none"> - Procurement Negotiations and Contracting - Vendor Quality Audits and Assessments - Sustainability Initiatives - Joint Technical Partnerships - Collaborative Projects with Suppliers <p>These interactions foster strong supplier relationships and ensure alignment with Apollo's operational and sustainability goals.</p>
Investor and Shareholder	No	<ul style="list-style-type: none"> - Stock exchange filings, Annual Report, Annual General Meetings, Emails, Postal Ballots etc. 	Periodic	Statutory Requirement
Employee and Workers	No	<ul style="list-style-type: none"> - Newsletter, training and awareness sessions, FGDs, Townhall, e-mails, health-helpline etc. 	Periodic, as and when required.	<ul style="list-style-type: none"> - Concerns related to Environment Health and Safety - Achievements, rewards & recognition - Training & Awareness - Employee feedback

Stakeholder Group	Identified as Vulnerable or Marginalized Group (Yes/No)	Channels of Communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during each engagement
Consumers	No	<ul style="list-style-type: none"> - Website: Product & Buy Online and Fit Off-line (BOFO) - Digital: Instagram, X, Facebook, YouTube, LinkedIn 	Annual / As per customer needs (As a regular process Apollo Tyres conducts market research- To Measure Brand Health and Market Share/ distribution)	<ul style="list-style-type: none"> - Brand Health Study - Environment, Health and Safety concerns - Product quality and safety - Product information - Suggestions & feedback - Complaint redressal

Leadership Indicators

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

Apollo Tyres places stakeholder engagement at the core of its sustainability approach. The Company recognizes that continuous and transparent dialogue with customers, suppliers, employees, communities and investors is essential to identify emerging priorities across environmental, social and economic dimensions, thereby guiding its long-term sustainability strategy. Our Board, through the Business Responsibility and Sustainability Committee (BRSC), plays a key role in steering this dialogue. The BRSC provides strategic oversight and ensures that insights from stakeholder consultations—gathered through surveys, partnerships, forums and community engagement—are channeled into our decision-making processes.

Regular updates on ESG initiatives, risks and progress are shared with the Board. These inputs guide our sustainability strategy and are transparently communicated through our annual BRSR and Sustainability Report, which are made available to all stakeholders. This integrated approach helps us stay aligned with global standards, drive continuous improvement and create long-term value for all.

2. Whether stakeholder consultation is used to support the identification and management of environmental and social topic? (Yes/No)

If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

The Company maintains regular and proactive engagement with key stakeholders to effectively gather their input on business matters. Additionally, through materiality assessments, the Company works with stakeholders to identify and prioritize key economic, environmental and social issues. These material topics, reflecting stakeholder interests and expectations, are integral to the Company's strategic decision-making and help shape ESG-related targets and action plans. For further details, please refer Sustainability Report FY25.

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

Apollo Tyres' Corporate Social Responsibility (CSR) framework is anchored in its vision of "continuously enhancing stakeholder value," which extends beyond business stakeholders to include vulnerable and marginalized sections of society. The Company's CSR policy integrates the principles of sustainability, inclusive growth and self-reliance, ensuring that its community engagement initiatives are both impactful and aligned with national development priorities. For instance, key actions taken by Apollo Tyres' CSR initiatives are:

Engagement with Rural Women:

Apollo Tyres has implemented targeted interventions to support rural women, who often face systemic challenges in accessing livelihood opportunities, markets and financial services. In Baroda, the Company has facilitated the formation of over 864 Self-Help Groups (SHGs), offering training in income-generating activities, financial literacy and entrepreneurship. To enhance access to institutional support, the Company has supported the establishment of a Credit Cooperative Society and an Organic Farming Cooperative and Marketing Society. These interventions have connected over 21,000 women to relevant government schemes and financial institutions, fostering long-term socio-economic empowerment and self-reliance.

Engagement with the Trucking Community:

Recognizing the limited healthcare access to the trucking community—largely due to their mobile work patterns—Apollo Tyres has established dedicated healthcare centers along major transport routes. These centres provide free and convenient access to primary healthcare services, vision care and awareness programs. The initiative ensures continuity of care through referrals and linkages to government health schemes. These efforts directly address the healthcare vulnerabilities of this critical yet underserved stakeholder group.

Principle 5: Businesses should respect and promote human rights.**Essential Indicators****1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity:**

Category	Financial Year 2024-25			Financial Year 2023-24		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Permanent	2,402	2,402	100%	2,315	2,315	100%
Other than permanent	67	67	100%	39	39	100%
Total Employees	2,469	2,469	100%	2,354	2,354	100%
Workers						
Permanent	4,900	4,900	100%	5,244	2,969	56.62%
Other than permanent	8,312	8,312	100%	7,859	5,159	65.64%
Total Workers	13,212	13,212	100%	13,103	8,128	62.03%

2. Details of minimum wages paid to employees and workers:

Category	Financial Year 2024-25					Financial Year 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Permanent										
Male	2,224	0	0%	2,224	100%	2,175	0	0%	2,175	100%
Female	178	0	0%	178	100%	140	0	0%	140	100%
Total	2,402	0	0%	2,402	100%	2,315	0	0%	2,315	100%
Other than Permanent										
Male	51	0	0%	51	100%	28	0	0%	28	100%
Female	16	0	0%	16	100%	11	0	0%	11	100%
Total	67	0	0%	67	100	39	0	0%	39	100%
Workers										
Permanent										
Male	4,897	0	0%	4,897	100%	5,240	0	0%	5,240	100%
Female	3	0	0%	3	100%	4	0	0%	4	100%
Total	4,900	0	0%	4,900	100%	5,244	0	0%	5,244	100%
Other than Permanent										
Male	7,765	925	11.91%	6,840	88.09%	7,417	2,344	31.60%	5,073	68.40%
Female	547	86	15.72%	461	84.28%	442	43	9.73%	399	90.27%
Total	8,312	1,011	12.16%	7,301	87.84%	7,859	2,387	30.37	5,472	69.63%

3. Details of remuneration/ salary/ wages, in the following format for FY 2024-25:

a. Median remuneration/ wages:

	Male		Female	
	Number	Median salary/ wage of respective category (In Lakh/ annum)	Number	Median salary/ wage of respective category (In Lakh/ annum)
Board of Directors (BoD)*	9	61.57	1	61.57
Key Managerial Personnel (KMP)**	2	2,486.30	1	132.15
Employees other than BoD and KMP	2,222	12.54	177	12.00
Workers	4,897	7.87	3	4.18

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

	Financial Year 2024-25	Financial Year 2023-24
Gross wages paid to females as % of total wages	4.09%	3.58%

*BoD excludes Managing Director & Whole-time Director

**KMP includes Managing Director and Whole-time Director. For Whole-time Director, 10 months salary has been considered for calculating average as he was appointed as Whole-time Director w.e.f. June 1, 2024.

Note for question 3b.

- Scope for this indicator includes only permanent employees (till Global Grade-6 (GG6)) and permanent workers.
- In FY25, we have not included retirement benefits under wages paid, in FY24 it was considered.

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

Yes, the Group Head of Human Resources is the designated focal point responsible for addressing human rights impacts/issues. This includes overseeing the implementation of human rights-related policies, addressing employee grievances and ensuring alignment with applicable labor laws and international human rights standards.

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

Apollo Tyres Ltd has an established process for employees and workers to raise grievances and concerns. The concerns can be raised through the following channels:

Employees and workers can raise concerns directly through their line managers.

Concerns can also be escalated to the HR business partner for the business area or region.

