MRF Limited, Regd. Office: 114, Greams Road, Chennai - 600 006.
E-mail: mrfshare@mrfmail.com; Tel.: 044-28292777; Fax: 91-44-28290562
CIN : L25111TN1960PLC004306 Website: www.mrftyres.com

071/SH/SE/AGM/2026/4
14th July, 2026

National Stock Exchange of India Ltd Exchange Plaza 5th Floor Plot No.C/1G Block Bandra-Kurla Complex Bandra (E) Mumbai 400 051	Bombay Stock Exchange Ltd Floor 24 P J Towers Dalal Street Mumbai 400 001

Dear Sir,

Business Responsibility and Sustainability Report

Please find enclosed the Business Responsibility and Sustainability Report ("BRSR") for the financial year 2025-26 including reasonable assurance on BRSR Core indicators from SGS India Private Limited for the financial year 2025-26.

Kindly take the same on record.

Thanking you,

Yours faithfully

For MRF Limited
THULSIDASS VELAYUDHAN THARAYIL
Digitally signed by THULSIDASS VELAYUDHAN THARAYIL
Date: 2026.07.14 17:47:39 +05'30'

THULSIDASS T V
Vice President, General Counsel & Company Secretary

MRF LTD

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

FY 2025-2026

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A – GENERAL DISCLOSURES

I Details of the Listed Entity: -

1	Corporate Identity Number (CIN) of the Listed Entity	L25111TN1960PLC004306
2	Name of the company	MRF Limited
3	Year of incorporation	05-11-1960
4	Registered office address	114, Greams Road, Chennai, 600006
5	Corporate address	114, Greams Road, Chennai, 600006
6	E-mail	mrfshare@mrfmail.com
7	Telephone	044-28292777
8	Website	www.mrftyres.com
9	Financial year for which reporting is being done	01-04-2025 to 31-03-2026
10	Name of the Stock Exchange(s) where shares are listed	(a) National Stock Exchange of India Ltd (NSE) (b) BSE Ltd.
11	Paid-up Capital	Rs.42411430
12	Name of contact details of the person who may be contacted in case of any queries on the BRSR Report	(a) Mr. K M Mammen (DIN : 00020202), Chairman and Managing Director, Tel. No. : +91 44 28292777, E-mail Id : mrfshare@mrfmail.com (b) Mr. Arun Mammen (DIN : 00018558), Vice Chairman and Managing Director, Tel. No. : +91 44 28292777, E-mail Id : mrfshare@mrfmail.com
13	Reporting boundary	Standalone Basis
14	Name of assurance/assessment provider	SGS India Private Limited
15	Type of assurance/assessment obtained	Reasonable Assurance on BRSR Core Attributes

II. Products and Services

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

Sr.No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing of Automotive Tyres, Tube, Flap etc	Manufacturing of Truck, Farm, Passenger, Two-wheeler and other tyres, tubes and flaps	100%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacturing of Automotive Tyres, Tube, Flap etc	2211	100%

III. Operations

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

Location	Number of Manufacturing Units	Number of offices	Total
National	10	199	209
International	0	4	4

19. Markets served by the entity:

The company operates in the following markets mentioned below:

a. Number of locations:

Locations	Number
National (No. of States)	The Company sells its products in all the 28 states and 8 Union territories in the country
International (No. of Countries)	The Company serves in more than 60 countries

b. What is the contribution of exports as a percentage of the total turnover of the entity? 7.58%

c. A brief on types of customers:
Institutional Customers, Original Equipment Manufacturers (OEM), State Transport Undertaking (STU), Defence, Government Departments, Contractors) and Retail Markets.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B /A)	No.(C)	% (C/A)
	Employees					
1	Permanent (D)	6671	6617	99.19%	54	0.81%
2	Other than Permanent (E)	147	146	99.32%	1	0.68%
3	Total employees (D + E)	6818	6763	99.19%	55	0.81%
	Workers					
4	Permanent (F)	9612	9612	100%	0	0%
5	Other than Permanent (G)	16380	15542	94.88%	838	5.12%
6	Total workers (F + G)	25992	25154	96.78%	838	3.22%

b. Differently abled Employees and workers:

Sr. No	Particulars	Total	Male		Female	
	Differently abled employees					
		(A)	No. (B)	% (B / A)	No. (C)	% (C/A)
1	Permanent (D)	10	10	100%	0	0%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total differently abled employees D + E)	10	10	100%	0	0%
	Differently abled workers					
Sr. No	Particulars	Total (A)	Male No. (B)	% (B / A)	Female No. (C)	% (C / A)
4	Permanent (F)	52	52	100%	0	0%
5	Other than permanent (G)	1	1	100%	0	0%
6	Total differently abled workers (F + G)	53	53	100%	0	0%

21. Participation/Inclusion/Representation of women

	Total	No. and percentage of Females	
	(A)	No. (B)	% (B / A)
Board of Directors	14	3	21.43%
Key Management Personnel	2*	0	0%

Note: * excluding Managing Directors / Whole-time Directors

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

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	13%	0%	13%	12%	0%	12%	12%	7%	12%
Permanent Workers	14%	0%	14%	14%	0%	14%	2%	0%	2%

V. Holding, subsidiary and associate companies (including joint ventures)

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% Of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	MRF Corp Limited	Subsidiary	100%	-No-
2	MRF International Limited	Subsidiary	94.66%	
3	MRF Lanka (P) Ltd	Subsidiary	100%	
4	MRF SG PTE. LTD	Subsidiary	100%	
5	MRF DB-FZCO	Step down Subsidiary	100%	

VI. CSR

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes
(ii) Turnover (revenue from operations) (in Rs.Cr) –30652.08
(iii) Net worth (in Rs.Cr)– 20451.95

VII. Transparency and Disclosure Compliances

25.Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:
If yes, then provide web-link for grievance redressal policy

