CEAT Sustainability Vision 2030
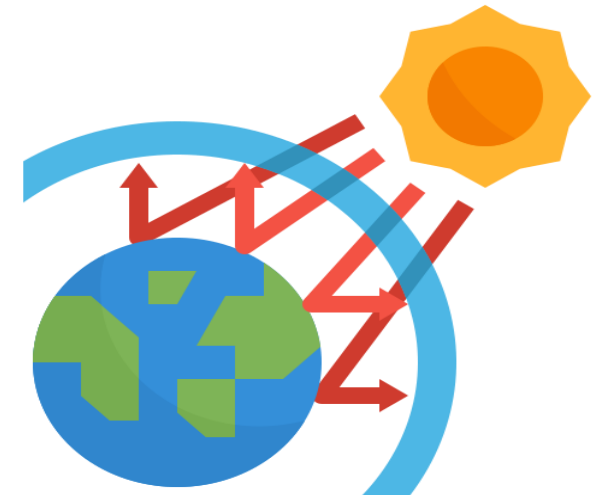
Reduce Carbon Footprint by **50%**

CO₂

Carbon footprint

Amount of Carbon dioxide (**CO2**) released into the atmosphere as a result of the activities of our organization

CO_2

Forms 76% of total green house gas emission.

CEAT

Natural Capital

Vision 2030

ESG framework strengthened and ESG Vision framed - 2021

Published maiden Integrated Annual Report - 2020

Strong focus on sustainability while defining Purpose statement - 2015

Strengthening existing sustainability practices while developing long-term vision and goals

This year, the total reclaimed rubber has been 9,158 MT of the total raw materials procured.

" CEAT's constant efforts to source raw materials in a sustainable manner led to an increase of ~13% renewable materials over the previous year. "

Energy Cost Savings: Total Energy Savings is ₹ 16.94 Crores

" CEAT's efforts have led to an overall decrease in greenhouse gas emissions (Scope 1 and 2) by approximately 13%. "

Water Consumption Targets: Reduce 10% of water consumption in FY 2021-22

CEAT

Efforts and recognitions

1.27 Million GJ
Renewable energy consumed

1,772 tCO$_2$e
Emissions avoided

9,158 MT
Reclaimed rubber used

32,785 GJ
Energy savings achieved in FY 2020-21

Plant in Chennai has been awarded Platinum under Indian Green Building Council ('IGBC').

INPUTS
- Use of renewables
- Energy management
- Water management
- Environmental management system
- Waste management

OUTPUTS
- Total material recycled
- Specific energy consumption
- Waste generated and recycled
- Specific water consumption reduced by **20%**
- Scope 1 and 2 emissions reduced by **13%**

OUTCOMES
- Reduced environmental footprint.
- Proactive environmental sustainability plan