In addition, concerns can also be raised anonymously through e-mail coc.report@apolloytyres.com

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

	Financial Year 2024-25			Financial Year 2023-24		
	Filed during the year	Pending resolution at end of year	Remark	Filed during the year	Pending resolution at end of year	Remark
Sexual Harassment	0	0	-	3	0	The complaints were resolved
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/ Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

Safety Incidents/ Number	Financial Year 2024-25	Financial Year 2023-24
Total complaints reported under Sexual Harassment on Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	3
Complaints on POSH as a % of female employees/ workers	0	0.50%
Complaints on POSH upheld	0	3

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

Apollo Tyres Ltd upholds its commitment to equal opportunities and does not support discrimination or harassment of its employees and other external stakeholders. The Company values confidentiality, transparent support and protection of rights during the complaint registration process by the complainant. Complaints can be reported confidentially via email to: coc.report@apolloytyres.com.

Apollo Tyres shields complainants and witnesses from retaliation, victimization, or discrimination, especially in cases of sexual harassment. The ATL Code of Conduct prohibits dismissal or victimization based on lawful disclosures and supports employees who raise concerns in good faith. Retaliation is treated as a serious disciplinary offense.

Apollo Tyres ensures confidentiality of employee concerns and helps throughout investigations, including the option of temporary re-deployment. Additionally, the Company extends support to non-employees involved in the process and respects the wishes of employees regarding identity disclosure. If disciplinary proceedings follow, employees may be asked to come forward as witnesses and will be provided with necessary advice and support.

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

Yes, The Apollo Supplier Code of Conduct is aligned with the ISO 20400:2017 standard on Sustainable Procurement, incorporating its guiding principles. It also follows a framework based on 7 core subjects and 37 sustainability issues, with "Human Rights" being one of the key focus areas.

Apollo Tyres is a member of the Global Platform for Sustainable Natural Rubber (GPSNR), which promotes sustainability across the natural rubber supply chain. The Company aligns its natural rubber supply chain requirements with GPSNR's policy framework, which also emphasizes "Human Rights" as a critical section.

The Supplier Code of Conduct is a mandatory requirement during the selection and onboarding of new suppliers. It is treated in conjunction with terms and conditions of procurement contracts and remains applicable throughout the duration of the supplier relationship with Apollo Tyres.

10. Assessment for the FY 2024-25:

	% of plants and offices that were assessed (by entity or statutory authorities or third parties) *
Child Labour	40%
Forced/ Involuntary Labour	No specific compliance
Sexual harassment	40%
Discrimination at workplace	40%
Wages	40%
Others- please specify	40%

*Please note the while calculating the percentage, only the manufacturing plants have been considered. Plants are selected on a sample basis for conducting assessments by the Internal audit team.

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

No risks/concerns have been identified.

Leadership Indicators

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

The Company remains fully compliant with human rights and is committed to upholding the highest standards of ethical behaviour and responsible business conduct. To ensure this, it undertakes regular reviews and updates of its internal policies, operational procedures and governance systems. These reviews help identify any potential gaps, reinforce alignment with international human rights frameworks and ensure that all business activities are conducted in a manner that respects the dignity, rights and well-being of all stakeholders.
- Details of the scope and coverage of any Human Rights due diligence conducted.**

The Company has undertaken human rights due diligence for its corporate office from the perspective of human rights related policies and processes in the current reporting year.
- Is the premise/ office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**

Apollo Tyres' Equal Opportunity policy aligns with statutory compliance outlined in "The Rights of Persons with Disabilities Act, 2016 and Rules, 2017." The company ensures the provision of suitable facilities and amenities to enable individuals with disabilities to effectively fulfill their responsibilities within the organisation.
- Details on assessment of Value Chain Partners:**

	% of value chain partners (by value of business done with such partners) that were assessed:
Child Labour	100%
Forced/ Involuntary Labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%

Note: Apollo Tyres has a Supplier Audit System where the suppliers are audited on a periodic basis based on defined audit criteria and frequency. As a part of the audit checklist, the Company assesses its suppliers on requirements pertaining to Child Labor, Forced Labor/ Involuntary Labor, Sexual Harassment, Discrimination at workplace and wages and others. These assessments have been carried out as per the FY25 supplier audit plan.

- Provide details of any corrective actions taken or underway to address significant risks/ concerns arising from the assessment at Qs. 4 above.**

Apollo Tyres has a well-defined supplier audit system with a standard checklist that includes an HSE section covering occupational health, safety, environment and other requirements. Following recent audits, no risks or concerns were identified, resulting in no need for corrective actions.

Principle 6: Businesses should respect and make efforts to protect and restore the environment.

Essential Indicators

- Details of total energy consumption (in Joules or multiples) and energy intensity:**

Parameter	Financial Year 2024-25	Financial Year 2023-24
From 'Renewable Sources' in GJ		
Total Electricity Consumption (A)	736,507.13	484,280.00
Total Fuel Consumption (B)	395,768.46	278,368.00
Energy consumption through Other Sources (C)	0.00	0.00
Total Energy Consumption from renewable sources (A+B+C)	1,132,275.59	765,648.00

Parameter	Financial Year 2024-25	Financial Year 2023-24
From 'Non-Renewable Sources' in GJ		
Total Electricity Consumption (D)	1,195,449.07	1,387,013.00
Total Fuel Consumption (E)	2,716,059.45	3,102,802.00
Energy consumption through Other Sources (F)	1,067,062.05	1,051,566.00
Total Energy Consumption from non-renewable sources (D+E+F)	4,978,570.57	5,541,381.00
Total Energy Consumed (A+B+C+D+E+F)	6,110,846.16	6,307,029.00
Energy intensity per rupee of turnover (GJ/ ₹ Lakh) (Total energy consumption (GJ)/ turnover in Lakh rupees)	3.42	3.60
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (GJ/ Million USD) (Total energy consumed (GJ)/ Revenue from operations adjusted for PPP in Million USD)*	706.47	805.53
Energy intensity in terms of physical output (GJ/MT of production)	9.81	10.47

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year by IMF, which is 20.66 and 22.17 for the FY 25 and FY 24 respectively.

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency- Yes, independent assurance has been carried out by S.R. Batliboi & Co. LLP

2. Does the entity have any sites/ facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Yes/No)

If "Yes", disclose whether targets set under the PAT Scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

None of the facilities of the Company are identified as 'Designated Consumer' under the PAT scheme.

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

Parameter	Financial Year 2024-25	Financial Year 2023-24
Water withdrawal by source (in kilolitres- KL)		
(i) Surface Water	1,299,327.00	1,383,358.00
(ii) Groundwater	51,896.00	34,868.00
(iii) Third Party Water	330,211.00	336,297.00
(iv) Seawater/ Desalinated water	0.00	0.00
(v) Others (Rainwater)	207,316.00	169,913.00
Total Volume of water withdrawal (in KL) (i + ii + iii + iv + v)	1,888,750.00	1,924,436.00
Total volume of water consumption (in KL)	1,888,750.00	1,924,436.00
Water intensity per rupee of turnover (Water consumed (KL) / Revenue from operations (₹ Lakh)	1.06	1.1
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (KL/ Million USD) (Total water consumption (KL) / Revenue from operations adjusted for PPP (Million USD))*	218.36	245.75
Water intensity in terms of physical output (KL/MT of production)	3.03	3.19

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year by IMF, which is 20.66 and 22.17 for the FY 25 and FY 24 respectively.