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	-	0	0	-
Shareholders	Yes	17	2	-	14	1	-
Investors (Other than shareholders)	Yes	0	0	-	0	0	-
Employees and workers	Yes	1	0	-	1	0	-
Customers	Yes	74274	0	-	54942	0	-
Value Chain Partners	Yes	0	0	-	3	0	-
Other (please specify)	-	0	0	-	0	0	-
Weblink: https://www.mrftyres.com/investor-relations/mrf-mechanism-for-grievance-redressal							

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 identified issue	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 opportunity (Indicate positive or negative implications)
1	Carbon Emissions	R	Market expectations for low-carbon products are reshaping procurement decisions, especially from automotive OEMs. Proactive carbon management is essential for business resilience and competitiveness.	MRF has taken multiple measures to reduce its emission through utilization of biofuels, renewable energy and improving its efficiency across operations with a medium-term target of 25% reduction of Scope 1 and 2 emission intensity by FY 2028 (Base year FY 2023).	Negative
2	Water Management	R	Water is a critical resource for India and crucial for its economy and wellbeing of its people. Rapid urbanisation and industrialization have resulted in drought and water stressed areas. Thus, increase in water costs and natural resource depletion is a business risk.	MRF conducted water stress assessment (WRI Aqueduct) and performance assessment as per International Water Stewardship Standard (AWS) to identify hotspots and improvement areas.	Negative
3	Energy Management	O	Advancement of technology enables MRF to take up optimization projects, switch over to energy efficient equipment and contribute to reduce overall energy footprint. Better energy management would enable reduction in the cost of energy.		Positive

4	Opportunities in Renewable Energy	O	With increasing availability of renewable energy sources, it enables the transition from non-renewable to renewable energy which also contributes to reduction in cost and carbon emissions.		Positive
5	Toxic Emission and Waste	R	Improper handling of chemicals can harm local ecosystems and public health leading to reputational damage. Customers and investors increasingly demand responsible waste management in order to transition from linear to circular economy.	We have adopted adequate engineering controls in our system to combat any adversities. The hazardous waste is disposed of through the authorised agencies prescribed under the respective State Pollution Control Board.	Negative
6	Occupational Health and Safety	O	Our commitment to Occupational Health and Safety is integral to our operations. Our objective is to target zero accidents and ill health by proactively monitoring health and safety performance and providing clear guidance. Ensuring employee wellbeing is critical for operational continuity and workforce morale.		Positive

SECTION B – MANAGEMENT AND PROCESS DISCLOSURES

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

At MRF, we have a robust management framework in place which enables us to align with the NGRBC Principles with respect to structure and policies to ensure that we continue to deliver our best in an ethical and responsible way. This encompasses transparent and principled business practices that hold us accountable, as well as protect the interests of our stakeholders, including customers and employees.

<table>
<tr><th>Disclosure Questions</th><th>P1</th><th>P2</th><th>P3</th><th>P4</th><th>P5</th><th>P6</th><th>P7</th><th>P8</th><th>P9</th></tr>
<tr><td colspan="10">Policy and Management Processes</td></tr>
<tr><td>1. a) Whether your entity’s policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td></tr>
<tr><td>b) Has the policy been approved by the Board? (Yes/No)</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td></tr>
<tr><td colspan="10">c) Web Link of the Policies, if available: https://www.mrftyres.com/downloads/Business-Responsibility-Policy.pdf</td></tr>
<tr><td>2. Whether the entity has translated the policy into procedures. (Yes / No)</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td></tr>
<tr><td>3. Do the enlisted policies extend to your value chain partners? (Yes/No)</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td></tr>
<tr><td>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.</td><td colspan="9">• MRF has been certified for ISO 20400:2017 (Sustainable procurement).
• The manufacturing plants are certified for:
o ISO 9001:2015 and IATF 16949:2016 as part of Quality Management System
o ISO 45001:2018 - Occupational Health and Safety Management System Standard
o ISO 14001:2015 - Environmental Management System Standard
o ISO 50001:2018 - Energy Management System Standard
o Arkonam and Medak plants are certified for AS9100D:2016 for Aerospace Quality Management System.

The Company’s products are certified for different product standards like BIS (Bureau of Indian Standards) and several country specific quality standards to which we export.</td></tr>
<tr><td>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</td><td colspan="9">The company has taken following target: Attain Carbon Neutrality by FY 2050 for Scope 1 and 2.</td></tr>
<tr><td>6.Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</td><td colspan="9">Performance with respect to these targets are being assessed on a regular basis.
We carried out several energy optimisation projects across all our plants to reduce our scope 1 emission intensity.
Renewable energy contribution in the current year is 30% in our overall electricity consumption (through Renewable PPAs) for reducing our Scope 2 emissions.</td></tr>
<tr><td colspan="10">7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements.</td></tr>
<tr><td colspan="10">Sustainability has become a critical business priority and an ongoing journey that depends on the collective efforts of all stakeholders to realize a shared vision of a sustainable future. We have committed to achieving carbon neutrality for Scope 1 and Scope 2 emissions by FY 2050. In the current year, our operations reached a 30% renewable energy mix in electricity consumption, contributing to significant reductions in Scope 2 emissions. Alongside reducing carbon footprint, we focus on optimizing resource use, enhancing employee well-being, and strengthening community engagement. Through innovative initiatives and strategic collaborations, we are dedicated to advancing these objectives while delivering positive environmental and social outcome.</td></tr>
</table>

Awards won by MRF are as follows:

- April 2025: Maruti Suzuki India Limited for "Overall Performance of the Year"
- May 2025: Best PFQCDDM (Productivity Flexibility Quality Cost Delivery Development Morale) Award by Suzuki
- June 2025: Outstanding contribution in Innovation by Ather
- September 2025: Value Delivery Excellence Award by Tata Passenger vehicle
- September 2025: Value Excellence Award by Tata Commercial vehicle
- September 2025: Eco Edge Progressive Certificate as a value chain partner of Skoda Auto Volkswagen India Private Limited by CII-ITC Centre of Excellence for Sustainable Development