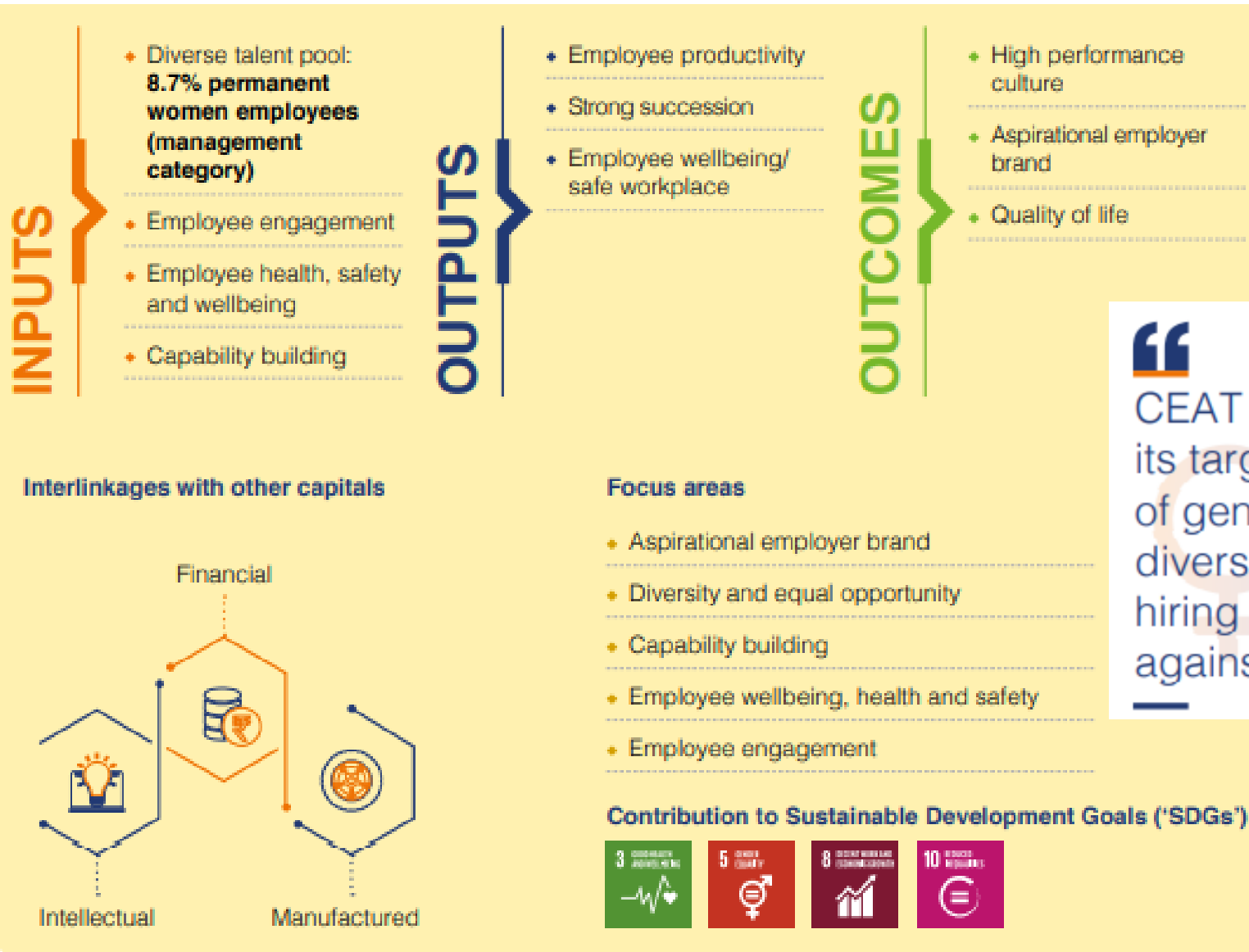**Interlinkages with other capitals**

Manufactured

Financial

Focus areas
- Materials management
- Environmental impacts
- Energy and emissions management
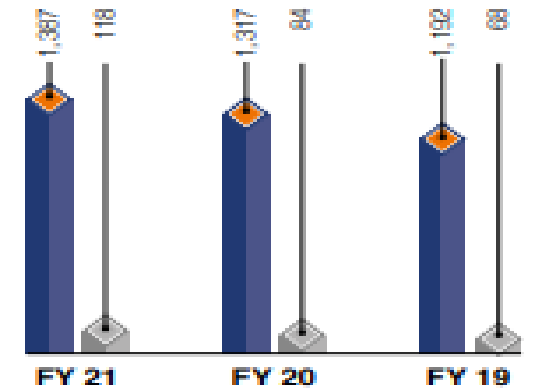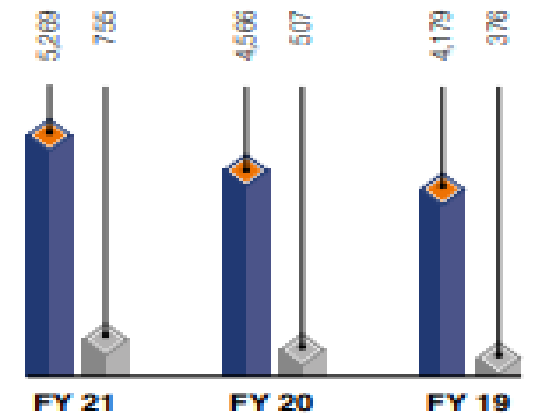
Contribution to Sustainable Development Goals ('SDGs')

- 6 CLEAN WATER AND SANITATION
- 7 AFFORDABLE AND CLEAN ENERGY
- 9 INDUSTRY INNOVATION AND INFRASTRUCTURE
- 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

CEAT

Human Capital

- Diverse talent pool: **8.7% permanent women employees (management category)**
- Employee engagement
- Employee health, safety and wellbeing
- Capability building

OUTPUTS

- Employee productivity
- Strong succession
- Employee wellbeing/ safe workplace

OUTCOMES

- High performance culture
- Aspirational employer brand
- Quality of life

Interlinkages with other capitals

Financial

Intellectual

Manufactured

Focus areas

- Aspirational employer brand
- Diversity and equal opportunity
- Capability building
- Employee wellbeing, health and safety
- Employee engagement

Contribution to Sustainable Development Goals ('SDGs')

- 3 GOOD HEALTH AND WELL-BEING
- 5 GENDER EQUALITY
- 8 DECENT WORK AND ECONOMIC GROWTH
- 10 REDUCED INEQUALITIES

> **CEAT achieved its target of gender diversity in hiring at 29.5% against 20%.**