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency- Yes, independent assurance has been carried out by S.R. Batliboi & Co. LLP

4. Provide the following details related to water discharge:

Parameter	Financial Year 2024-25	Financial Year 2023-24
(i). To Surface Water	0	0
- No treatment	0	0
- With treatment- please specify level of treatment	0	0
(ii). To Ground Water	0	0
- No treatment	0	0
- With treatment- please specify level of treatment	0	0

Parameter	Financial Year 2024-25	Financial Year 2023-24
(iii). To Seawater	0	0
- No treatment	0	0
- With treatment- please specify level of treatment	0	0
(iv). Sent to Third Parties	0	0
- No treatment	0	0
- With treatment- please specify level of treatment	0	0
(v). Others	0	0
- No treatment	0	0
- With treatment- please specify level of treatment	0	0
Total water discharged (in kilo-litres)	0	0

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency- Yes, independent assurance has been carried out by S.R. Batliboi & Co. LLP

5. Has the entity implemented a mechanism for Zero Liquid Discharge (ZLD)? If "Yes", provide details of its coverage and implementation.

Yes, the Company has implemented Zero Liquid Discharge (ZLD) mechanisms at its manufacturing facilities. All domestic and process wastewater is treated through dedicated Effluent Treatment Plants (ETPs) and Sewage Treatment Plants (STPs), followed by tertiary-level treatment to meet applicable regulatory standards.

The treated water is fully reused within the plant premises for various operational needs, ensuring no wastewater (treated or untreated) is discharged externally. Notably, the Andhra Pradesh facility is ZLD certified, demonstrating Apollo Tyres strong commitment to water sustainability and regulatory compliance across its operations.

6. Please provide details of air emissions (other than GHG emissions) by the entity:

Parameter	Please specify unit	Financial Year 2024-25	Financial Year 2023-24
NOx	Metric Tonnes	103.94	67.01
SOx	Metric Tonnes	271.90	80.12
Particulate Matter (PM)	Metric Tonnes	63.42	63.68
Persistent organic pollutant (POP)	NA	-	-
Volatile organic compounds (VOC)	NA	-	-
Hazardous air pollutant (HAP)	NA	-	-
Others- please specify	NA	-	-

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency- The stack air emission test is being, carried out by an external third-party agency

7. Please provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) and its intensity:

Parameter	Please specify unit	Financial Year 2024-25	Financial Year 2023-24
Total Scope 1 Emissions# (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ eq	257,515.55	294,261.00
Total Scope 2 Emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ eq	241,414.30	275,861.00
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes CO ₂ eq/ ₹ Lakh	0.28	0.33
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 & 2 emissions/ Revenue from operations adjusted for PPP) (Million USD)*	Metric tonnes CO ₂ eq/ Million USD	57.68	72.82
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes CO ₂ eq/ MT Production	0.80	0.95

Scope 1 emission does not include biogenic emission (tCO₂) (as per GHG protocol), Scope 2 emission from Steam purchases is not included, as it is generated from waste heat recovery boiler.

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year by IMF, which is 20.66 and 22.17 for the FY 25 and FY 24 respectively.

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency- Yes, independent assurance has been carried out by S.R. Batliboi & Co. LLP

8. Does the entity have any project related to reducing Greenhouse gas emissions?

If "Yes", then provide details.

Yes, Apollo Tyres has implemented a range of energy efficiency and process improvement projects across all its manufacturing locations during FY2024-25 to reduce its greenhouse gas emissions. These initiatives are directly aligned with its climate strategy and are focused on reducing electricity and fossil fuel consumption, which in turn contributes to the mitigation of GHG emissions.

Energy Efficiency Projects: Initiatives like energy-efficient motors and pumps, installing Variable Frequency Drives (VFDs), waste heat and condensate recovery, lighting retrofits and process optimizations result in saving over 27,507 GJ of energy and avoided approximately 4,469 tCO₂e greenhouse gases.

Using green fuels: The Company is using 100% biomass in its boiler in place of coal for its manufacturing facilities in Andhra Pradesh. The Limda plant procures steam from waste heat recovery boiler. Furthermore, the manufacturing facilities in Chennai have used approx. 15% biomass in its boiler in place of coal in the reporting year FY25.

Renewable energy use: The Company has invested in renewable energy to reduce its reliance on grid electricity. In FY25, the Company procured 36.6% of its electricity requirements through renewable sources.

9. Provide details related to waste management by the entity, in the following format:

Parameter	Financial Year 2024-25	Financial Year 2023-24
Total Waste Generated (in metric Tonnes)		
Plastic Waste (A)	1,997.07	1,309.98
E-Waste (B)	68.77	44.94
Bio-medical Waste (C)	0.14	0.15
Construction and Demolition Waste (C&D) (D)	0.00	0.00
Battery Waste (E)	89.48	76.17
Radioactive Waste (F)	0.00	0.00
Other Hazardous Waste generated (G) (ETP Sludge, Waste Oil, MEE Salt)	1,369.38	1,223.46
Other Non-Hazardous Waste [#] generated (H) (Fly ash, Rubberised Fabric, Tyre Cut)	28,566.21	24,283.25
Total Waste Generated (A+B+C+D+E+F+G+H)	32,091.05	26,937.95
Waste intensity per rupee of turnover (MT/ ₹ Lakhs) (Total waste generated/ Revenue from operations)	0.02	0.015
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (MT/ Million USD) (Total waste generated (MT)/ Revenue from operations adjusted for PPP (Million USD))*	3.71	3.44
Waste intensity in terms of physical output (MT (Waste) /MT of production)	0.05	0.04
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category Waste		
(i). Recycled	30,794.77	25,694.00
(ii). Re-used	0.00	428.00
(iii). Other recovery operations	0.00	22.00
Total	30,794.77	26,144.00
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category Waste		
(i). Incineration	419.27	93.00
(ii). Landfilling	877.01	701.00
(iii). Other disposal operations	0.00	0.00
Total	1,296.28	794.00

[#]Under other non-hazardous waste- food and horticulture waste is not included.

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year by IMF, which is 20.66 and 22.17 for the FY 25 and FY 24 respectively.

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency- Yes, independent assurance has been carried out by S.R. Batliboi & Co. LLP

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

Apollo Tyres has adopted a comprehensive waste management strategy across its operations. The Company follows the 4Rs principle (Recycle, Reuse, Reduce and Recover) to minimize waste generation and environmental impact. All waste is systematically

collected, stored in designated Value Yard areas and disposed of in accordance with applicable regulatory norms. The Company maintains detailed records of waste generation and disposal, with regular reviews to identify opportunities for reduction. Additionally, Apollo Tyres is focusing on reducing the use of hazardous and toxic chemicals in its processes by promoting safer alternatives and ensuring that waste from such materials is managed responsibly and compliantly.

11. If the entity has operations/ offices in & around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones, etc.) where environmental approvals/ clearances are required:

S. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval/ clearance are being complied with? (Yes/No) If "No", the reasons thereof and corrective action taken, if any.
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The Apollo Tyre, Kerala Kalamassery plant is located 8 km from the boundary of Vembanad Kol Wetland complex designated as a Wetland of International Importance (Ramsar site). The operation has been assessed for impact and dependencies on the biodiversity and there is not direct impacts and dependencies on Vembanad Kol wetland complex. The management measures for operations are in place to avoid any impacts on the wetlands. Considering the distance from the wetland and well-established measures in place there will be no impact of our operations on the Vembanad Kol Wetland.

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year 2024-25:

Name and brief of the project	EIA Notification No.	Date	Whether conducted by independent agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web-link
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No new projects undertaken in the reporting periods which require Environmental Impact Assessment (EIA) based on applicable law.

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and Rules thereunder (Yes/ No).