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	(a) Mr. K M Mammen (DIN : 00020202), Chairman and Managing Director, Tel. No.: +91 44 28292777 E-mail Id : mrfshare@mrfmail.com. (b) Mr. Arun Mammen (DIN : 00018558), Vice Chairman and Managing Director, Tel. No.: +91 44 28292777,E-mail Id : mrfshare@mrfmail.com
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, Sustainability Council. a) Mr. K M Mammen (DIN : 00020202), Chairman and Managing Director, Tel. No.: +91 44 28292777, E-mail Id : mrfshare@mrfmail.com. (b) Mr. Arun Mammen (DIN : 00018558), Vice Chairman and Managing Director, Tel. No.: +91 44 28292777, E-mail Id : mrfshare@mrfmail.com

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	Y	Y	Y	Y	Y	Y	Y	Y	Y	Q	Q	Q	Q	Q	Q	Q	Q	Q
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	Q	Q	Q	Q	Q	Q	Q	Q	Q

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	Yes. MRF has carried out an independent assessment/ evaluation of their policies which are aligned with ISO 45001, ISO 14001, ISO 50001 by TUV - Nord ISO 9001, IATF 16949, AS9100D by BVQI and ISO 20400 by Intertek. Additionally, regular reviews of our company policies are conducted by the internal audit team of MRF.

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C – PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of directors	3	Training and awareness program on Sustainability	100%
Key managerial personnel*	3	Training and awareness program on Sustainability	100%
Employees other than Board of Directors and KMPs**	75	Code of conduct, workplace ethics, Sustainability and climate change, Leadership training, environmental Training, Safety Training, Skill upgradation Training	77%
Workers**	45	Safety Training, Quality Training, Process Training, Behavioural Training and Upskilling	46%

* Excludes Managing Directors / Whole-time Directors.

**Note: The above figures represent Permanent Employees and Permanent Workers.

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

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

Non-Monetary				
	NGRBC Principle	**Name of the regulatory/ enforcement agency/ judicial institutions**	**Brief of the Case**	**Has an appeal been preferred? (Yes/No)**
Imprisonment	Nil	Nil	Nil	Nil
Punishment	Nil	Nil	Nil	Nil

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

Case Details	Name of the regulatory/ enforcement agency/ judicial institutions
Nil	Nil

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

Yes. The "MRF Principles of Sustainability and Responsible Business Conduct" declares the Company's commitment to conduct its business in all respects, according to ethical, professional and legal standards, which prevail in the industrial sector in which the Company conducts its normal business. Further it mandates every employee of the Company to ensure that the interests of the Company are not adversely impacted on account of their personal interests/dealings and avoid engaging in illegal practices. Please refer the MRF Principles of Sustainability and Responsible Business Conduct" which is available on our website in the following link:
https://www.mrftyres.com/downloads/Business-Responsibility-Policy.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.**

	FY 2025-26	FY 2024-25
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2025-26		FY 2024-25	
	Number	**Remarks**	**Number**	**Remarks**
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

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) in the following format:**

	FY 2025-26	FY 2024-25
Number of days of accounts payables	71	64

9. Open-ness of business

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

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	32.01%	18.04%
	b. Number of trading houses where purchases are made from	1132	387
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	67.40%	93.58%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	74.26%	75.34%
	b. Number of dealers / distributors to whom sales are made	6329	6335
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	4.93%	5.46%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	15.35%	14.42%
	b. Sales (Sales to related parties / Total Sales)	0.01%	0.01%
	c. Loans and advances (Loans and advances given to related parties / Total loans and advances)	-	-
	d. Investments (Investments in related parties / Total Investments made)	-	-

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

Essential Indicators

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

	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D	32.05%	14.40 %	The expenditure is for R&D related to product improvements in emission reduction and carbon footprint.
Capex	2.37%	1.74%	Conservation of water, energy, reduction of emission and carbon footprint, wastewater recycling and reusing across plants.

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

Yes. MRF promotes sustainable sourcing aligned with ISO 20400 requirements at corporate level. MRF continually works with suppliers to promote the sustainability aspects of supplier operations and its value chain. To support sustainable sourcing, we encourage our suppliers and vendors to adopt suitable practices in their operations. Majority of our raw materials are naturally sourced and we further expect our suppliers to adhere to our Supplier Code of Conduct. Refer link to MRF's Supplier Code of Conduct https://www.mrftyres.com/downloads/MRF-supplier-code-of-conduct-06.02.2025.pdf

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

42% by value procured for the financial year 2025-26. These are emanating out of total raw material purchases from vendors who have ISO 14001 certification.

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) – Plastic scrap is sold to authorised vendors approved by Pollution Control Board.
(b) E-waste - All e-waste is sold to the authorised agencies approved by Pollution Control Board
(c) Hazardous waste – Hazardous waste is sold to the authorised agencies approved by Pollution Control Board
(d) Other waste – Other wastes are sold to the authorized vendors

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 EPR plan submitted to Pollution Control Boards?

Yes. Extended Producer Responsibility (EPR) is applicable to MRF for "End of Life Tyre" (ELT) and Plastic (as Importer and Brand owner), and we are buying EPR credits from the registered recyclers as per the regulation. For EPR Tyre and Plastic, yearly targets obligation set by CPCB is met by procuring credit certificate from the authorised recyclers and annual returns are filed in the CPCB Portal for the compliance.

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	% of employees covered by										
	Total	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
	(A)	Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D/A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	6617	6617	100%	6617	100%	NA	NA	NA	-	NA	-
Female	54	54	100%	54	100%	54	100%	NA	-	NA	-
Total	6671	6671	100%	6671	100%	54	0.81%	NA	-	NA	-
Other than Permanent employees											
Male	146	141	97%	141	97%	NA	NA	NA	-	NA	-
Female	1	1	100%	1	100%	1	100%	NA	-	NA	-
Total	147	142	97%	142	97%	1	0.68%	NA	-	NA	-

Note: All Employees are covered under well-being measures as per applicable legal requirements.