Overview of CEAT's workforce
Management

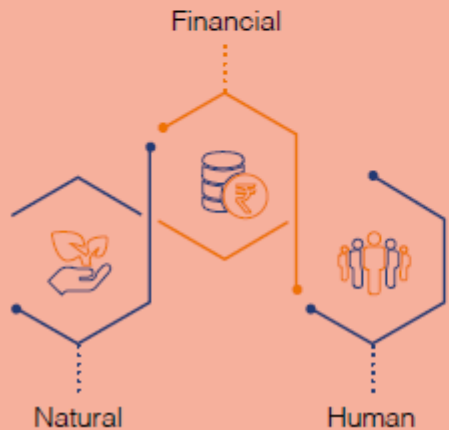|	FY 21	FY 20	FY 19
Male	1,387	1,317	1,192
Female	118	94	68

👤 Male   👤 Female

Non-Management

	FY 21	FY 20	FY 19
Male	5,269	4,565	4,179
Female	738	507	378

👤 Male   👤 Female

CEAT

Social and Relationship Capital

INPUTS
- Community initiatives
- Customer centricity
- Sports partnerships
- Collaboration with value chain partners
- Employee engagement

OUTPUTS
- Lives impacted: **6 Lacs+**
- Wider customer base
- Effective supply chain

OUTCOMES
- Brand recognition
- Deep relationships with partners
- Stronger community relationships
- Improved industrial relations
- Better NPS
- Community satisfaction score

> In FY 2020-21, over 6 Lacs beneficiaries were impacted inclusive of COVID-19 initiatives.

Interlinkages with other capitals

Financial

Natural

Human

Focus areas
- Customer satisfaction
- Community engagement
- Engagement with value chain partners

Contribution to Sustainable Development Goals ('SDGs')

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

5 GENDER EQUALITY

6 CLEAN WATER AND SANITATION

8 DECENT WORK AND ECONOMIC GROWTH

10 REDUCED INEQUALITIES

11 SUSTAINABLE CITIES AND COMMUNITIES

CSR Expenditure in FY 2020-21 (₹ in Lacs)