If "Not", provide details of all such non-compliances:

S. No.	Specify the law/ regulation/ guidelines which is not compliant	Provide details of the non-compliance	Whether the conditions of environmental approval/ clearance are being complied with? (Yes/No) If "No", the reasons thereof and corrective action taken, if any.	Corrective action taken, if any
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All the manufacturing plants of Apollo Tyres are compliant with relevant laws and regulations.

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of 'Water Stress' (in kilo litres):

For each facility/ plant located in areas of water stress, provide the following information:

None of the plants are located in areas of water stress.

- Name of area -NA
- Nature of operations -NA
- Water withdrawal, consumption and discharge in the following format:

Parameter	Financial Year 2024-25	Financial Year 2023-24
	Water withdrawal by source (in kilo litres)	
(i). Surface Water	0.00	0.00
(ii). Ground Water	0.00	0.00
(iii). Third Party Water	0.00	0.00
(iv). Seawater/ Desalinated Water	0.00	0.00
(v). Others	0.00	0.00
Total volume of water withdrawal (in KL)	0.00	0.00
Total volume of water consumption (in KL)	0.00	0.00

Parameter	Financial Year 2024-25	Financial Year 2023-24
Water intensity per rupee of turnover (Water consumed/ Turnover)	0.00	0.00
Water intensity (optional)- the relevant metric may be selected by the entity (KL/MT)	0.00	0.00
Water discharge by destination and level of treatment (in Kilo litres)		
(i). To Surface Water		
- No treatment	0.00	0.00
- With treatment- please specify level of treatment	0.00	0.00
(ii). To Ground Water		
- No treatment	0.00	0.00
- With treatment- please specify level of treatment	0.00	0.00
(iii). Sent to Third Party Water		
- No treatment	0.00	0.00
- With treatment- please specify level of treatment	0.00	0.00
(iv). Into Seawater		
- No treatment	0.00	0.00
- With treatment- please specify level of treatment	0.00	0.00
(v). Others		
- No treatment	0.00	0.00
- With treatment- please specify level of treatment	0.00	0.00
Total water discharged. (in kilo-litres- KI)	0.00	0.00

2. Please provide details of total Scope 3 emissions and its intensity:

Parameter	Please specify unit	Financial Year 2024-25	Financial Year 2023-24
Total Scope 3 Emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	176,362.23	169,788.00
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ eq/₹ Lakh	0.10	0.10
Total Scope 3 emission intensity (optional)- the relevant metric may be selected by the entity	Metric tonnes of CO ₂ eq/ MT Production	0.28	0.28

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

The Apollo Tyre, Kerala Kalamassery plant is located 8 km from the boundary of Vembanad Kol Wetland complex designated as a Wetland of International Importance (Ramsar site).

No significant direct and in-direct impact of the entity on biodiversity has been identified based on biodiversity assessment carried out by the Company. Given the importance of ecologically sensitive area, the Company has initiated a mangroves conservation programme on Vembanad Kol Wetland.

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the Initiative
1.	Installation of Variable Frequency Drives (VFDs)	VFDs installed compressors, pumps, blowers and exhaust systems at Limda and Andhra Pradesh, plants to optimize motor speed based on demand.	Significant electricity savings across all locations.
2.	Use of energy-efficient BLDC fans	Replacement of cool rack fans conventional with energy efficient BLDC fans in mixer Kalamassery plants.	Daily electricity savings exceeding 12,100 kWh; improved energy efficiency and reduced emissions
3.	Chiller and cooling system upgrades	Replacement with energy-efficient screw chillers and duty-point optimized pumps at Limda, Perambra and Kalamassery	Reduced energy consumption; enhanced thermal efficiency.
4.	Nitrogen conversion in curing systems	Replaced hot water-based curing with nitrogen in Andhra Pradesh	Electricity saved- 8,265 MWh/ year

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

The Company ensures swift recognition of the of risks, leading to the development and periodic monitoring of appropriate mitigation action plans to foster sustainable growth through a comprehensive risk management framework. As a conscientious Company, we have developed the business continuity and emergency plan as part of crucial risk management strategies, details of which are given below.

Business Continuity Plan- The Business Continuity Plan which includes all facets of the operations has been developed. Apollo Tyres firmly believes in establishing robust processes and plans including prevention and recovery systems to address potential threats in order to enable the company to maintain product or service delivery at acceptable levels even after disruptive incidents. The objective of the plan is to restore Information Technology (IT) systems at an alternative location and provide user access within a response time of 48 hours. The procedures outlined in this document serve as guidance for responding to incidents, ensuring that business operations can continue in a limited capacity until IT systems are fully restored. Information security controls remain in place to safeguard classified information. The plan is periodically tested based on contingency test plan and audited periodically by internal and external audit agencies.

Emergency Management Plan- An emergency management plan has been established across all the Plants of Apollo Tyres, considering a range of emergency scenarios related to both operational incidents and natural disasters. We have assigned dedicated teams at all the plants to respond in emergency scenarios and they undergo recurrent training on the Emergency Plan. The plan is subject to regular testing and review, including frequent emergency mock drills, to guarantee readiness. Moreover, the Company has established a robust risk management framework to identify and evaluate business risks and opportunities promptly. This framework ensures that risks are promptly identified and appropriate mitigation action plans are developed and periodically monitored to drive sustainable growth.

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

Apollo Tyres, a member of the Global Platform for Sustainable Natural Rubber (GPSNR), collaborates with stakeholders to promote sustainability in the natural rubber supply chain. GPSNR, initiated by the (World Business Council for Sustainable Development) WBCSD's Tire Industry Project, addresses socio-economic, environmental and governance issues, including biodiversity loss, deforestation and human rights violations.

To mitigate environmental impacts, Apollo Tyres has introduced the Apollo Sustainable Natural Rubber Policy (ASNRP), aligned with GPSNR's policy framework. This policy includes commitments to identify and manage risks related to deforestation, biodiversity degradation and conservation of High Conservation Value and High Carbon Stock areas. The ASNRP has been shared with all natural rubber suppliers, who have formally accepted its guidelines.

No significant adverse impacts have been identified so far.

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

Apollo Tyres conducts periodic audits of all suppliers (100% covered as per supplier audit plan of FY25), assessing their environmental impacts using a standardized audit checklist and predefined criteria. The audit includes a dedicated Health, Safety and Environment (HSE) section, which verifies suppliers' environmental management systems.

During these audits, Apollo Tyres evaluates suppliers' waste management practices, including initiatives to reduce, reuse and recycle waste. The audits also examine systems for waste collection, segregation and disposal across manufacturing plants and office premises. This process helps minimize environmental impacts by ensuring suppliers adhere to responsible waste management practices.

Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

Essential Indicators

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

6

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

S. No.	Name the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1.	Confederation of Indian Industry (CII)	National
2.	Federation of Indian Chamber of Commerce and Industry (FICCI)	National
3.	PHD Chamber of Commerce and Industry	National
4.	Society of India Automobile Manufacturers	National
5.	Automotive Tyre Manufacturers' Association	National
6.	World Economic Forum	International

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

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

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain (Yes/No)	Frequency of Review by Board	Web Link, if available
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The Global Regulatory Compliance Manager oversees current and upcoming regulatory compliance. They assess and present the potential impact of regulations on the business or products to the management. Additionally, they develop strategies to explore opportunities or mitigate risks in collaboration with cross-functional teams (CFTs).

Apollo Tyres continuously monitors regulatory developments by directly engaging with government officials, NGOs, testing labs, autonomous bodies and trade organizations such as ATMA, ACMA, CII and AIRTRA.