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

Category	% of workers covered by										
	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	9612	9612	100%	9612	100%	NA	NA	NA	-	NA	-
Female	0	0	0	0	0	-	-	NA	-	NA	-
Total	9612	9612	100%	9612	100%	-	-	NA	-	NA	-
Other than Permanent workers											
Male	15542	15542	100%	15542	100%	NA	NA	NA	-	NA	-
Female	838	838	100%	838	100%	838	100%	NA	-	NA	-
Total	16380	16380	100%	16380	100%	838	5.12%	NA	-	NA	-

Note: All workers are covered under well-being measures as per applicable legal requirements.

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

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the company	0.62%	0.65%

Note: the above value represents both statutory and non- statutory measures aimed for well -being of employees

2. Details of retirement benefits.

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	100%	100%	Y	100%	100%	Y
Others – please specify	-	-	-	-	-	-

Note: The above figures represent only to permanent employees and permanent workers based on the applicability.

3. Accessibility of workplaces

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

Yes, MRF's offices are accessible to differently abled employees and workers. Further, initiatives to improve accessibility across our plants and offices are being assessed.

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

Yes, MRF is an equal opportunity employer. Aspects of equal opportunity and rights of persons with disabilities have been included in our HR policies and further emphasised in our MRF Principles of Sustainability and Responsible Business Conduct.
Weblink: https://www.mrftyres.com/downloads/Business-Responsibility-Policy.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	NA	NA	NA	NA
Female	100%**	100%	NA	NA
Total	100%	100%	NA	NA

** 3 Female employees have availed maternity leave I during the FY 2025-26
* There are no permanent Female workers

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.** **(Yes/No): (If yes, then give details of the mechanism in brief)**

	(If yes, then give details of the mechanism in brief)
Permanent workers	Yes. Grievances of workmen are submitted either to the reporting supervisory authority or through recognised unions or as per the procedure set out in the Standing Orders. Employees can submit their grievances to their reporting supervisory authority or head of Human Resources function. Employees/workmen concerned can also use the Whistle Blower Policy / Vigil Mechanism or in case of grievances under the Prevention of Sexual Harassment Act, using the mechanism provided under the Act. Refer web links below Web link: https://www.mrftyres.com/downloads/mrf-mechanism-for-grievance-redressal.pdf Web link to Whistle-blower Policy: https://www.mrftyres.com/downloads/Vigil-Mechanism.pdf
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	**FY 2025-26**			**FY 2024-25**		
	Total employees / workers in respective category (A)	**No. of employees/workers in the respective category, who are part of the association(s) or Union (B)**	**% (B/A)**	**Total employees/workers in the respective category (C)**	**No. of employees/workers in the respective category, who are part of the association(s) or Union (D)**	**% (D/C)**
Total Permanent Employees						
-Male	6617	-	0%	6723	-	0%
-Female	54	-	0%	52	-	0%
Total Permanent Workers						
-Male	9612	9256	96.30%	11075	9665	87%
-Female	-	-	-	-	-	0%

8. Details of training given to employees and workers:

Category	FY 2025-26`					FY 2024-25				
	Total (A)	On health and safety measures		On skill upgradation		Total	On health and safety measures		On skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)	(D)	No. (E)	% (E / D)	No.(F)	% (F / D)
Employees										
Male	6617	981	15%	4496	68%	6723	2880	43%	4827	72%
Female	54	2	4%	21	39%	52	8	15%	30	58%
Total	**6671**	983	**15%**	**4517**	**68%**	**6775**	**2888**	**43%**	**4857**	**72%**
Workers										
Male	9612	5129	53%	4908	51%	11075	1618	15%	2172	20%
Female	-	-	-	-	-	-	-	-	-	-
Total	**9612**	**5129**	**53%**	**4908**	**51%**	**11075**	**1618**	**15%**	**2172**	**20%**

Note: The above figures represent Permanent Employees and Permanent Workers.

9. Details of performance and career development reviews of employees and workers:

Category	FY 2025-26			FY 2024-25		
	Total (A)	No.(B)	% (B/ A)	Total (D)	No.(E)	% (E / D)
Employees						
Male	6617	6617	100%	6723	6723	100%
Female	54	54	100%	52	52	100%
Other	-	-	-	-	-	-
Total	6671	6671	100%	6775	6775	100%
Workers						
Male	9612	9612	100%	11075	11075	100%
Female	-	-	-	-	-	-
Other	-	-	-	-	-	-
Total	9612	9612	100%	11075	11075	100%

Note 1: Workers are covered by Long Term Settlements between the Workers Union (on behalf of the workmen) and the Company which are renewed at a fixed periodicity. The remuneration terms are revised at the time of renewal and as such there is no annual performance appraisal process. However, workmen are considered for promotion to supervisor/staff category on a need basis based on their performance.

Note 2: The employees for the year 2025-26 will be considered for performance and career development review during July 2026.

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, what is the coverage of such a system?

Yes, an Occupational Health and Safety Management system has been implemented in all our manufacturing facilities.

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

Hazard Identification and Risk Assessment (HIRA) is used to identify all the hazards, assess risks based on the probability and severity and take controls based on the hierarchy of risk control.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks.

Yes, the following processes are available for the workers to report work-related hazards:

1. Workers report work-related hazards in the Safety Committee Meeting.
2. Hazards in the shop floor are communicated by the workers to the Supervisors for further action.
3. Safety Audits by Area In-charges are also a platform for workers to report work-related hazards.

d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services?

Yes, all our Occupational Health centres extend services for non-occupational related medical and health care services.