Education — ₹ 249.25

Vocational skills training — ₹ 229.15

Community Development and COVID-19 Response — ₹ 269.31

Heritage Conservation and Revival — ₹ 38.35

CEAT

COVID response
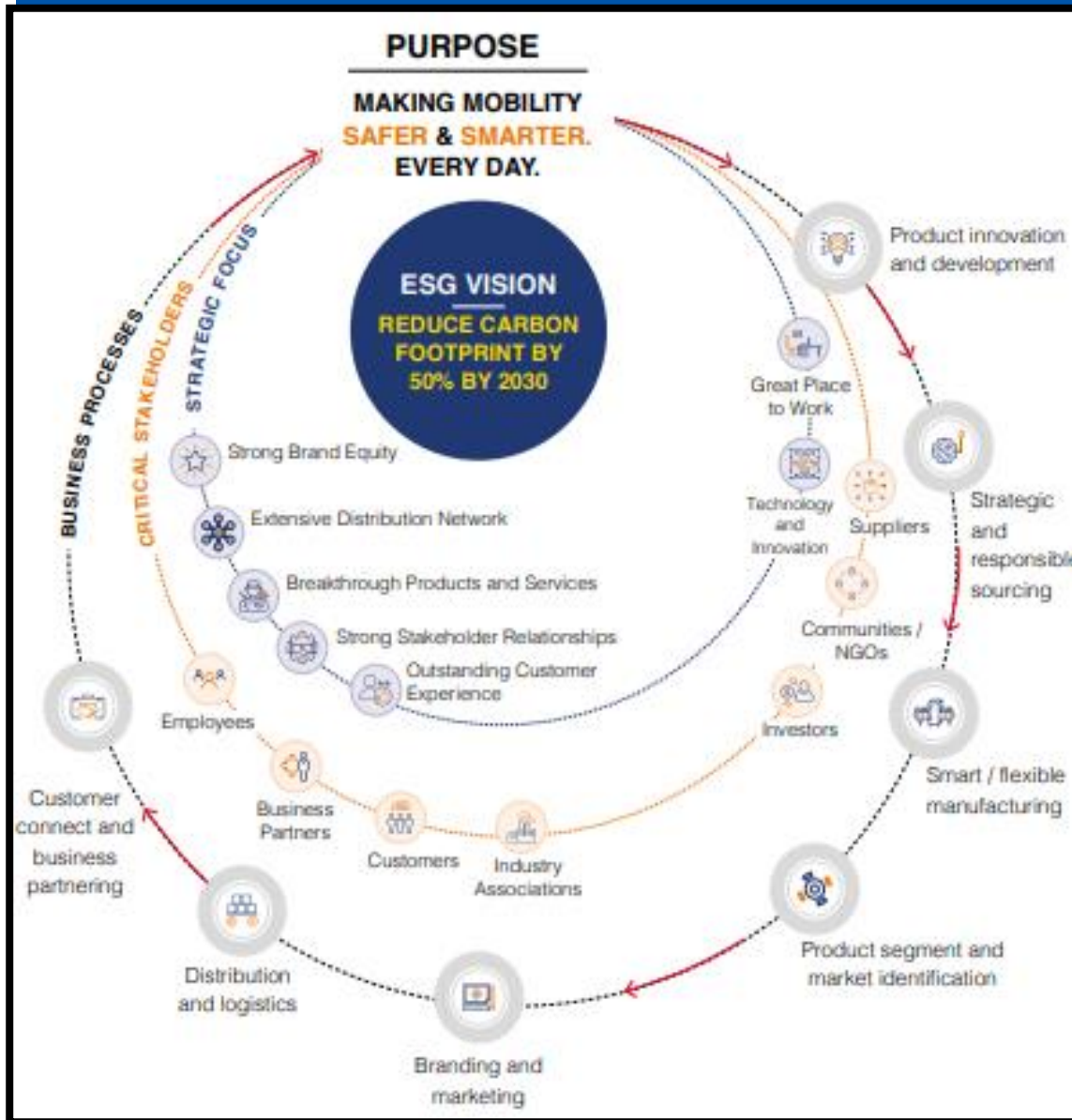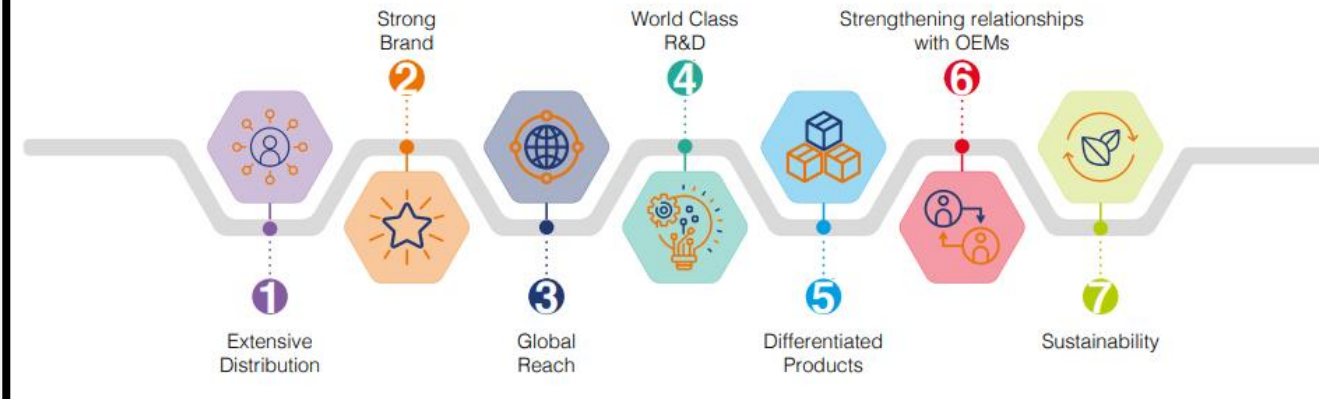
Supporting community during the crisis

Wall of gratitude

Extended Support

Employee health and wellbeing

CEAT

Value creation Model

Governance – Value Creation

Governance			
Material Topic	**Material Topic**	**Material Topic**	**Material Topic**
Economic Performance	Digitisation	Product Innovation / Smart Mobility	Corporate Governance / Ethics
GRI Topic	**GRI Topic**	**GRI Topic**	**GRI Topic**
Economic Performance	Non-GRI topic	Non-GRI topic	◆ Anti-Corruption
CEAT's Response	**CEAT's Response**	**CEAT's Response**	**CEAT's Response**
◆ Effective management of costs	◆ Invest in high-quality digital technology	◆ Enhance product portfolio ◆ Robust research and development on new technologies	◆ Conducting business ethically
Key Performance Indicators	**Key Performance Indicators**	**Key Performance Indicators**	**Key Performance Indicators**
◆ Revenue ◆ Profit ◆ Direct economic value generated and distributed	◆ Total monetary value of company assets	◆ No. of patents ◆ No. of new products launched	◆ Confirmed incidents of corruption and actions taken
Reference section in the IR	**Reference section in the IR**	**Reference section in the IR**	**Reference section in the IR**
Financial Capital	Manufactured Capital, Intellectual Capital	Intellectual Capital	Business Responsibility Report

CEAT