Principle 8: Businesses should promote inclusive growth and equitable development.

Essential Indicators

1. Details of Social Impact Assessments (SIA) projects undertaken by the entity based on applicable laws, in the current financial year 2024-25:

Name and brief detail of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/No)	Relevant web-link
Not applicable					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity:

S. No.	Name of the project for which R&R is ongoing	State	District	No. of project affected families (PAFs)	%of PAFs covered by R&R	Amounts paid to PAFs in the FY (in ₹)
Not applicable						

3. Describe the mechanisms to receive and redress grievances of the community.

At Apollo Tyres, a well-defined mechanism has been established to engage with communities, address grievances and enhance the effectiveness of its CSR initiatives. This engagement framework is designed to ensure continuous feedback, community participation and timely improvements in programme delivery. The key components of this approach are outlined below:

- a. **Field Visits:** Regular field visits are a critical component of monitoring project implementation. The local CSR team conducts weekly visits to assess real-time progress, ensure adherence to project plans and interact directly with stakeholders. These visits include one-on-one community interactions, allowing Apollo Tyres Foundation (ATF) representatives to verify whether beneficiaries are receiving the intended support and to gather feedback for programme improvement.
- b. **Engagement of Community Resource Persons (CRPs):** Apollo Tyres actively involves local beneficiaries in programme delivery by engaging Community Resource Persons (CRPs) and Peer Educators (PEs). These individuals are selected from within the community—such as women from Self-Help Groups (SHGs) or experienced individuals at Transshipment Hubs—and are trained to support project implementation, documentation and monitoring. Acting as a bridge between the Company and the community, CRPs and PEs play a crucial role in resolving local issues and ensuring inclusive participation.
- c. **Midline and Impact Assessments:** To evaluate project performance and outcomes, a midline assessment is conducted in the third year of implementation, followed by a comprehensive impact assessment after five years. These evaluations include Focus Group Discussions (FGDs) with diverse stakeholder groups to identify key issues and areas for improvement. Insights and recommendations from the community and assessment findings are used to make data-driven mid-course corrections, enhancing programme relevance and impact.

This multi-tiered engagement process reinforces Apollo Tyres' commitment to inclusive development and ensures that its CSR programmes remain responsive to the needs and aspirations of the communities it serves.

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

	Financial Year 2024-25	Financial Year 2023-24
Directly sourced from MSMEs/ Small producers	5.23%	21.68%
Directly from within India	73.14%	64.78%

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

Location	Financial Year 2024-25	Financial Year 2023-24
Rural	44.17%	45.56%
Semi-Urban	5.44%	6.50%
Urban	2.96%	2.35%
Metropolitan	47.43%	45.60%

Note: 1. Place to be categorised as per RBI Classification System- rural/ semi-urban/ urban/ metropolitan

2. The scope for this indicator includes only permanent employees and permanent workers.

3. Employees are considered till Global Grade 6 (GG6) for the above calculation

4. In FY25, we have not included retirement benefits under wages paid, in FY24 it was considered.

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
	Not applicable

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

S. No.	State	Aspirational District	Amount Spent (in ₹ Lakhs)
1	Gujarat	Dohad	34.34
2	Jharkhand	Ranchi	21.85
3	Uttarakhand	Haridwar	11.85

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

Apollo Tyres currently does not have a preferential procurement policy. However, the Company promotes inclusive sourcing practices through its natural rubber procurement operations at 11 dirt-free grading centres. These centres prioritize the employment of women, thereby supporting marginalized and vulnerable groups.

As for the reporting period, women constitute approximately 60% of the workforce at these centres, reinforcing the Company's commitment to gender inclusion and social equity in its value chain.

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

Not ascertained, however, Apollo Tyres' natural rubber grading centres employ women for sheet rubber grading.

- The number of women workers is regularly tracked.

- These employment opportunities benefit women from neighbouring areas, contributing to their economic empowerment and skill development.

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

Apollo Tyres procures 4.55% of its total procurement value from these natural rubber grading centres.

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year 2024-25), based on traditional knowledge:

Apollo Tyres does not engage in activities that involve traditional knowledge, or the utilization of intellectual properties derived from traditional or indigenous knowledge sources. The Company's intellectual properties are primarily related to its core business, such as tire manufacturing, technology and product innovation. Therefore, it is not applicable.

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/ No)	Benefit Shared (Yes/ No)	Basis of calculating benefit share
		Not Applicable		

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

Name of authority	Brief of Case	Corrective action taken
	Not Applicable	

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefited from CSR Projects	% Beneficiaries from vulnerable & marginalized groups
1	Health care for Trucking Community:	1,351,728	100%

Given their nomadic lifestyle and limited access to consistent medical care, truck drivers are particularly vulnerable to a range of health issues. Recognizing both their healthcare needs and their significance as key stakeholders, Apollo Tyres has identified the trucking community as a primary beneficiary group. To address these challenges, the Company has established 34 dedicated Healthcare Centres across transshipment hubs in 21 states of India. These centres offer essential medical services directly at locations frequented by truck drivers, ensuring convenience and continuity of care. The programme encompasses a wide range of services, including HIV-AIDS prevention and awareness, vision care, tuberculosis integration awareness, screening and treatment for common non-communicable diseases like diabetes and hypertension, general medical consultations and support for COVID-19 testing and vaccinations.

S. No.	CSR Project	No. of persons benefited from CSR Projects	% Beneficiaries from vulnerable & marginalized groups
	<p>Key Services:</p> <p>1. HIV-AIDS Prevention and Awareness</p> <p>The programme includes Behaviour Change Communication (BCC), diagnosis and treatment of sexually transmitted infections (STIs), counselling, condom promotion, support for Integrated Counselling and Testing Centres (ICTC) and awareness through peer educators</p> <p>A network of 1,149 Peer Educators (PEs) has been mobilized to strengthen community outreach. In the reporting year, the Company integrated involvement of LGBTQIA+. Notably, 102 transgender individuals (TG) were engaged as PEs in the reporting year to foster inclusivity and reach vulnerable groups more effectively.</p> <p>2. Vision Care</p> <p>Apollo Tyres, in partnership with Essilor India Pvt. Ltd. under the 2.5 New Vision Generation initiative, conducts regular vision screening camps. Beneficiaries receive spectacles and referrals for cataract surgeries are made to government hospitals.</p> <p>3. Tuberculosis (TB) Awareness and Management</p> <p>Since 2017, Apollo Tyres Foundation (ATF) has been implementing a TB intervention in collaboration with USAID, The Union and the Central TB Division. It has set up 17 Designated Microscopy Centres to facilitate early detection and treatment. Linkages with Directly Observed Treatment (DOTs) centres ensure continuity of care. In the reporting year, 154 TB-positive patients received nutritional support.</p> <p>4. Other Non-Communicable Diseases (NCDs)</p> <p>Healthcare centres offer diagnostic services for diabetes and hypertension, enabling early intervention and proper medical care—critical for improving long-term health outcomes in the community.</p> <p>5. Mobile Medical Units – Apollo Tyres Healthcare Express</p> <p>To expand reach, mobile medical units operate in regions such as Delhi, Cuttack (Odisha) and Ranchi (Jharkhand), delivering healthcare services to remote locations, highway stops and trucking halts.</p> <p>In addition to the above, the Company organizes regular health camps for employees of fleet owners under the Sakushal Saarthi initiative, reinforcing preventive care among associated workforce groups.</p>		
2	<p>Solid waste management & sanitation: Aligned with national development goals and contributing to the Swachh Bharat Abhiyan, Apollo Tyres has implemented a range of initiatives under the umbrella of SPARSH to promote sustainable waste management and sanitation practices among local communities. The initiatives—Clean My Transport Nagar, Clean My Village, Sanitation Management and End-of-Life Tyre Playgrounds—are designed to foster healthier, more sustainable lifestyles. SPARSH stands for:</p> <p>S – Segregate Waste; P – Practise Composting; A – Awareness Generation; R – Reduce, Reuse & Recycle; S – Safe Sanitation; H – Hygiene for All.</p> <p>Key Services:</p> <p>1. Clean My Transport Nagar (CMTN)</p> <p>Targeting transshipment hubs, the Clean My Transport Nagar programme focuses on improving waste management and overall cleanliness. Core activities include door-to-door waste collection, road and lane cleaning, waste segregation, composting of organic waste and extensive community awareness initiatives.</p> <p>2. Clean My Village (CMV)</p> <p>Extending the principles of CMTN, Clean My Village addresses waste management needs in villages surrounding Apollo Tyres' manufacturing facilities. Through structured education programmes and hands-on training, the initiative encourages the adoption of best practices in waste management, leading to measurable improvements in both environmental and community health outcomes.</p>	247,031	100%