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

Safety incident/number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one-million-person hour worked)	Employees	0.23	0.11
	Workers	0.47	0.46
Total recordable work-related injuries	Employees	6	7
	Workers	60	54
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

1. At the Trichy plant, an inclined conveyor system has been commissioned in the mixing plant to significantly reduce manual material handling activities, thereby improving operational efficiency and minimising ergonomic risks.
2. At the Trichy plant, five jib cranes have been installed at strategic shop floor locations to facilitate safe material movement, reduce manual lifting, and mitigate operator fatigue.
3. At the Ankenpally and Trichy plants, Gravent air ventilation systems have been installed to enhance natural airflow and maintain workplace temperature within the prescribed limits, thereby improving the employee comfort and occupational health.
4. At the Ankenpally,Dahej and Tiruvottiyur plants, fall protection system have been provided for personnel involved in truck unloading operations, ensuring safe access and reducing the risk of fall related incidents.
5. At the Puducherry plant, a 143 mtr fire separation wall has been constructed to prevent the spread of fire, thereby enhancing emergency preparedness and safe guarding personnel, assets and infrastructure.
6. All MRF plants have conducted focused awareness campaign's on "Liner Rewinding Safety" to reinforce safe work practices and strengthen the safety culture across operations.
7. At the Dahej plant, a vacuum lifting system has been installed for chemical bag handling operations to eliminate manual lifting, improve ergonomics, and reduce the likelihood of musculoskeletal disorders.
8. At the Dahej plant, conveyor systems have been deployed for the transfer of tyres between various stages. This initiative minimises the material handling equipment movement, improve operational safety, and reduce ergonomic strain on employees.

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

	FY 2025-26			FY 2024-25		
	Filed during the year	**Pending resolution at the end of year**	**Remarks**	**Filed during the year**	**Pending resolution at the end of year**	**Remarks**
Working conditions	1	0	-	0	0	-
Health and safety	0	0	-	0	0	-

14. Assessments for the year

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

*Note: All sites were assessed by the MRF Limited's Internal teams on a periodic basis. Additionally, all the manufacturing plants have been assessed by third party certification agencies.

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

Nil

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.

Any individual or group of individuals or institutions that adds value to the business chain of the corporation or is materially affected by entity's decision is identified as a core stakeholder. At present, the given stakeholder groups identified have immediate impact on the operations and working of the company. MRF has recognized both, internal stakeholder (which includes employees and leadership), and external stakeholder (which includes regulators, investors, suppliers, customers and community).

At MRF, we recognize stakeholder engagement as an integral part of our operations. We strive to create long-term sustainable value for all our stakeholders including employees, customers, investors, suppliers and communities. In order to do so, we regularly engage and collaborate with our stakeholders to develop an understanding of their needs and expectations.

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

Stakeholder group	Whether identified as vulnerable and marginalised group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community meetings, Notice board, Website), Other	Frequency of engagement (Annually/ half-yearly/ quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	▪ Intranet Portal ▪ Functional and cross-functional committees ▪ Leader's talk ▪ Regular Employee Communication Forums ▪ Notice Board	On a regular basis	• Employee benefits • Equal opportunities • Recognition • Learning and development • Safety and well-being • Performance review and career development • Business update • Vision of the organisation
Customers	No	▪ Customer Service Support ▪ Customer Satisfaction Survey ▪ Email	On a regular basis	• Customer feedback • Resolution of their queries • Advertising
Suppliers and Vendors	No	▪ Supplier and Vendor meets ▪ Face-to-face and electronic correspondence ▪ Supplier Audits ▪ Email	Half yearly	• Resolving queries • Assessing performance • Recognition and engagement activities • Undertaking discussion on Sustainability Parameters
Investors / Shareholders	No	Newspaper advertisement, website, Annual General Meetings, disclosures to stock exchanges	Quarterly/ Annual / Event Based	To update them about important developments in the Company

		Email, Paper correspondence, Physical meetings, telephone	Need based	Address their grievances
Community	Yes	▪ Community consultations ▪ Community events ▪ Government Authorities ▪ Email	Periodic	• Community development
Regulatory and government bodies	No	▪ Annual reports ▪ Making representations whenever needed ▪ Formal dialogues ▪ Through trade associations	On a need basis	• Policy Advocacy • Deliberations and inputs on regulations and policies that have bearing on our operations and businesses

Principle 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	6671	5270	79%	6775	6775	100%
Other than permanent	147	0	0 %	124	0	0%
Total employees	6818	5270	77.30%	6899	6775	98.20%
Workers						
Permanent	9612	4437	46.16%	11075	1494	13.49%
Other than permanent	16380	0	0%	15142	0	0%
Total workers	25992	4437	17.07%	26217	1494	5.70%

2. Details of minimum wages paid to employees and workers

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	6671	0	0%	6671	100%	6775	0	0%	6775	100%
Male	6617	0	0%	6617	100%	6723	0	0%	6723	100%
Female	54	0	0%	54	100%	52	0	0%	52	100%
Other than permanent	147	0	0%	147	100%	124	0	0%	124	100%
Male	146	0	0%	146	100%	124	0	0%	124	100%
Female	1	0	0%	1	100%	0	0	0%	0	0%
Workers										
Permanent	9612	0	0%	9612	100%	11075	0	0%	11075	100%
Male	9612	0	0%	9612	100%	11075	0	0%	11075	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Other than permanent	16380	0	0%	16380	100%	15142	0	0%	15142	100%
Male	15542	0	0%	15542	100%	14753	0	0%	14753	100%
Female	838	0	0%	838	100%	389	0	0%	389	100%

3.Details of remuneration/salary/wages

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD) Non-Executive	6	The non-executive board members receive only sitting fees for attending meetings of the board/ committee. Hence, computation of median remuneration is not relevant	3	The non-executive board members receive only sitting fees for attending meetings of the board/ committee. Hence, computation of median remuneration is not relevant
Board of Directors (BoD) Executive	5	332048241	0	-
Key managerial personnel	2	23091458	0	-
Employees other than BoD and KMP	6610	783332	54	986780
Workers	9612	802267	0	-

Note: The above figures represent Permanent Employees and Permanent Workers.

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	0.95%	0.73%

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, Head of Human Resource is the designated focal point for addressing human rights impacts or issues.