S. No.	CSR Project	No. of persons benefited from CSR Projects	% Beneficiaries from vulnerable & marginalized groups
	<p>3. Sanitation Management</p> <p>Recognizing sanitation as a fundamental human right, Apollo Tyres has undertaken various sanitation infrastructure projects in alignment with the Clean India campaign. The Company has constructed toilet-cum-bathing facilities for underprivileged communities near its Chennai, Baroda and Chinnapanduru plants and built community toilets at key transshipment hubs in Delhi and Agra, significantly enhancing access to hygienic sanitation services.</p> <p>4. End-of-Life Tyre Playgrounds (ELT)</p> <p>As part of its circular economy initiatives, Apollo Tyres creatively repurposes used tyres into playground equipment through the End-of-Life Tyre Playgrounds project. This not only extends the lifecycle of tyres but also educates children on recycling and sustainability. In FY 2024-25, the Company renovated existing ELT playgrounds to enhance their utility and impact.</p>		
3	<p>Livelihood for Rural Women: Navya, Apollo Tyres' flagship initiative, is designed to economically, socially and emotionally empower underprivileged rural women. The programme facilitates doorstep income-generation opportunities while also addressing gender discrimination and promoting awareness of gender rights.</p> <p>The programme also provides the livelihood and skill building training and opportunity to the youth and male farmer in the community.</p> <p>Key Activities</p> <p>1. Self-Help Groups (SHGs)</p> <p>SHGs serve as a powerful vehicle for women's empowerment by fostering collective strength and financial independence. Under Navya, Apollo Tyres adopts a dual approach—strengthening existing SHGs and creating new ones. These groups encourage regular savings and provide training in financial literacy, bookkeeping and documentation. Beneficiaries are also educated on addressing social issues such as domestic violence and gender inequality.</p> <p>2. Livelihood Training and Income Generation</p> <p>The programme offers targeted skill development to enhance economic self-reliance through both farm and non-farm-based training modules. Women are trained in a variety of income-generating activities, including livestock care and management, to broaden livelihood avenues.</p> <p>3. Linkages with Government Schemes and Markets</p> <p>Navya enables beneficiaries to access government welfare schemes and establishes market linkages that strengthen entrepreneurship. While government schemes offer financial support, market and service sector connections help scale their income-generating activities, creating a multiplier effect on the women's socio-economic upliftment.</p>	2,185	100%
4	<p>Biodiversity Conservation: Biodiversity conservation is a key pillar of Apollo Tyres' global sustainability strategy, with initiatives spanning India, Hungary and the Netherlands. In India, mangrove restoration remains a focus area. A flagship Mangrove Conservation Project is being implemented in Ernakulam district, Kerala. In the reporting year, Apollo Tyres inaugurated Ernakulam's first-ever public Mangrove Park, underscoring its commitment to ecological preservation. This initiative supports the local ecosystem—benefitting over one million fisherfolk and providing critical habitat protection for species such as the vulnerable smooth-coated otter.</p> <p>Recognizing the urgent need to mitigate climate change, Apollo Tyres has initiated afforestation projects across multiple locations. In Tamil Nadu, 350,000 teak trees are being maintained, while in Gujarat, 10,000 trees have been planted and are actively nurtured under the Miyawaki model. In FY 25, the Company further expanded its green footprint by planting 25,000 trees in the Tirupati district of Andhra Pradesh. These efforts are complemented by engagement with local farming communities to enhance soil productivity through sustainable agricultural interventions.</p>	29,487	100%

S. No.	CSR Project	No. of persons benefited from CSR Projects	% Beneficiaries from vulnerable & marginalized groups
5	<p>Local Initiatives: In addition to the four core CSR themes, Apollo Tyres implements various local initiatives within a 25–30 km radius of its manufacturing locations, based on the specific needs identified through engagement with local stakeholders. Key interventions include:</p> <p>Access to Purified Drinking Water:</p> <p>Apollo Tyres has installed Reverse Osmosis (RO) drinking water plants at Oragadam village (Chennai, Tamil Nadu) and Chinnapanduru village (Chittoor, Andhra Pradesh), ensuring improved access to purified drinking water for local communities.</p> <p>Eco-Restoration of Ponds:</p> <p>Following a detailed research study to assess the condition of local water bodies, the Company undertook the restoration of ponds in Chennai, Limda and Perambra. The initiative aims to enhance water quality, restore aquatic biodiversity and strengthen local ecosystems. A total of 14 ponds, covering approximately 300,000 square feet, have been restored through activities such as pond deepening, desilting, bunding and ongoing maintenance.</p> <p>Infrastructure Support:</p> <p>Additional community support initiatives include the renovation of Anganwadi centers and a community hall in Limda (Baroda), provision of IT equipment to the Tahsildar department in Chinnapanduru and the renovation of a government girls' school in Chennai.</p>	18,099	100%
6	<p>Philanthropy Initiatives: The organization also extends support to underprivileged and marginalized communities through philanthropic initiatives undertaken by the Taru Foundation. These efforts include providing essential healthcare services to underserved populations, distributing blankets to the homeless and supplying food items to address hunger and alleviate poverty.</p>	3,000	100%

Principle 9: Business should engage with and provide value to their consumers in a responsible manner.

Essential Indicators

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

Apollo Tyres has established a robust mechanism which involves multiple channels through which the customers can report their complaints. The complaints received are addressed promptly in an effective and transparent manner. The mechanism is elaborated through the following steps:

- a. **Channels for Complaints:** Customers can raise their complaints through various channels, including the Customer Care number (1800-212-7070), the Apollo Samadhan Application, direct visits to Apollo Tyres Offices, or via social media and the website. For product related complaints, customers can either contact Apollo Tyres Customer Care or approach any authorized ATL business partner. Alternatively, they can directly reach out to Apollo Tyres area business units to register their complaints.
- b. **Allotment of the tickets:** Customers receive relevant ticket numbers when registering complaints through the call center or business partners. For those registering at Apollo Tyres area business units, a receipt number and accompanying documentation are provided.
- c. **Inspection Process:** Following complaint registration, authorized inspectors assess the customer's tire. Subsequently, an inspection document or award letter is issued, detailing the reason for failure—whether it's related to manufacturing or operational factors. The resolution time varies between 2-4 days. Additionally, on social media and the website, any comments or inquiries are promptly relayed to the Customer Service team, which diligently responds and closes requests.
- d. **Feedback Collection:** After the complaint resolution process concludes, Apollo Tyres Customer Care reaches out to customers to collect feedback on their satisfaction with the resolution. Service team for swift action and closure.

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

Parameters	As percentage to total turnover
Environmental and social parameters relevant to the product	All regulatory-mandated information is comprehensively disclosed across all our products, ensuring full compliance and transparency.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	Financial Year 2024-25			Financial Year 2023-24		
	Received	Pending at end of year	Remarks	Received	Pending at end of year	Remarks
Data Privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair trade practices	0	0	-	0	0	-
Other (Customer complaints)	764,788	0	All complaints were resolved within the Financial Year	670,240	0	All complaints were resolved within the Financial Year

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

	Number	Reasons for recall
Voluntary Recalls	Nil	NA
Forced Recalls	Nil	NA

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

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

Yes, Apollo Tyres Limited (ATL) has a well-established framework and set of policies to address cybersecurity and data privacy risks. ATL has implemented a comprehensive Information Security Policy, complemented by a suite of global policies accessible to all employees via the internal Intranet portal. These policies form the cornerstone of the Company's information security and data privacy practices across all operations. To ensure compliance with global data protection standards, ATL maintains a robust Global Data Privacy Policy and Privacy Notice, publicly available at: <https://www.apollotyres.com/en-in/privacy-notice/>.

In addition, ATL's Data Protection Policy—also available internally—lays out the Company's commitment to safeguarding the Personal Data of employees, vendors, contractors, customers and third-party associates. The policy is regularly updated in line with applicable regulations and covers Personally Identifiable Information (PII) and Sensitive PII (SPII), outlining controls and processes for secure and compliant data handling.

All third-party partners are also required to comply with ATL's data privacy standards by signing appropriate confidentiality and data protection agreements before gaining access to any Personal Data.

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

The Company has implemented robust mechanisms to proactively identify and address consumer concerns in a timely and efficient manner. Continuous improvements are being made to enhance the quality assurance framework and streamline delivery timelines, reinforcing the Company's commitment to customer satisfaction and operational excellence.

7. Provide the following information relating to data breaches during FY 2024-25:

(a) Number of instances of data breaches:

Nil

(b) Percentage of data breaches involving personally identifiable information of customers.

Nil

(c) Impact, if any, of the data breaches.

Not applicable.

Leadership Indicators

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

Apollo Tyres strategically communicates product and service information through a diverse array of channels. These channels provided below, serve as conduits for reaching our stakeholders effectively.

Website: www.apollotyres.com

Apollo Tyres Customer Care - 1800-212-7070

Other Channels:

<https://shop.apollotyres.com/>

<https://www.apollotyres.com/en-in/>

<https://www.facebook.com/ApolloTyresLtd/>

<https://twitter.com/apollotyres>

<https://www.youtube.com/channel/UCQ89nQykQLTzw69wxZOSzg>

<https://www.instagram.com/apollotyresltd/>

<https://in.linkedin.com/company/apollo-tyres-ltd>

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

Apollo Tyres recognizes customers as a key stakeholder group and ensures transparent, timely and effective communication through structured channels. The Company disseminates accurate product-related information and undertakes regular customer engagement initiatives focused on product usage, applications and tyre maintenance. These efforts include educational content shared via social media platforms, website blogs and instructional videos on the official YouTube channel. Furthermore, Apollo Tyres conducts targeted training programs for OE Service Teams and Franchisees to enhance their technical understanding of products, with particular emphasis on fitment standards and tyre care best practices.

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

The Company has established comprehensive business continuity plans to mitigate the risk of disruptions. Despite these measures, in the rare event of an interruption, the Company has implemented essential mechanisms to promptly communicate any major discontinuations to consumers, to ensure transparency.

4. (a). Does the entity display product information on the product over and above what is mandated as per the local laws? (Yes/ No/ Not Applicable).

If "Yes", provide details in brief.

(b) Did your entity carry out any survey about customer satisfaction relating to the major products/ services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/ No).

(a) Apollo does not display product information on the product over and above what is mandated as per the local laws.

(b) Yes, Apollo Tyres regularly conducts customer satisfaction surveys to evaluate its products and services across key operational locations. As a fundamental component of its commitment to customer satisfaction, Apollo Tyres emphasizes transparent product information and proactive customer engagement. To support informed decision-making and enhance overall experience, the Company integrates feedback mechanisms into its service delivery. After a service interaction, customer feedback is systematically collected to assess satisfaction levels with the resolution provided by Apollo Tyres' customer care. These insights help the Company monitor performance, identify improvement areas and continuously refine its offerings to better meet customer expectations across its markets.

In the recent NPS study amongst PCR Dealers it has shown improvement from 39 to 41 in FY'25, signalling a higher loyalty & satisfaction level while within end customer segment Apollo satisfaction levels remain same.

INDEPENDENT PRACTITIONER'S REASONABLE ASSURANCE REPORT ON IDENTIFIED SUSTAINABILITY INFORMATION IN APOLLO TYRES LIMITED'S BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

To
The Board of Directors of
Apollo Tyres Limited
7 Institutional Area,
Sector 32, Gurugram 122001, India

1. We, S.R. Batliboi & Co. LLP ("we" or "us" or "SRBC"), Chartered Accountants, have undertaken to perform a reasonable assurance engagement for Apollo Tyres Limited ("the Company") vide our engagement agreement dated April 25, 2025, in respect of the agreed Sustainability Information listed in the "Identified Sustainability Information" paragraph below in accordance with the criteria stated in the "Criteria" paragraph below. The identified Sustainability Information is included in the Business Responsibility and Sustainability Report ("BRSR") of the Company for the year ended March 31, 2025 pursuant to the requirement of Regulation 34(2)(f) of the Securities and Exchange Board of India's ("SEBI") (Listing Obligations and Disclosure Requirements) Regulations, 2015 (as amended) (the "LODR Regulations"). This engagement was conducted by a multidisciplinary team including assurance practitioners and specialists.

Identified Sustainability Information

2. The Identified Sustainability Information for the year ended March 31, 2025 is BRSR Core (sub-set of BRSR), the attributes of which are summarised in Appendix 1 to this report. The Reporting Boundary for BRSR is on standalone basis as disclosed under Question No. 13, Section A of the BRSR.
3. Our reasonable assurance engagement (BRSR Core) was with respect to the year ended March 31, 2025 information only the attributes of which are summarised in Appendix 1 to this report and we have not performed any procedures with respect to earlier periods or any other elements included in the BRSR (i.e. non- BRSR Core attributes) and, therefore, do not express any opinion thereon.

Criteria

4. The Criteria used by the company to prepare the Identified Sustainability Information is as under:
 - i. Regulation 34(2)(f) of the Securities and Exchange Board of India (the "SEBI") (Listing Obligations and Disclosure Requirements), Regulations, 2015 as amended;
 - ii. Business Responsibility and Sustainability Reporting Requirements for listed entities per Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11,

2024 and Industry Standard on Reporting BRSR Core per SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated December 20, 2024.

Management's Responsibility

5. The Company's management is responsible for selecting or establishing suitable criteria for preparing the Identified Sustainability Information including the reporting boundary of BRSR, disclosing environmental information basis operational control approach, taking into account applicable laws and regulations including the SEBI circular, related to reporting on the Identified Sustainability Information, identification of key aspects, engagement with stakeholders, content, preparation and presentation of the Identified Sustainability Information in accordance with the Criteria. This responsibility includes design, implementation and maintenance of internal controls relevant to the preparation of the BRSR and the measurement of Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error. The Management and the Board of Directors of the Company are also responsible for overseeing the Company's compliance with the requirements of LODR Regulations and the SEBI Circular in relation to the BRSR Core.