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

The Mechanism for Grievance redressal contains provision that provides guidance to report human rights related issues that could be reported by our employees, workers, senior management and other stakeholders. Further we have internal committee to address any issues related to sexual harassment.
Web link : https://www.mrftyres.com/downloads/mrf-mechanism-for-grievance-redressal.pdf

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

	FY 2025-26			FY 2024-25		
	Filed during the year	**Pending resolution at the end of year**	**Remarks**	**Filed During the year**	**Pending resolution at the end of year**	**Remarks**
Sexual harassment	1	0	-	1	0	-
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, in the following format:

	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	1
Complaints on POSH as a % of female employees / workers	0.11%	0.23%
Complaints on POSH upheld	1	1

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

MRF strives to maintain a healthy, safe and productive work environment that is free from discrimination or any form of harassment for all internal and external stakeholders. A trained Internal Complaints Committee has been constituted for timely and impartial resolution for any complaints that may arise in this regard. Further, our Code of Conduct and the mechanism under the Prevention of Sexual Harassment Act ensures that any discrimination and harassments are avoided.

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

Yes, aspects of human rights are covered as part of our agreements with Vendors. All suppliers shall abide by the MRF's supplier code of conduct.
Weblink: https://www.mrftyres.com/downloads/MRF-supplier-code-of-conduct-06.02.2025.pdf

10. Assessments of the year

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

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

Nil

.

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

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity

Parameter	Unit	FY 2025-26	FY 2024-25
From renewable sources			
Total electricity consumption (A)	GJ	1176402	928763
Total fuel consumption (B)	GJ	279416	64211
Energy consumption through other sources (C)	GJ	0	0
Total energy consumption (A+B+C)	GJ	1455818	992974
From non-renewable sources			
Total electricity consumption (D)	GJ	2791336	2909120
Total fuel consumption (E)	GJ	5261589	5474860
Energy consumption through other sources (F)	GJ	341583	275315
Total energy consumed from non-renewable sources (D+E+F)	**GJ**	8394508	8659295
Total energy consumed (A+B+C+D+E+F)	**GJ**	9850326	9652269
Energy intensity per rupee of turnover (Total energy consumption/ Revenue from operations)	GJ/Cr. Rs	321.36	348.90
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed (GJ) / Revenue from operations adjusted for PPP (Rs.Cr)#	GJ/Cr. Rs	6536.44	7208.24
Energy intensity in terms of physical output	GJ/ Tonnes	8.64	8.89

The PPP conversion factor: 20.34 is based on data published by IMF as per ISF Guidelines for the year 2026.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.
Yes, independent assurance has been carried out by SGS India Private Limited. The reporting boundary is limited to the 10 manufacturing plants and R&D centres.

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

Not applicable.

Note: There are no sites/facilities that have been identified as Designated Consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	**FY 2025-26**	**FY 2024-25**
Water withdrawal by source (in kilolitres)		
(i) Surface water	537613	507970
(ii) Groundwater	884141	899436
(iii) Third-party water	1286787	1379002
(iv) Seawater / desalinated water	190943	198832
(v) Others (includes water utilised from rainwater harvesting ponds)	197430	99128
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**3096914**	**3084368**
Total volume of water consumption (in kilolitres)	**3096914**	**3084368**
Water intensity per rupee of turnover: Kilo Litres/ Rs.Cr. (Total water consumed / Revenue from operations)	101.03	111.49
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption (KL) / Revenue from operations adjusted for PPP (Rs.Cr)	2055.04	2303.38
Water intensity in terms of physical output	2.72	2.84

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.
Yes, independent assurance has been carried out by SGS India Private Limited. The reporting boundary is limited to the 10 manufacturing plants and R&D centres.

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

	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
No treatment	Nil	Nil
With treatment – Tertiary treatment	Nil	Nil
(ii) To Groundwater	Nil	Nil
No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
(iii) To Seawater	Nil	Nil
No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third parties	Nil	Nil
No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
(v) Others	Nil	Nil
No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
Total water discharged (in kilolitres)	Nil	Nil

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.
Yes**,** independent assurance has been carried out by SGS India Private Limited.The reporting boundary is limited to the 10 manufacturing plants and R&D centres
.

5. **Has the entity implemented a mechanism for zero liquid discharge? If yes, provide details of its coverage and implementation.**

All our Plants have Zero Liquid discharges mechanism.

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

Parameter	Unit	FY 2025-26	FY 2024-25
NOx	MT	197.97	146.34
SOx	MT	642.04	588.28
Particulate matter (PM)	MT	357.87	304.76
Persistent organic pollutants (POP)	-	NA	NA
Volatile organic compounds (VOC)	PPM	BDL	BDL
Hazardous air pollutants (HAP)	-	NA	NA
Others – please specify	-	NA	NA

Note: FY 2024-25 data is restated with Stack emissions with MT instead of mg/nm^3.
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.
No independent assurance has been carried out in the current reporting period.

Note: BDL-Below Detection Limit

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO_2 equivalent	579562	594035
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO_2 equivalent	574030	604767
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	**Metric tonnes of CO_2 equivalent/ Cr. Rs**	37.64	**43.33**
Total Scope 1 and Scope 2 emission intensity (MT CO_2e) per rupee of turnover adjusted for Purchasing Power Parity PPP(Cr.Rs) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO_2 equivalent/ Cr.Rs	765.50	895.26
Total Scope 1 and Scope 2 emission intensity in terms of physical output	**Metric tonnes of CO_2 equivalent/ Tonnes**	**1.01**	**1.10**

In the current reporting period, Biogenic emissions accounts to 27942 MT of CO_2 equivalent

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, independent assurance has been carried out by SGS India Private Limited. The reporting boundary is limited to the 10 manufacturing plants and R&D centres.

8. Does the entity have any project related to reducing greenhouse gas emission? If yes, then provide details.

Yes, following are the overview of current projects and initiatives in reducing greenhouse gas emission:

- All plants are adopting specific power consumption and specific fuel consumption measures for the reduction of GHG emissions.
- Implementation of additional waste heat recovery system in boilers to optimize energy consumption.
- Horizontal deployment of energy efficient compressors and AHU in HVAC system to reduce power consumption.
- Biomass blending in the existing coal-based steam generation system to reduce carbon foot print.
- Adoption of ISO 50001 system to create awareness and system to ensure continuous improvements and energy consumption reduction.

Future Endeavours.

- Increased Sourcing of renewable energy for further reduction of carbon emissions.
- Conversion of pneumatic based system to hydraulic based system to reduce the specific power consumption.
- Use of cleaner fuels in Boilers.
- Biomass-based boilers in place of Fossil fuels-based boiler.