Inherent limitations

6. The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and this can affect comparability between entities.
7. Measurement of certain amounts and BRSR Core attributes, some of which are estimates, is subject to inherent measurement uncertainty, for example, GHG emissions, water footprint, energy footprint, embracing circularity (waste management). Obtaining sufficient appropriate evidence to support our opinion does not reduce the uncertainty in the amounts and attributes.

Our Independence and Quality Control

8. We have maintained our independence and confirm that we have met the requirements of the Code of Ethics issued by

the Institute of Chartered Accountants of India and the SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023 and its clarifications thereto and have the required competencies and experience to conduct this assurance engagement.

9. We apply Standard on Quality Control (SQC) 1, "Quality Control for Firms that Perform Audits and Reviews of Historical Financial Information and Other Assurance and Related Services Engagements" and accordingly maintain a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our Responsibility

10. Our responsibility is to express a reasonable assurance opinion on the Identified Sustainability Information listed in Appendix 1 based on the procedures we have performed and evidence we have obtained.
11. We conducted our engagement in accordance with the Standard on Sustainability Assurance Engagements (SSAE) 3000, "Assurance Engagements on Sustainability Information", issued by the Sustainability Reporting Standards Board of the Institute of Chartered Accountants of India. This standard requires that we plan and perform our engagement to obtain reasonable assurance about whether the Identified Sustainability Information are prepared, in all material respects, in accordance with the Reporting Criteria. A reasonable assurance engagement involves assessing the risks of material misstatement of the Identified Sustainability Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances.
12. The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods and reporting policies and agreeing or reconciling with underlying records.

Below is the informative summary of the procedures performed by us:

- Obtained an understanding of the Identified Sustainability Information and related disclosures.
- Obtained an understanding of the assessment criteria and their suitability for the evaluation and/or measurements of the Identified Sustainability Information.
- Made inquiries of Company's management, including those responsible for preparing the BRSR report, finance team, human resource team amongst others and those with the responsibility for managing the Company's BRSR.
- Obtained an understanding and performed an evaluation of the design of the key systems, processes and controls for recording, processing and reporting on the Identified Sustainability Information at the corporate office and at other locations/offices on a sample basis. This included evaluating the design of those controls relevant to the engagement but not for the purpose of expressing an opinion on the effectiveness of internal controls.
- Based on the above understanding and the risks that the Identified Sustainability Information may be materially misstated, determined the nature, timing and extent of further procedures.
- Performed substantive testing on a sample basis of the Identified Sustainability Information to verify that the data had been appropriately measured with the underlying documents recorded, collated and reported. This includes reconciling the Identified Sustainability Information with the underlying records and recalculation on a sample basis.
- Tested the consolidation for locations/offices on a sample basis and corporate office under the reporting boundary for ensuring the completeness of data being reported.
- Where applicable, for the Identified Sustainability Information in the BRSR, we have relied on the information in the audited standalone financial statements of the Company for the year ended for the year ended March 31, 2025 and the underlying trial balance.
- Evaluated the reasonableness and appropriateness of significant estimates and judgements made by the management in the preparation of the Identified Sustainability Information.
- Obtained representations from Company's management.
- We also performed such other procedures as we considered necessary in the circumstances.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our reasonable assurance opinion.

Exclusions

13. Our assurance scope excludes the following and therefore we do not express an opinion on the same:
 - Operations of the Company, aspects of the BRSR and the data/information (qualitative or quantitative) included in the BRSR, other than the Identified Sustainability Information;
 - Data and information included in BRSR which is outside the defined reporting period i.e., for the year ended March 31, 2025;

- The statements that describe expression of opinion, belief, aspiration, expectation, aim, or future intentions provided by the Company.

Other Information

14. The Company's management is responsible for the other information. The other information comprises the information included within the BRSR other than Identified Sustainability Information and our independent assurance report dated June 27, 2025 thereon.
15. Our opinion on the Identified Sustainability Information does not cover the other information and we do not express any form of assurance thereon.

In connection with our assurance engagement of the Identified Sustainability Information, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the Identified Sustainability Information or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinion

16. Based on the procedures we have performed and the evidence we have obtained, the Identified Sustainability Information listed in Appendix 1 for the year ended March 31, 2025 (as stated under "Identified Sustainability

Information") are prepared in all material respects, in accordance with the criteria (as stated under "Criteria").

Restriction on use

17. Our Reasonable Assurance report has been prepared and addressed to the Board of Directors of Company at the request of the Company solely, to assist the Company in reporting on its sustainability performance and activities. Accordingly, we accept no liability to anyone, other than the Company. Our Reasonable Assurance Report should not be used for any other purpose or by any person other than the addressees of our report. We neither accept nor assume any duty of care or liability for any other purpose or to any other party to whom our report is shown or into whose hands it may come without our prior consent in writing.

For **S.R. Batliboi & Co. LLP**
Chartered Accountants
Firm's Registration No.: 301003E/E300005

Pankaj Chadha
Partner
Membership No.: 091813
UDIN: 25091813BMORDN4704
Place of Signature: Gurugram
Date: June 27, 2025

Appendix-1

Identified Sustainability Information (BRSR Core KPIs)

S. No	Attribute	Principle and indicator reference	Parameter
1	Green-house gas (GHG) footprint	Principle 6, E-7	<ol style="list-style-type: none"> 1. Total Scope 1 and scope 2 emissions 2. GHG Emission Intensity (Scope 1 +2) per rupee of turnover adjusted for Purchasing Power Parity (PPP) and in terms of physical output or services
2	Water footprint	Principle 6, E-3 and E-4	<ol style="list-style-type: none"> 1. Total water consumption 2. Water consumption intensity per rupee of turnover adjusted for PPP and in terms of physical output or services 3. Water Discharge by destination and levels of Treatment
3	Energy footprint	Principle 6, E-1	<ol style="list-style-type: none"> 1. Total energy consumed. 2. Percentage of energy consumed from renewable sources 3. Energy intensity per rupee of turnover adjusted for PPP and in terms of physical output or services
4	Embracing circularity (waste management)	Principle 6 - E9	<ol style="list-style-type: none"> 1. Total waste generated 2. Waste intensity per rupee of turnover adjusted for PPP and in terms of physical output or services 3. Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations. 4. For each category of waste generated, total waste disposed by nature of disposal method
5	Enhancing Employee Wellbeing and Safety	Principle 3 - E1(C) Principle 3- E11	<ol style="list-style-type: none"> 1. Spending on measures towards well-being of employees and workers 2. Details of safety related incidents for employees and workers
6	Enabling Gender Diversity in Business	Principle 5 - E3(b) Principle 5 - E7	<ol style="list-style-type: none"> 1. Gross wages paid to females as percentage of wages paid 2. Complaints on POSH
7	Enabling Inclusive Development	Principle 8 - E4 Principle 8 - E5	<ol style="list-style-type: none"> 1. Input material sourced from following sources as percentage of total purchases - Directly sourced from MSMEs/ small producers and from within India 2. Job creation in smaller towns
8	Fairness in Engaging with Customers and Suppliers	Principle 9 - E7 Principle 1 - E8	<ol style="list-style-type: none"> 1. Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events 2. Number of days of accounts payable
9	Open-ness of business	Principle 1 - E9	<ol style="list-style-type: none"> 1. Concentration of purchases & sales done with trading houses, dealers and related parties 2. Loans and advances & investments with related parties.