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

Parameter	FY 2025-26	FY 2024-25
Total waste generated (in metric tonnes)		
Plastic waste **(A)**	3691	3120
E-waste **(B)**	36	38
Bio-medical waste **(C)**	0.19	0.17
Construction and demolition waste **(D)**	0	0
Battery waste **(E)**	148	177
Radioactive waste **(F)**	0	0
Other Hazardous waste. Please specify, if any. **(G)**	4001	3766
Other Non-hazardous waste generated (H).	71456	50578
Total (A+B + C + D + E + F + G + H)	**79332**	**57679**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	**2.59**	**2.08**
Waste intensity (MT) per rupee of turnover adjusted for Purchasing Power Parity (PPP) Rs. Cr (Total waste generated / Revenue from operations adjusted for PPP))	52.64	43.07
Waste intensity in terms of physical output	**0.07**	**0.05**
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	46084	32645
(ii) Re-used	23954	11018
(iii) Other recovery operations	3823	8998
Total	**73861**	**52661**
For each category of waste generated, total waste disposed of by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	9	23
(ii) Landfilling	5461	4993
(iii) Other disposal operations	0	0
Total	**5470**	**5016**

Note: FY 2024-25 data is restated in Other Non-hazardous waste generated (H)

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, independent assurance has been carried out by SGS India Private Limited. The reporting boundary is limited to the 10 manufacturing plants and R&D centres.

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

Wastes are segregated, labelled and stored properly. Hazardous wastes are disposed to authorized agency as per the regulatory norms and remaining wastes are disposed to scrap vendors and EPR regulated recyclers.

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

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	Tiruvottiyur, Chennai	Warehouse and R&D facility	Yes

12. Details of Environmental Impact Assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (yes/no)	Relevant Web link
Not applicable for the current Financial Year.					

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 there under (Y/N). If not, provide details of all such non-compliances:**

Sr. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken if any
1.	Gujarat Pollution Control Board	Fire Accident in MRF Dahej Plant, Gujarat.	Levied Environmental Damage Compensation of Rs 5,00,000/-	The Company has complied with the applicable regulatory requirements, including payment of the prescribed levy and submission of the required compliances.
All Units are complying with Air and Water Act as prescribed.				

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.

MRF is affiliated with 10 industry chambers and associations.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Automotive Tyre Manufacturers Association	National
2	Confederation of Indian Industry	National
3	Federation of Indian Chambers of Commerce and Industry	National
4	Associated Chambers of Commerce and Industry of India	National

5	Society Of Indian Automobile Manufacturers	National
6	All India Rubber Industries Association	National
7	Motor vehicles & allied industries association	National
8	The Southern India Chamber of Commerce & Industry	National
9	Federation Of Indian Export Organisation (Fieo)	National
10	Chemical and Allied Export Promotion Council of India	National

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
No case was filed by any stakeholder against MRF regarding unfair trade practices, irresponsible advertising and anti-competitive behaviour during the financial year.		

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and brief details of project	SIA notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant web link
NA	-	-	-	-	-

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

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

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

Dedicated Email ID is available in the Grievance redressal policy (Refer link below)

Weblink - https://www.mrftyres.com/downloads/mrf-mechanism-for-grievance-redressal.pdf

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	5.82%	5%
Directly from within India	75%	76%

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

Location	FY 2025-26	FY 2024-25
Rural	8.12%	8.87%
Semi-urban	18.32%	18.21%
Urban	51.87%	52.19%
Metropolitan	21.69%	20.72%

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

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

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

Consumer complaints are addressed by the local sales offices by inspection of the tyre by an accredited trained person. Such complaints are normally disposed in about 3 days' time.

Customers also can contact MRF for queries at write2us@mrfmail.com

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

	As a % to total turnover
Environmental and social parameters relevant to the product	-
Safe and responsible usage	100%
Recycling and/or safe disposal	-

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

	FY 2025-26		Remarks	FY 2024-25		Remarks
	Receive during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil	-	Nil	Nil	-
Advertising	Nil	Nil	-	Nil	Nil	-
Cyber-security	Nil	Nil	-	Nil	Nil	-
Delivery of essential services	Not applicable	Not applicable	-	Not applicable	Not applicable	-
Restrictive trade practices	Nil	Nil	-	Nil	Nil	-
Unfair trade practices	Nil	Nil	-	Nil	Nil	-
Other	Nil	Nil	-	Nil	Nil	-

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

	Number	Reasons for Recall
Voluntary Recalls	0	N/A
Forced Recalls	0	N/A

5. Does the entity have a framework/policy on cyber security and risks related to data privacy? If available, provide a web link to the policy.

Yes. At MRF, Cyber Security associated practices, policies and framework have been established and are in practice. The privacy policy has been published on the company's website. Please refer to https://www.mrftyres.com/privacy-policy.

MRF also conducts internal awareness programs on information and cyber security. As a result, all employees have received comprehensive training on cyber security and its associated risks.

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 the safety of products/services.

Not applicable

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches	0
b. Percentage of data breaches involving personally identifiable information of customers	0
c. Impact, if any, of the data breaches	NA

Independent Assurance Statement to MRF Limited on its BRSR Core Indicators for FY 2025-26

The Board of Directors,
MRF Limited,
Greams Road,
Chennai – 600 006.

Nature of the Assurance

SGS India Private Limited (hereinafter referred to as 'SGS India') was engaged by MRF Limited (the 'Company') to conduct an independent assurance of the Company's Business Responsibility and Sustainability Reporting (BRSR) (the 'Core Report') for the reporting period of April 1, 2025, to March 31, 2026. SGS India has conducted a Reasonable level of Assurance for the BRSR core indicators. This assurance engagement was conducted in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised) and ISAE 3410.

Reporting Framework

The Report has been prepared following

1. Master Circular for compliance with the provisions of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 by listed entities (Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026). Issued on: July 11, 2023 & Last updated on January 30, 2026.
2. Greenhouse Gas Protocol Standard.
3. ISO 14064-1:2018 Standard.

Intended Users of this Assurance Statement

This Assurance Statement is provided with the intention of informing all MRF Limited internal and external Stakeholders.

Responsibilities

The information in the report and its presentation is the responsibility of the management of the Company. SGS India has not been involved in the preparation of any of the material included in the report.

Our responsibility is to express an opinion on the text, data, and statements within the defined scope of assurance, aiming to inform the management of the Company, and in alignment with the agreed terms of reference. We do not accept or assume any responsibility beyond this specific scope. The Statement shall not be used for interpreting the overall performance of the Company, except for the aspects explicitly mentioned within the scope.

Assurance Standard

SGS has conducted a Reasonable level of Assurance for BRSR core parameters under 9 ESG Attributes, as specified under BRSR standards and amendments made as on date. This engagement was performed in accordance with the International Standard on Assurance Engagement (ISAE) 3000 (revised) and ISAE 3410 (Assurance Engagements other than Audits or Reviews of Historical Financial Information).

Our evidence-gathering procedures were designed to obtain a 'Reasonable' level of assurance, which is a high level of assurance in accordance with ISAE 3000(revised) standard, but is not absolute certainty. It involves obtaining sufficient appropriate evidence to support the conclusion that the information presented in the report is fairly stated and is free from material misstatements.

Statement of Independence and Competence

The SGS Group of companies is the world leader in inspection, testing, and assurance, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social, and ethical auditing and training; and environmental, social, and sustainability report assurance. SGS India affirms our independence from MRF Limited, being free from bias and conflicts of interest with the organization, its subsidiaries, and stakeholders.

The assurance team was assembled based on their knowledge, experience, and qualifications for this assignment, and comprised auditors registered with ISO 26000, ISO 20121, ISO 50001, SA8000, RBA, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification, and GHG Validation Lead Auditors, and experience on the SRA Assurance.

Scope of Assurance

The assurance process involved assessing the quality, accuracy, and reliability of BRSR Indicators (KPIs) within the report for the period April 1, 2025, to March 31, 2026. The reporting scope and boundaries include 10 manufacturing Plants and R&D centers spread across different states in India.

Assurance Methodology

The assurance comprised a combination of desktop review, interaction with the key personnel engaged in the process of developing the report, on-site visits, and remote verification of data. Specifically, SGS India undertook the following activities:

- Assessment of the suitability of the applicable criteria in terms of their comprehensiveness, reliability, and accuracy.
- Interaction with key personnel responsible for collecting, consolidating, and calculating the BRSR core indicators, and assessing the internal control mechanisms in place to ensure data quality.
- Application of analytical procedures and verification of documents on a sample basis for the compilation and reporting of the KPIs.
- Assessing the aggregation process of data at the Head Office level.
- Critical review of the report regarding the plausibility and consistency of qualitative and quantitative information related to the KPIs.

Limitations

SGS India did not come across any limitation to the agreed scope of the assurance engagement. SGS India verified data on a sample basis; the responsibility for the authenticity of the data entirely lies with the Company. The assurance scope excluded forward-looking statements, product- or service-related information, external information sources, and expert opinions. SGS India has not been involved in the evaluation or assessment of any financial data/performance of the company. Our opinion on financial indicators is based on the third-party financial reports audited by the Company. SGS India does not take any responsibility for the financial data reported in the audited financial reports of the Company.

The assurance scope excludes:

- Disclosures other than those mentioned in the assurance scope.
- Data reviews outside the operational sites as mentioned in the reporting boundary.
- Validation of any data and information other than those presented in “Findings and Conclusions.”
- The assurance engagement considers an uncertainty of ±5% based on the materiality threshold for Assumption/ estimation/measurement errors and omissions.
- The Company’s statements that describe the expression of opinion, belief, aspiration, expectation, aim to future intention provided by the Company, and assertions related to Intellectual Property Rights and other competitive issues.
- Mapping of the Report with reporting frameworks other than those mentioned in the Reporting Criteria above.

Findings and Conclusions

Based on the procedures we have performed and the evidence we have obtained, we are satisfied that the information presented by the Company in its report (as per the table below) is complete, accurate, reliable, fairly stated in all material respects, and is prepared in line with the BRSR requirements.

The list of BRSR Core Indicators that were verified within this assurance engagement is given below:

S.No.	BRSR Core Attribute	BRSR Core Indicator
1	Greenhouse gas (GHG) footprint	• Total scope 1 emissions • Total scope 2 emissions • GHG emission intensity (scope 1 +2)
2	Water footprint	• Total water consumption • Water consumption intensity • Water discharge by destination and levels of treatment
3	Energy footprint	• Total energy consumed • % of energy consumed from renewable sources • Energy intensity

4	Embracing circularity	• Plastic waste • E-waste • Bio medical waste • Construction and demolition waste • Battery waste • Radioactive waste • Other hazardous waste • Other non-hazardous waste • Total waste generated • Waste intensity • Each category of waste generated, total waste recovered through recycling, re- using or other recovery operations. • For each category of waste generated, the total waste disposed of by the nature of the disposal method
5	Employee well-being and safety	• Spending on measures towards wellbeing of employees and workers – cost incurred as a % of total revenue of the company • Details of safety-related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites)
6	Enabling gender diversity in business	• Gross wages paid to females as % of wages paid. • Complaints on POSH
7	Enabling inclusive development	• Input material sourced from MSMES/ small producers and from within India as % of total purchases (by value). • Job creation in smaller towns: Wages paid to persons employed in smaller towns (permanent or nonpermanent /on contract) as % of total wage cost
8	Fairness in engaging with customers and suppliers	• Instances involving loss/breach of data of customers as a percentage of total data breaches or cybersecurity events. Number of days of accounts payable
9	Openness of business	• Concentration of purchases & sales done with trading houses, dealers, and related parties. • Loans and advances & investments with related parties

For and on behalf of SGS India Private Limited

Kalpesh Thombare
National Manager – ESG & Sustainability Services, SGS India.

7th July, 2026.